



# Update on Systems Transformation

City of Tacoma | City Manager's Office  
 City Council Meeting  
 8/24/2021



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## New Items



- Section 2: New Policies & Transforming Existing Programs
  - Reconciliation Project (with NNSC)
    - Meetings with Council Members to orient to framework 8/2 – 8/13
    - Initial convening in September
  - Retention Strategies Team
    - Human Resources and Office of Equity and Human Rights alignment meeting – 8/26
    - Final Recommendations to City Manager/Director of Utilities end of August – early September

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## New Items



- Section 3: Current State Analysis of TPD
  - Dashboard Cameras
    - Researched other agencies' dash camera policies to prepare for creation of a TPD policy
    - TPD staff attended the 'Axon Roadshow' to experience new dashboard camera products
    - Met with software vendors to explore video analytics solutions
- Section 4: Administrative Changes & Process Improvements
  - Police Chief Recruitment
    - Job listing will be posted 8/30 (open until 10/8)
  - Deputy Chief of Police Classification
    - PPSMA collective bargaining agreement and letter of agreement presentation to City Council 8/24
  - Pierce County Force Investigation Team (PCFIT)
    - Full cadre of Detectives that are trained and available for PCFIT investigations 8/16 3

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## New Items

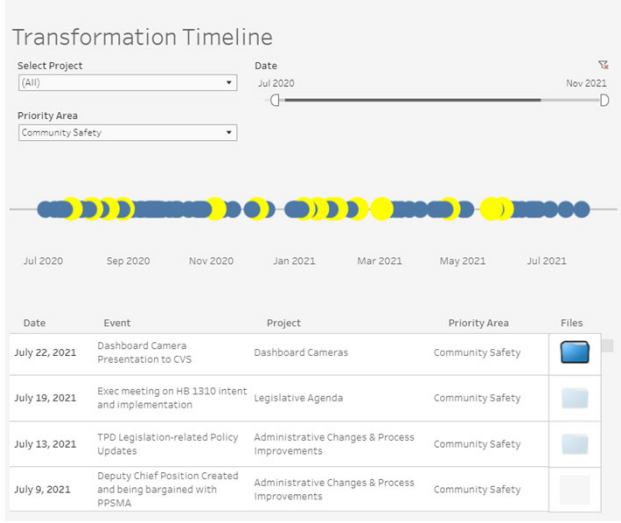


- Section 4: Administrative Changes & Process Improvements (cont.)
  - 30x30 Initiative
    - TPD joined [30x30initiative.org](http://30x30initiative.org) to increase representation of women in the department to 30% by 2030
  - TPD Policy Updates Legislation-related
    - Training provided on the new laws and their impacts to operations 8/5 & 8/12
    - **SB 5259 – Law Enforcement Use of Force Data Collection** – Police Department is evaluating its current capacity to satisfy reporting requirements put forth by this Senate Bill.
    - **Resolution 40685 – Data Collection related to identifying and addressing racial disparities in policing** – Police Department has developed a prototype app to collect related data. Pilot of app pending creation of associated Department Policy.
    - **HB 1088 (3)(a) – Impeachment Disclosures - Hiring of Experienced Police Officers** – Police Department is adding procedures to background investigation process to ensure compliance with this House Bill.

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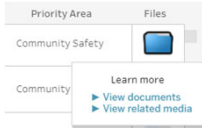
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# New Transformation Website Feature




Date	Event	Project	Priority Area	Files
July 22, 2021	Dashboard Camera Presentation to CVS	Dashboard Cameras	Community Safety	
July 19, 2021	Exec meeting on HB 1910 intent and implementation	Legislative Agenda	Community Safety	
July 13, 2021	TPD Legislation-related Policy Updates	Administrative Changes & Process Improvements	Community Safety	
July 9, 2021	Deputy Chief Position Created and being bargained with PPSMA	Administrative Changes & Process Improvements	Community Safety	

- Timeline of transformation activities since passing Resolution 40622:
  - Filter by:
    - Council Priority Area
    - Selected Projects
    - Time period
  - Click on the file icons to see related documents and meeting recordings



<https://cityoftacoma.org/transform>

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- Council Actions and HEAL the HEART
- Section 1: Anti-Racist Budget Development and Economic Recovery
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State, and Federal Level