



Tacoma Civil Service Board

Chair, Beckie Summers

City Council Meeting/Government Performance
and Finance Committee
November 5, 2019



Residency



- Voter approved (Amendments approved by vote of the people November 2, 2004 and November 4, 2014)
- Waiver of Residency for classified staff.
- Oversight and accountability.

OVERVIEW



- The common sense belief that public expenditures should benefit the citizens who contribute the revenue.
- Ensure all Tacoma residents are valued and have access to resources to meet their needs, including access to City employment opportunities.
- Help to foster a vibrant and diverse economy with good jobs for all Tacoma residents.

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BACKGROUND



- The Civil Service Board has allowed a blanket residency waiver to be used by Human Resources for over 9 years.
- Such waivers are to be used when "...it is deemed to be for the best interests of the City for such reasons and under such conditions as may be prescribed in the **personnel rules.**"
- Current Civil Service Board Members have expressed concerns of use of current waivers.
- The Civil Service Board is exploring a residency preference for the citizens of Tacoma.

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ISSUES



- Bring us into compliance with current **personnel rules**.
- Give us more immediate and direct information of current waiver use.
- Local preferences may take on an increased importance as an economic development tool following the recent retrenchment on affirmative action.

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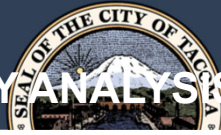
PROPOSED REVISIONS (if applicable)



- **Civil Service Board is considering removal of the blanket waiver for classified service employment.**

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●●● HEALTH, EQUITY & SUSTAINABILITY ANALYSIS



- 17% of the our population live below the poverty line.
- The national average of 13.4%.
- The largest demographic living in **poverty** are Women 25 - 34, followed by Women 18 - 24 and then Men 25 - 34.
- May help to identify skill gaps between City of Tacoma jobseekers and employment opportunities.

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●●● OUTREACH



- Public Hearings
- Communication with constituents.

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NEXT STEPS



- The Civil Service Board will vote on the motion to remove blanket waiver for classified service. (Tacoma City Charter 6.3)
- The Civil Service Board will continue to investigate development of a residency preference rule.
- The Civil Service Board will continue to communicate with The Tacoma City Council on progress.

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RECOMMENDATIONS (if presentation to Committee)



- The Civil Service Board and City Council should have follow-up meetings.
- Other areas of discussion; Classification and Compensation Study, use of Management Analyst classification, promotional lists, and testing, and compliance with current City charter.
- Recognize the Civil Service responsibilities to review, change, alter, amend, add to, reject or repeal any Civil Service Rules. (Tacoma City Charter 6.14)

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