

99-2-13911-4 17627355 AFS 11-21-02

FILED
IN COUNTY CLERK'S OFFICE
PIERCE COUNTY, WASHINGTON

A.M. NOV 21 2002 P.M.

BOB SAN BOUCIE
COUNTY CLERK
DEPUTY

3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

IN THE SUPERIOR COURT OF THE STATE OF WASHINGTON
IN AND FOR THE COUNTY OF PIERCE

JOSEPH J. KIRBY and DEBORAH A.
KIRBY, husband and wife,

Plaintiffs,

v.

THE CITY OF TACOMA, a municipal
corporation; RAY CORPUZ and "JANE
DOE" CORPUZ, husband and wife;
PHILIP ARREOLA and "JANE DOE"
ARREOLA, husband and wife; WILLIAM
WOODARD and CATHERINE
WOODARD, husband and wife;
RAYMOND ROBERTS and "JANE DOE"
ROBERTS, husband and wife; DAVID
BRAME and "JANE DOE" BRAME,
husband and wife; and JAMES
HAIRSTON and "JANE DOE"
HAIRSTON, husband and wife,

Defendants.

No. 99-2-13911-4

AFFIDAVIT OF RAY E.
CORPUZ, JR. IN SUPPORT
OF DEFENDANTS' MOTION FOR
PARTIAL SUMMARY JUDGMENT
REGARDING PLAINTIFF'S
NEGLIGENT HIRING CLAIM

NOTED FOR:
December 20, 2002

ASSIGNED:
Judge Katherine M. Stolz

ORIGINAL

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

STATE OF WASHINGTON)
) ss.
COUNTY OF PIERCE)

RAY E. CORPUZ, JR., being first duly sworn on oath, deposes and states
as follows:

1. That I have personal knowledge of the matters set forth below,
am over the age of eighteen, and am competent to testify to the matters stated
herein.

2. I am currently the City Manager for the City of Tacoma, and I have
held that position since January, 1990.

3. That I am responsible for hiring all Department heads, including
the Chief of Police.

4. The hiring of a police chief is different than hiring other municipal
employees. A police chief sets the policy for the way the Department polices
the City.

5. Before I began the process of hiring a new police chief, I
evaluated what direction I wanted to take the Department; thus, I reviewed
different policing models and policies of administration. I utilized community
focus groups, as well as an internal survey in the police department.

6. Based on my evaluation, I set out to find a Chief who shared my
policing philosophy and could implement the policies which best fit the
Community Oriented Policing method.

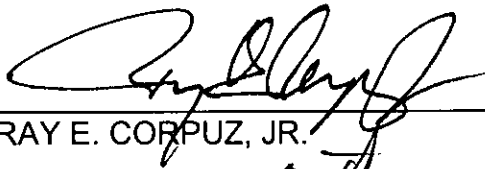
7. This deliberative process led to the hiring of Norman Roberts, an
executive search firm, to conduct a nationwide search for the best candidate.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

Once the candidates were narrowed down to eleven, I took over the selection process and evaluated the candidates, along with my staff and with the community.

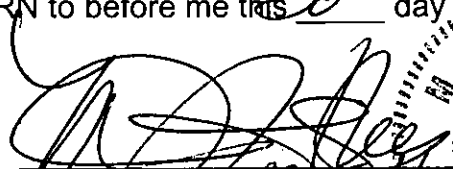
8. Many hours and days were spent carefully evaluating the strengths and weaknesses of each candidate to see who would best meet the City's criteria.

FURTHER YOUR AFFIANT SAYETH NAUGHT.



RAY E. CORPUZ, JR.

SUBSCRIBED and SWORN to before me this 20th day of November, 2002.


Printed Name: M. J. HUGHES
NOTARY PUBLIC in and for the State of
Washington, residing at: TACOMA, WA
My commission expires: 11-11-03

Tacoma City Attorney
Civil Division
747 Market Street, Room 1120
Tacoma, Washington 98402-3767
(253) 591-5885 / FAX 591-5755