City of Tacoma Charter Review Committee

April 4, 2024 - 5:30 p.m.

Tacoma Municipal Building, 747 Market Street, Tacoma, WA 98402

AGENDA

- 1. Call To Order Roll Call
- 2. Welcome
- 3. Approval of Minutes
- 4. Public Comment
- 5. Council Presentation Discussion
- 6. Police Accountability Subcommittee Report Action Item
 - Collective Bargaining
- 7. Power of the People
 - Neighborhood Councils
- 8. Amendment Review Action Item
 - TPU Internet
 - TPU Board
 - TPU Audit/Shared Services
 - TPU "Purposes of Inquiry"
 - Other Amendments
- 9. Other Subcommittee Reports and Discussion
- 10. Staff Update
- 11. Other Business/Homework
- 12. Adjourn

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SOUTH END COALITION BYLAWS

Bylaws of the South End Coalition, a South End Neighborhood Council Subcommittee (est. December 11, 2023)

ARTICLE I - COALITION

The Coalition shall be named the South End Coalition(SEC). SEC is a subcommittee under the South End Neighborhood Council's Outreach Committee.

Mailing Address: % South End Neighborhood Council

South End Coalition

4911 S. Alaska St.

Tacoma, WA 98408

Email: 253southcoalition@gmail.com

Focus Area of the coalition

Boundaries

All areas South of I-5 and downtown Tacoma, to the north, and

ARTICLE II - MISSION

The South End Coalition (SEC) was established to address the challenges specific to the South End of Tacoma, while supporting each other. We function as an informative organization who, through community engagement, neighborhood improvement, social services, etc.strives to take thoughtful, positive actions.

ARTICLE III - PURPOSE

The purpose of the South End Coalition is strategic advocacy on behalf of the South End community. The Coalition exists to provide a forum for dialogue and subsequent action on issues and concerns that impact the South End community. In support of the South End Neighborhood Action Plans(SNAPs), the Tacoma Pierce County Health Department, and the Neighborhood Council Program of Tacoma, the Coalition exists to provide residents, businesses/Employees, and South End property owners with information, support, advice, and a positive action plan to resolve issues that impact our community.

The Objectives of the Coalition

- To act as an informative and proactive organization to address, develop and influence policy recommendations, resolutions and practices that affect the South End community.
 - Create effective ways to communicate information to the community.
 - Share and Collaborate.
 - Promote the general prosperity and wellness of the South End community in its entirety.
 - o Promote inclusivity and diversity.
 - Serve as a resource to the community.
 - Affect positive change with united action.
- Create networks of support and communication on a local, regional, and state level to serve the South End community.
 - Identify ways to support the South End community.
 - Provide a platform for interaction in a social environment to foster a greater sense of community.
 - Identify ways to mentor and support coalition members.
- Promote and take positive actions in the South End of Tacoma.

ARTICLE IV - REPRESENTATION

South End businesses/employees, residents, and property owners shall be allowed to fully participate in SEC, as well as those that belong to agencies that support and advocate for the principles outlined in the Mission of the Coalition.

ARTICLE V – MEMBERSHIP/Participation

Qualifications for Membership

 An individual is considered a member of the Coalition if they reside, work, own property, or own a business in the South End of Tacoma and have agreed to our code of conduct.

Member Expectations

- All members should be active and willing to invest volunteer time into the Coalition.
- Members commit to engaging with one another respectfully.
- All members should understand that both healthy communication and listening are key to a strong Coalition.
- To be eligible to vote, members must attend six (6) of the ten (10) general meetings prior to the election meeting (May to April).

Membership Meetings

General meetings of the Coalition are held once a month at a location chosen by the presiding officer(s) or held via Zoom or a hybrid meeting. Meeting times may vary.

No quorum is necessary to conduct business.

Quorum, by way of members present and participating electronically, is required to pass a vote.

Quorum shall be defined as 20% of the general membership of the Coalition at the time of the vote.

Special Meetings

Special meetings of the Coalition may be called by the Co-Chairs. A notice of such meetings shall be emailed to all members. Such notices shall state the date, time and purpose of the meeting.

Order of Business for Meetings

Meetings shall proceed in accordance with *Robert's Rules of Order for Meetings as follows:

*Standing Rules to supersede Robert's Rules of Order to allow for consensus style governance. In the event a consensus cannot be reached we will defer to Robert's Rules of Order.

Welcome

Taking of Attendance

Approval of Agenda and Minutes

Open Discussion

Announcements

Adjournment

The coalition may not discriminate against any individual nor limit participation based on race, ethnicity, religion, color, national origin or ancestry, sex, gender identity, sexual orientation,age,marital status, familial status,or the presence or perceived presence of any sensory, mental, or physical disability.

ARTICLE VI - STRUCTURE

The Coalition shall have two (2) Co-Chairs, one (1) Treasurer, and one (1) Historian/Convener who will serve as officers of the Coalition. The officers will be elected by majority vote when quorum is achieved by the Coalition via in-person and/or electronic vote. Members may nominate members of the Steering Committee for Co-Chair positions and may nominate any member or themself for Treasurer and Historian/Convener. The nominating period is February through March of every even year. The slate of the officers will be presented to the Coalition by the end of March.

Eligible members will vote for officers at the Coalition General Meeting in April or by electronic message during the week of said meeting.

Incoming officers will be mentored by outgoing officers May-July following an election or until no longer needed if sooner.

Installation of officers will take place at the Coalition General Meeting in July.

ARTICLE VII - OFFICERS & DUTIES

Co-Chairs

Co-Chairs are responsible for guiding the work of the Coalition to ensure full support. They are responsible for identifying members to serve on Coalition committees. They are responsible for ensuring committee work is reported back to the Coalition. They are responsible for arranging meeting times, dates and places. They are responsible for taking notes at Coalition meetings in the absence of a Convener. They are responsible for producing a full report of the Coalition's work at the end of the year with the support of the Historian.

The Co-Chairs have executive authority to make decisions and take action. Both Co-Chairs must agree with such action and communicate the rationale and action taken regarding executive decision-making to the Coalition as soon as practicable. The Co-Chairs must inform the Coalition of the issues and their decision by email to provide an opportunity for review and consultation. One week shall be sufficient for the Coalition to review, comment and vote on issues.

As agreed upon and approved by the Coalition, it is the function of the Co-Chairs to communicate the decisions, reports, advice and information to the admin/City Service/Agency, and report the outcomes of such communications to the Coalition. The Co-Chairs will serve as the representatives for the Coalition when approving the budget, signing documents and meeting with Officials.

Treasurer

The Treasurer is responsible for keeping account of all financial transactions (i.e. expenditures, donations, awards and the like) using standard accounting principles, and will provide the Co-Chairs with quarterly financial updates. The Treasurer shall have the care and custody of all the funds of the Coalition and shall deposit said funds in the name of the Coalition in such bank or trust company as the Coalition may elect. They shall, when duly authorized by the Co-Chairs, sign and execute all contracts in the name of the Coalition. They shall also sign checks, drafts, notes and orders for the payment of money, which shall be duly authorized by the Co-Chairs and countersigned by the Convener. At the end of each year, they shall have an audit of the Coalition account(s) conducted by a committee appointed by the Co-Chairs, and shall present such audit findings in writing at the first general meeting of the upcoming year.

Historian/Convener

The Historian/Convener shall keep the minutes of the general and steering committee meetings. They shall attend to the giving and serving of all notices of the Coalition and

shall have charge of such books and papers as the Coalition may direct including an alphabetical membership roll containing the name and email address of all persons who are members of the Coalition.

The Historian/Convener shall keep a record of the history of SEC in Google Drive, including such information as agendas, meeting minutes, recordings, attendance at meetings, collective service hours, and any other data relevant to the operations of SEC. The Historian/Convener may request members to assist with the order of the meeting, including keeping the minutes, and should be knowledgeable of the Coalition Standing Rules and Robert's Rules of Order for Meetings.

Board Members

Up to seven(7) additional board members may be added. Board not to exceed 11 members.

Terms of Office

The term of office shall be from August 1 to July 31.

Two (2) Co-Chairs2 yearsTreasurer2 yearsHistorian/Convener2 yearsBoard Member2 years

Each officer/board member may be elected no more than two (2) consecutive terms for the same office.

There will be no compensation of board members as they are volunteers. Personal enrichment of board by means of the coalition is not allowed.

Board Conflict Resolution Documentation

All Board Members agree to and sign Conflict Resolution Pledge and renew yearly at January meeting.

All Board Members agree to abide by SEC Conflict Resolution Plan with Win-Win Waltz Worksheet should a conflict arise concerning Board business.

ARTICLE VIII - COMMITTEES

Steering Committee

- The Steering Committee is responsible for the general supervision of affairs between its regular meetings and is composed of at least one of the immediate past Co-Chairs, the elected officers and four (4) members at large who serve as subcommittee chairs.
- Members are responsible for directing the recommendation of the Steering Committee, which are subject to the approval of the organization, and none of its acts shall conflict with that of the general body.
- The Steering Committee is responsible for the duties of membership management.
- Potential service projects shall be presented by the Event & Community Involvement Committee and approved by the Steering Committee before being presented to the Coalition.
- The Steering Committee shall be responsible for the management of the officer nomination and election process, which includes the following:
 - Implementation and supervision of SEC's nominations for officers and establishment of appropriate election procedures;
 - It shall be the duty of this committee to collect all nominations for offices to be filled in February and March of each election year. An opportunity will be given at each of these meetings for the acceptance of nominations;
 - Electronic Ballots must include the names of all persons nominated for office, and it is the only ballot that can be used at the election; unless an accommodation is requested.
 - At least two weeks prior to the April election, a notice that includes the time and place for the election of officers shall be emailed to each member of the Coalition in good standing. A statement outlining the responsibilities of each elected position shall be included in said email.

Event & Community Involvement Committee

- Plan and organize two (2) SEC social events each year.
- Members shall determine how often and in what ways the Coalition will engage in community service.

ARTICLE IX - CRITERIA FOR ELECTION OF OFFICERS

- Members must be in good standing and must have attended six (6) of the ten(10) general meetings prior to the election meeting (May to April).
- No person's name shall be added to the election ballot without first obtaining their consent.
- All officers shall be elected by electronic ballot and shall hold office for the term length specified in Article VII of SEC bylaws. Accommodations will be made if the electronic ballot is not accessible.
- No members shall hold more than one office at a time, and no member shall be eligible to serve more than two (2) consecutive terms as an officer or member of the Steering Committee.
- Members do not have to be present to cast a vote. Electronic ballots will be sent to members.
- Voting shall not be exercised by proxy.

ARTICLE X – REMOVAL OF TERMINATION OF OFFICERS

Any officer of the Coalition may be removed from office for probable cause (i.e. unexcused absence from three (3) consecutive steering committee or general meetings, failure to perform designated duties, misuse of funds) by a two-thirds vote of the membership. In case of death or resignation from or removal of an officer from office, the Executive Committee (Co-Chairs, Treasurer and Historian/Convener) shall appoint a successor to fill the remainder of the term.

ARTICLE XI – SEC MAILING ROSTER

The SEC mailing roster is a confidential list of members. This list is to be used only by the Coalition's Executive Committee.

ARTICLE XII – AMENDMENT OF BYLAWS

The SEC bylaws may be amended or repealed with approval from two-thirds of the membership, provided that amendment has been submitted in writing at the previous general meeting and reviewed by the Steering Committee.

The original bylaws were approved and adopted by the

CCoT Equity Committee-Draft Outline

I. Introduction

- The Equity Committee aims to promote diversity, equity, and inclusion within the Neighborhood Council Program. Its goal is to identify and address issues related to bias, discrimination and equity, as well as implement strategies to create a more inclusive and equitable environment for all members.
- -Equity Committee members serve as a safe, confidential means to report community concerns regarding the Neighborhood Council Program and Projects. Equity Committee members can either a) assist community members by connecting their concerns with the appropriate outlet for resolution (and manage follow-up), or b) investigate community concerns anonymously and utilize the appropriate conflict resolution pathway steps to address and/or escalate the situation until resolution is found.
- -The Equity Committee recognizes that overcoming biases, systemic and structural barriers, and maintaining relationships within a diverse community is challenging, messy, imperfect work. The Equity Committee is focused on educating hearts and minds, and helping build and facilitate healthy, respectful relationships rather than creating rules. The Committee recognizes a "Targeted Universalism" framework¹. This framework recognizes that, while we are working towards programs and conversations that lead to optimal health and wellness of the Community at large, each affected group or member may have different barriers and challenges, requiring different pathways forward to address challenges and concerns. The Committee recognizes that a "one-size-fits-all" solution is rarely useful, and commits, through education and learning, to address each concern as unique, with mindfulness around the intersectionality² of people's lived experiences in a Community.
- Introduction of committee members and their roles. TBD

II. Equity Policy

"The Community Council of Tacoma is committed to promoting equity and inclusion in all aspects of our work. We strive to create a safe and welcoming

¹ "Targeted Universalism," Othering & Belonging Institute, n.d., https://belonging.berkeley.edu/targeted-universalism.

² Crenshaw, Kimberlé W., "On Intersectionality: Essential Writings" (2017). Faculty Books. 255. https://scholarship.law.columbia.edu/books/255

environment where individuals of all backgrounds feel valued and respected. We actively work to address systemic barriers and biases that perpetuate inequality. Through our actions and initiatives, we aim to advance equity, diversity, and social justice within our organization and the communities we serve."

III. Reporting Mechanisms

-Report via email, call, letter to Equity Committee, CCoT Chair, City of Tacoma Neighborhood and Community Services, The Office of Equity and Human Rights, or Tacoma Area Commission on Disabilities. Reporting mechanisms used will be dependent upon the reporter's comfort level and need for escalation.

- All Committee members will have published contact information, so that community members can approach any member of the Committee to express concerns or experiences. Committee members will commit to anonymous reporting, and utilizing the conflict escalation pathways to address concerns brought forward by the community.

IV. Incident Response, Resolution, Follow Up

1. Initial Assessment

- Review and document the report in detail.
- Determine the severity and urgency of the issue.
- Allow the community member to communicate their preferred means of resolution/escalation method.

2. Support for Affected Individuals

- Provide support and resources to individuals affected by the incident.
- Ensure their well-being and safety are prioritized.
- Communicate clearly the action steps that are available, and determine their level of comfort with the process. Continue to communicate steps and the timeline for a response.

3. Investigation

- Initiate a thorough investigation into the reported incident.
- Gather additional information and evidence as needed.

4. Confidentiality

- Maintain confidentiality and anonymity as appropriate, especially for anonymous reports.
- Respect the privacy of individuals involved.

5. Communication

- Keep all parties informed about the progress of the investigation.
- Communicate clearly and transparently throughout the process.
- Communicate a specific follow-up path and timeline, and give updates along the way of steps taken, parties contacted, and when responses are expected. This step is critical for transparency and also harm reduction.

6. Resolution

- Take appropriate actions to address and resolve the reported inequity.
- Implement corrective measures to prevent future incidents.

7. Education and Training

- Provide education and training on equity, diversity, and inclusion to prevent future occurrences.
- Offer resources for learning and development.

8. Documentation

- Document all steps taken during the investigation and resolution process.
- Keep records for future reference and accountability.

9. Follow-Up

- Follow up with individuals involved to ensure their well-being and satisfaction with the resolution, responding within the timeframe previously communicated.
- Monitor the situation to prevent any retaliation or recurrence.

10. Feedback and Evaluation

- Seek feedback from all parties involved to improve the committee's processes.
- Evaluate the effectiveness of the response and make necessary adjustments for future incidents.

V. Metrics and Evaluation

- Development of metrics to track progress on equity goals.
- Regular evaluation of committee effectiveness.

VI. Community Engagement

- Strategies for engaging the community on equity initiatives.
- Outreach efforts to promote awareness and participation.

VII. Next Steps

- Future goals and initiatives for advancing equity within the community organizing group.

Key Elements of Equity Committee

- Diverse Representation
- A clear mission statement
- Goals and Objectives
- Regular Meetings
- Open Communication channels
- Data and human driven decision making
- Accountability Measures
- On going training and education opportunities on equity issues

NOTES:

Equity pieces for further exploration, districting, bylaw accessibility, translation services, universal bylaws

NEIGHBORHOOD COUNCILS ENSURE REPRESENTATION

- Some Tacoma residents feel they need more adequate representation than they currently have through their district city council members.
- Neighborhood Councils are established and capable of achieving desired levels of representation.
- Neighborhood Councils can easily form and adapt as the makeup and goals of the city change and diversify.
- Neighborhood Council's inclusion in the charter ensures the city support that is essential to fulfill the program's goals.
- Redistricting may also be necessary if the form of government changes, but empowering Neighborhood Councils is still required for adequate civil engagement and representation.





Volunte<mark>er, Meet</mark> Neighbors, Collaborate!

Home of Tacoma's 8 Great Neighborhood Councils

West End

South Tacoma

North Tacoma Central

New Tacoma Eastside South End

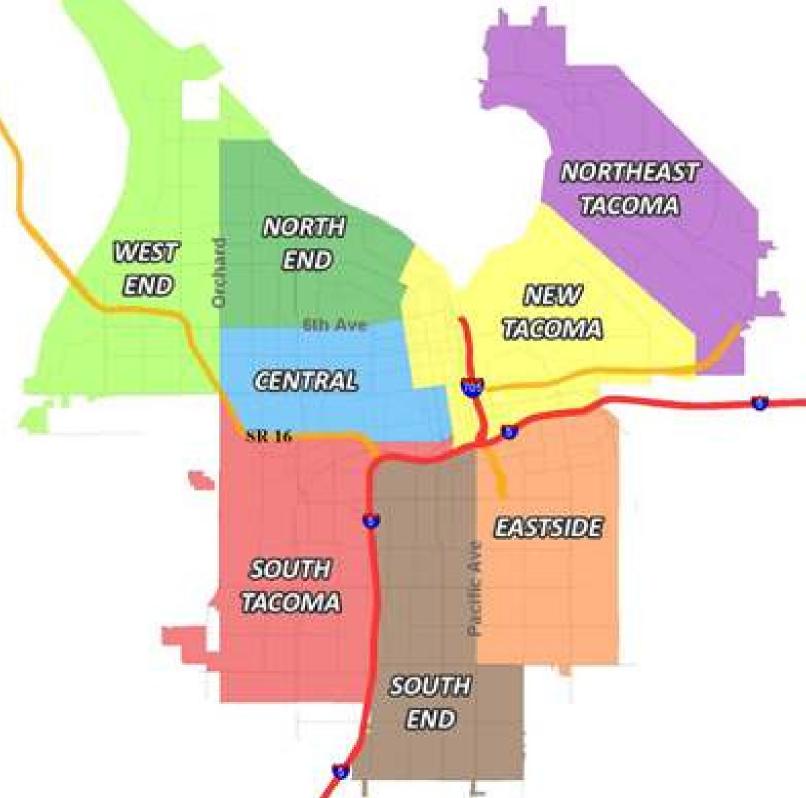
Northeast



PO Box 11362 Tacoma, WA 98411 ccotacoma@gmail.com

Who Are We?

Tacoma's 8 Great Neighborhood Councils





Who do we serve?





How do we do this?

- Meetings
- Info Sharing
- Leading Community Projects
- Communication
- Kindness
- Fun!

NEIGHBORHOOD COUNCILS INDEPENDENT ADVICE

Independence

- Allows for standing rules to supersede Robert's Rules of Order to allow for consensus-style governance
- Allows low-cost volunteers to provide proactive, responsive, multi-faceted research,
 planning, and observational assistance to the City Council

Advice

- Advice is guidance or recommendations offered with regard to care and thought for future action
- Advice is **not obligatory**. Advice is not morally or legally bound. There is no duty or commitment.

NEIGHBORHOOD COUNCILS EQUITY COMMITTEE

Key Elements of the CCOT Equity Committee

- Diverse Representation
- A clear mission statement
- Goals and Objectives
- Regular Meetings
- Open Communication channels
- Data and human-driven decision making
- Accountability Measures
- Ongoing training and education opportunities on equity issues



NEIGHBORHOOD COUNCILS ADD SECTION 2.26

Section 2.26 -

In order to foster communication and promote resident-based neighborhood involvement, there shall be independent Neighborhood Councils (NC) and a Community Council (CCOT).

The Neighborhood Councils and Community Council shall act as advisory entities to the City Council, Mayor, City departments, commissions, and committees. The Community Council of Tacoma will also include an **Equity Committee** to continue promoting diversity, equity, and inclusion, proactively identifying and addressing bias or discrimination, and creating a more inclusive and equitable environment for all.

The City will make a good-faith effort to notify affected NCs of any significant policy matters, projects, proposals, events, or services that directly impact the neighborhood. Notice should be provided as early in the planning or review process as possible.

Subject to applicable law, the City Council and relevant City departments shall request and incorporate Neighborhood Council input prior to making a decision on a matter of local concern.

The City Council shall also determine the boundaries of the Neighborhood Councils with the intention of recognizing neighborhood groups, setting those boundaries by resolution, monitoring the delivery of City services in their respective areas, and arranging for Neighborhood Councils to have periodic meetings with responsible officials of City departments.

Charter Review Committee

Sections 4.8

Option 2

Recommendation Summary

Brief Summary of Recommendation:

- Allows one member of the of the Public Utility Board to be resident of Pierce County.
- The member must also be a residential customer and account holder of one or more of the public utilities operated by the City of Tacoma.

Committee Activity:

Amendment:

Section 4.9 – Members of the Board shall have the same qualifications as provided in this charter for Council Members, with the exception that beginning on or before January 1, 2027, one member shall be a resident of Pierce County and an account holder of and recipient of retail service from one or more of the public utilities operated by the City of Tacoma. Members shall be entitled to reimbursement for expenses incurred in carrying out their official duties, other than those incident to attending board meetings held within the City of Tacoma.

Rationale for Amendment:

Insert summary of CRC rationale for the amendment

Dissenting Position(s):

Charter Review Committee Section 4.9 Option 1

Recommendation Summary

Brief Summary of Recommendation:

- Allows one member of the of the Public Utility Board to be resident of a jurisdiction outside the City limits of Tacoma.
- The member must also be a residential customer and account holder of one or more of the public utilities operated by the City of Tacoma.

Committee Activity:

Amendment:

Section 4.9 – Members of the Board shall have the same qualifications as provided in this charter for Council Members, with the exception that beginning on or before January 1, 2027, one member shall be a resident of a jurisdiction that is outside of the limits of the City of Tacoma but who is an account holder of and receives retail service from one or more of the public utilities operated by the City of Tacoma. Members shall be entitled to reimbursement for expenses incurred in carrying out their official duties, other than those incident to attending board meetings held within the City of Tacoma.

Insert amendment language

Rationale for Amendment:

Insert summary of CRC rationale for the amendment

Dissenting Position(s):

Charter Review Committee

Recommendation Summary

Sections 4.1 and 4.10

Brief Summary of Recommendation:

- Specifies "internet" as among the public utilities within the City's powers to construct, condemn and purchase, acquire, add to, maintain, or operate.
- Adds "internet" to the specific utilities under the jurisdiction of the Public Utilities Board.

Committee Activity:

Amendment:

Section 4.1 – The City shall possess all the powers granted to cities by state law to construct, condemn and purchase, purchase, acquire, add to, maintain, and operate, either within or outside its corporate limits, including, but not by way of limitation, public utilities for supplying water, light, heat, power, <u>internet</u>, transportation, and sewage and refuse collection, treatment, and disposal services or any of them, to the municipality and the inhabitants thereof; and also to sell and deliver any of the utility services above mentioned outside its corporate limits, to the extent permitted by state law.

Section 4.10 – The Public Utility Board, subject only to the limitations imposed by this charter and the laws of this state, shall have full power to construct, condemn and purchase, acquire, add to, maintain, and operate the electric, water, <u>internet</u>, and belt line railway utility systems.

Rationale for Amendment:

Insert summary of CRC rationale for the amendment

Dissenting Position(s):

Charter Review Committee Section 4.15

Recommendation Summary

Option 1

Brief Summary of Recommendation:

To require a performance and financial audit of the services of the General Government Departments utilized by TPU.

Committee Activity:

Amendment:

Section 4.15 – The Board shall have authority to secure the services of consulting engineers, accountants, special counsel, and other experts. At intervals not exceeding ten years the Council shall, at the expense of the utilities involved, cause a general management survey to be made of all utilities under the jurisdiction of the board by a competent management consulting or industrial engineering firm, and at the same intervals cause a performance and financial audit by a qualified auditor to be made of the services of the City's General Government departments used by the Department of Public Utilities, the report and recommendations of which shall be made public; provided, that the first such survey shall be made within three years of the effective date of this charter.

Rationale for Amendment:

Insert summary of CRC rationale for the amendment

Dissenting Position(s):

Charter Review Committee Section 4.15

Recommendation Summary
Option 2

Brief Summary of Recommendation:

To require a financial audit of the services of the General Government Departments utilized by TPU.

Committee Activity:

Amendment:

Section 4.15 – The Board shall have authority to secure the services of consulting engineers, accountants, special counsel, and other experts. At intervals not exceeding ten years the Council shall, at the expense of the utilities involved, cause a general management survey to be made of all utilities under the jurisdiction of the board by a competent management consulting or industrial engineering firm, and at the same intervals cause a financial audit by a qualified financial auditor to be made of the services of the City's General Government departments used by the Department of Public Utilities, the report and recommendations of which shall be made public; provided, that the first such survey shall be made within three years of the effective date of this charter.

Rationale for Amendment:

Insert summary of CRC rationale for the amendment

Dissenting Position(s):

Charter Review Committee Section 4.15

Recommendation Summary

Brief Summary of Recommendation:

Clarifies the role of TPU Board members with respect to TPU staff.

Committee Activity:

Amendment:

Section 4.19 – Except for purposes of inquiry, the Board and its members shall deal with officers and employees of the Department of Public Utilities only through the Director.

Neither the Board nor any member thereof shall give orders to the Director's subordinates or otherwise interfere with managerial functions through such means as directing or requesting the appointment or removal of any of the Director's subordinates, or the making of particular purchases from or contracts with any specific individual or organization.

Outside of these prohibitions, the Board is permitted to make direct inquiries of, and receive relevant information from staff for the purposes of the formation of budget and policy.

Rationale for Amendment:

Insert summary of CRC rationale for the amendment

Dissenting Position(s):