



## Tacoma Civil Service Board Meeting Minutes

**Date and Time:** November 4, 2021 at 5:00 PM  
**Location:** By Zoom teleconference  
**Chair:** Beckie Summers  
**Coordinator:** Wendy Hobson

### **Call to Order:**

Chair Summers called the meeting to order at 5:00PM. All board members were present, except Board Member Heller who was excused. Also present was Deputy City Attorney Martha Lantz.

### **Approval of October 7, 2021 minutes:**

Board Member Sexton motioned to approve; Board Member Hansen seconded the motion. With no discussion, a voice vote was taken.

VOICE VOTE: 2 AYES, 0 NAYS, 2 ABS. THE MINUTES OF OCTOBER 7, 2021 WERE APPROVED AS WRITTEN.

### **Communication for Information:**

**Chair Summers:** Ms. Hobson?

**Wendy Hobson:** I do not have any communication for information this evening.

**Board Member Hansen:** Madam Chair?

**Chair Summers:** Yes, Board Member Hansen?

**Board Member Hansen:** Would this be a good time to discuss the proposed letter?

**Chair Summers:** Yes.

**Board Member Hansen:** Okay. So, um, we discussed, as I think you're all aware, we discussed at the last meeting about sending a letter to the council asking that they remove the waiver of the residency and also, I think there's a competitive examination requirement and we're asking them to remove that waiver as well. And, Ms. Fritz, what we've done is, this directly affects you obviously and your department, so, um.. I think you were here at the last meeting when we discussed that. But, we've circulated this proposed letter around and once we finalize it, then you will, of course, get a copy of that and, you know, obviously, you can respond to whoever you want to with regard to what's in the letter. Uh, but, I've sent out an initial draft and then, um, then Board Member... or Chairwoman Summers reviewed the letter and made some changes,

pared it down a little bit. And then, uh, Board Member Andrews suggested that we attach the hiring report to the letter, which I thought was a very good idea. So, I think what we're, where we're at now is that, um, I don't know if we need a formal motion or not, Ms. Lantz. But I think it's a good time now to discuss what we want to do. What form we want, what we want that letter to be in, uh, if we want to make any additional changes we could discuss that now. And then once we uh, and if we, you know, were able to agree on everything, then, um, we could send our finalized draft to Board Member Heller for her approval, or suggestion for changes. And then once we hear from her, then we could send it out. And I think, um, I think Chairwoman Summers and I agreed that we could have the letter signed by the members, by all the members of the Civil Service Board. Um, you know, if they all agree to it. And I think the bottom line, and we discussed this before, is that there's been quite a bit of hiring since the, uh, proclamation, the emergency proclamation was enacted, and when I looked at that, uh, when I looked at Ms. Lantz's memo, and she gave a very good summary of the comments that were made at the City Council meeting where that proclamation was discussed, and I think, from what I could gather myself, it appeared the intent of that proclamation was to be limited in scope and it would be limited to positions necessary that required an emergency response to COVID and also to certain core services. And, I think from what I'm seeing and what's been indicated by the Human Resources Department, that that the scope of that has been expanded to the point where it would include every single position. And, I could be wrong, but from what I, the information I've received, every single hiring position has been included in the waiver. The problem that I have, and the problem that we discussed in the last meeting, was that it was very clear that the voters of Tacoma had this residency requirement before them at the general election in 2014, and I reviewed the data from the Pierce County Auditor's office and it looked like 67% of the voters rejected a proposal to eliminate the residency requirement. So, I think that the citizens of Tacoma have spoken loud and clear that they want the residency requirement. I can't see... and like I said before, I'm scratching my head and trying to figure this out. To me, if you're going to overturn the voters, you have to have a compelling reason to do so and, I, to me, I just can't see, uh, why it was necessary to waive residency and competitive examination requirement for all these recent hires because I don't see a connection between the positions that the hiring was done for and how those positions relate to emergency responses required by COVID. I don't, I don't see that connection. And I think you have to have that connection if you're going to overturn what the voters have mandated. And I don't see that. And I also have, you know, am very bound to, uh, what the law says. The law says, the law we're dealing with here is the City Charter, and, what the City Charter requires is something that should not be ignored, except for a compelling reason. And I just don't see that compelling reason to be honest with you. I'm just being real up front with you. Um, and so, I think what we have now is we can decide, you know, and Chairwoman Summers, let me know what you think we could decide, you know, how – what form we want this letter to take, we could make some changes, and then go from there. So, what do you all think?

**Chair Summers:** Are there other Board comments?

**Board Member Sexton:** Madam Chair?

**Chair Summers:** Board Member Sexton.

**Board Member Sexton:** I just found the letter. Um, I'm reading it right now. But it, uh, it – it seems like everything's there.

**Board Member Hansen:** Board Member Sexton, we have two versions.

**Chair Summers:** Yes.

**Board Member Hansen:** Did you get, uh, Chairwoman Summers' version? Did you get that one?

**Board Member Sexton:** What... I, I went with the, uh, I opened the one that said revised...

**Board Member Hansen:** Yeah. The revised is Chairwoman Summers' revisions. Does that look good to you?

**Board Member Sexton:** Yeah, this works.

**Board Member Hansen:** Pardon me?

**Board Member Sexton:** Works for me.

**Board Member Hansen:** Ok. So, Board Member Andrews? Oh, sorry I didn't mean to cut you off.

**Board Member Andrews:** No, for me, I think it would be very helpful since the decision was made over a year ago now, a year plus, to – to send information back to the Council so they can see the impact of their decision. And then, they would be in the position, if they have additional questions for the HR Director about their hiring practices and getting more clarification from them directly, that's the opportunity. And, I think, probably, the timing is good. Which with, um, and I haven't tracked all of the races relative to the changes, but, uh, it seems that the timing is good. Ask them to re-look at what they decided, look at their impact, and then give them our reasoning for why it should be reconsidered. To include withdrawing it, or modifying it, if they think it's still appropriate to have some provisions. So, I – I think it's a good time to do it.

**Board Member Hansen:** So, you... you, um, you would agree to the Chairwoman Summers' revised version with the addition of the report that you suggested should be attached to it?

**Board Member Andrews:** Yes. I – I am, I am fine with that. Most important thing for me was to give them something to look at, so they have the same data that the, uh, that we used to make our recommendation. And that was the most important thing to me.

**Board Member Hansen and Board Member Andrews both speaking.**

**Board Member Hansen:** Oh, I'm sorry. So, what I could do.. I could just take Chairwoman Summers' letter and attach the report and make reference in Chairwoman Summers' letter to your report or the report that you suggested, Board Member Andrews. So, and then redistribute that and send that out. But, I think, I do think that's a really good idea to include that report because that kind of, you know, like you say, it provides the data and it provides, um, information as to what kind of hiring has been going on since the Proclamation was enacted. So, how does that sound everybody? Is it ok?

**Chair Summers:** I am fine with that. I think that at this point, though, um, Ms. Hobson who will have to send this letter out for us should have a copy of it as well and I don't know that she has received a copy.

**Board Member Hansen:** No. I didn't want to send one to her until we had everything finalized, but, um, yeah, I can do that. And Ms. Lantz has a comment.

**Deputy City Attorney Martha Lantz:** Just to the... it might be premature, but you had asked initially whether you thought a motion was necessary and I do think at this point if what you're saying is that you're asking the Board's collective decision to kind of pull it together along the lines that it's already written and then, you know, and go ahead and have it prepared to be sent. If that's where you're at, I think you should, I think it would be a good idea to capture something like that on the record. If you're still working on it and, you know, you haven't reached finality, then that's premature, but...

**Chair Summers:** So, you're saying, Ms. Lantz, that every time we want to communicate with the Council, we have to make a motion that we would like to communicate with the Council?

**Deputy City Attorney Martha Lantz:** No, no. I'm sorry. That's not what I was saying at all. I was just saying that I thought it would be a good idea for the Board to just put on the record that the letter that you've all worked on or that, you know, everybody's read, is the collective statement of the Board and, you'd like it to be sent.

**Chair Summers:** Ok. We have not yet reached that point. We still have one Board Member who has not seen it. She has stated that she's in agreement and all the Board Members will be signing this. Then, I don't believe a motion is necessary for us to send a communication to the Council. And, in fact, it makes me a little uncomfortable that, um, you think we need to make a motion to communicate with the Council.

**Deputy City Attorney Martha Lantz:** Well, I, ok. Well, I mean I didn't mean to suggest that you don't have the authority to communicate with the Council, of course. I guess I misspoke a little bit. All I was suggesting is that so that there wasn't any sort of, you know, question about versioning or anything like that, that you just stated, that it was ready, and you know, you all wanted it to go. But, to your point Chairwoman Summers, about everybody signing off on it, if all of the Board Member sign it, I think that statement, giving it some more thought, but I think that will cover it because if any particular Board Member was not satisfied with it, then, you know, you'd be back to working on it some more. So, to that end, you know, the signatures I think speak for

themselves. I guess I wasn't, you know, thinking it all the way through that everybody was gonna sign it. I thought that there was a possibility that it was just going to be authorized to have Board Member Hansen send it on your behalf. So, I think we're fine and thanks for helping me, you know, sort that through.

**Chair Summers:** Thank you. Um, and the other, actually, the, uh, Board Member Hansen was trying to get the Chair to sign it by herself and I had suggested that maybe the rest of you would like to come along with me. And that's where we are on that right now. Um, Board Member Andrews?

**Board Member Andrews:** Are you asking for a comment or a question?

**Chair Summers:** I thought that you.... Yeah, you were unmuted so I wanted to make sure that you...

**Board Member Andrews:** Oh, oh. No, cause I, I have, uh, my question then just changes to just more of a technical process about how we all sign it. I have no other suggestions on the content right now.

**Board Member Hansen:** Well, uh...

**Chair Summers:** Board Member Hansen.

**Board Member Hansen:** So, yeah. I think it's best to, um, have us all sign it. I think, as long as Board Member Heller agrees to it. And, I think she has indicated somewhat that she has. That we can all sign it. So, what I can do is, um, add something to the letter to make a reference to the report that Board Member Andrews forwarded to us, um, and then have that part of the letter as an attachment. And then recirculate that to everybody, uh, and then I'll ask Amy to get her ok. And then when we get that it sounds like that we can just go ahead and, um, I don't know. All, I, we can each individually sign it if you want to do it that way. I don't know exactly how you want to do it as far as the mechanics of that and, um, but, but we can certainly do that now. And then, once, you know, once we get it all finalized then I will send it to, uh, Wendy for formatting because I'm not a very good formatter. Uh, and so Wendy could put it in final form. How does that sound?

**Chair Summers:** Wendy, I mean Ms. Hobson, do you have any comments about that?

**Wendy Hobson:** The only question I have for all of you is: would it be acceptable to, once you do get the letter finalized and it's ready for signatures, I do have somebody in the office three days a week, and you could go in... I could have it at the desk and you could sign, or do you... is there another way that you want to handle that?

**Chair Summers:** Uh, so we would come down to your office? (Ms. Hobson nods her head) Can we get into your office with COVID and without having any secure... do we still need security to get up the elevator?

**Wendy Hobson:** Dan's waving at me. Dan, do you have a? He's on mute, I can't hear him.

**Chair Summers:** We can't hear you, you're on mute. Dan, we can't hear a word you're saying. We see your lips moving, but we can't hear word you're saying.

**Wendy Hobson:** The other option would be to, have it routed and have you sign via DocuSign. And we would facilitate that through another office because HR doesn't currently have that available. But that could be done as well.

**Board Member Andrews:** The, the technicality, the details... so when you say that, that's then electronic signatures... that's what you're saying? (Ms. Hobson nods) It would be sent to us, we would each individually electronically sign it.

**Wendy Hobson:** Yes.

**Board Member Andrews:** Ok. As opposed to going to physically going into a building and up an elevator on to a floor. So, electronic if... electronic signature works for me.

**Chair Summers:** Dan, it says you're connecting to audio. I still can't hear you. Dan, we still cannot hear you.

**Board Member Hansen:** Can you call in Dan? Have you called in already on your phone? Oh, it says Dan's iPhone. I don't know what's going on.

**Director Fritz:** Board Member Sexton? I would recommend logging out and then logging back in.

**Chair Summers:** Ok. Let's give him a moment to come back. But, as I hear, now, and, Eric you have not added this, but, uh, for Board Member Andrews it's easier to do a docuSignature and I've done it. It's very easy. How do you feel about that?

**Board Member Hansen:** That's great. I mean, that's fine.

**Chair Summers:** Ok. Um, it looks like you have the majority of us in favor of that and if we get Dan back, we'll find out where he is. And I'd really like to wait for a moment because the next action is the findings of facts and decisions on our appeal. So, let's hope he gets back. Here he is. Ok. You're showing up Dan, but no voice.

**Board Member Andrews:** Earlier he talked about being able to see us on... see us on his computer, but he was talking through his phone? Is he working... does he have both devices operating right now?

**Chair Summers:** He does. Ok Dan, now you're on mute. Try un-muting. Ugh. It is not working.

**Board Member Sexton:** There we go.

**Chair Summers:** Ok. Great.

**Board Member Sexton:** Boy, I got rid of the echo there for a while, and now that I'm back, the echo is back. Uh, I was just trying to say, Madam Chair, that I think, you know, in these, uh, "emergency times" that-that electronic signatures should be fine with everyone. That – that should be easy enough and everyone should accept that.

**Chair Summers:** Thank you for your comments. So, a majority of the Board has spoken. Is there any other discussion about the letter, Eric? Uh, Board Member Hansen?

**Board Member Hansen:** I don't have anything else that I'd like to add other than, um, just adding that part for Board Member Andrews, and all of us, cause that's a, you know, good idea. And then sending it out, then going from there. But other than that, I I don't have anything else to add.

**Chair Summers:** Alright, thank you. Moving on...

**Actions on Matters Still Pending / New Business:**

**Chair Summers:** Um, Ms. Lantz, would you like start us off please?

**Deputy City Attorney Martha Lantz:** Yes, thank you Chair Summers. The matter that is before you now, is the adoption, and issuing, I guess is the right word, of the finding and conclusions in your appeal. I know that it's been circulated around and, to my recollection, it was agreed to by all of the Board Members who participated, so it should be final, But, you can at this point, according to your rules, I think you can entertain comments at your discretion from either yourselves or, if there's anybody, in the audience who wants to make a comment. I'm not sure who else is here. I don't see the parties as present, so maybe there's nothing.

**Chair Summers:** Are there any other Board comments? There is one question that I have because I appreciate the findings of facts, conclusions of law and decision. I, um, also, it is helpful for me not to use my memory very often and I would have liked to have seen some of the, um, minutes from that meeting before we finalized this, I am not asking for that tonight, but in the future if we could please have the minutes of the hearing before us as we're going through this process. It's helpful for me. I went through this. I agree with what is stated. I also would have liked to have reviewed the meeting itself, the hearing itself, and so my suggestion in the future is that we kind of get both of those at the same time. I'm assuming, Ms. Lantz, that you are working off of the meeting, the hearing, documentation.

**Deputy City Attorney Martha Lantz:** Yes, I listened to the tape of the hearing several times actually.

**Chair Summers:** That's kind of why I'm not questioning any of this, but in the future I'd really like the Board Members to have that available to them. The transcript available to them. Um, Board Member Sexton.

**Board Member Sexton:** Um, when I was looking over this last night, a thought occurred to me when I was reading the finding of facts. And not having the transcript, I'm just going off of my recollection, but it seems to me that Mr. Farrow testified that he was not smoking pot on the job and he stated that to everyone who asked him that specifically. We know he was asked by his supervisor in the office if he had been smoking on the job. And he said yes he had been smoking, but he had not been smoking marijuana. And my recollection is that maybe the first two people, but somebody in course of the day between meeting with him that morning and taking him to get a drug test, my recollection is that someone asked him if he had been smoking pot on the job and his testimony was that he had not. Um, I think that happened. I don't have – I don't have that information in front of me. I just wonder if anyone else remembers it that way. And if nobody else remembers it that way. Then maybe – maybe I made it up. Maybe it was wishful thinking on my part. I don't know.

**Chair Summers:** Board Member Andrews?

**Board Member Andrews:** My recollection is in the – in the notice of dismissal, there's a statement that says he indicated that he did not smoke marijuana. It was toward the end, but that I recall is in the document, but in the testimony it was that he was asked by his supervisor if he was smoking – and he said "Yes" but the supervisor never followed up with "what were you smoking?" or "Were you smoking marijuana?" So, yes, there are – there is a discrepancy between the written word in the notice and what he said, but it was never clarified by the supervisor that he was smoking marijuana... is my recollection.

**Chair Summers:** Uh, Ms. Lantz.

**Deputy City Attorney Martha Lantz:** Yes, um, I was just gonna add that my notes and my recollection of the tape was just as Board Member Andrews stated. The supervisor, Mr. Ritchie, testified in response to a question that he had asked the Appellant if he was smoking, the Appellant said yes. And Mr. Ritchie did not follow up and one of you asked him "why didn't you ask him that next question" and I think Mr. Ritchie's answer was, "I – I don't know, I just didn't" or something along those lines. So, I don't think – I don't think that there was actual testimony to that affect. And, Board Member Sexton if you recall, Mr. Farrow did not himself testify. So, any statements that he made would only have been those that were attributed to him by others.

**Chair Summers:** And the section that, um, this is when Mr. Farrow, uh, is in Paragraph 15 and it says "Mr. Farrow stated that he had been smoking, but Mr. Ritchie did not ask Mr. Farrow what substance he had smoked." That is clearly in our, findings of fact. Board Member Sexton?

**Board Member Sexton:** Madam Chair, I'm good with all that. I think, I think this really points out to what a terrible job that the City did and they, uh, they're accusing Mr. Farrow of doing something which we don't know if they ever put the question to him. We don't, we don't know, we know, we know that they, that he was taken to a drug test and we know that he was asked if he was smoking on the job, but he's accused of being



intoxicated, smoking marijuana on the job and we don't know if he was ever accused of that. If that question was ever put to him. And we, I think we know his response, but he didn't tell it. He didn't testify to that. I think this is just a terrible job that the City did handling this.

**Chair Summers:** Ok. And I don't believe that we have to relitigate this. Um, I believe that there is a motion that, or action on this matter is to affirm the findings of facts and decision of the appeal. Um, do I hear such a motion?

**Board Member Sexton:** So moved.

**Chair Summers:** Do I get, do I hear a second?

**Both Board Member Andrews and Board Member Hansen:** I second.

**Chair Summers:** Is there any further discussion? Hearing none, we have approved the findings of facts, conclusions of law and decision. Can I have a roll call vote on that please?

**Wendy Hobson:** Board Member Hansen?

**Board Member Hansen:** Aye.

**Wendy Hobson:** Board Member Sexton?

**Board Member Sexton:** Aye.

**Wendy Hobson:** Chair Summers?

**Chair Summers:** Aye.

**Wendy Hobson:** Board Member Andrews?

**Board Member Andrews:** Aye.

**Chair Summers:** Now, um, it has been approved. We also have to get signatures on this lovely sheet of paper. How are we going to do that Ms. Hobson?

**Wendy Hobson:** That will be docuSign as well.

**Chair Summers:** Ok.

**Wendy Hobson:** If you are all ok with that. I also had one other, item to bring up regarding the findings. I have had a request from another party to post these online, on the City's Civil Service Board site. I wanted to check with you. Do you prefer that for this and future hearings as well, for the sake of transparency? Or, how do you all feel about that?

**Board Member Hansen:** Board Member Chairwoman...

**Chair Summers:** Board Member Hansen.

**Board Member Hansen:** You know I – we all – there are some obvious privacy concerns for the employee, and I don't know if the employee suggested, Ms. Hobson, that those findings be posted. Was the – did the employee suggest that you do that? Mr. Farrow?

**Wendy Hobson:** Actually, Martha do you want to...

**Deputy City Attorney Martha Lantz:** Sure, well, I don't know who made the.. who made.. I don't know who made the request of Ms. Hobson. But we did look into it and there's no requirement, in your rules or procedures really one way or the other. So, I think its Board preference. I mean, it is a public document. So, although, you know, there might be, there might be things in there that, you know, may be, you just... but, but if anybody were to ask for it in a public records request or otherwise, you know, there's no exemption over any of it.

**Board Member Hansen:** Right, that's what I was going to say. Yeah, but, um, but if it's right on the website, then, you know, a lot of people don't even know about the Public Records Act and they don't know that you can make a request for any, for any record that is in possession of an agency. Um, and so, yeah, they can obtain, anyone can obtain it, but if it's right-- you know, I doubt that people access the Civil Service Board website on a regular basis. If they do so, maybe they need to be finding some other activities for themselves. Um, and I mean, having it on the website, I don't think... like said, I mean, we are not required to have it on the website. For me, my concern would be the privacy of the individual and even though someone can access it, if it's on the website, it's a lot more easily accessed. And a lot more available to people, and so I have some trepidation that there may be something in the findings that would be embarrassing and maybe they – obviously if they do obtain it through the Public Records Act, you know, there's nothing we can do about that. But, if it's right up there on the website, then I think there's a concern about an individual's having their dirty laundry aired in public. So, that's my end anyway.

**Chair Summers:** Well, and I would also suggest that we've had another hearing, um, it was in – a complaint, and, again, I don't believe that we should post these on our site. People can ask for these and request the information, but there was a lot of information thrown about during that hearing that ended up not being true about certain people's behavior and I would just think that if somebody would like to see these, they should request them. I would recommend that we not post them on our site. Um, Board Member Sexton.

**Board Member Sexton:** Madam Chair, I am unclear what our – what our past practice is. I – I understand we post the minutes. I'm not – it sounds like our decisions, um, besides being referenced in the minutes, are not posted. I think – I think whatever we've done in the past, we should probably handle this the same and whatever our past

practice has been... if we haven't posted the findings of facts, then we shouldn't do it here. If that's what we normally do, I think that's what we should continue to do.

**Chair Summers:** I appreciate that Dan. There is no past practice. We have not posted the facts and findings in the past. I see no reason to begin doing that now. This is a request, it would not be a request if we had posted that in the past.

**Deputy City Attorney Martha Lantz:** There – sorry – there actually, this predates me, but there actually are a couple of sets of findings and conclusions that are on the website which is the conversation where Wendy reached out to me – Ms. Hobson – to wonder about that. And that's.... like I said, it predated me, and I don't know why they were posted there. I asked the Deputy City Attorneys and they didn't particularly know either. Um, it doesn't create any precedent, because like I said, we did not find anything that speaks to it one way or the other, so... You know, I think it's a preference, you know, and a, you know, call of the Board which is totally fine. But I just wanted to let you know that there are three decision, I think, that have been sitting on that website for maybe 8 or 9 years, as far as...

**Chair Summers:** Can you tell me what the decisions were?

**Deputy City Attorney Martha Lantz:** I could, let me look.

**Wendy Hobson:** Chair Summers?

**Chair Summers:** Yes, Ms. Hobson?

**Wendy Hobson:** What I – the reason those are there is because of one case in particular. As part of the agreement, we were asked to post the ---

**Chair Summers:** Ok.

**Wendy Hobson:** and that's why they're there. So, when I got this request, for the Farrow information, I checked with Martha and she suggested that I check with all of you to see what your preference is and if the preference is, not to post them then I will remove those that are there currently.

**Board Member Sexton:** Madam Chair?

**Chair Summers:** Board Member Sexton.

**Board Member Sexton:** When I, when I spoke to past practice, it's my understanding these decisions that are posted there's a link to them like the minutes, nothing is posted there for you to read but the title of the decision. You have to actually click on it and follow the link. Um, that's my understanding of how it was done in the past.

**Wendy Hobson:** That's correct, they are – there's only three of them and they are links. You have to actually click on the link to see the information.

**Chair Summers:** Again, can you please tell me what those three were. Do you have a recollection of what they detailed?

**Deputy City Attorney Martha Lantz:** Um, it was... I am looking at them right now. One from 2013, a Daniel Browitt, and one from.... Another from 2013, um, Myung He Muller, and then the third one was from 2010 I thin--- yeah, um, Michael Sowards.

**Chair Summers:** Were those all termination appeals, was there anything similar about those three?

**Deputy City Attorney Martha Lantz:** One was a termination, um, yeah, let's see... sorry..

**Board Member Sexton:** Boy, you really have to dig to find these...

**Deputy City Attorney Martha Lantz:** Yeah. Yes, Chair Summers. I'm sorry.

**Board Member Sexton:** 2013 and 2012 are archived. I don't even see 2010 up here.

**Deputy City Attorney Martha Lantz:** Those were all termination hearings. That is correct. I think what Board Member Sexton is looking at, I think he's looking at the minutes.

**Board Member Sexton:** Yep.

**Deputy City Attorney Martha Lantz:** And this particular posting was a link to the actual findings and conclusions document.

**Chair Summers:** And were they all upheld? Were the appeals upheld, or were the terminations allowed?

**Deputy City Attorney Martha Lantz:** Two were upheld and one was denied.

**Chair Summers:** Ok. So there's no rhyme or reason as to what is out there and what's not. Again, my preference would be that we not post it. And I think that Board Member Hansen has expressed that he would like to favor toward privacy. We've heard Dan say past practices. Board Member Andrews, come on, can you make it right for all of us? How do you feel about this?

**Board Member Andrews:** I – I would prefer—I would be ok not posting it. I think that if we had a long-standing practice that we could defend and provide our rationale on what we did in the past. That makes sense to me. But I think as long as it is somewhere on our page, our index, or something if someone would like to access it. Since it is a public document, they should be able to do so. But, in it's full ten pages, or whatever else, I don't think we should post it for everyone to see.

**Wendy Hobson:** Okay, and Chair Summers...

**Board Member Sexton:** Madam Chair.

**Wendy Hobson:** ...is it your preference then that we remove the three that are there currently. I just, I need direction on that.

**Chair Summers:** I feel a little uncomfortable because that was past Boards that did that. And I don't know what kind of agreements they had or with whom, so I'm a little uncomfortable, removing things that are there, but I am not comfortable putting up this posting. So, I don't know what to. I'm not comfortable with taking any other people's work down. Because Dan objects to those kinds of things.

**Board Member Sexton:** Madam Chair.

**Chair Summers:** Board Member Sexton.

**Board Member Sexton:** What I was concerned that we were starting a new and difference precedence with this and we were treating this differently than we have before, um, but, you know, I don't – I don't – I don't think we are and the three decisions that are on the website, I sure the heck can't find them.

**Chair Summers:** So, they seem to be as removed as they need to be, Ms. Hobson. Don't worry about it.

**Wendy Hobson:** Ok. Thank you.

**Considerations of Matters Set for Public Hearings:**

**Wendy Hobson:** I do not have anything this evening.

**Civil Service Coordinator Report:**

**Wendy Hobson:** I don't have a report either. Thank you for asking.

**Human Resources Director Report**

**Chair Summers:** Ms. Fritz, if you would please.

**Human Resource Director Fritz:** Certainly. Good evening Chair Summers and members of the Civil Service Board. I have three updates to provide you this evening. The first is regarding the Classification and Compensation Study. The consultant has concluded their final report and it is going to be released tomorrow. The report will come with an executive summary outlining the recommendations the city selected, in terms of implementation. And, as soon as that's released, we will make sure that we get that forwarded to you all to see as well.

Second item is regarding our Police Chief recruitment. We will very soon announce the finalists for that recruitment. The public interview process is scheduled to take place on

November 16<sup>th</sup> and 17<sup>th</sup> and will be broadcast on TV Tacoma. I hope you'll consider attending and providing us your feedback on each of the candidates. Just wanted to make sure you knew about it, so you could get it on your calendar now.

And, finally, another "save the date" is January 25, 2022. We are holding the next Women in Trades recruitment event that has been sponsored by, or started by an HR Analyst at TPU. That's going to occur January 25, 2022 and it will take place, I believe, between 330 and 7pm. And the purpose of that is to try to attract more women into some of our trade positions.

That concludes my report for this evening.

**Chair Summers:** Where will that be held?

**Human Resource Director Fritz:** I believe we are still trying to figure out if going to be a virtual format or a in person type of thing. In the past, we've held it at TPU and I'm getting a chat that it's still going to be virtual this year. Since our latest telework directive has been extended to no later... no sooner than February 1, 2022, we'll be reconstituting. So, we're still in that emergency telework situation.

**Chair Summers:** Board Member Andrews, you're not on mute. Did you have anything you wanted to add?

**Board Member Andrews:** Not at this time.

**Chair Summers:** Ok. Um...

**Board Member Andrews:** I changed my mind.

**Chair Summers:** Ok.

**Board Member Andrews:** I'm sorry. My question, Ms. Fritz, is: I heard the presentation by the consultant, and one of the recommendations, I know it has specifics, but my recollection was there are certain activities that they wanted the council to delegate to your office, as opposed to the council making some of those decisions. Is that, is my recollection correct?

**Human Resource Director Fritz:** That is not ringing a bell for me. Do you remember specifically what we...

**Board Member Andrews:** It seems that it had to do with, well definitely had to do with hiring, some of the current policies associated with how candidates are hired. And since it's only recommendations, so what I hear you saying is that tomorrow we get to actually read and see what they said, with those recommendations. Is that correct?

**Human Resource Director Fritz:** Yes, and then you'll also see the City's interpretation of those recommendations and what we're planning in terms of a proposal to the Council. Which recommendations we're accepting and then, therefore, moving forward.

**Board Member Andrews:** So, what you're saying it's released. What does that mean for us the Board? Are you going to send us a link that we can directly access it?

**Human Resource Director Fritz:** It will likely be an email with an attachment, because I believe the plan is to post it on our intranet page and we know there's some access issues there. It is a very lengthy report, just to prepare you in advance. A good weekend, stormy weekend reading. But likely we will attach it to an email for you with the information that has been shared with employees that comes out at the same time.

**Board Member Andrews:** Thank you.

**Human Resource Director Fritz:** You are welcome.

**Chair Summers:** Board Member Sexton, did you have anything you'd like to add?

**Board Member Sexton:** No, I, uh, I'm still digging around there on the website and, you know, the only thing listed on the website is agendas and minutes. If something is hidden underneath agendas and minutes, you've really got to dig to find it. The archives back there before 2014, but only 2013 and 2012 are... there's a link to only 2013 and 2012. Anything else on there is not readily accessible. I sure can't find it.

**Chair Summers:** Ok. Ok, great. Um, moving on, are there any other questions of the Human Resources Director?

**Board Member Sexton:** No.

**Chair Summers:** Seeing none. Moving on to Comments by the public. Is there anyone in the public that wants to comment? Ms. Fritz, I'll use your help to see if anyone does. No? Good. And usually we have comments by the Board, but I think we've done enough of that tonight. So, um, the last order of business is to adjourn without any objection. We are adjourned. Thank you so much for coming. See y'all next month.

**Meeting adjourned:** 5:56PM