# Legislative Subcommittee

*There is no additional meetings planned*

## Committee Work Plan and Recommendations as of 4/7/2014

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AMENDMENT XX

CURRENT CHARTER LANGUAGE:
Section 2.2 – Councilmen shall be qualified electors and shall be residents of the City for two years immediately preceding the time of filing as a candidate and, if running for a district position, shall be residents of their districts for one year immediately preceding the time of filing as candidate or, if appointed to fill a vacancy, the time of appointment. No person shall be eligible for the office of councilman while holding any other elective public office. (Amendment approved by vote of the people September 18, 1973).

RECOMMENDED LANGUAGE:
Section 2.2 – Councilmen shall be qualified electors and shall be residents of the City for two years immediately preceding the time of filing as a candidate and, if running for a district position, shall be residents of their districts for one year immediately preceding the time of filing as candidate or, if appointed to fill a vacancy, the time of appointment. No person shall be eligible for the office of councilman while holding any other elective public office, excluding precinct committee officer or temporary elected positions such as charter review board member or freeholder, no person may file for more than one office. (Amendment approved by vote of the people September 18, 1973).

RATIONALE FOR CHANGE:
State law precludes candidates from being on the same ballot except for Precinct Committee Officers and temporary elected positions.

Auditor recommendation

Against:
None
CURRENT CHARTER LANGUAGE 2.4:

In the event such a vacancy occurs during the first or second year of the Mayor’s term of office and not less than five (5) days preceding the last day permitted for filing for office in the next primary election to be held for City Council positions, then the office of Mayor shall also be placed upon the ballot for the primary and general elections.

RECOMMENDED LANGUAGE 2.4:

In the event such a vacancy occurs during the first or second year of the Mayor’s term of office and not less than five (5) days preceding the last day permitted for filing for office in the next primary election to be held for City Council positions, then the office of Mayor shall also be placed upon the ballot for the primary and general elections.

CURRENT CHARTER LANGUAGE 6.11:

Vacancies of the elected members shall be filled by the remaining members of the Civil Service Board by appointment, and such appointed member shall serve until the next general municipal election; provided, that if such vacancy occurs when there remain less than five full days for filing as a candidate at the primary election for such unexpired term, the Board shall appoint a qualified person to fill the full unexpired term.

RECOMMENDED LANGUAGE 6.11:

Vacancies of the elected members shall be filled by the remaining members of the Civil Service Board by appointment, and such appointed member shall serve until the next general municipal election; provided, that if such vacancy occurs when there remain less than five full days for filing as a candidate at the primary election for such unexpired term, the Board shall appoint a qualified person to fill the full unexpired term.

RATIONALE FOR CHANGE:

-RCW 29A.24.171 establishes a clear timeline for when a vacancy will be filled by appointment and when filings should be accepted for open positions.

-The Charter differs from this timeline and would be confusing to anyone reading it who knows the current process.

-Recommended by County Auditor.

RATIONALE AGAINST CHANGE:
-Not changing this would have no effect because we are required to comply with the RCW regardless of what our charter says.
ARTICLE III
The Administrative Branch

Adding 3.14 Landmarks Preservation Commission (Major)

CURRENT CHARTER LANGUAGE: Not included in the charter.

RECOMMENDED CHARTER LANGUAGE:
There shall be a Landmarks Preservation Commission, composed of seven members, with such powers and duties as are provided by ordinance. The seven members shall be residents of the City of Tacoma and be appointed and confirmed by the City Council for terms of 3 years each. One member shall be appointed by the City Council for each of the five council districts. The Council shall appoint to the two remaining positions individuals from the following: historic preservation, the environmental community, architecture or urban design. The Commission shall be authorized to adopt rules for the transaction of business not inconsistent with this charter or ordinances of the City of Tacoma or the Open Records or Open Meetings Acts. Said Landmarks Preservation Commission members shall serve without pay.

RATIONALE FOR CHANGE:
- The Landmarks Commission is part of the requirement that the City of Tacoma has with the Department of the Interior in managing historic tax breaks and grants for preservation purposes. With it, the City of Tacoma is established as a Certified Local Government (CLG). It also allows for the City to have access to grants and programs operated through the State Historic Preservation Office.
- Historic Preservation is a community asset-pursuing it is a key factor in developing a “sense of place” in a city. Preservation is the nexus between livability and economic development. Studies have shown communities with a strong preservation program are able to attract urban entrepreneurs at a higher rate than those cities without such efforts.
- The inclusion of the Landmarks Commission in the Charter demonstrates the commitment by the City of Tacoma and its citizens to make preserving historic heritage in our community a priority. It is more difficult to eliminate this Commission if it is included in the Charter.
- No increase in cost to the city. There are no dedicated FTE’s.

RATIONALE AGAINST CHANGE:
- Currently, there are three boards/commissions in the charter: Public Utilities Board, Civil Service Board and Planning Commission. Each of these makes recommendations to the Council but is also autonomous, acting on its own authority in a limited area. The Landmarks Preservation Commission does not fit this description.
- Don’t add more rules or bureaucracy in the charter to this well organized system.
-Budget could be cut at the discretion of the City Manager or Council and weaken their impact. Why include this commission and not the other 23?

-Members appointed by the City Council.

THE HUMAN RESOURCES SUBCOMMITTEE RECOMMENDS: 3 FOR 1 AGAINST
AMENDMENT XX

CURRENT CHARTER LANGUAGE:
Section 3.2 – The Manager shall be responsible to the Council for the administration of all units of the city government under his jurisdiction. Except for the purpose of inquiry, the Council and its members shall deal with administrative officers and employees under jurisdiction of the Manager solely through the Manager. Neither the Council nor any member thereof shall give orders to the Manager’s subordinate or otherwise interfere with managerial functions through such means as directing or requesting the appointment or removal of any of the Manager’s subordinates, or the making of particular purchases from or contracts with any specific individual or organization. The Manager shall have the right to attend all meetings of the Council and to take part in the discussion of matters coming before the Council, but not the right to vote.

Section 3.4 – The Manager shall have the power to appoint and remove, subject to the civil service provisions of this charter and except as otherwise provided in this charter or by state law, all officers and employees of the city under his jurisdiction, or may at his discretion authorize the head of a department or office responsible to him to appoint and remove subordinates in such department or office.

RECOMMENDED LANGUAGE:
Section 3.2 – The Manager shall be responsible to the Council for the administration of all units of the city government under his jurisdiction. Except for the purpose of inquiry, the Council and its members shall deal with administrative officers and employees under jurisdiction of the Manager solely through the Manager, provided that the City Council shall have the authority to hire, appoint or contract legislative staff to be managed by the Council but not to exceed a Council/staff ratio of one-to-one (1-1). Neither the Council nor any member thereof shall give orders to the Manager’s subordinate or otherwise interfere with managerial functions through such means as directing or requesting the appointment or removal of any of the Manager’s subordinates, or the making of particular purchases from or contracts with any specific individual or organization. The Manager shall have the right to attend all meetings of the Council and to take part in the discussion of matters coming before the Council, but not the right to vote.

Section 3.4 – The Manager shall have the power to appoint and remove, subject to the civil service provisions of this charter and except as otherwise provided in this charter or by state law, all officers and employees of the city under his jurisdiction, or may at his discretion authorize the head of a department or office responsible to him to appoint and remove subordinates in such department or office.

RATIONALE FOR CHANGE:
Currently the council receive staff members assigned to them for scheduling and minor constituent and policy work. These staff members report to the city manager, not to the council members themselves. This can cause conflict of interest and potential for information or projects that council members are working on to not be privileged.

There should be boundaries to staff numbers and therefore we recommend a 1/1 ratio – a max of 9 staff for the 9 council members which does include the mayor.

Against:
None

1 RCW 42.30.110(g) allows the Council to exclude the City Manager from executive sessions when the City Manager’s performance is discussed.
2 RCW 42.30.110(g) allows the Council to exclude the City Manager from executive sessions when the City Manager’s performance is discussed.
AMENDMENT XX

CURRENT CHARTER LANGUAGE:
Section 3.4 – The Manager shall have the power to appoint and remove, subject to the civil service provisions of this charter and except as otherwise provided in this charter or by state law, all officers and employees of the city under his jurisdiction, or may at his discretion authorize the head of a department or office responsible to him to appoint and remove subordinates in such department or office.

RECOMMENDED LANGUAGE:
City Attorney
Section 3.4 – The Manager shall have the power to appoint and remove, subject to the civil service provisions of this charter and except as otherwise provided in this charter or by state law, all officers and employees of the city under his jurisdiction, except for department heads which require confirmation by the council, or and may at his their discretion authorize the head of a department or office responsible to him to appoint and remove subordinates in such department or office.

RATIONALE FOR CHANGE:
We heard a great deal of testimony by both current and former city council members regarding the workload of our great city. The amount of work to be administered by both the mayor and council should be the top priority for these individuals and it should be expected that they serve their duties in a full time capacity.
AMENDMENT XX

CURRENT CHARTER LANGUAGE:
City Attorney
Section 3.5 – The City Manager shall appoint a City Attorney, who shall be an attorney admitted and qualified to practice in the Supreme Court of the State of Washington and who shall have practiced his profession within the State of Washington for not less than five years next preceding his appointment. The City Attorney shall have power to appoint and remove, subject to the approval of the Manager, his professional assistants who shall also be attorneys admitted and qualified to practice in the Supreme Court of the State of Washington.

RECOMMENDED LANGUAGE:
City Attorney
Section 3.5 – The City Manager Council shall appoint a City Attorney, who shall be an attorney admitted and qualified to practice in the Supreme Court of the State of Washington and who shall have practiced his profession within the State of Washington for not less than five years next preceding his appointment. The City Attorney shall have power to appoint and remove, subject to the approval of the Manager, his professional assistants who shall also be attorneys admitted and qualified to practice in the Supreme Court of the State of Washington.

The Council shall review the City Attorney’s performance annually and every two years shall vote on whether to reconfirm the appointment of the City Attorney, with affirmation vote of at least five members of the Council in a public meeting necessary to effect such reconfirmation. Neither the Mayor nor any council member shall be eligible for the position of City Attorney within two years after the expiration of their latest term. The council may directly retain the services of an individual or organization to assist in Council in conducting a search for a City Attorney and conducting performance reviews of the City Attorney.

RATIONALE FOR CHANGE:
We heard a great deal of testimony by both current and former city council members regarding the workload of our great city. The amount of work to be administered by both the mayor and council should be the top priority for these individuals and it should be expected that they serve their duties in a full time capacity.
ARTICLE IV

Public Utilities

Amendment to 4.12 –Powers and Duties of the PUB (Major)

CURRENT CHARTER LANGUAGE:

The Board shall submit an annual budget to the Council for approval, in the manner prescribed by state law.

RECOMMENDED CHARTER LANGUAGE:

The Board shall submit a bi-annual budget to the Council for approval by _______, in the manner prescribed by state law. The Council may adopt, change, alter, amend, add to or reject the budget and return it to the Board until agreement can be reached. Agreement must be reached within forty-five days of the first submission.

RATIONALE FOR CHANGE:

- Legal interpretation of the current language does not allow the Council to do anything but approve or disapprove. This allows greater flexibility.

- Change requested by Council members.

RATIONALE AGAINST CHANGE:

- May set the timeline back for budget submission to insure completion before fiscal year.

- Change not requested by PUB.

THE PUBLIC UTILITIES SUB-COMMITTEE RECOMMENDS:
AMENDMENT XX

CURRENT CHARTER LANGUAGE:

Section 4.14 – The Board shall maintain such billing, cost and general accounting records as maybe necessary for effective utility management or required by state law. Expenditure documents shall be subject to pre-audit by the central fiscal agency of city government. The City Treasurer shall be responsible for receipt, custody, and disbursement of all utility funds. The Board shall submit such financial and other reports as may be required by the Council.

RECOMMENDED LANGUAGE:

Section 4.14

Section 4.14 – The Board shall maintain such billing, cost and general accounting records as maybe necessary for effective utility management or required by state law. Expenditure documents shall be subject to pre-audit by the central fiscal agency of city government. The City Treasurer shall be responsible for receipt, custody, and disbursement of all utility funds. The Board shall submit such financial and other reports as may be required by the Council. The Council may submit to the Board project or program proposals related to the operations of the utilities under the control of the Board, and upon submittal the Board shall (1) consider such proposals, (2) report to Council how such proposals can be implemented, and (3) execute any such proposals approved by Council.

RATIONALE FOR CHANGE:

The City Council has ultimate jurisdiction over the utilities of this city; those include the three under the general direction of the utility board. Often times the city may take on initiatives that benefit the city residents and it is incumbent on all of the city departments to be brought into certain programs or project. The examples here are Water Conservation program and non-attainment air quality issues. Additionally, Tacoma and the south sound have been for many years out of compliance for air quality known as the non-attainment issues. The City council may desire to take initiatives and offer programs for people in the city limits to convert wood burning stoves to a more efficient stove to help mitigate the problem and produce a better air quality for Tacoma.

Recommendation by State Representative, Former City Council Member and TPU board member Jake Fey

Against:
Article IV Public Utilities

Powers and Duties of the Public Utility Board

Section 4.15 – The Board shall have the authority to secure the services of consulting engineers, accountants, special council, 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, the report and recommendations of which shall be made public; provided, that the first survey shall be made within three years of the effective date of this charter.

Amend the section to read as follows:

Article IV Public Utilities

Powers and Duties of the Public Utility Board

Section 4.15 – The Utility Board shall have the authority to secure the services of consulting engineers, accountants, special council, and other experts. At intervals not exceeding ten years the City Council shall, at the expense of the utilities involved, cause a general management survey performance audit to be made of all selected utilities or related operations under the jurisdiction of the Utility Board, by a competent management consulting or industrial engineering firm. The City Council shall determine the nature and extent of the performance audit and said audit shall be conducted by a competent firm of certified public accountants and management analysts in accordance with Generally Accepted Government Auditing Standards (GAGAS). The report and recommendations of which shall be made public and be forwarded to the Utility Board and the City Council for action, provided, that the first survey audit shall be made within three years of the effective date of this charter.

Reasons for change:

“Performance Audit” is defined as an independent examination of the systems and procedures of a government or non-profit entity to assess whether the entity is achieving economy, efficiency and effectiveness in the employment of available resources. The audit is performed under the standards of the Generally Accepted Government Auditing Standards (GAGAS) maintained by the federal General Accounting Office (GAO). The “management survey” is more of a management performance measurement that may include a broad variety of activities that do not meet the rigor of an independent external assessment. A more rigorous examination will maintain and increase the trust in Tacoma’s Public Utilities. The idea is not to find fault but to identify possible ways of doing the work of the utility more efficiently and with greater transparency.
**Reasons against change:**

The Tacoma Public Utilities are considered to be a well-managed, high functioning and effective organization responsive to its customers. A performance audit may not be needed or would not find enough efficiencies to justify the costs.

Performance audits are complex and in depth, requiring the auditor to have a planned scope of work used during the process. This planning and the increase in utility staff time to comply with auditor requests may contribute to increased costs.

References used: Wikipedia, the General Accounting Office and INTOSAI, the International Association of Supreme Audit Institutions.

Respectfully submitted to the Article IV Sub-Committee by Dr. Charles Horne and Mark P. Martinez

Recommended to the full Charter Review Committee April 2, 2014
AMENDMENT XX

CURRENT CHARTER LANGUAGE:
Section 4.18 – The Board shall appoint a Director of Utilities who shall:

(a) Be selected on the basis of his executive and administrative qualifications;
(b) Be appointed for an indefinite period and subject to removal by the Board;
(c) Serve as the chief executive officer of the Department of Public Utilities, responsible directly to the Board.

RECOMMENDED LANGUAGE:
Section 4.18 – The Board shall appoint subject to confirmation by the City Council, a Director of Utilities who shall:

(a) Be selected on the basis of his executive and administrative qualifications;
(b) Be appointed though an indefinite period and subject to removal by the Board;
(c) Serve as the chief executive officer of the Department of Public Utilities, responsible directly to the Board, subject to review and reconfirmation as follows.

The Utility Board shall review the Director of Utilities’ performance annually and every two years shall vote on whether to reconfirm the appointment of the Director of Utilities, with the affirmative vote of at least three members of the Board in a public meeting necessary to effect such reconfirmation. The first review and vote on whether to reconfirm the Director shall be in 2015.

Every four years, the City Council shall review the Director of Utilities’ performance and shall vote on whether to reconfirm the appointment of the Director of Utilities, with the affirmative vote of a majority of the Council in a public meeting necessary to effect such reconfirmation. The first review and vote on whether to reconfirm the Director shall be set for 2015.

RATIONALE FOR CHANGE:
The Tacoma Public Utilities is a multi billion dollar asset managed by a board. Unlike other areas in the charter that mandate annual performance review as well as reconfirmation it is incumbent on this review committee to recommend that such standard be carried over to the TPU Director and the board.

Additionally, because ultimate reasonability falls on the council this appointment will allow for more accountability on the TPU board, it would be prudent to allow for the council to do an performance audit every four year. This helps build transparency, and accountability for our government.

The effective date needs to be set indicating a first review – this shall be set for 2015.

Against:
ARTICLE II AND VI

The Legislative Branch and City Officers and Personnel

Delete a portion of Section 2.4 The Mayor and 6.11 Civil Service Board (Housekeeping)

CURRENT CHARTER LANGUAGE 2.4:

In the event such a vacancy occurs during the first or second year of the Mayor’s term of office and not less than five (5) days preceding the last day permitted for filing for office in the next primary election to held for City Council positions, then the office of Mayor shall also be placed upon the ballot for the primary and general elections.

RECOMMENDED LANGUAGE 2.4:

In the event such a vacancy occurs during the first or second year of the Mayor’s term of office and not less than five (5) days preceding the last day permitted for filing for office in the next primary election to held for City Council positions, then the office of Mayor shall also be placed upon the ballot for the primary and general elections.

CURRENT CHARTER LANGUAGE 6.11:

Vacancies of the elected members shall be filled by the remaining members of the Civil Service Board by appointment, and such appointed member shall serve until the next general municipal election; provided, that if such vacancy occurs when there remain less than five full days for filing as a candidate at the primary election for such unexpired term, the Board shall appoint a qualified person to fill the full unexpired term.

RECOMMENDED LANGUAGE 6.11:

Vacancies of the elected members shall be filled by the remaining members of the Civil Service Board by appointment, and such appointed member shall serve until the next general municipal election; provided, that if such vacancy occurs when there remain less than five full days for filing as a candidate at the primary election for such unexpired term, the Board shall appoint a qualified person to fill the full unexpired term.

RATIONALE FOR CHANGE:

- RCW 29A.24.171 establishes a clear timeline for when a vacancy will be filled by appointment and when filings should be accepted for open positions.

- The Charter differs from this timeline and would be confusing to anyone reading it who knows the current process.

- Recommended by County Auditor.

RATIONALE AGAINST CHANGE:
-Not changing this would have no effect because we are required to comply with the RCW regardless of what our charter says.
ARTICLE VI
City Officers and Personnel

Amendment to 6.3 Eligibility for Employment (Housekeeping)

CURRENT CHARTER LANGUAGE:
No person shall be eligible for employment in the city service who is not a citizen of the United States; provide that as to laborers this requirement may be waived by the Personnel Officer when laborers who are citizens are not available. No person shall be eligible to employment in the classified service who is not a resident of the city at the time of his or her appointment, and all officers and employees of the city appointed after this charter takes effect shall reside within its corporate limits during their period of employment in the city service; provided, that the Civil Service Board may waive such residence requirements for employees in the classified service and the City Council may waive such residence requirements for appointive employees in the unclassified service when such waiver is deemed to be for the best interests of the city for such reasons and under such conditions as may be prescribed in the personnel rules. (Amendments approved by vote of the people November 2, 2004.)

RECOMMENDED LANGUAGE: Delete all
No person shall be eligible for employment in the city service who is not a citizen of the United States; provide that as to laborers this requirement may be waived by the Personnel Officer when laborers who are citizens are not available. No person shall be eligible to employment in the classified service who is not a resident of the city at the time of his or her appointment, and all officers and employees of the city appointed after this charter takes effect shall reside within its corporate limits during their period of employment in the city service; provided, that the Civil Service Board may waive such residence requirements for employees in the classified service and the City Council may waive such residence requirements for appointive employees in the unclassified service when such waiver is deemed to be for the best interests of the city for such reasons and under such conditions as may be prescribed in the personnel rules. (Amendments approved by vote of the people November 2, 2004.)

RATIONALE FOR CHANGE:
-Per Washington State law, residency cannot be a condition of employment.

-The amendment was recommended by the City Staff. They suggested leaving a line that says fire fighters and police must be citizens of the United States. Since this is a national requirement, it was deemed not necessary.

-This requirement has historically been waived by the Civil Service Board for everyone nearly continuously since it was imposed.

-The City Council can add, through ordinance, some form of bonus points for residents when they apply for a job with the city.
RATIONALE AGAINST CHANGE:

- Not changing this would have no effect because we are required to comply with the law regardless of what our charter says.

RECOMMENDATION FROM HUMAN RESOURCES SUB-COMMITTEE:
ARTICLE VI

City Officers and Personnel

Amendment to 6.7 Discriminatory Actions (Housekeeping)

CURRENT CHARTER LANGUAGE:

No applicant for employment and no appointed officer or employee shall be discriminated against in any personnel decision on the basis of religion, race, national origin, political affiliation, sex, age, or the presence of any sensory, mental or physical handicap; provided, however, that affirmative action may be used to remedy prior discrimination in the employment and promotion of City appointed officers and employees. (Amendments approved by vote of the people September 18, 1973 and November 3, 1992.)

RECOMMENDED LANGUAGE:

No applicant for employment and no appointed officer or employee shall be discriminated against in any personnel decision on the basis of religion, race, color, national origin or ancestry, political affiliation, sex, gender identity, sexual orientation, age, familial status, honorably discharged veteran or military status, or the presence of any sensory, mental or physical handicap; provided, however, that affirmative action may be used to remedy prior discrimination in the employment and promotion of City appointed officers and employees. (Amendments approved by vote of the people September 18, 1973 and November 3, 1992.)

RATIONALE FOR CHANGE:

-RCW 49.60.400 mandates this state-wide.

-The Charter differs from this and would be confusing to anyone reading it and knowing the state requirement.

-City staff recommended this.

RATIONALE AGAINST CHANGE:

-Not changing this would have no effect because we are required to comply with the RCW regardless of what our charter says.
ARTICLE IX

Miscellaneous Provisions

Amendment to 9.4 Cemeteries, Mausoleums and Crematories

CURRENT CHARTER LANGUAGE:

The establishment or platting of new cemeteries and the establishment of mausoleums or crematories within the limits of the City is hereby prohibited; provide that mausoleums or crematories may be established within the limits of existing cemeteries.

RECOMMENDED LANGUAGE: Delete all

The establishment or platting of new cemeteries and the establishment of mausoleums or crematories within the limits of the City is hereby prohibited; provide that mausoleums or crematories may be established within the limits of existing cemeteries.

RATIONALE FOR CHANGE:

-Columbariums are being established in the city on church properties. Legal advised these fall under the mausoleum definition.

-No action is being taken by the city to stop the columbariums.

-If it is not going to be enforced, it should be deleted.

RATIONALE AGAINST CHANGE:

-If the City of Tacoma decides they are going to enforce this paragraph, then it should remain.
ARTICLE IX

Miscellaneous Provisions

Amendment to 9.7 Gender-Neutral Language (Minor)

CURRENT CHARTER LANGUAGE:

Words importing the masculine gender shall be extended to the feminine gender. (Approved by the vote of the people November 3, 1992.)

RECOMMENDED LANGUAGE:

Words importing the masculine gender shall be extended to the feminine gender. (Approved by the vote of the people November 3, 1992.)

Words importing the masculine gender shall be identified and changed throughout the charter as specified in the attached list. (List to be prepared by staff.) (Specific wording to be prepared by legal.)

RATIONALE FOR CHANGE:

- The use of gender neutral language was recognized as relevant when it was passed by the voters on November 3, 1992, however the document was not updated to reflect this other than to add section 9.7, noted above. We believe it was the voters’ intent to actually update the language throughout the charter.

- Gender neutral language has continued to be a best practice in writing since 1992, primarily because it is considered neutral to either gender and thus more accessible to all citizens who read and are bound to follow the Charter.

- This supports diversity, accessibility, is a best practice and removes barriers (real and perceived).

- Legal staff has confirmed that one amendment listing all changes is legal and achievable.

- This action was requested by several speakers and citizen statements.

RATIONALE AGAINST CHANGE:

- Vote will have to be voted up or down as a package, meaning there would be no ability for voters to approve some language changes and not others.

- Would have to be carefully drafted to make sure it called out and changed all of the masculine gender terms.

- Gender neutral means terms like they/them rather than he/she or him/her. This could change meaning from individuals to multiple individuals.

RECOMMENDATION FROM HUMAN RELATIONS SUB-COMMITTEE:
AMENDMENT XX

CURRENT CHARTER LANGUAGE:
None

RECOMMENDED LANGUAGE:
**Article IX – New Section**
City of Tacoma Employees, appointed members of citizen boards, commissions or committees who have authority to sign contracts exceeding $100,000 must, annually, file with the City Clerk who will make the information available on the city website, a Public Disclosure Commission F-1 Personal Financial Affairs Statement.

RATIONALE FOR CHANGE:
City employees manage a great deal of the public dollars. They make day-to-day decisions for the taxpayers with the tax payer money. Just like elected officials who also over see these moneys, it is more transparent and provides for more accountability to ensure that those managing our tax dollars are not engaged in activities that may conflict with their day to day job.

Against: