



City of Tacoma

Government Performance and Finance Committee Minutes

747 Market Street Tacoma, WA 98402

Conference Room 248

August 06, 2019

10:00 AM

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

Call To Order

Chair Ibsen called the meeting to order at 10:06 a.m.

Present: 3 - Hunter, Ibsen and Mello

Absent: 1 - Blocker

Council Member Blocker arrived at 10:33 a.m.

Approval of Minutes

1. [19-0810](#) Approval of the minutes of the July 16, 2019 meeting

MOTION: Council Member Hunter moved to approve the minutes of the July 16, 2019 meeting.

SECONDED BY: Council Member Mello.

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

Ayes: 3 - Hunter, Ibsen and Mello

Absent: 1 - Blocker

Briefing Items

2. [19-0782](#) Citywide Cultural Improvements
[Tadd Wille, Deputy City Manager;
Gary Buchanan, Director, Human Resources]

At approximately 10:06 a.m., Tadd Wille, Assistant City Manager, made opening remarks and presented on workplace culture in the City, including an

agenda, why culture is important, understanding and addressing employee needs, leadership engagement and development training, and outward mindset training. Ben Thurgood, Assistant Director, Human Resources (HR), reviewed the Continuous Improvement Advocates program and learning division. Gary Buchanan, Director, HR, outlined the aspiring leaders portfolio, and Mr. Wille reviewed collaborative efforts. Mr. Buchanan provided information regarding the Workforce Equity Study and the diverCity Conference. Diane Powers, Director, Office of Equity and Human Rights, outlined the Equity Index, Equity 101 training, Government Alliance on Race and Equity, and listening sessions. Mr. Wille and Mr. Buchanan continued by reviewing other workplace culture initiatives, including the United Way campaign and the Classification and Compensation Study.

Council Member Blocker arrived here, at 10:33 a.m.

Mr. Thurgood concluded by reviewing new employee orientation and executive onboarding processes.

Discussion ensued regarding following up after executive onboarding, identifying value of the aging workforce when reviewing inclusion and equity, and the importance of workforce culture.

3. [19-0784](#)

Low-Income Bill Assistance and Energy Efficiency Programs

[Steve Bicker, Assistant Power Section Manager and Jeremy Stewart, Power Analyst, Tacoma Power; Francine Artis, Assistant Customer Service Manager]

At approximately 10:42 a.m., Francine Artis, Assistant Customer Service Manager, Tacoma Public Utilities (TPU), provided information regarding low-income utility bill assistance programs, including background; customer assistance programs, noting the Bill Credit Assistance Plan (BCAP), Discount Rate Program, and Financial Education Credit; half-year reports for the BCAP and Discount Rate program, marketing and outreach methods, and future considerations. Steve Bicker, Assistant Power Section Manager, Tacoma Power, introduced Jeremy Stewart, Power Analyst, Tacoma Power, and reviewed Tacoma Power low-income energy efficiency programs, including background, cost effective challenges, and low-income efficiency spending. Mr. Stewart concluded by outlining deferred loan details, future program plans, and participation in the Affordable Housing Action Strategy.

Discussion ensued throughout regarding the BCAP half year report, percentage of TPU customers utilizing the customer assistance programs, percentage of eligible customers, why the removal of double pane windows occurred, cost effective energy efficiency, rental and multi-family incentives, and reducing construction cost in affordable housing.

Topics for Upcoming Meetings

4. [19-0835](#) August 20, 2019 - Tacoma Power Long Range Financial Plan; Wholesale Pricing and Policy Revisions; Government Relations

Latasha Ware, Committee Liaison, stated the next meeting will be on August 20, 2019, and will include presentations on Tacoma Power's long range financial plan, Tacoma Water's wholesale pricing and policy revisions, and government relations. She further stated the meeting on September 3, 2019 will be cancelled.

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 11:24 a.m.



Anders Ibsen, Chair

Mary Crabtree, City Clerk's Office