



# City of Tacoma City Council Minutes

Dial: 253-215-8782 Meeting ID: 894 9617 1192

Webinar Link: [www.zoom.us/j/89496171192](http://www.zoom.us/j/89496171192) Passcode: 896569

**February 23, 2022**

**8:30 AM**

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**Center for Urban Waters - Commencement Bay Conference Room  
326 E "D" Street, Tacoma, WA 98421  
Special Meeting - City Council Workshop**

## **CALL TO ORDER**

Mayor Woodards called the special meeting to order at 8:57 a.m.

Mayor Woodards stated that we gratefully honor and acknowledge that we rest on the Traditional lands of the Puyallup People where they make their home and speak the Lushootseed language

## **ROLL CALL**

**Present:** 9 - Blocker, Bushnell, Daniels, Hines, McCarthy, Rumbaugh, Ushka, Walker and Mayor Woodards

## **WELCOME/OPENING REMARKS**

Mayor Woodards made opening remarks, noting that this is the first time the City Council has met in person in 2022, the goals for high-level discussion of issues, getting to know each other, and following up on details with staff after today's workshop; and introduced Renée Smith, Founder and CEO, A Human Workplace LLC. Ms. Smith, Mayor Woodards, Council Members, and City Manager Elizabeth Pauli introduced themselves.

## **BRIEFING ITEMS**

1. [22-0233](#) Overview of the Workshop: purpose, insights from interviews, objectives, plan

At approximately 9:13 a.m., Ms. Smith presented an overview of the workshop, including logistics; themes from the interviews she conducted; objectives; honoring what's been done this year; the five-phase plan; the purpose of the workshop; an agenda; impressions from the January 24, 2022, virtual retreat; and how to get the most out of the activities.

Discussion ensued throughout regarding impressions of the past year.

2. [22-0234](#) Team Building Connection Activity

At approximately 9:35 a.m., Ms. Smith introduced a team building connection activity, to help find common ground.

Discussion ensued regarding impressions from the activity, shared experiences, and connections.

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The City Council special meeting recessed at 9:52 a.m.

The City Council special meeting reconvened at 10:01 a.m.

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3. [22-0235](#) Forming Working Agreements

- a) Explore TKI Conflict Styles Model and Working Together
- b) Discuss Key Processes for City Council Work
- c) Principles for Working Together
- d) Agreements for Working Together

At approximately 10:02 a.m., Ms. Smith presented information on conflict styles, including the Thomas-Kilman Conflict Mode Instrument (TKI), a definition of conflict, the basics of conflict, dimensions of the TKI, and the five conflict modes.

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The City Council special meeting recessed at 10:13 a.m.

The City Council special meeting reconvened at 10:34 a.m.

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Ms. Smith continued review of conflict modes, factors to consider, when to use avoidance or collaboration models, approaches to conflict, and how City Council work relates to the conflict modes. She concluded by outlining small group discussions on top conflict modes that relate to City Council work.

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The City Council special meeting recessed at 10:52 a.m. to allow Council Members to participate in small group discussions.

The City Council special meeting reconvened at 11:12 a.m.

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Discussion ensued throughout regarding types of conflict; positive and negative perceptions; handling polarizing, complex, sensitive, and

high-stress issues; the importance of dialogue, relationships, collaboration, trust, and empathy; community perceptions; providing positive feedback and celebration; differences between committee and meeting interactions; finding time to work through issues together; how disagreements are handled; providing background and history to new Council Members and the community; and last-minute agenda items and amendments.

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The City Council special meeting recessed at 11:55 a.m.

The City Council special meeting reconvened at 12:07 p.m.

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Together, Ms. Smith and City Manager Pauli introduced a discussion on guiding principles for working together, including outlining their own principles; and a review of policy development, noting the City Council's policy development process, using resources, weighing the options, committees, and communication.

Discussion ensued throughout regarding the principles that guide each person's work, shared principles, and ideas to improve the City Council's policy development process.

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The City Council special meeting recessed at 1:19 p.m.

The City Council special meeting reconvened at 1:34 p.m.

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Ms. Smith led further discussion on policy development related to communication and disagreements, decision-making, basic services, and ways to memorialize their agreements.

Discussion continued throughout regarding communication techniques; City Council rules and past practices; being able to debate and disagree; the role of committees, staff, and other agencies; which service areas have priority; budgeting; and feedback from individual Council Members.

4. [22-0236](#) High Level Vision Sharing and Naming Top Priorities

Ms. Smith introduced an exercise for attendees to share their high-level visions and rank their top three priorities.

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The City Council special meeting recessed at 2:30 p.m.

The City Council special meeting reconvened at 2:37 p.m.

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Discussion ensued regarding the purpose of today’s workshop; setting realistic expectations, noting limited staff, time, and resources available for policy development; the six priority areas from the Tacoma 2025 Strategic Plan and vision; and common themes and impressions from the exercise.

**NEXT STEPS**

City Manager Pauli and Mayor Woodards outlined next steps, including the budget development process, reviewing questions about basic services, small group conversations with staff about priorities, future workshops that will focus on priority areas, finding ways to balance the various priorities and services, and that some topics may be sent to committees. Mayor Woodards expressed appreciation for Ms. Smith for facilitating the workshop, and for staff and Council Members for their contributions. Ms. Smith made concluding remarks and led a discussion to close out the workshop.

Discussion ensued regarding attendees’ impressions and final thoughts.

**ADJOURNMENT**

On proper motion, the special meeting was adjourned at 3:31 p.m.

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Victoria R. Woodards, Mayor

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Doris Sorum, City Clerk