



City of Tacoma

City Council Action Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Dylan Carlson, Senior Labor Relations Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – February 22, 2022
DATE: February 15, 2022

SUMMARY AND PURPOSE:

An ordinance to allow the City to provide recruitment incentives for lateral police officers to adapt to current challenges with hiring.

BACKGROUND:

The City has determined in order to adapt to current challenges in hiring, to provide recruitment incentives to compete with our regional and national peers for the recruitment of lateral police officers. This step is one among many the City is pursuing or considering in the coming weeks and months to better adapt to challenges with hiring. The specifics of the recruitment incentive will be as follows: \$10,000 upon commission; \$7,500 upon completion of probation; and \$7,500 one year after the completion of probation.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

Notice of intent was provided to Tacoma Police Union, Local 6, I.U.P.A. and Tacoma Police Management Association, Local 26.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

The Council could approve a lower dollar figure, however, due to comparable Cities' incentive structures, staff does not believe we will meet the desired goals of recruiting officers from other jurisdictions. Additionally, City Council could not adopt any incentives, which would make Tacoma the only regional entity without such recruitment incentives, further contributing to the hiring challenges.

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to provide the hiring incentives.

FISCAL IMPACT:

During the Mid-biennium Modification, Council approved two hundred sixty-two thousand, five hundred (\$262,500) for police recruitment incentives in 2022, which would represent approximately ten (10) lateral police officers under this proposed ordinance. The department would be responsible for adhering to their overall level of appropriation if providing additional recruitment incentives beyond this amount.