



# City of Tacoma City Council Study Session Minutes

733 Market Street, Tacoma WA 98402

Conference Room 16

May 14, 2019

12:00 PM

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## JOINT MEETING WITH THE PUBLIC UTILITY BOARD

### Call to Order

Mayor Woodards called the joint study session to order at 12:14 p.m.

**Present:** 7 - Beale, Blocker, Hunter, Ibsen, Thoms, Ushka and Mayor Woodards

**Absent:** 2 - McCarthy and Mello

#### Public Utility Board Members:

**Present:** 5 - Cooley, Flint, Jones, Larkin, and Patterson

Deputy Mayor McCarthy arrived at 1:27 p.m.

Mayor Woodards provided opening remarks. Public Utility Board (PUB) Chair Jones introduced the PUB Members.

### Joint City Council/Public Utility Board Briefing Items

1. [19-0512](#) Click! Contract Negotiation Update

At approximately 12:16 p.m., Chris Bacha, Chief Deputy City Attorney, City Attorney's Office, provided opening remarks and introduced Tenzin Gyaltsen, Click! Network General Manager, Tacoma Public Utilities (TPU). Mr. Bacha presented an update on the Click! contract negotiations, including an overview of the purpose and the contract concepts; background of PUB and City Council actions; activities since signing the letter of intent; proposed requirements, including major pre-conditions to transfer operational control, ongoing reporting and monitoring, types of remedies, and exercise of remedies. Mr. Bacha concluded with a timeline of proposed public meetings.

Discussion ensued regarding ongoing compliance, anticipated transition

timeline, changes to cable television services, customer communications and facilitation, service upgrades, oversight and the City's role as a regulatory entity, negotiation status, assurances in case of a future transfer of operational control, market share limits, reporting and compliance requirements, remedy triggers and decisions, and the relationship between Rainier Connect and the City.

2. [19-0513](#) City's Classification and Compensation Study

At approximately 12:58 p.m., Gary Buchanan, Director, Human Resources (HR), provided opening remarks on the City's Classification and Compensation Study and introduced Kari Louie, Senior Compensation and Benefits Manager, Jen Peters, Compensation and Benefits Manager, and Shelby Fritz, Assistant Director, HR.

Ms. Louie presented the study's background, previous timeline, purpose, how and what the study includes, compensation philosophy, project components, study phases, and estimated timeline. Ms. Peters reviewed the current status, communications, the concurrent Workforce Equity Study, and next steps.

Discussion ensued regarding specialized roles and identifying appropriate markets for comparison, reporting processes, the idea to report at future joint study sessions, comparisons between employees at TPU and General Government specifically and between the public and private sectors generally, gender equity considerations, non-represented versus represented classifications, supervisory positions, and staff feedback.

Deputy Mayor McCarthy arrived here, at 1:27 p.m.

Discussion concluded regarding staff and taxpayer feedback, awareness and communications provided to represented employees, coordination with the Joint Labor Committee, previous studies, and next steps.

The joint study session adjourned at 1:34 p.m.

The regular study session recessed at 1:34 p.m. and reconvened at 1:42 p.m.

## City Council Briefing Items

There were no briefing items.

## Other Items of Interest

Council Member Beale explained proposed Resolution No. 40328 which is on tonight's meeting agenda.

Discussion ensued regarding the Council process, purpose of the proposed resolution, related policy work and the Affordable Housing Action Strategy, role of the Planning Commission, and timing for Council action.

## Committee Reports

There were no Committee reports given.

## Agenda Review and City Manager's Weekly Report

3. [19-0514](#) Weekly Report to the City Council, May 9, 2019

City Manager Elizabeth Pauli stated that tonight's meeting agenda includes three ceremonials, including a proclamation proclaiming Saturday, May 18, 2019 as Kids to Parks Day, proclaiming May 12-18, 2019 as National Police Week, and presenting Jerome McField with the Tacoma Police Department Medal of Courage. She further stated there are no changes anticipated to the agenda.

## Executive Session - City Manager's Performance Review

**MOTION: Deputy Mayor McCarthy moved to convene to Executive Session, pursuant to RCW 42.30.110(1)(g), to discuss the City Manager's Performance Review, not to exceed 45 minutes.**

**SECONDED BY: Council Member Hunter**

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

**Ayes:** 8 - Beale, Blocker, Hunter, Ibsen, McCarthy, Thoms, Ushka and Mayor Woodards

**Absent:** 1 - Mello

The Council convened to Executive Session at 2:12 p.m.

The Executive Session was extended by 15 minutes at 2:57 p.m., and by 10 minutes at 3:12 p.m.

The Executive Session concluded at 3:22 p.m. and the study session reconvened at 3:26 p.m.

Discussion ensued regarding proposed Resolution No. 40328; relationship to the Comprehensive Plan; social and racial injustice; specific language and concepts; policy development; direction to staff and Committees, Boards, and Commissions; possible impacts; need for additional Council discussion; and a proposal to continue the item for discussion at a future date.

## **Adjournment**

On proper motion, the study session was adjourned at 3:50 p.m.

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Victoria R. Woodards, Mayor

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Doris Sorum, City Clerk