



Director Confirmations

City of Tacoma | City Manager's Office

Government Performance & Finance Committee
November 6, 2018



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

3

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

4

Confirmation Process Guidelines



GENERAL GUIDELINES	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	
Public forum / public meet and greet	X	X	
Full City Council Interview/presentation	X		

**As necessary

5

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

6



Director Confirmations

City of Tacoma | City Manager's Office

Government Performance & Finance Committee
November 6, 2018

