



City of Tacoma

Government Performance and Finance Committee Minutes

747 Market Street Tacoma, WA 98402

Conference Room 248

February 20, 2018

10:00 AM

Chair Anders Ibsen, Vice Chair Ryan Mello,
Keith Blocker, Lillian Hunter, Robert Thoms (alternate)

Call To Order

Chair Ibsen called the meeting to order at 10:04 a.m.

Present: 3 - Hunter, Mello and Ibsen

Absent: 1 - Blocker

Council Member Blocker arrived at 10:06 a.m.

Approval of Minutes

1. [18-0164](#) Approval of the minutes of the January 24, 2018 special meeting and the minutes of the January 31, 2018 meeting.

MOTION: Council Member Mello moved to approve the minutes of the January 24, 2018 special meeting and the minutes of the January 31, 2018 meeting.

SECONDED BY: Council Member Hunter.

ACTION: Voice vote was taken and carried. The motion was adopted.

Ayes: 3 - Hunter, Mello and Ibsen

Absent: 1 - Blocker

Briefing Items

2. [18-0165](#) 2017 Annual Government Performance and Finance Committee Report
[Chris Bell, Management Fellow, City Manager's Office]

At approximately 10:05 a.m., Chris Bell, Management Fellow, Office of Management and Budget, presented the 2017 annual Government

Performance and Finance Committee report. He reported on the updates of financial policies, process improvements, intergovernmental relations, requests for actions, and comparisons between the 2016 and 2017 annual reports.

Council Member Blocker arrived here, at 10:06 a.m.

MOTION: Council Member Hunter moved to approve the 2017 annual Government Performance and Finance Committee report.

SECONDED BY: Council Member Blocker.

ACTION: Voice vote was taken and carried. The motion was adopted.

Ayes: 4 - Blocker, Hunter, Mello and Ibsen

3. [18-0166](#) Eliminating Certain Authority Related to the Granting of Severance Payments [Bill Fosbre, City Attorney, City Attorney Office and Gary Buchanan, Director, Human Resources]

At approximately 10:07 a.m., City Attorney Bill Fosbre introduced Karen Short, Human Resources Analyst, and provided background summary of Ordinance No. 27636 relating to the authority of the granting of severance payments, and incidents since 2007 where individuals have been provided an employment agreement authorizing the payment of severance benefits.

Mr. Fosbre reviewed on the difference between non-represented and represented employees, terms involved of the employment agreement, current authorities, restrictions if applicable, an overview of compensation codes, what the language would look like if these agreements were eliminated, and the approval process. Ms. Short provided background of the 2007 legislation involving recruitment and retainment of the agreements, the usage of this legislation, and a continued overview of the severance benefits.

Discussion ensued throughout regarding the terms involved, intent and uses, concern regarding abuse of the agreement, clarification on background summary, how agreements could be drafted, employee choices of severance benefits, the fiscal impact and overall impact on the future, language defining without cause needs or with cause needs, the removal of the appointment, and clarification on severance clause. Discussion continued regarding the establishment of common language, revisions to accommodate different departments, consistency of language, unexpected consequences, and the recommended language.

Topics for Upcoming Meetings

4. [18-0167](#) March 6, 2018 - Tacoma 24/7 End of 2017 Report and Modifications to Funds and Fees
March 20, 2018 - Joint Audit Advisory Board Meetings

Chris Bell, Committee Liaison, stated the next meeting on March 6, 2018 will include a continued discussion of the elimination of certain authority related to the granting of severance payments; Tacoma 24/7 end of 2017 report; and modifications to funds and fees; and the meeting of March 20, 2018 will be a joint meeting with the Audit Advisory Board.

Other Items of Interest

Chair Ibsen stated there is interest in additional topics on fossil fuel investments and a self-run pension systems, and the evaluation of assets involved with fossil fuels.

Public Comment

There was no public comment.

Adjournment

There being no further business, the meeting was adjourned at 10:27 a.m.

Anders Ibsen, Chair

Stacy Manthou, City Clerk's Office