



## Tacoma Civil Service Board

### Meeting Minutes

Date and Time: November 2, 2023, 5:00 PM  
Location: Council Chambers  
Chair: Eric Hansen  
Coordinator: Wendy Hobson

#### **Call to Order:**

Chair Hansen called the meeting to order at 5PM. All board members were present. Deputy City Attorney Martha Lantz was present.

#### **Communication for Information:**

Coordinator Hobson: There were two written submittals received regarding the proposed amendment to TMC 1.24.450. Hard copies were provided to the Board, copies are also available in the back of the room.

#### **Action on Matters Still Pending / New Business:**

Coordinator Hobson: Read aloud the first reading of the proposed amendment to Tacoma Municipal Code 1.24.450 adding a residency points preference system to all competitive examinations.

Chair Hansen: Confirmed this was the first reading of the proposed amendment to TMC 1.24.450 and asked for comments from the Board.

Board Member Heller: Open to suggestions or edits to the proposal; has heard a lot of good input and wants board members and public to be aware of intent to amend the proposal going forward into the second reading.

Would amend to say in all open competitive examinations, except for police and fire exams that City of Tacoma residents shall be given preference by adding two points to the total passing grade based on a possible rating of 100 points as perfect.

Amend subsection one to say to receive such credit, documentation should be presented to the HR Director or designee with application or prior to the certification of the list.

Amend subsection D to say in hiring decisions where two or more candidates have equal qualifications as determined by the hiring authority including interviews, experience, and other testing, preference must be given to the City of Tacoma resident unless there is conflicting collective bargaining language, then the CBA language will prevail.

Board Member Sexton: A collective bargaining agreement does not ever need to be mentioned because it always prevails.

Martha Lantz: Advised not to get into debate about suggested changes in language at first reading; will incorporate properly when it comes to second reading and can address any concerns then or even before if you present them.

Board Member Heller: Asked question regarding if there is conflict with personnel rules as being part of the rules passed by the Civil Service Board and passed by the City Council; aren't they ordinance? Wouldn't they prevail over contract language or is it the other way around?

Martha Lantz: It depends on what the two provisions are; can they be harmonized; what the conflict is. We should note that is one of the things Board Member Heller wants to explore. Happy to provide a more detailed opinion following more research.

Board Member Klein: Shared concern that due to many social and economic factors Tacoma alone can no longer provide an adequate source of employees for all the complex jobs the City has to fill. A fair and most reasonable solution is to have the Board reestablish a waiver that could be married to the proposed amendment between now and when we vote.

Board Member Sexton: There has always been a blanket waiver in place.

Vice Chair Wick: Provided clarification for the public that the blanket waiver is only in place until December 31<sup>st</sup>. The Board previously voted the blanket waiver down 3 to 2.

Chair Hansen: Provided instruction on public comment stating there will not be a vote tonight. A vote will take place following the second reading. Public can sign up to speak on the sheet in the back of the room or email comments to Coordinator Hobson [whobson@cityoftacoma.org](mailto:whobson@cityoftacoma.org).

**Human Resources Director Report:**

Assistant Human Resources Director Cheryl Bidleman provided updates on behalf of Director Fritz.

Chair Hansen: Moved to public comment section.

Board Member Sexton: I was the original maker of the blanket waiver motion. In every meeting since then, I have brought up that I don't think the blanket waiver is working. The population of the City of Tacoma is 40-some percent non-white, and the workforce is 80% white. That is why I think the blanket waiver is not working and I've been trying to do something about that for the past few years. I heard all the comments tonight; this needs some work.

Board Member Klein: Motion to adjourn

Board Member Heller: Second.

Meeting adjourned: 5:58 PM

ATTEST:



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Eric Hansen, Chair

*Wendy Hobson*

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Wendy Hobson, Coordinator