



City of Tacoma City Council Minutes

747 Market Street, First Floor, Tacoma WA 98402

Titlow Lodge

February 23, 2018

8:30 AM

Special Meeting - Strategic Planning Work Session

CALL TO ORDER

Tanisha Jumper called the work session to order at 9:01 a.m.

Present: 8 - Beale, Blocker, Hunter, Ibsen, McCarthy, Mello, Ushka and Mayor Woodards

Absent: 1 - Thoms

Council Member Thoms arrived at 9:10 a.m.

OPENING COMMENTS/ICEBREAKER

Tanisha Jumper, Director, Media and Communications, reviewed the agenda for the day, noting expectations and ground rules.

BRIEFING ITEMS

1. [18-0181](#) DiSC Assessment and Teambuilding

Gary Ford, Senior Training Consultant, Uniquely HR, made opening remarks.

Council Member Thoms arrived here, at 9:10 a.m.

Mr. Ford reviewed the topic of Accelerating Mutual Understanding, including the agenda; group introductions; what DiSC measures and predicts; the DiSC model, noting a description of each style of behavior; style breakdown of each team; and facilitated a discussion on insights of where each person was placed in the style groups. The City Council, staff, and guests were split up by table for the discussion. The groups reconvened and discussed their insight on the makeup of each style group.

Discussion ensued throughout regarding the ideal time to take the DiSC test and style of behavior based off the situation.

Mr. Ford facilitated a second discussion, where each Council Member, staff, and guest were broken up into four groups by the style they were placed in to discuss what percentage of the report they agree with, what rings most true, and what they want everyone to know they disagree with. The four groups reported on their answers for the discussion. Mr. Ford conducted an additional discussion on how to work with each style and separated everyone into seven different groups to narrow down the top three important directions on how to work with that style group, and each group reported back with their answers.

The work session recessed at 11:07 a.m.

The work session reconvened at 11:21 a.m.

Mr. Ford reviewed how each style responds under stress and presented an activity of completing a puzzle together, noting half of the group will put the puzzle together and the other half will observe the other group to look for the different styles. He listed three measures of success, including results, clarity of the process, and feelings towards each other at the end of it; and received feedback from both groups after the activity was complete. He further reviewed who can help bridge blind spots, noting suggested traits each style needs and are not naturally strong in; listed and discussed The Five Dysfunctions of a Team; and concluded on a review and group discussion on the resolving conflict table.

The work session recessed at 12:44 p.m.

The work session reconvened at 1:15 p.m.

2. [18-0182](#) Tacoma 2025 Priorities

Tanisha Jumper made opening remarks and conducted an activity/discussion with the City Council workshop 2018 sheet. Each Council Member and Director independently listed their policy priorities and shared the results in two person teams to compare and condense their lists. Teams then paired together to further share and narrow down the common priorities.

Each group reported back with their list of top priorities:

- Homelessness
- Affordable Housing
- Health Equity
- Public Safety
- Economic Development
- Regional Cooperation
- Digital Equity

- Transit Access
- Civic Engagement
- Walkability

Discussion ensued regarding the list of priorities.

3. [18-0187](#) Mapping Priorities and Tools

Tanisha Jumper led a discussion on whether or not the priority list created aligns with Tacoma 2025. City Council Members separated into groups, Directors were available for questions, to provide information, and feedback. Ms. Jumper reviewed each topic listed, and had the group respond on how it aligns with a current policy, Tacoma 2025, and needs/issues addressed in the Community Survey; timing; and each topic was rated by high and low priority and impact. Ms. Jumper concluded with an activity where the Council Members and staff allocated colored dots by highest priority on subjects, including budget, convening authority, and position, noting Committees, Boards, and Commissions.

Priorities and components provided were:

- Public safety - Community policing, safe route to school, levels of services and staffing, code enforcement, property crimes taskforce, outcome equity north and south of Interstate 5, Project PEACE (body cam), and stabilization of police force.
- Affordable housing - Infill and density, inclusionary zoning, set public targets and track cost burden, and encouraging and support.
- Economic development - Jobs, strategic plan and actionable economic development plan, filing of Class A office space, facilitate rehab, recruitment of tech and small business, gender pay equity, equalized development opportunities, increasing minority and women owned business, and food innovation district.
- Homelessness - Increase sheltering, permanent support, and long term strategy.
- Digital equity
- Walkability - Safe routes to school, sidewalk inventory, vision zero, safe and complete streets, and infrastructure.
- Transit access - Neighborhood access, Bus Rapid Transit, and Apple Pass - ORCA to all middle and high school youth.
- Health equity - Opioid epidemic, electric vehicle infrastructure, tree canopy goal implementation, implementation of health in all policies (health and sustainability), activate Lincoln Park, and 1/10 of 1 percent.
- Regional Cooperation - Undergrounding (Tacoma Public Utilities TPU), permitting (TPU), organizational development (TPU), and leveraging

regional partners.

- Civic engagement - Participatory budgeting, communication and language, and equity.

4. [18-0184](#) Identifying Next Steps

Tanisha Jumper conducted a discussion on how the group feels about where they are and how they did for the day, and next steps.

Mayor Woodards thanked the group for conducting and participating in the discussions and exercises. She discussed the Interim City Council District No. 2 applicants, noting to grab their binder to review the 26 applicants and stated the Tuesday, February 27, 2018 study session will include the process and criteria breakdown and an Executive Session to discuss the qualifications of the candidates.

ADJOURNMENT

On proper motion, the work session was adjourned at 4:23 p.m.

Victoria R. Woodards, Mayor

Doris Sorum, City Clerk