

WEEKLY REPORT TO THE CITY COUNCIL

December 12, 2013

Members of the City Council
City of Tacoma, Washington

Dear Mayor and Council Members:

TOPICS OF INTEREST

1. As a reminder, **City Offices will be closed on December 25th and January 1st**. The next Weekly Report to Council will be submitted Thursday, January 2nd, for the January 7th Council meeting.
2. Attached for your information is a list of **important themes** that staff **identified while attending recent Neighborhood Council meetings**. This list does not include all issues addressed by Neighborhood Councils, nor is it a list of priority issues as selected by the Neighborhood Councils. The issues identified were selected by staff as themes that should be brought to the attention of the City Manager and City staff.
3. The **agenda for the Public Utility Board meeting on December 18, 2013** is attached for your information. Please note item U-10669, authorizing execution of a Collective Bargaining Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit, will be on the January 7th Council agenda for your consideration.

STUDY SESSION/WORK SESSION

4. The **City Council Study Session** of Tuesday, December 17, 2013, will be held in the City Council Chambers at Noon. Discussion items will be: (1) **Fiscal Sustainability Task Force**; (2) **District 1 Council Applicant Interviews**; (3) **Other Items of Interest**; (4) **Agenda Review**; (5) **Closed Session – Labor Negotiations**; and (6) **Executive Session – Council Applicants' Qualifications Review**.

On Tuesday's Council agenda for your consideration is **Resolution No. 38808**, which accepts the **Fiscal Sustainability Task Force recommendations** and directs the City Manager to evaluate the recommendations and report back to the Government Performance and Finance Committee. At Tuesday's Study Session, the recommendations will be presented to Council.

As a second item at Tuesday's Study Session, Council will have an **opportunity to interview the District 1 Council applicants**. The Study Session will be held in the Council Chambers so the interviews can be broadcast live on TV Tacoma.

5. The updated **Tentative City Council Forecast** and **Consolidated Standing Committee Calendars** are attached for your information.

COUNCIL REQUESTS/INQUIRIES

6. At the December 3rd Joint Council/Utility Board Study Session, the Mayor inquired about **how many of Tacoma Public Utilities' customers are low-income**. Director of Utilities Bill Gaines provides the attached memorandum in response.
7. During the December 3rd discussion on the 2014 Legislative Agenda and the potential revenue raised through cannabis retail sales, Deputy Mayor Campbell asked what the **estimated Business & Occupation Taxes for cannabis** would be for production and processing. Tax and License Division Manager Danielle Larson reports that after further review, the initial estimate was too high and the revised estimate is between \$700,000 to \$800,000 for all three activities: sales, production and processing. This includes the possibility that customers that would have gone to unincorporated Pierce County to buy, may now come to Tacoma since Pierce County adopted an ordinance that prohibits licensed marijuana businesses from operating in the unincorporated areas.
8. At the December 10th Council meeting, during the **Public Hearing related to the proposed sale of Railroad right-of-way**, Council Member Mello requested a map of the remnant parcels which more clearly delineated which properties are part of the proposed transaction. In addition, Council Members Mello and Boe, through emails, requested more information related to the development potential for these properties; short/long term City use; current thinking about the use of these properties; if the use benefits outweighed the cost/liability of the properties; zoning and allowable uses; size and encumbrances that exist; and, costs to make the parcels useable. Public Works Director Kurtis Kingsolver provides the attached map and will respond to the Council Members' additional requests when the information is available.
9. I have received an inquiry from Deputy Mayor Campbell about **how the city is monitoring applications for State Licenses for Retailers**. Assistant City Manager Tansy Hayward provides a response in the attached memorandum.
10. At the **November 12th Council meeting, during Citizen's Forum, Mr. Alton McDonald shared several concerns and requests**. Attached you will find a memorandum, summarizing the requests and staff's responses.

GRANT AWARDS

11. The City has been awarded the following grants:
 - **Washington State Department of Ecology** – Funding will be used to develop a non-proprietary stormwater treatment media utilizing water treatment residuals that provide reliable and protective phosphorous removal. The City has been awarded \$277,722, with no match required.

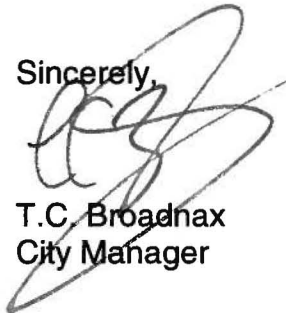
- **Washington State Department of Ecology** - National Pollutant Discharge Elimination System permit implantation and preconstruction planning and design for a retrofit/LID project suitable for construction funding during 2014-2015. The City was awarded \$170,000 with no match required.

MARK YOUR CALENDARS

12. You have been invited to the following events:

- **2013 Singing Christmas Tree** - 15 Performances from **Friday, December 6th, through Sunday, December 22nd**, various times, at Life Center Church, located at 1717 South Union Avenue.
- **Chamber Horizons Economic Forecast Breakfast on Thursday, January 9th, 7:00 to 9:00 a.m.**, at the Hotel Murano, located at 1320 Broadway.
- **Pierce County Legislative Dinner on Wednesday, January 22nd, 6:00 p.m. – 8:00 p.m.**, at Ramblin Jacks Restaurant, located at 520 East 4th Avenue, Olympia.

Sincerely,



T.C. Broadnax
City Manager

TCB:crh
Attachments

Neighborhood Council Districts

Nov 1 – Dec 6, 2013

Neighborhood Council Districts in the City of Tacoma are assigned a liaison from the City Manager's Office. Anita Gallagher, Carmen White, Julie Stoltman, Reid Bennion, Christina Watts, Shari Hart, and Carol Wolfe serve as the staff liaisons to the Councils. City Manager's Office Liaisons report on important issues to the Neighborhood Councils, facilitate communication between Neighborhood Councils and other City staff, and keep the City Manager informed of issues that are important to the Neighborhood Councils.

Listed below are important themes that were identified while attending recent Neighborhood Council meetings. This list does not include all issues addressed by Neighborhood Councils nor is it a list of priority issues as selected by the Neighborhood Councils. The issues identified below were selected as themes that should be brought to the attention of the City Manager and City staff.

Common Themes

- Elections
- Customer Support Initiative

Neighborhood Specific Themes

Community Council

- Post Prop 1 Discussion
- Charter Review Update
- Innovative Grant Program

Cross District Association (CDA)

- Noise Code Review
- Customer Support Initiative
- CDA Elections
- Upcoming NBDA Elections

Central

- Change of Meeting Times/Locations
- Medical Marijuana Buffer Zones

Eastside

- Customer Support Initiative
- Renaming of McKinley Playfield

New Tacoma

- Crosswalk Update
- Bayside Trails Standard
- Proposed Town Hall on Graffiti
- Elections

North End

- Weyerhaeuser Mansion Permit
- Customer Support Initiative
- Elections
- 2014 Planning

Northeast Tacoma

- Outreach about Coyote Management
- Customer Support Initiative

South Tacoma

- Customer Support Initiative

South End

- Elections
- Customer Support Initiative
- Safe Streets Involvement

West End

- Customer Support Initiative
- FSTF Questions
- Pierce County Council Member Stan Flemming Budget Report
- Destination Point Defiance



**City of Tacoma
Public Utility Board Meeting
December 18, 2013; 6:30 p.m.
Tacoma Public Utilities Auditorium
(3628 South 35th Street)**

Call to Order

Roll Call

- A. Approve Minutes of Previous Meetings**
- B. Comments by the Public**
- C. Consent Agenda**
- D. Regular Agenda**

Departmental

- D-1 Resolution U-10668 – Award contracts and approve purchases:**
- 1. Award three-year contract to WESCO Distribution, Inc., for the purchase of 15kV URD cable terminations and accessories on an as needed basis (\$346,113.25, plus option for two additional one-year renewal periods. Cumulative total \$587,342.65, plus sales tax);**
 - 2. Increase and extend contract to Pacific States Marine Fisheries Commission by four years for seasonal fisheries field labor (\$1,000,000, sales tax not applicable. Cumulative total \$1,700,000, sales tax not applicable);**
 - 3. Award contract to Arris Solutions, Inc., for three years of technical support and software upgrades for Click!'s video delivery system (\$400,000, plus sales tax);**
 - 4. Award four-year contracts with URS Energy & Construction, Inc., and Tetra Tech, Inc., for engineering consultant services related to the seismic remediation of the Mossyrock Dam spillway structure (\$600,000 and \$175,000 respectively. Combined total \$775,000, sales tax not applicable);**
 - 5. Award contract to Skanska USA Civil Northwest for the installation of the floating surface collector and net transition structure and construction of associated support structures for the Cushman Hydroelectric Project (\$8,820,000, plus applicable sales tax);**
 - 6. Award contract to Praxair, Inc., for liquid oxygen supply and technical service (\$64,260, plus option for four additional one-year renewal periods. Cumulative total \$321,300, plus sales tax);**
 - 7. Award three-year contract to Harbor Rail Services Company for daily services of freight car inspections, repairs, and air test procedures (\$900,000 sales tax not applicable with the option of two additional one-year renewal periods. Aggregate total \$1,525,000 sales tax not applicable).**

- D-2 Motion 13-15 – Pursuant to the Public Utility Board, Rules for Order of Business, authorize cancellation of the regularly-scheduled January 8, 2014 and January 22, 2014 Board meetings; and reschedule to January 15, 2014 and January 29, 2014 respectively.
- D-3 Resolution U-10669 – Authorize execution of a Collective Bargaining Agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.
(To Council: January 7, 2014)

Tacoma Power

- D-4 Motion 13-16 – Authorize adjustment to the Contract Demand and Contract Energy amounts for Praxair, Inc.
- D-5 Resolution U-10670 – Authorize updates to Tacoma Power Customer Service policies.
- D-6 Resolution U-10671 – Authorize adoption of Tacoma Power's 2013 Integrated Resource Plan.

H. Reports of the Director

- H-1 October cash projections for Tacoma Power, Water, and Rail
- H-2 October financials for Power, Water, Rail, Fleet, and Self-Insurance Fund



**City of Tacoma 2013-2014
City Council Forecast**

Date	Meeting	Subject	Department
December 17, 2013	Study Session (Council Chambers)	Fiscal Sustainability Task Force Recommendations	Finance
		District 1 Council Applicant Interviews	Council
		Closed Session - Labor Negotiations	HR
		Executive Session - Council Applicants' Qualifications Review	Council
	Committee of the Whole	CANCELLED	
	City Council Meeting	Comprehensive Emergency Management Plan Presentation	Fire
December 24, 2013	CANCELLED		
December 31, 2013	CANCELLED		
2014			
January 7, 2014	Study Session	MLK Subarea Plan & EIS	PDS
	Committee of the Whole	2014 Council Appointments Discussion	Council
	City Council Meeting	Swearing in of Elected Officials	Council/Clerk
January 14, 2014	Study Session	Legislative Update	GRO
	City Council Meeting		
January 21, 2014	Study Session	Tacoma Link Expansion	ST/GRO/PW
		Overview of STAR Project	CMO/EPS
	Committee of the Whole	Special Event Program Improvements	CED
	City Council Meeting		
January 28, 2014	Study Session	Legislative Update	
	City Council Meeting		
February 4, 2014	Study Session		
	Committee of the Whole		
	City Council Meeting		
February 11, 2014	Study Session	Legislative Update	GRO
	City Council Meeting		
February 18, 2014	Study Session		
	Committee of the Whole		
	City Council Meeting		
February 25, 2014	Study Session	Pierce Co Community & Tech Colleges Legislative Initiatives	5 College Presidents
	City Council Meeting	Legislative Update	GRO
March 4, 2014	Study Session		
	Committee of the Whole		
	City Council Meeting		
March 11, 2014	Study Session	Tentatively Canceled pending Council Action Dec 17th	
	City Council Meeting	Tentatively Canceled pending Council Action Dec 17th	
March 18, 2014	Joint Utility Board Study Session		
	Committee of the Whole		
	City Council Meeting		
March 25, 2014	Study Session	Legislative Update	GRO
	City Council Meeting		
April 1, 2014	Study Session		
	Committee of the Whole		
	City Council Meeting		
April 8, 2014	Study Session	Legislative Update	GRO
	City Council Meeting		
April 15, 2014	Study Session		
	Committee of the Whole		
	City Council Meeting		
April 22, 2014	Study Session	Legislative Wrap-up Report	GRO
	City Council Meeting		
April 29, 2014	Study Session		
	City Council Meeting		

Council Committee Report

(Subject to Change)

<i>Economic Development Committee</i>	
Committee Members: Campbell (Chair), Boe, Walker, Mello, Alternate -Thoms Executive Liaison: Nadia Chandler Hardy; Staff Support - Anita Gallagher	2nd, 4th, and 5th Tuesdays 10:00 a.m. Room 248
CBC Assignments:	<ul style="list-style-type: none"> • Tacoma Arts Commission • Greater Tacoma Regional Convention Center Public Facilities District • Foss Waterway Development Authority • City Events and Recognition Committee
December 24, 2013 CANCELLED	CANCELLED
Future:	
December 31, 2013 CANCELLED	CANCELLED
January 14, 2014	

<i>Government Performance and Finance Committee</i>	
Committee Members: Lonergan (Chair), Campbell, Thoms, Strickland, Alternate- Ibsen Executive Liaison: T.C. Broadnax; Staff Support - Reid Bennion	1st, 3rd, and 5th Wednesdays 4:30 p.m. Room 248
CBC Assignments:	<ul style="list-style-type: none"> • Public Utility Board • Board of Ethics • Audit Advisory • Civil Service Board
December 18, 2013 Charter Review Committee Interviews	TBD
Future:	
January 1, 2014 CANCELLED	CANCELLED
January 15, 2014	

<i>Infrastructure, Planning and Sustainability Committee</i>	
Committee Members: Mello (Chair), Boe, Walker, Ibsen, Alternate-Campbell Executive Liaison: Nadia Chandler Hardy; Staff Support - Carmen White	2nd and 4th Wednesdays 4:30 p.m. Room 16
CBC Assignments:	<ul style="list-style-type: none"> • Sustainable Tacoma Commission • Planning Commission • Board of Building Appeals • Transportation Commission
December 25, 2013 CANCELLED	CANCELLED
Future:	
January 8, 2014 Transportation Equity Transportation Master Plan Sustainable Tacoma Commission 2013 Accomplishments and Proposed Work Plan for 2014	Dorian Waller, Project Consultant, Tacoma Urban League Josh Diekmann, Assistant Division Manager, Public Works Kristi Lynett, Sustainability Manager, OEPS
January 22, 2014 2013 Mobility Master Plan Accomplishments Downtown on the Go	Diane Wiatr, Active Transportation Coordinator, Office of Environmental Policy and Sustainability Diane Wiatr, Active Transportation Coordinator, Office of Environmental Policy and Sustainability

Council Committee Report

(Subject to Change)

<i>Neighborhoods and Housing Committee</i>	
Committee Members: Walker (Chair), Boe, Ibsen, Lonergan, Alternate-Woodards	1st and 3rd Mondays 4:30 p.m.
Executive Liaison: Tansy Hayward; Staff Support - Christina Watts	Room 248
CBC Assignments:	<ul style="list-style-type: none"> • Landmarks Preservation Commission • Tacoma Housing Authority • Tacoma Community Redevelopment Authority
December 16, 2013 CANCELLED	CANCELLED
Future:	
<ul style="list-style-type: none"> January 6, 2014 TCRA Interviews January 20, 2014 	Doris Sorum, City Clerk

<i>Public Safety, Human Services, and Education Committee</i>	
Committee Members: Woodards (Chair), Campbell, Lonergan, Strickland, Alternate-Mello	2nd and 4th Thursdays 4:30 p.m.
Executive Liaison: Tansy Hayward; Staff Support - Julie Stoltman	Room 248
CBC Assignments:	<ul style="list-style-type: none"> • Citizen Review Panel • Human Services Commission • Human Rights Commission • Commission on Disabilities • Library Board
December 26, 2013 CANCELLED	CANCELLED
Future:	
<ul style="list-style-type: none"> January 9, 2014 Committee Work Planning 2013 PSHSE Annual Report Citizen Commission, Boards, Committees Interviews 	<ul style="list-style-type: none"> Chair Woodards Julie Stoltman, City Manager's Office; Tansy Hayward, Neighborhood & Community Services Director Doris Sorum, City Clerk
<ul style="list-style-type: none"> January 23, 2014 Joint Meeting with Human Services Commission (confirmed) UWT Urban Studies presentation on City of Tacoma Division of Human Services Strategic Plan Development 	<ul style="list-style-type: none"> Becky Fontaine, Chair, Human Services Commission; Kelly Crouch, Contracts and Program Auditor, Neighborhoods & Community Services Lisa Hoffman, Associate Professor of Urban Studies, UWT; Pamela Duncan, Contracting Services Manager, Neighborhood & Community Services

MEMORANDUM



TO: Mayor Strickland and Members of the City Council

CC: Chair Nelson and Public Utility Board Members
T.C. Broadnax, City Manager

FROM: William A. Gaines, Director of Utilities/CEO *W. A. Gaines*

DATE: December 5, 2013

RE: Response to Council inquiry at December 3 Joint Study Session

This memorandum is in response to a Council inquiry made at the December 3 joint Council/Public Utility Board study session.

Q: How many customers are classified as low income?

A: Approximately 38 percent of residential customers in the city of Tacoma have incomes within income-qualified program guidelines, and approximately 34 percent of residential customers in the service area have incomes within income-qualified program guidelines.

The data from which these proportions were derived came from the 2012 "American Community Survey," a product of the Census Bureau. That survey allows two estimation approaches based on two distinct data sets: one for household income and the other for individual (per capita) income. It is important to understand that each data set reports income in brackets that differ from ones we use to qualify customers for our low-income programs. Therefore, assumptions were made to estimate program eligibility. The "high" and "low" figures provided in the table below result from differing, yet plausible, assumptions and methodologies for translating program guidelines into Census Bureau categories.

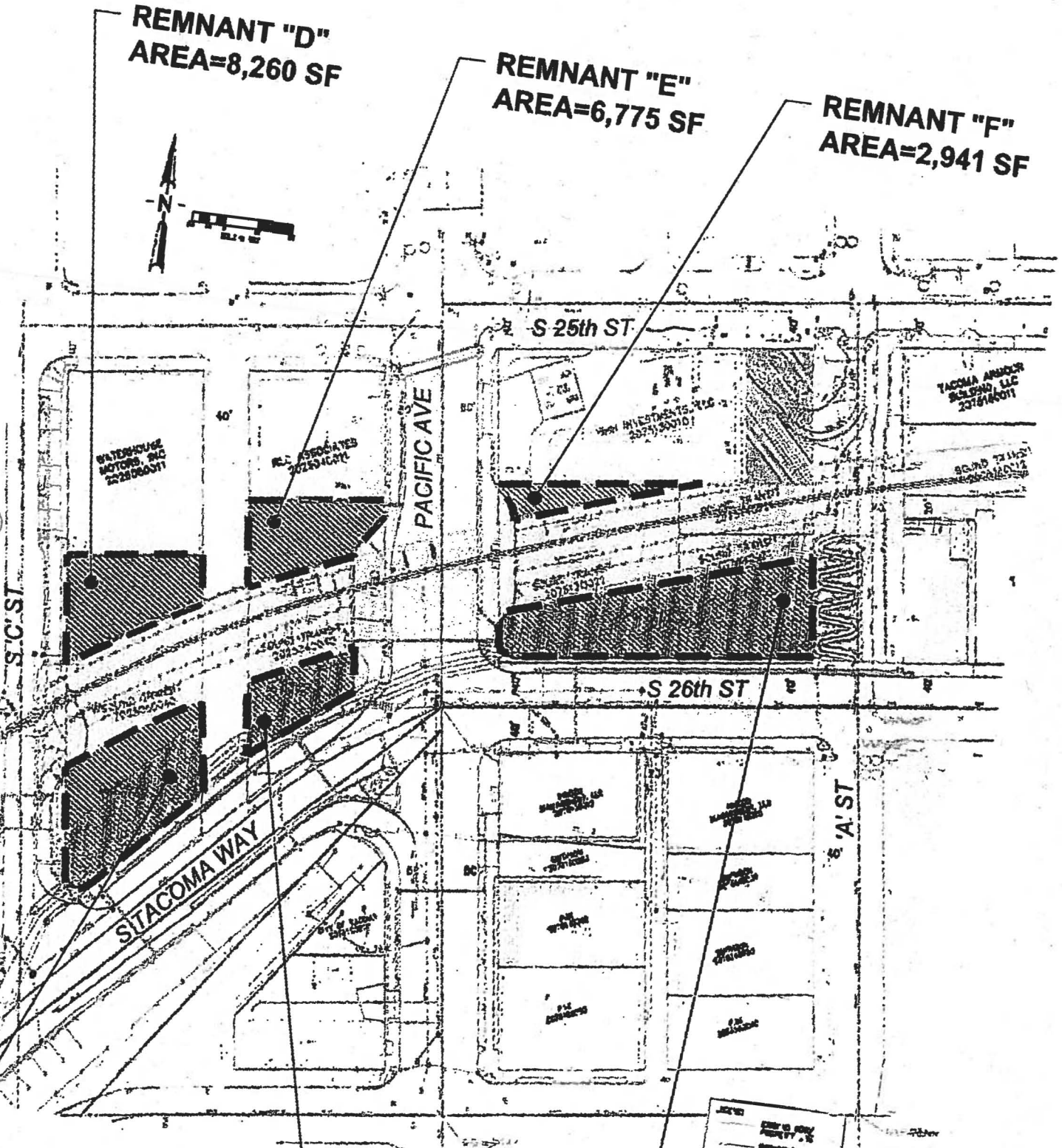
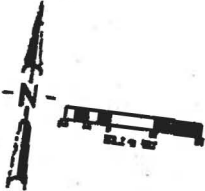
	Household Income		Individual Income	
	Low	High	Low	High
City	33%	43%	35%	40%
Power	29%	37%	34%	39%

EXHIBIT A

REMNANT "D"
AREA=8,260 SF

REMNANT "E"
AREA=6,775 SF

REMNANT "F"
AREA=2,941 SF



REMNANT "A"
AREA=12,152 SF

REMNANT "B"
AREA=4,741 SF

REMNANT "C"
AREA=18,393 SF





December 12, 2013

TO: T.C. Broadnax, City Manager

FROM: Tansy Hayward, Assistant City Manager

JTH

SUBJECT: **State License Applications for Marijuana Businesses**

This memorandum is in response to Deputy Mayor Campbell's email dated December 6, 2013, related to how the City is monitoring applications for State Licenses for Retailers. RCW 69.50.331 requires the Liquor Control Board to provide formal notice to cities about applications and provides 20 days for cities to provide a response with any objections. There are two general areas the City may give feedback about. The first is distance to sensitive uses. The second is chronic illegal activity associated with the application operations at the proposed premises, or any other of its licensed premises, or of the applicant's patrons in and around the premises. For your convenience, the definition of chronic illegal activity in the statute is as follows:

"Chronic illegal activity" means (a) a pervasive pattern of activity that threatens the public health, safety, and welfare of the city, town, or county including, but not limited to, open container violations, assaults, disturbances, disorderly conduct, or other criminal law violations, or as documented in crime statistics, police reports, emergency medical response data, calls for service, field data, or similar records of a law enforcement agency for the city, town, county, or any other municipal corporation or any state agency; or (b) an unreasonably high number of citations for violations of RCW 46.61.502 associated with the applicant's or licensee's operation of any licensed premises as indicated by the reported statements given to law enforcement upon arrest.

The City has formed an internal team with representatives from the Police Department, Planning and Development Services, Finance, and Neighborhood and Community Services to review the applications and to provide feedback as outlined in the law. To date the City has received one application for a Marijuana Producer Tier 2 and a Marijuana Processor location. The City will be providing an approval or denial and a cover memo signed by the City Manager, similar to the Community Impact Statements that the City has been drafting for Department of Corrections. As with the Community Impact Statements, City staff will copy the City Council on these communications.



TO: Mayor and Council Members
FROM: T.C. Broadnax, City Manager
DATE: December 12, 2013
SUBJECT: November 12th Citizen Forum Responses

At the November 12th, Council meeting, during Citizen's Forum, Mr. McDonald shared several concerns and requests. The requests and attached responsive documents are noted below:

- **The City Manager and Council have repeatedly not responded to issues and questions he has raised.**

Attached is a letter sent to Mr. McDonald on December 11, 2012. To date, Mr. McDonald has not provided the specific insight into his concerns that would lead me to believe the requested assessment is warranted.

- **In the past six years (Mayor Strickland's term), how many Hispanic, Asian, and African-American officers have been hired in the Tacoma Police Department, particularly related to the number of new hires.**

Police Chief Ramsdell and Human Resources Director Joy St. Germain provide the attached memorandum in response with a summary of the hiring for Tacoma Police over the last six years by race and gender.

- **What has the Mayor done to address "the social-economic situation that plagues our community and to those that are less fortunate that live in our community?"** How has she addressed the following issues: employment, criminal justice system, health care, etc.?

Please see the attached document from the Neighborhood and Community Services Department related to services the City provides and a breakdown by funding per year, targeted population, City Initiative, and the number of clients served.

- **Mr. McDonald stated the City has the money to fix its streets, but chooses to spend it in downtown as opposed to in the neighborhoods – "the money that you get you spend on downtown making it pretty while our neighborhoods stay shabby."**

Public Works provides three documents in response:

- 2008-2013 Capital Project Summary and Street Maintenance Project Expenditures by Council District



City of Tacoma
City Manager

December 11, 2012

Alton McDonald
2502 South 54th Street
Tacoma, WA 98409

Mr. Alton McDonald,

Thank you for your public testimony given during the City Council Citizens' Forum on August 14, 2012. In your testimony to Mayor and City Council, you stated:

We have a Police Department of approximately 300 officers. I want to bring to your attention to issues in the Police Department as it relates to equity of treatment of police officers of African American descent. City Manager, I would like for you to conduct a racial assessment of the Tacoma Police Department to find out whether or not there is a problem as it relates to race relations in the Tacoma Police Department and how African American officers are being viewed or treated, as they have sworn to serve and protect the citizens of this community. Mayor, I would like you to lead the charge and City Council, to work with the City Manager to make sure this is done. I hope that the Council Mayor, City Manager, City Attorney and even Chief of Police will address this particular issue sooner than later.

On an effort to better understand your concerns, I am requesting that you provide me more insight into your specific concerns that lead you to believe the requested assessment is warranted. If there are any specific instances, policies, or actions that you can share with me, it would be appreciated and allow me to more fully understand your belief that such an assessment is necessary and should be considered.

Thank you in advance for your interest in the City.

Sincerely,



T.C. Broadnax
City Manager



TO: T. C. Broadnax
City Manager

FROM: Donald Ramsdell, Chief of Police
Joy St. Germain, Human Resources Director

DATE: December 12, 2013

SUBJECT: Response to Inquiry Regarding TPD Hiring

This is in response to the inquiries from Alton McDonald at the November 12th Council Meeting Citizens' Forum. The specific inquiry and response is listed below:

Inquiry:

In the past six years, how many Hispanic, Asian, and African-American officers have been hired in the Tacoma Police Department and what is the total number of new hires?

Response:

Hiring for the Tacoma Police Department has been limited during this time period. Staffing in the Police Department for commissioned personnel has been reduced from 398 to 338. The core elements of the Police and Human Resources Strategic Recruitment Plan are summarized in the attached PowerPoint. Diversity recruitment and outreach efforts are continuous. The goal is to have a workforce that is representative in diversity of the communities that we serve.

No officers were hired in 2012 due to staff reductions and budget issues. The chart below shows the breakdown by race of applicants.

Police Applicants by Race 2008-2013							
Year	White/Not Hispanic	Black/Not Hispanic	Hispanic	Asian or Pacific Islander	American Indian/ Alaskan	Not Specified/ Other	Grand Total
2008	78	8	4	3	1	4	98
2009	2387	355	261	231	56	101	3391
2010	2296	358	262	207	35	33	3191
2011	2028	345	280	193	41	28	2915
2012	171	29	23	20	3	3	249
2013	85	31	13	7	2	1	139
Grand Total	7045	1126	843	661	138	170	9983

Police Hires By Race 2008-2013						
Police Department Hires/Rehires	White/ Not Hispanic	Black/ Not Hispanic	Hispanic	Asian or Pacific Islander	American Indian/ Alaskan	Grand Total
2008	41	1				42
2009	15			1		16
2010	10					10
2011	9			2		11
2012						
2013	3					3
Grand Total	78	1		3	0	82

Police Applicants by Gender 2008-2013			
Year	Female	Male	Total # of Applicants
2008	10	86	98
2009	455	2865	3391
2010	469	2708	3191
2011	408	2494	2915
2012	39	210	249
2013	21	117	139
Grand Total	1402	8480	9983

Police Hires By Gender 2008-2013			
Police Department Hires/Rehires	Female	Male	Grand Total
2008	10	32	42
2009	4	12	16
2010	5	5	10
2011	5	6	11
2012			
2013	1	2	3
Grand Total	25	57	82

"To create a safe and secure environment in which to live, work, and visit by working together with the community, enforcing the law in a fair and impartial manner, preserving the peace and order in our neighborhoods, and safeguarding our constitutional guarantees."

The Police Department did limited hiring in 2013 and focused on Lateral Entry applicants from other Police Departments. This was done to save money on training and fill vacancies sooner.

It should be noted that our staff conducted informal interviews with staff from Seattle Police, Bellevue Police and Thurston County Sheriff's Office and determined that their agencies have been experiencing the same challenges hiring qualified diverse applicants.

The Department will be doing entry level testing early in 2014 and it is our goal to implement our detailed diversity recruiting plan, which will outline every aspect of our outreach efforts.

"To create a safe and secure environment in which to live, work, and visit by working together with the community, enforcing the law in a fair and impartial manner, preserving the peace and order in our neighborhoods, and safeguarding our constitutional guarantees."



Human Resources Department

Strategic Outreach and Recruitment Efforts

October, 2013

City of Tacoma: Human Resources Department

- Provide comprehensive and innovative human resource services to assist City departments in providing high-quality cost-effective services to the Citizens of Tacoma and the rate payers of Tacoma Public Utilities
- Assist City departments in developing and maintaining a qualified, effective, and diverse workforce
- Advisors and strategic partners for managers and supervisors on human resources issues
- Work with City departments to ensure compliance and consistent interpretation and application of local, state and federal laws, rules and policies

City of Tacoma: Hiring and Retention of Applicants and Employees

- Conduct outreach to inform people about opportunities at the City of Tacoma and the hiring process
- Job announcements made available in alternative formats upon request
- Provide notification to applicants and employees of their right to request accommodations
- Work with departments to develop screening criteria that is job related and consistent with business necessity
- Provide training to managers and supervisors on general non-discrimination rules and how to ask nondiscriminatory questions

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City of Tacoma: Hiring and Retention of Applicants and Employees

- Maintain job classifications that list essential job functions and physical requirements
- Maintain separate and confidential medical files. The HR ADA accommodation manager communicates functional limitations or medically-based job related restrictions to supervisors
- Designated HR ADA accommodation manager responsible for coordinating reasonable accommodation efforts
- Record all employee requests for reasonable accommodation
- Engage in interactive process for accommodation issues, moving expeditiously through each request

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City of Tacoma: Hiring and Retention of Applicants and Employees

- Provide an accessible workplace
- Establishes reasonable accommodation as an organizational, cultural norm
- Maintain a Departmental Aide classification specifically designated for Developmentally Disabled Adults (DDA) (Currently filled)
- Hold all employees to appropriate performance standards

Hiring Practices

- HR Advertises publicly on our website and to community partners
- HR Screen for minimum qualifications
- HR Ranked candidates using job related criteria (Classified Service Only)
- HR Refers list of applications for vacancies
- Hiring managers review applications and select candidates for interviews
- Hiring managers conduct interviews and make selection

Outreach

- List of community partners include:
 - Tacoma Area Coalition of Individuals with Disabilities (TACID)
 - Black Collective
 - Metropolitan Development Council (MDC)
 - Workforce Central
 - Tacoma Urban League
 - Youth Building Tacoma
 - Tacoma Goodwill Industries REACH Center
 - Central Latino
 - Korean Women's Association
 - Tacoma Community House
 - Washington Youth Academy
 - Ministerial Alliance
 - Bates Technical College
 - Clover Park Technical College
 - Pierce College
 - Tacoma Public Schools

Outreach Events in 2013

- Tools 4 Success Workshops
- "Say Hey" Networking event for individuals with disabilities
- Workforce Development Council Board meeting
- Exhibit booth at Martin Luther King Jr. Celebration
- Puget Sound Diversity Network
- REACH Young Adult Job Fair
- Women in Trades
- Community Information Session, "Applying for Jobs and Interview Skill Building" Quarterly session at Tacoma Public Library
- Milgard/Goodwill Tour and Partnership meeting

Outreach Events in 2013

- Tacoma Area Coalition for Individuals with Disabilities, Tools for Success Planning Committee
- Operation Good Jobs, Military Transition to Civilian Jobs
- Hiring Heroes
- Boots 2 Work Career Fair
- Public Sector Hire/Retention meeting
- PCSI Open House at JBLM
- Hiring Veterans for the City of Tacoma video
- Public Sector Veteran Hire/Retention meeting
- Job fairs at UW, WSU, UOI, St. Martin's, TCC, Bates, Lincoln HS, and Mt. Tahoma HS
- Pierce County Construction Career Day
- Informational Interviews
- Ministerial Alliance Networking

Diversity Commitment

- The City of Tacoma is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.
- We remain committed to continuous process improvements and increasing community partnerships.

www.cityoftacoma.org/JOBS

2011-2014 City of Tacoma Human Services Outputs

	Actual	Actual	Year to Date	Budgeted
Crime & Violence Prevention	2011	2012	2013	2014
Funding Amount	\$1,511,158	\$1,407,201	\$790,468	\$790,467
Number of Clients Served	Data not available	2340	4178	TBD
Targeted Population	At-Risk Youth & Domestic Violence Victims			
Employability & Self-sufficiency	2011	2012	2013	2014
Funding Amount	\$321,248.00	\$481,668.00	\$496,237.00	\$496,237.00
Clients Served	2048	4029	2891	TBD
Target Population	All Households Households with minor children Individuals Young adults (18-24 years) Youth & Young Adults (9-17 years) Low to Moderate Income Non/limited English At-risk of homelessness Disabled Immigrant/refugees			
Youth Development	2011	2012	2013	2014
Funding Amount	\$1,674,211.00	\$1,841,694.00	\$1,143,338.00	\$1,143,338.00
Clients Served	8222	9910	9038	TBD
Target Population	Children (0-8 years) Households with minor Children Male Youth (9-17 years) Young Adults (18-24 years) Youth & Young Adults (9-24 years) Youth (9-17 years)			

2011-2014 City of Tacoma Human Services Outputs

Mental Health/ Chemical Dependency (.1% MHCD Sales Tax)	2011	2012	2013	2014
Funding Amount	\$0.00	\$631,619	\$1,670,548	\$4,527,397
Clients Served	N/A	2209	3148	TBD
Target Population	Tacoma residents Individuals with mental illness or substance use disorders Vulnerable populations identified in gaps analysis <ul style="list-style-type: none"> • Individuals experiencing homelessness • Military and Veterans • Youth • African Americans • LGBT individuals • Individuals with HIV • Immigrants Uninsured or underinsured individuals/families			
Tacoma Gang Reduction Project (Began May, 2012)	2011	2012	2013	2014
Funding Amount	\$0.00	\$180,227.27	\$409,751.73	\$385,811.00
Clients Served	N/A	199	168	TBD
Target Population	Gang involved youth Youth at-risk of gang joining Youth aged 10-24 Eastside, South End and South Tacoma neighborhoods			

2008-2013 Capital Project Summary
By City Council District

ID	COUNCIL DISTRICT	PROJECT NAME	PROJECT COST	GRANT FUNDING	CITY & OTHER PARTNERSHIPS*	YEAR COMPLETED**
1	1	LID 8639 - Permanent Alley Paving with Storm Drain	\$497,241	\$0	\$497,241	2011
2	1	LID 8641 - Permanent Street Paving with Storm Drain	\$432,624	\$0	\$432,624	2008
3	1	LID 8652 - Permanent Alley Paving with Storm Drainage	\$1,115,918	\$0	\$1,115,918	2014
4	1	LID 6980 - Streetlighting	\$769,306	\$0	\$769,306	2012
5	1	Mildred Street	\$2,227,960	\$942,792	\$1,285,168	2014
6	1	N. 37th St. Connector Trail	\$70,000	\$0	\$70,000	2014
7	1	North Waterview St. Roadway Repair	\$1,400,000	\$0	\$1,400,000	2013
8	1	Titlow Beach Sea-Wall Repair	\$220,000	\$0	\$220,000	2013
COUNCIL DISTRICT 1			\$6,733,049	\$942,792	\$5,790,257	
1	2	Lemay Access Road (Lot A Access Corridor)	\$653,029	\$0	\$653,030	2012
2	2	I St. E. Bridge	\$3,000,000	\$2,400,000	\$600,000	2008
3	2	LID 8642 - Permanent Street Paving with Storm Drain	\$1,709,611	\$0	\$1,709,611	2013
4	2	LINK Light Rail Pedestrian Improvements	\$900,000	\$540,000	\$360,000	2012
5	2	LINK Light Rail Stop @ S. 11th	\$700,000	\$0	\$700,000	2011
6	2	Pacific Ave Safety & Mobility (S. 17th St. - S. 25th St.)	\$2,000,000	\$1,800,000	\$200,000	2008
7	2	Pacific Ave Safety & Mobility (S. 17th St. - S. 25th St.) Phase 2	\$796,228	\$409,228	\$387,000	2013
8	2	Road Repair at S. 13th St. & Ct. A	\$307,219	\$0	\$307,219	2011
9	2	S. 25th St. - C St. to Jefferson	\$777,089	\$409,000	\$368,089	2013
10	2	Sauro Site Improvements	\$890,000	\$700,000	\$190,000	2011
11	2	Slayden Rd. "Sidewalk ONLY" - Marine View Dr. to Harbor View Dr.	\$1,450,000	\$1,400,000	\$50,000	2009
12	2	Spanish Steps Rehabilitation	\$1,097,000	\$944,000	\$153,000	2010
13	2	Thea Foss - Site 11 Esplanade (Phase I)	\$1,654,683	\$1,250,000	\$404,683	2011
14	2	Thea Foss - Site 11 Esplanade (Phase II) & Site 10 (Phase I)	\$2,067,500	\$2,060,000	\$7,500	2015
15	2	Lincoln Ave. - Portland Ave. to Marc Ave.	\$4,300,000	\$4,120,000	\$180,000	2012
16	2	Milwaukee Way - Lincoln Ave. to Marshall St.	\$867,000	\$750,000	\$117,000	2015
17	2	Thea Foss Waterway Esplanade - Site 1 (21st Street Park)	\$2,039,800	\$1,599,800	\$440,000	2009
18	2	Puget Sound Local Haul Diesel Retrofit Project	\$3,103,500	\$3,103,500	\$0	2013
COUNCIL DISTRICT 2			\$28,312,659	\$21,485,528	\$6,827,131	
1	3	South Tacoma Way - 38th to Pine	\$1,500,000	\$1,000,000	\$500,000	2010
2	3	Sprague Entryway	\$115,000	\$0	\$115,000	2013
3	3	Union Ave. Viaduct	\$3,000,000	\$3,000,000	\$0	2014
4	3	LID 6976 - Streetlighting	\$46,573	\$0	\$46,573	2008
5	3	LID 8646 - Permanent Alley Paving with Storm Drain	\$881,928	\$0	\$881,928	2008
6	3	LID 8647 - Permanent Street Paving with Storm Drain	\$167,093	\$0	\$167,093	2009
COUNCIL DISTRICT 3			\$5,710,594	\$4,000,000	\$1,710,594	
1	4	34th St. E. Bridge	\$3,800,000	\$3,000,000	\$800,000	2011
2	4	48th St E. - McKinley to Portland Ave	\$4,500,000	\$3,000,000	\$1,500,000	2008
3	4	E. 44th St. (Salishan Revitalization)	\$1,671,071	\$1,671,071	\$0	2010
4	4	Pipeline Trail (E. 48th St. - E. 56th St.)	\$150,000	\$0	\$150,000	2013
5	4	Pipeline Trail Phase II Preliminary Engineering	\$300,000	\$0	\$300,000	2014
6	4	Portland Ave. - E. 29th St. to E. 56th St.	\$3,500,000	\$3,500,000	\$0	2011
7	4	Safe Routes To School - Sheridan E.S.	\$414,400	\$379,960	\$34,440	2014
COUNCIL DISTRICT 4			\$14,335,471	\$11,551,031	\$2,784,440	

2008-2013 Capital Project Summary
By City Council District

ID	COUNCIL DISTRICT	PROJECT NAME	PROJECT COST	GRANT FUNDING	CITY & OTHER PARTNERSHIPS*	YEAR COMPLETED**
1	5	LID 6979 - Streetlighting	\$100,466	\$0	\$100,466	2009
2	5	LID 8632 - Permanent Alley Paving with Storm Drain	\$85,012	\$0	\$85,012	2008
3	5	LID 8648 - Permanent Street Paving with Storm Drain	\$568,919	\$0	\$568,919	2008
4	5	72nd St./Hosmer @ I-5 Ramp	\$340,000	\$340,000	\$0	2014
5	5	South Tacoma Way - S. 74th St. to S. 80th St.	\$700,000	\$0	\$700,000	2012
COUNCIL DISTRICT 5			\$1,794,397	\$340,000	\$1,454,397	
1	1,2	LID 8640 - Permanent Alley Paving with Storm Drain	\$706,835	\$0	\$706,835	2012
2	1,2	LID 8654 - Permanent Alley Paving with Storm Drainage	\$802,443	\$0	\$802,443	2013
3	1,2	LID 6978 - Streetlighting	\$459,055	\$0	\$459,055	2008
4	1,2,3	LID 8644 - Permanent Alley Paving with Storm Drain	\$1,145,645	\$0	\$1,145,645	2011
5	1,2,3,4,5	ADA Internal and External Building Upgrades	\$5,276,000	\$0	\$5,276,000	2013
6	1,2,3,4,5	Citywide Safety	\$1,294,950	\$1,294,950	\$0	2014
7	1,2,3,4,5	MOMAP Short Term Bicycle/Top 4 Priority Bikeways (Phase II & III)	\$2,270,000	\$1,500,000	\$770,000	2014
8	1,2,3,4,5	Hazardous Sidewalk Program	\$1,664,618	\$1,150,686	\$513,932	2008-2012
9	1,2,3,4,5	Sidewalk Abatement	\$946,501	\$0	\$946,501	2008-2012
10	1,2,3,5	LID 8643 - Permanent Street Paving with Storm Drain	\$1,024,157	\$0	\$1,024,157	2008
11	1,4	LID 8655 - Streets	\$967,716	\$0	\$967,716	2013
12	1,5	LID 8651 - Permanent Street Paving with Storm Drainage	\$1,278,027	\$0	\$1,278,027	2013
13	2,3	Shuster Parkway Bridge	\$1,880,000	\$1,880,000	\$0	2014
14	2,3	Historic Water Ditch Trail - Phase III & IV	\$681,000	\$600,000	\$81,000	2015
15	2,3	S. 25th St. Corridor Signal Improvements	\$1,131,097	\$1,131,097	\$0	2013
16	2,3	6th Avenue Parking	\$400,000	\$0	\$400,000	2010
17	2,3	Tacoma Ave. Bridge Rehabilitation	\$9,000,000	\$7,200,000	\$1,800,000	2015
18	2,3,4	LID 8659 - Permanent Alley and Street Pavement	\$1,410,404	\$0	\$1,410,404	2013
19	3,4,5	LID 8630 - Permanent Street Paving with Storm Drain	\$1,759,154	\$0	\$1,759,154	2009
20	3,4	LID 8653 - Permanent Alley Paving with Storm Drainage	\$1,181,385	\$0	\$1,181,385	2013
21	3,5	Tyler St. - S. 38th St. to S. 56th St.	\$4,270,000	\$3,298,000	\$972,000	2011
22	3,5	Historic Water Ditch Trail - Phase I, TAC-40	\$1,779,080	\$143,225	\$1,635,855	2013
23	3,5	Historic Water Ditch Trail - Phase II	\$2,164,000	\$1,564,000	\$600,000	2014
24	3,5	South Tacoma Way Multimodal Improvement	\$4,147,749	\$3,789,696	\$358,053	2014
25	3,5	Pedestrian & Bicycle Safety Crossing/Historic Water Ditch Trail - Signals	\$1,035,000	\$835,000	\$200,000	2013
26	4,5	Alaska St - S 56th to 72nd St	\$4,885,747	\$3,584,747	\$1,301,000	2012
27	4,5	56th St. E. & McKinley Ave.	\$80,000	\$0	\$80,000	2008
Multiple Districts			\$53,640,563	\$27,971,401	\$25,669,162	

2008-2013 Capital Project Summary
By City Council District

ID	COUNCIL DISTRICT	PROJECT NAME	PROJECT COST	GRANT FUNDING	CITY & OTHER PARTNERSHIPS*	YEAR COMPLETED**
1	1	LID 8656 - Point Ruston	\$21,790,219	\$0	\$21,790,219	2013
2	2	LID 8645 - Broadway Streetscape	\$20,240,268	\$0	\$20,240,268	2011
3	2	Pacific Ave Streetscape	\$10,574,522	\$7,078,163	\$3,496,359	2014
4	2	Prairie Line Trail	\$6,725,000	\$465,000	\$260,000	TBD
5	2	Stadium Way - S. 9th St. to Tacoma Ave.	\$13,451,838	\$9,718,850	\$3,732,988	2013
6	2	Hylebos Bridge	\$23,311,470	\$11,750,000	\$11,561,470	2012
7	2	Lincoln Ave. Grade Separation Management	\$50,000,000	\$37,000,000	\$13,000,000	2011
8	2	Murray Morgan Bridge Rehabilitation	\$57,427,292	\$57,427,292	\$0	2013
9	2	Port of Tacoma Rd between SR 509 & E 11th St Rehabilitation	\$8,271,000	\$429,040	\$1,031,080	2015
10	2	Puyallup Bridge F16A & F16B Replacement	\$38,776,500	\$36,750,000	\$2,026,500	TBD
PORT RELATED/MAJOR BRIDGE PROJECTS/SPECIAL SIGNIFICANT PROJECTS			\$250,568,109	\$160,618,345	\$77,138,884	
TOTAL FUNDING			\$361,094,842	\$226,909,097	\$121,374,865	
TOTAL PERCENTAGE OF FUNDING			100%	63%	34%	

*City & Other Partnerships - Funds contributed by City, Private, Outside Agencies, and/or Utilities

** Future completion years means that projects are in design, under construction, or contingent on additional funding

Public Works - Street Operations				
2008 - 2013 Street Maintenance Projects and Expenditures by Council District				
	Chip Seal (Projects)	Residential Overlays (Blocks)	ADA Upgrades (Intersections)*	Maintenance Project Expenditures
Council District 1	3	135	121	\$ 2,315,044
Council District 2	14	54	13	\$ 1,890,997
Council District 3	19	72	48	\$ 3,486,313
Council District 4	14	77	57	\$ 2,454,968
Council District 5	7	118	86	\$ 2,513,133
Totals	57	455	325	\$ 12,660,455

* An estimate for 2008 expenditures was calculated for ADA pedestrian upgrades by dividing the total by a percentage based upon overlay projects completed in each district as only the total expenditures were tracked.

2008-2013 Street Maintenance Project Expenditures by Council District

