



City of Tacoma

Government Performance and Finance Committee Minutes

Dial: 253-215-8782 Meeting ID: 827 5299 8740

Webinar Link: www.zoom.us/j/82752998740 Passcode: 614650

December 15, 2020

10:00 AM

Chair Lillian Hunter, Vice Chair Robert Thoms, John Hines,
Kristina Walker, Keith Blocker (alternate), Bryan Flint (ex officio)

Call To Order

Chair Hunter called the meeting to order at 10:01 a.m.

Roll Call

Present: 4 - Hines, Hunter, Thoms and Walker

All Council Members participated virtually.

Briefing Items

1. [20-0973](#) Internal Internship Team Update
[Cathy Journey, Human Resources Manager]

At approximately 10:02 a.m., Gary Buchanan, Director, Human Resources, made opening remarks and introduced Raeshawna Ware, Engineering Technician III, Environmental Services (ES); Jacqueline Fuller, Office of Environmental Policy and Sustainability EnviroChallenger Lead, ES; Georgia Lewis, Human Resources Specialist; and Cathy Journey, Human Resources Manager. Ms. Journey presented the internal internship team update, including background, accomplishments to date, and project scope refinement. Ms. Fuller reviewed the comparison of City demographics by ethnicity to City internships and pay, desired outcomes, and findings. Ms. Ware outlined the equity analysis findings and subcommittees. Ms. Lewis reviewed the recommendations. Ms. Journey concluded by reviewing next steps.

Discussion ensued regarding the fellowship program, a partnership with Bates Technical College for work-based learning, including grant opportunities in the recommended program to fund activities, labor relations agreements, program expectations, timeline of next steps, funding for positions, the equity checkpoint, job shadow high school internships,

Tacoma Public Utilities representation on the internship team, the benefits of completing the internship program, and the possibility of hire after completing an internship.

Topics for Upcoming Meetings

2. [20-0974](#) January 5, 2021 - Appointment to the Audit Advisory Board
January 19, 2021 - Continuous Improvement Program

Bucoda Warren, Committee Liaison, stated the next meeting will be on January 5, 2021, and will include an appointment to the Audit Advisory Board.

Other Items of Interest

There were no other items of interest.

Public Comment

There was no Public Comment.

Adjournment

There being no further business, the meeting adjourned at 10:49 a.m.

Lillian Hunter, Chair

Mary Crabtree, City Clerk's Office