



# City of Tacoma

## City Council Study Session Minutes

733 Market Street, Tacoma WA 98402

Conference Room 16

**January 29, 2019**

**12:00 PM**

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### Call to Order

Mayor Woodards called study session meeting to order at 12:05 p.m.

**Present:** 7 - Beale, Blocker, Hunter, McCarthy, Thoms, Ushka and Mayor Woodards

**Absent:** 2 - Ibsen and Mello

### Briefing Items

1. [19-0092](#) Quarterly Tacoma Police Department Hiring Update

At approximately 12:06 p.m., Don Ramsdell, Police Chief, Tacoma Police Department (TPD), made opening remarks and introduced Ed Wade, Assistant Chief, TPD. Mr. Wade provided a presentation on the quarterly TPD hiring update, including an overview; current staffing levels; retirement eligibility; hiring and separation trends; hiring process, including a reduction in time of application to offer of employment; applicant diversity, noting a recent increase in female applicants; hiring and department demographics; process improvements to the hiring process, background investigations, recruitment, and equity in recruitment, study guide access, and applications; and a review of 2019 hiring and recruiting, including expanding testing to central Washington. Mr. Wade concluded with an overview of the current status and 2019 goals, recruitment plan, and hiring considerations.

Discussion ensued regarding reduction in time to hire, improving equity of access and outreach, generational expectations about work, separation and retention rates, salaries, staff surveys, presenting to the Community Vitality and Safety Committee, providing updated recruitment materials in the Citizens Police Academy, dropout rates from initial application to hiring, the idea to follow up with applicants who are not successful at first, tracking from application to the eligibility list, and areas to be included in future recruitment.

## Other Items of Interest

Council Member Ushka stated she plans to make a motion to remove Resolution No. 40223 relating to requiring penalties received under the Rental Housing Code be used only for providing tenant relocation assistance from tonight's meeting agenda for further revision.

Discussion ensued regarding tenant and landlord education, allocation of fees to specific programs or projects, and the goal of no fee collection.

Mayor Woodards stated there will be a press conference at Cheney Stadium on Wednesday, January 30, 2019 and invited the Council.

## Committee Reports

There were no Committee reports.

## Agenda Review and City Manager's Weekly Report

2. [19-0093](#) Weekly Report to the City Council, January 24, 2019

City Manager Elizabeth Pauli stated there are no ceremonials on tonight's meeting agenda, and a motion is expected to remove Resolution No. 40223 from the agenda.

## Executive Session - City Manager Performance Review

**MOTION:** Council Member Hunter moved to convene to Executive Session pursuant to RCW 42.30.110(1)(g) for the City Manager's Performance Review, not to exceed 15 minutes.

**SECONDED BY:** Council Member Ushka.

**ACTION:** Voice vote was taken and carried. The motion was declared adopted.

**Ayes:** 7 - Beale, Blocker, Hunter, McCarthy, Thoms, Ushka and Mayor Woodards

**Absent:** 2 - Ibsen and Mello

The City Council convened to Executive Session at 1:04 p.m.

The Executive Session was extended by 5 minutes at 1:19 p.m.

The Executive Session concluded and the study session reconvened at 1:24 p.m.

## Adjournment

On proper motion, the study session was adjourned at 1:24 p.m.



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Victoria R. Woodards, Mayor



Doris Sorum, City Clerk