



# City of Tacoma

## City Council Study Session Minutes

Dial: 253-215-8782 Meeting ID: 894 9617 1192

Webinar Link: [www.zoom.us/j/89496171192](https://www.zoom.us/j/89496171192) Passcode: 896569

**May 11, 2021**

**12:00 PM**

---

### JOINT MEETING WITH THE PUBLIC UTILITY BOARD

#### Call to Order

Mayor Woodards called the joint study session to order at 12:06 p.m.

#### Roll Call

**Present:** 9 - Beale, Blocker, Hines, Hunter, McCarthy, Thoms, Ushka, Walker and Mayor Woodards

Public Utility Board Members:

Present: 5 - Bushnell, Cooley, Flint, Patterson, and Watson.

All Council Members and Public Utility Board (PUB) Members participated virtually.

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

1. [21-0451](#) Class and Compensation Study Update

At approximately 12:08 p.m., Gary Buchanan, Director, Human Resources (HR), provided opening remarks and introduced Kari Louie, Senior Compensation and Benefits Manager, and Jen Peters, Human Resources Manager, HR. Ms. Louie presented an update on the Class and Compensation Study, including an agenda and background, noting the City's consultation with Gallagher Benefit Services. Ms. Peters reviewed actions prior to the COVID-19 pandemic, noting development of new classification and compensation structures; the pause on the study in March 2020 due to COVID-19; and relaunch of the study in 2021. Ms. Louie concluded with a review of the updated project timeline and next steps.

2. [21-0452](#) Workforce Equity Study Report

At approximately 12:22 p.m., Mr. Buchanan provided opening remarks and introduced Shelby Fritz, Assistant Director, HR. Ms. Fritz reviewed the Workforce Equity Study process, selection of Keen Independent Research as the City's consultants, and presentations to City staff; and introduced Dave Keen, Principal, Annette Humm Keen, Principal, and Ellen Meiser, Consultant, Keen Independent Research. Together, they presented a report on the Workforce Equity Study, including the study approach; analysis of hiring, promotions, and separations; and key conclusions, noting success in diverse hiring efforts, challenges with societal discrimination, and retention of diverse employees. They further outlined the 19 recommendations in the report, noting the current status, basis for recommendations, and potential considerations for each recommendation.

Discussion ensued regarding specific recommendations, Civil Service examinations, the City Charter amendment process, involvement of Tacoma Public Utilities staff on the retention committee, disparities in written exam scores, residency requirements, adding diversity and equity language to the City Charter, impacts of retention and longevity, barriers to advancement, a suggestion to forward the topic to the Government Performance and Finance Committee for further discussion, impacts on the Office of Equity and Human Rights and existing initiatives, and next steps.

\* \* \* \* \*

The joint study session concluded at 1:15 p.m.

The regular study session convened at 1:15 p.m.

## City Council Briefing Items

3. [21-0453](#) Six-Year Transportation Improvement Program

At approximately 1:15 p.m., Jennifer Kammerzell, Principal Engineer, Public Works, presented the Six-Year Transportation Improvement Program (TIP), including an overview; background, noting what is included and not included in the TIP, how projects are added, and the process; projects to be removed and added from the TIP; issues related to removed projects, noting consolidated and completed projects; issues related to added projects; details related to the South 21st Street and "C" Street Signal project, the South Cedar Street Active Transportation Enhancements project, and the South Tacoma Sounder Station Access project; a health, equity, and sustainability analysis; outreach, including the Transportation Commission and the Bicycle and

Pedestrian Technical Advisory Group; and next steps.

Discussion ensued regarding coordinating with other projects, such as the Sound Transit LINK Extension and Vision Zero; and the status and funding for specific projects.

4. [21-0454](#) Shelter Site Update

At approximately 1:33 p.m., Allyson Griffith, Assistant Director, Neighborhood and Community Services, provided opening remarks related to staff outreach efforts and community feedback, and presented an update on the City's temporary shelters, including an overview; comparison of shelter models by site type, noting requirements; the proposed use of the site at South 69th Street and South Proctor Street for a shelter model similar to the temporary emergency micro-shelter model, including factors this model considers; and next steps, noting updated information available on the City website at [cityoftacoma.org/authorizedencampments](http://cityoftacoma.org/authorizedencampments).

Discussion ensued regarding a possible Habitat for Humanity project at the temporary site, timeline and planning for both the temporary use and long-term use of the property, hybrid models, timeline for the temporary shelter at the East 60th Street and McKinley Avenue site, barriers and gaps in support, shelter types versus service models related to entry requirements, added units and capacity, site management expectations, sobriety requirements on- and off-site, neighborhood impacts, addressing issues with camping on public sidewalks and right-of-way, the need for various shelter sites and models, and next steps.

## Other Items of Interest

5. [21-0455](#) Korean Women's Association Funding Request

Mayor Woodards presented a Council Consideration Request to support the Korean Women's Association's (KWA) application to the United States Department of Housing and Urban Development for capital advance funding from the Section 202 Supportive Housing for the Elderly program, related to KWA's development project at South 15th Street and Tacoma Avenue in downtown Tacoma, and requested Council Member support.

**MOTION: Council Member Hunter moved for the full City Council to sign the letter in support of the Korean Women’s Association application to the United States Department of Housing and Urban Development for Section 202 funding for the “15th and Tacoma” development project in downtown Tacoma.**

**SECONDED BY: Council Member Thoms.**

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

**Ayes:** 9 - Beale, Blocker, Hines, Hunter, McCarthy, Thoms, Ushka, Walker and Mayor Woodards

6. [21-0462](#) Veterans Local Government Management Fellowship Presentation

Mayor Woodards provided opening remarks and introduced Sergeant Major (SGM) Eugene Mustin, International City/County Management Association Veteran’s Fellow, City Manager’s Office. SGM Mustin presented an overview of the Veterans Local Government Management Fellowship (VLGMF) program, including an introduction, overview of the VLGMF Program, facts about the City versus assumptions, his own expectations and experiences during the program, suggestions for actions the City can take, and overall impressions.

Discussion ensued regarding the program, outreach to other members of the military, and appreciation for SGM Mustin’s service and perspectives.

\* \* \* \* \*

Mayor Woodards stated she plans to propose an amendment to tonight’s meeting agenda, related to the motion reappointing Elizabeth Pauli to the position of City Manager, approving the annual performance review, and executing a new employment agreement, to remove the language “executive non-represented compensation study remains incomplete”.

The study session recessed at 2:33 p.m.

The study session reconvened at 2:47 p.m.

## Committee Reports

There were no committee reports given.

## Agenda Review and City Manager's Weekly Report

7. [21-0463](#) Weekly Report to the Mayor and City Council May 6, 2021

City Manager Pauli stated there are four ceremonials on tonight's agenda, proclaiming May 9-15, 2021, as National Police Week; proclaiming May 16-22, 2021, as National Public Works Week; recognizing the Lutheran Community Services Northwest; and the systems transformation update presentation. She further stated that amendments to tonight's agenda will be discussed under the next study session agenda item, related to Ordinance No. 28758, Tideflats and Industrial Land Use Regulations.

8. **21-0585** Tideflats Interim Regulations Amendments

City Manager Pauli provided background on prior City Council action per Ordinance No. 28696, noting the timeline and direction given to the Planning Commission; the Commission's process and recommendations; and review of the six focus areas, noting the timeline, scope of review, expansion of existing uses, updated findings of fact, engagement, and providing predictability.

Discussion ensued regarding possible amendments; staff perspectives; requests for additional time and discussion; the relationships and differences between the Commission's recommendations, the Tideflats Subarea Plan process, and the Comprehensive Plan amendment process; timelines and urgency of the issue; participation and input from business partners, youth, and other members of the community; expiration of the existing Interim Regulations on June 2, 2021; appreciation for the Planning Commission; a proposal to present a substitute ordinance at tonight's City Council meeting to extend the Tideflats Interim Regulations for no more than six months, and to send the Planning Commission recommendations to the Infrastructure, Planning, and Sustainability Committee to review and provide a recommendation to the full City Council; and timelines for Committee review and Council action.

## **Executive Session - Review the Performance of a Public Employee**

**MOTION: Deputy Mayor Blocker moved to convene to an Executive Session pursuant to RCW 42.30.110(1)(g) to review the performance of a public employee, not to exceed 45 minutes.**

**SECONDED BY: Council Member Thoms.**

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

**Ayes:** 9 - Beale, Blocker, Hines, Hunter, McCarthy, Thoms, Ushka, Walker and Mayor Woodards

The City Council convened to Executive Session at 3:41 p.m.

The Executive Session concluded, and the study session reconvened, at 4:28 p.m.

## **Adjournment**

There being no further business, the study session was adjourned at 4:28 p.m.

  
Victoria R. Woodards, Mayor

  
Doris Sorum, City Clerk