

Director Confirmations

City of Tacoma | City Manager's Office

City Council Study Session
January 15, 2019



Background



- 2014 Charter Amendment No. 5
 - City Manager has power to appoint and remove all officers and employees under Manager's jurisdiction
 - Amendment: City Manager director appointments to be confirmed by City Council
- Five Department Directors confirmed by City Council since City Manager Pauli appointed in 2017
 - City Attorney
 - Human Resources
 - Neighborhood and Community Services
 - Information Technology
 - Community and Economic Development

Factors to Consider



- Time to Hire
 - Competitive job market, especially at executive level
 - Critical to preserve ability to move quickly in order to recruit top talent
- Proposing three tiered confirmation approach
 - Based on position and department impact on community
 - Public Safety
 - External Facing
 - Internal Facing

Director Confirmation Areas



Confirmation Category	Department Directors
Public Safety	<ul style="list-style-type: none">• Police Chief• Fire Chief
Outward Facing	<ul style="list-style-type: none">• Neighborhood & Community Services• Community & Economic Development• Public Works• Environmental Services• Tacoma Venues & Events• Planning & Development Services
Inward Facing (Internal Services)	<ul style="list-style-type: none">• Finance• Information Technology• Human Resources• City Attorney



Confirmation Process Guidelines



<u>GENERAL GUIDELINES</u>	Public Safety	Outward Facing	Internal Facing
Share resume with City Council (Minimum 1 week before confirmation)	X	X	X
External subject matter expert included on interview panel *	X	X	X
Community/stakeholder interview panel	X	X	
Standing Committee Q & A		X	X
Executive session discussion regarding candidate qualifications	X	X	X
Full City Council meet and greet (pre-hire)	X	X	X**
Public forum / public meet and greet	X	X	
Full City Council Interview/presentation	X		

*As necessary

**City Attorney Only

Process Exceptions



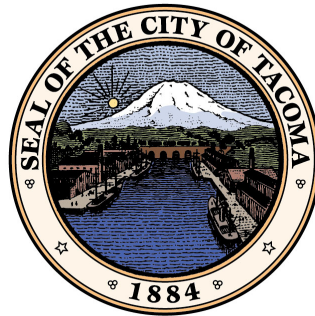
- Exceptions to guidelines may be necessary
 - Examples: Need for expedited hiring, availability of individuals and groups involved, long-term successful interim appointments
- City Manager will advise City Council of any need for process exceptions



Next Steps



- Next Steps for City Council Action



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Government Performance & Finance Committee
January 15, 2019



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 the Manager’s jurisdiction, provided, appointments of department heads shall require confirmation by the City Council. The Manager may authorize the head of a department or office responsible to the Manager to appoint and remove subordinates in such department or office. (Amendment approved by vote of the people November 4, 2014)