



City Manager Recruitment Update

City of Tacoma | Cheryl Bidleman, Human Resources

City Council Meeting
January 27, 2026



OVERVIEW



- Planning and Expertise
- Council Engagement
- Community Engagement
- Timeline



PLANNING & EXPERTISE



- **OSAC: Operational Strategy and Administrative Committee**
 - Chair: Mayor Ibsen. Council Members: Joe Bushnell, Jamika Scott, and Kristina Walker.
- **Executive Recruiting Firm**
 - Prothman – Cliff Moore
- **City of Tacoma Recruitment Staff**
 - Cheryl Bidleman – Asst. Human Resources Director
 - Keith Gulley – Talent Acquisition Manager



STAKEHOLDER ENGAGEMENT



- Council Stakeholder **Interviews**
- Competency **Assessments** and **Recommendations**



COMMUNITY ENGAGEMENT



- **Informational Opportunities:** City of Tacoma website
 - Tacoma.gov/CMRecruitment
- **Recruitment Process Input Opportunities:**
 - OSAC Public Meeting
- **Necessary Skills Input Opportunity:**
 - Stakeholder Online Survey: 10/14 - 11/30/25



COMMUNITY ENGAGEMENT



- **Candidate Input Opportunities:**
 - Community Interview Panels
 - Candidate Forums: Presentations, questions, community feedback

TIMELINE



Date	Activity
Week of 2/9	First round preliminary interviews
2/26/26	Final interviews and community presentations
3/3/26	Expect to choose final candidate
3/17/26	Expect to confirm candidate
4/6-5/4	Estimated start date

Note: Dates could vary. Visit [Tacoma.gov/CMRecruitment](https://www.tacoma.gov/CMRecruitment) for the most current timeline



City Manager Recruitment Update

City of Tacoma | Cheryl Bidleman, Human Resources

City Council Meeting
January 27, 2026

