



**CITY COUNCIL WORKSESSION
MEETING AGENDA**

Online via Zoom

**Tuesday, March 08, 2022
5:30 PM**

1. Roll Call
- [2.](#) Joint Animal Services Commission (JASCOM) Update (John Doan)
- [3.](#) Capital Projects Update (Brandon Hicks)
- [4.](#) Racial Equity Measures (John Doan)
5. Mayor/City Administrator's Report
6. Adjourn

Remote Meeting Information

To comply with Governor Inslee's Proclamation 20-28, the Tumwater City Council meetings will be conducted remotely, not in-person, using a web-based platform. The public will have telephone and online access to all meetings.

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<https://us02web.zoom.us/j/84113327294?pwd=SEF0R0xTd2Q4NDIYcHhFUU93am4rQT09>

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Call (253) 215-8782, listen for the prompts and enter the Webinar ID 841 1332 7294 and Passcode 915437.

Post Meeting

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<https://tcmedia.org/channels.php>

Accommodations

The City of Tumwater takes pride in ensuring that people with disabilities are able to take part in, and benefit from, the range of public programs, services, and activities offered by the City. To request an accommodation or alternate format of communication, please contact the City Clerk by calling (360) 252-5488 or email CityClerk@ci.tumwater.wa.us. For vision or hearing impaired services, please contact the Washington State Relay Services at 7-1-1 or 1-(800)-833-6384. To contact the City's ADA Coordinator directly, call (360) 754-4128 or email ADACoordinator@ci.tumwater.wa.us

TO: City Council
FROM: John Doan, City Administrator
DATE: March 8, 2022
SUBJECT: Joint Animal Services Commission (JASCOM) Update

1) Recommended Action:

This is a briefing only.

2) Background:

Joint Animal Services Executive Director Sarah Hock will join us to provide an update. The City of Tumwater, along with Lacey, Olympia, and Thurston County participate in the Joint Animal Services Commission (JASCOM), which provides the operation and maintenance of an animal shelter, and impound facilities for all dogs, cats, and other pet animals as defined in RCW 16.70.020 and other animals that require humane care. JASCOM also provides humane enforcement of animal control laws, licensing of animals, and securing aid for injured animals.

3) Policy Support:

VISION | MISSION | BELIEFS

Partnership | We work collaboratively with residents, businesses, and community organizations. We also actively partner with other jurisdictions to address regional, state and even broader issues.

4) Alternatives:

This is a briefing only.

5) Fiscal Notes:

The 2022 assessment for the service is \$159,354.00.

6) Attachments:

No attachments.

TO: City Council
FROM: Brandon Hicks, Transportation and Engineering Director
DATE: March 8, 2022
SUBJECT: Capital Projects Update

1) Recommended Action:

This item is informational only.

2) Background:

Staff will provide brief updates for projects programmed in the Capital Facilities Plan (CFP) for 2022 and 2023, in addition to a general overview of the capital program for the next six years in preparation for additional staff requests. The City's capital improvement program has been growing every CFP cycle. This is due partly to an increased tax base, plus additional funding from the Metropolitan Parks District, Transportation Benefit District, impact fees, mitigation fees and grant awards, which greatly exceed any amount the City has ever received. Project load has also increased due to project deferrals caused by existing staff capacity limitations. Design and construction staffing dedicated to the capital program is less than it was in the late 1990's, and it has become impractical to keep up with project demand.

Staff will be discussing current and future staffing with a plan to come back to full Council to request an update to the 2021-2022 Salary Schedule previously adopted under Ordinance O2021-024.

3) Policy Support:

Strategic Priorities and Goals 2021 – 2026, many subcategories of:
Pursue Targeted Community Development Opportunities
Build a Community Recognized for Quality, Compassion and Humanity
Create and Maintain a Transportation System Safe for All Modes of Travel
Refine and Sustain a Great Organization
Be a Leader in Environmental Sustainability

4) Alternatives:

☐ Not applicable, this item is informational only.

5) Fiscal Notes:

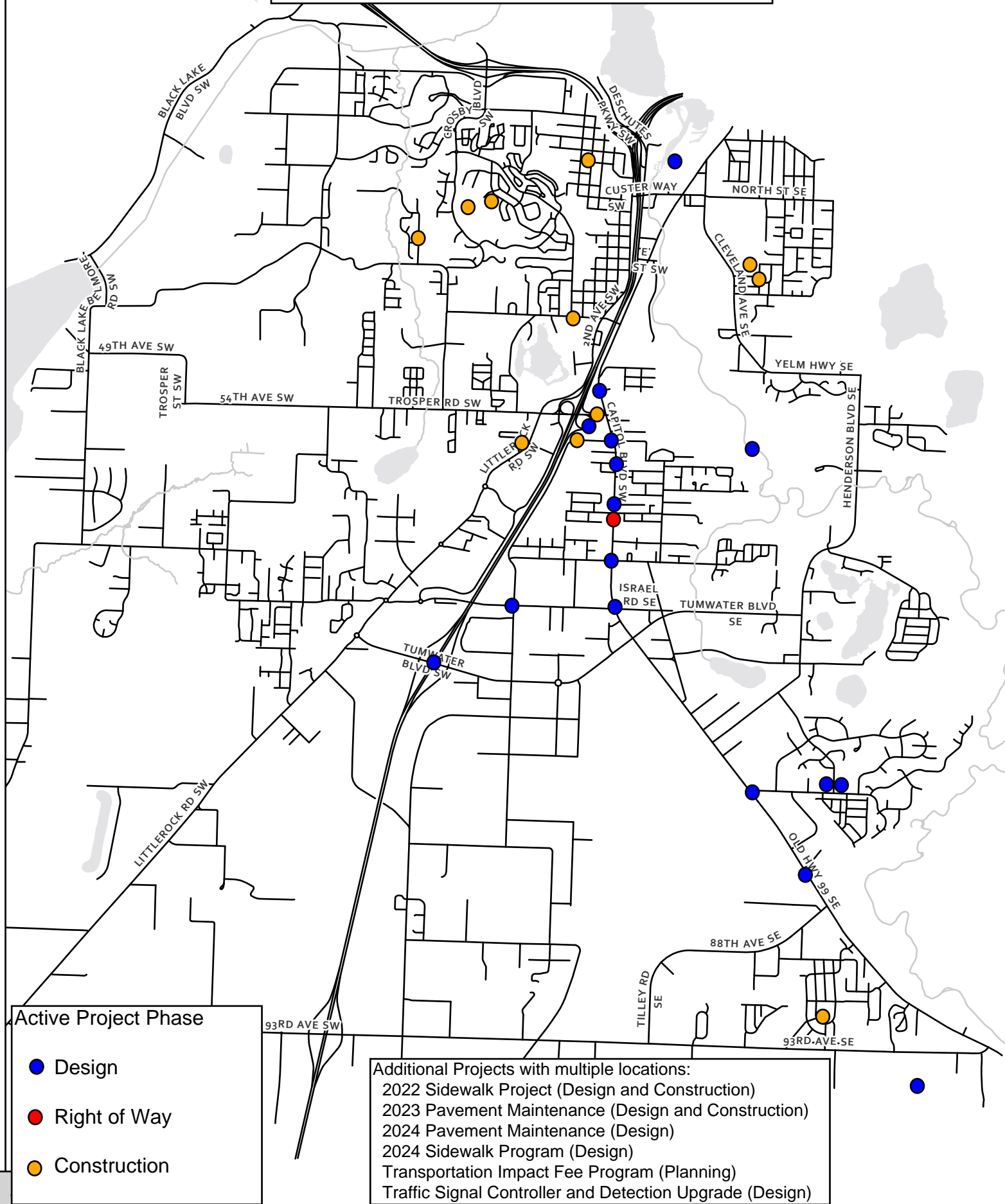
Fiscal impacts will depend on the level of support for the planned requests and will be discussed during the presentation.

6) Attachments:

A. Vicinity Map of 2022-2023 Capital Projects managed by Transportation and Engineering

Active Capital Projects Managed by Transportation and Engineering, 2022 - 2023

Attachment A



TO: City Council
FROM: John Doan, City Administrator
DATE: March 8, 2022
SUBJECT: Racial Equity Measures

1) Recommended Action:

Review and discuss ideas to advance racial equity in the City.

2) Background:

In parallel to the City Council's joint meetings with the School Board (Racial Equity Partnership), the City staff leadership team completed the 21-Day Racial Equity Challenge. At the conclusion of that training, the staff developed a brainstormed list of potential measures to advance racial equity in the City at the Citywide policy and implementation level, the Citywide employee level, and the individual workgroup level. Some are low-resource investment ideas, and others are more resource-intensive and require additional funding or staffing.

Staff recommends the Council answer where they want to go next with our racial equity work? The attached list is intended as a resource for the discussion.

3) Policy Support:

Goal: "Attract and grow a talented workforce that is inclusive, diverse, and equitable."

Diversity Policy Statement

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community.

The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services because diversity:

- strengthens workforce competence and performance
- celebrates and values individual differences
- serves an increasingly heterogeneous society
- ensures the relevance of the City's Mission, programs, and services
- is crucial to the City's ability to serve every citizen.

The City welcomes employees, volunteers, program participants, and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

4) Alternatives:

- ☐ This is a discussion of alternatives for future action.

5) Fiscal Notes:

These measures have varying degrees of resource needs.

6) Attachments:

A. Staff Ideas to Increase Diversity, Equity, Inclusion at Tumwater

Staff Ideas to Increase Diversity, Equity, Inclusion at Tumwater

- **City-wide (policy and implementation) level:**
 - Equity Lens/Toolbox – @ Council, PC and others
 - Enhance relationships with area tribes
 - Land acknowledgement
 - Examine race in transportation planning
 - Partner with school district
 - Develop relationship with CIELO
 - Update the City logo
 - Being small and sustainable is better than big and unsustainable
 - Review zoning code/plans for references to outdated terms such as *“neighborhood character.”*
 - Have appropriate ethnic celebrations
 - Look at our events like the tree lighting and rather than avoid the differences, celebrate them.
 - Include diverse and culturally enriching and celebratory public art
 - With surveys and communications, are we reaching the right people?
 - Learn about pockets of poverty in our community
 - Update the City Diversity Statement
 - Look at how we define family and familial relationships in regulations
 - Report to Council on how we interview and hire people
 - Support small and minority businesses
 - Supplier diversity program for small, diverse and veteran businesses
 - When working with other groups, learn to be flexible. Do we really need all the rules we have?
 - Develop a plan in recreation and other parts of the City for “what do we do when.....?”
- **City-wide employee level:**
 - Employee workgroup
 - City-wide training: cultural competency, learning others’ history and stories
 - Council funding for this work
 - Keep IDEA Team going
 - Expand IDEA Team concept to other departments/workgroups
 - Collaborate more across departments
 - Get out and meet/interact with the community
 - Review hiring: Move from “fit” to “add”
 - Internalize moving from racist to anti-racist
 - Learning about and skill-building for subsets of community

- Enhance recruitment and hiring (e.g., DEI interview questions, representative participation in interviews)
- Have City-wide training be cross-departmental, so we hear the others' stories (e.g., police hearing the stories about zoning and redlining)
- Relook at "required" credentials for positions – do they unnecessarily limit our hiring pools?
- **Workgroup(s):**
 - Re-look at credentials for jobs
 - Find ways to informally interact with the community
 - Provide TRPC data to workgroups on data about Tumwater
 - Regularly schedule learning
 - Reading List/Reading group
 - Relook at DBI process and how to use it more effectively
 - Learn Spanish/Refine translation services
 - Help different cultures tell their story – particularly indigenous groups at community events and activities

2/25/2022