



ORDINANCE NO. 28806

1 AN ORDINANCE relating to compensation; to allow the City of Tacoma Police
2 Department to provide recruitment incentives for lateral police officers to
3 adapt to current challenges in hiring.

4 WHEREAS the City of Tacoma Police Department, similar to other
5 jurisdictions nationwide, is experiencing an unprecedented departure of police
6 officers from employment, and significant challenges recruiting new police
7 officers, and

8 WHEREAS the Tacoma Police Department has determined that
9 recruitment incentives for lateral police officers could alleviate some of these
10 challenges, and

11 WHEREAS the proposed recruitment incentive structure would provide
12 lateral police officers: \$10,000 upon commission; \$7,500 upon completion of
13 probation; and \$7,500 a year after the completion of probation, and

14 WHEREAS the recruitment incentive is anticipated to be offered through the
15 next biennial budget period, which is December 31, 2024, as recruitment and
16 budget needs determine; Now, therefore,

17 BE IT ORDAINED BY THE CITY OF TACOMA:

18 Section 1. That pursuant to Section 1.12.197 of the Tacoma Municipal
19 Code and the recommendation of the Human Resources Director, the City Council
20 hereby approves the anticipated police officer recruitment incentive,
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effective as provided by law, through December 31, 2024, or as determined by the Tacoma Police Department as recruitment and budget needs determine.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney