



Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
6/8/2021



New Items



- Council Actions and HEAL the HEART
 - Council confirmation of 2 new Core Coordinating Team members 6/8
 - Heal the Heart Update scheduled at Study Session 6/22
- Section 1: Anti-Racist Budgeting and Economic Recovery
 - OMB presentation on ARPA at Study Session 6/8
 - Body worn camera expansion and dash cameras are under consideration by City Council for American Rescue Plan funding.

New Items



• Section 2: New Policies & Transforming Existing Programs

- Human Resources Director Recruitment
 - [Position posted](#) and receiving applications through 6/30
 - To Apply: Please submit your resume and cover letter to shey-harding.com/jobs
 - Questions should be directed to Jeff Dvonch, Shey-Harding Executive Search: jeff@shey-harding.com; (562) 252-8515; www.shey-harding.com
- Two OEHR New Hires
 - Senior Policy Analyst to support departmental REAPS and staff liaison to CIRA 6/7
 - PEACE and Reconciliation selection process finalization 6/11
- Anti-Racist Strategic Plan Development
 - Interdepartmental alignment workshops by Council Priority Area 5/25-6/2
 - OEHR check-ins with City Departments on REAPS throughout June

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New Items



• Section 3: Current State Analysis of TPD

- Divertible Calls / Alternative Response Study
 - Matrix in process of meeting with Councilmembers regarding the study
 - Study Session with full Council 6/29
- 21CP Current State Analysis of TPD
 - [TPD's implementation progress related to the 64 recommendations](#) is available on cityoftacoma.org/transform and will be updated weekly
 - [CPAC provided preliminary feedback on policy-related recommendations](#) 6/7
 - TPD assigned officers to be direct representatives to CIRA and Latinx community groups
 - Ongoing work to identify officers to liaise with other community groups not yet represented
 - TPD forming policy review and state law compliance group
 - Deputy Chief classification has been created and is currently being bargained with PPSMA

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New Items



- Section 4: Administrative Changes & Process Improvements
 - Police Chief Recruitment
 - Internal planning process in development for recruitment of permanent police chief

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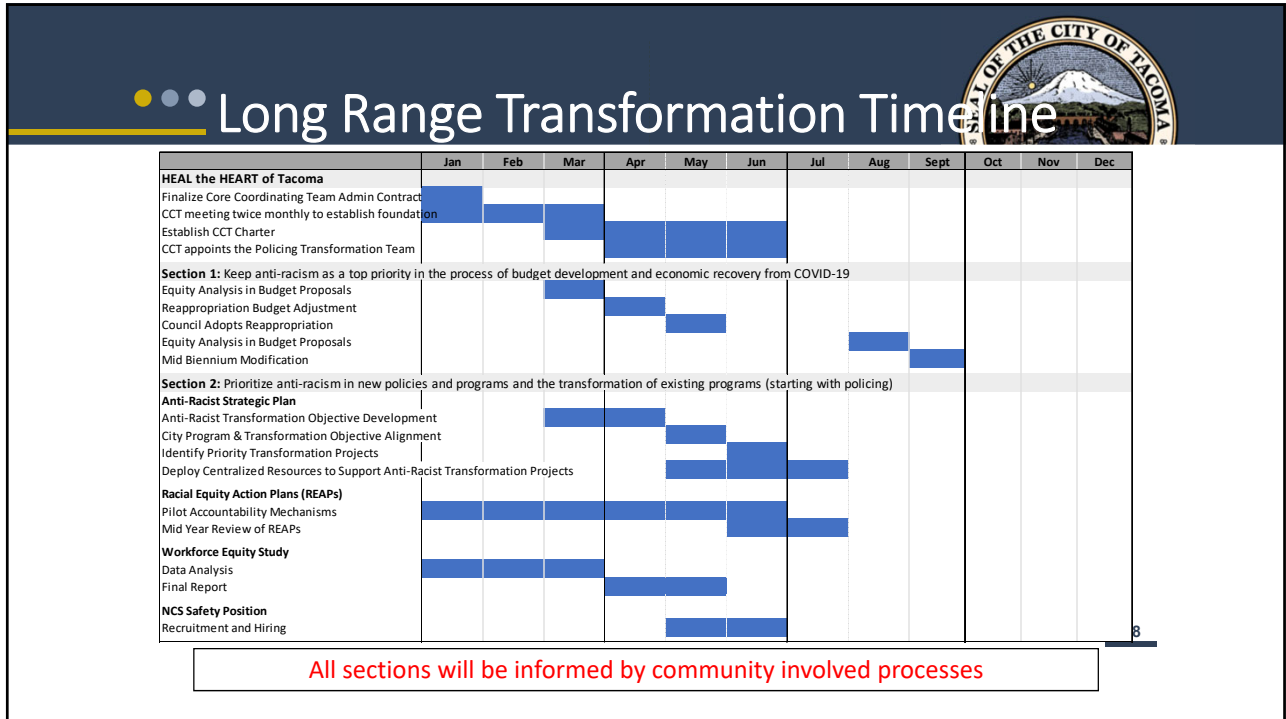
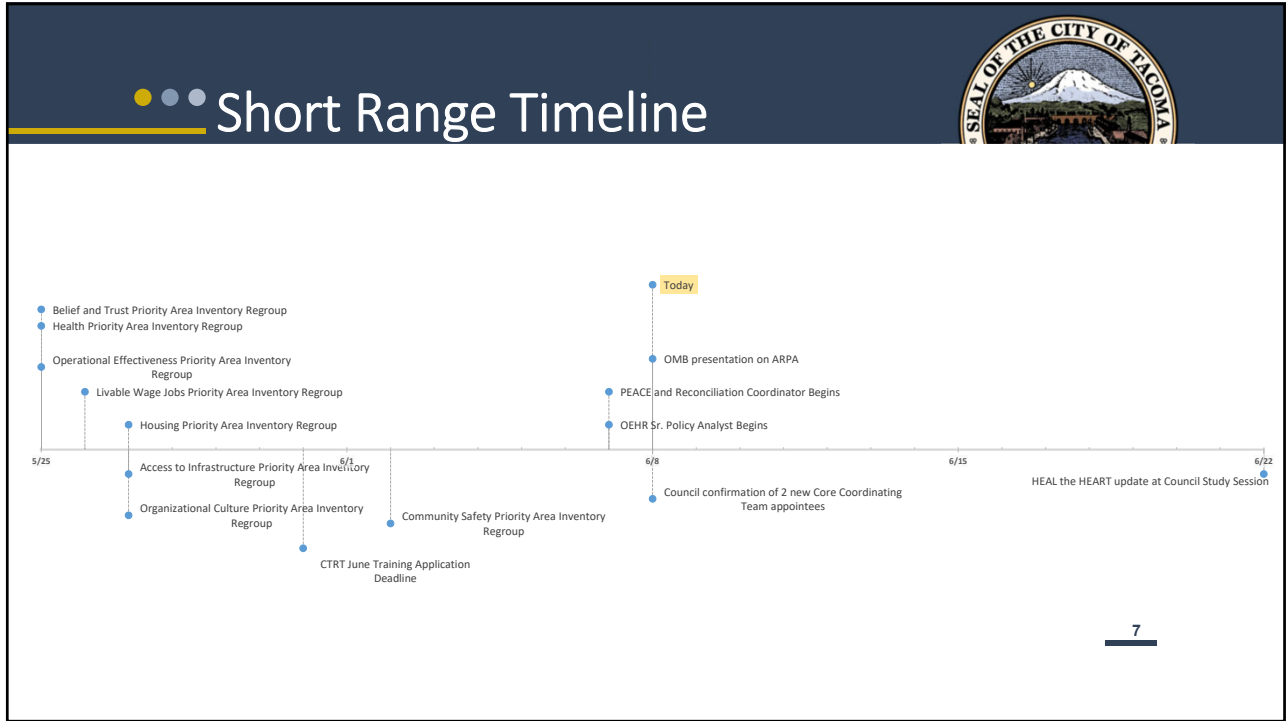
*New items in orange text

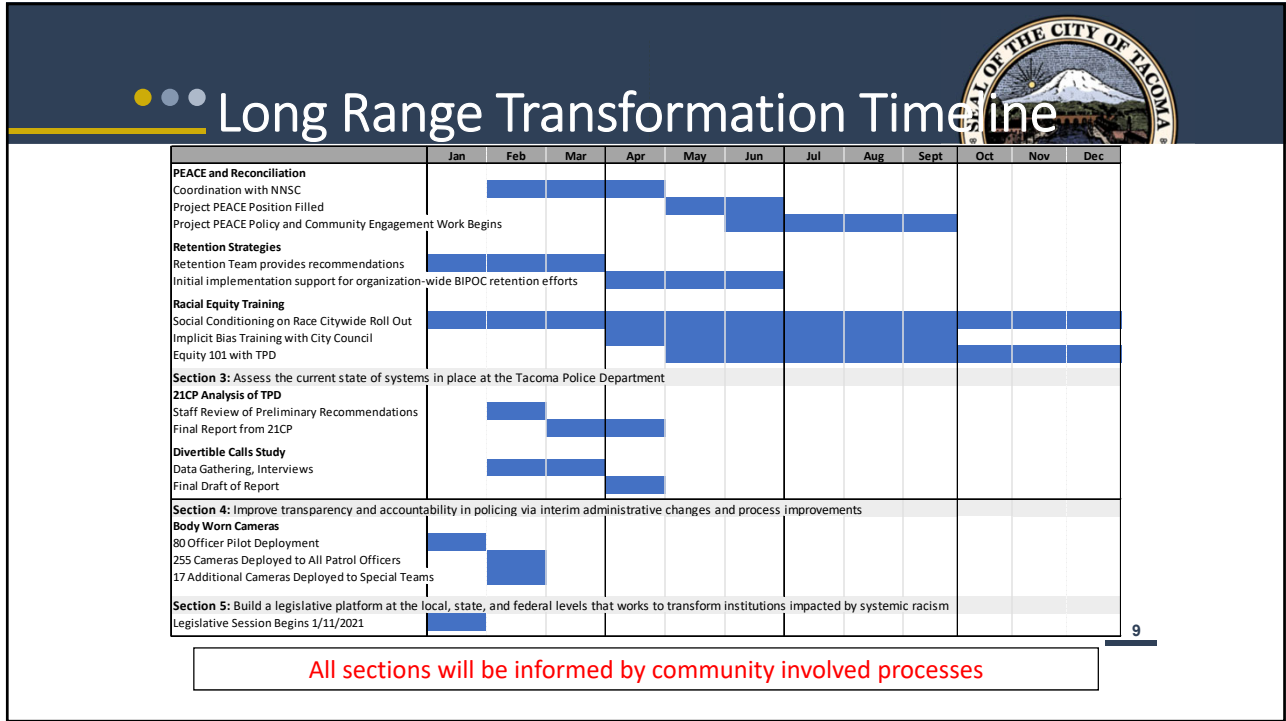
Systems Transformation Update




- Planned and in Progress
- Plan under Development
- To Be Developed

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> • Council confirmation of 2 new CCT Appointment 6/8 • CCT update to Council on foundation building work 3/16 	<ul style="list-style-type: none"> • Finalize Core Coordinating Team Charter • Heal the Heart Update scheduled for Study Session 6/22 • Establishing 2 Transformation Teams
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • 2021-2022 Budget Book Finalized 2/22 • Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27 • 2021-2022 Biennial Budget Adopted 11/24 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • Workforce Equity Study Report Roll Out 5/3-5/11 • Anti-racist priority area workshops 2/5 – 4/27 • PEACE and Reconciliation applications closed 3/15 • Affordable Housing Action Strategy update at Study Session 2/23 	<ul style="list-style-type: none"> • In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma with TPD • OEHR/Project PEACE Exec Cmt. to establish role in reconciliation • NCS position to support community safety to be hired in June • OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD • 4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • 21CP presentation to Council 5/18 • Alternative Response Study Report Roll Out 4/30 – 5/14 • Presentation to Community Vitality and Safety on BWC program 4/22 	<ul style="list-style-type: none"> • TPD Alternative Response Study at Council Study Session 6/29
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • 256/256 body worn cameras deployed 2/28 • 2,115 videos uploaded to date 1/11 • 80 Body Worn Cameras to be deployed to patrol officers 1/4/21 • Interim Chief of Police Michael Ake 1/4 	<ul style="list-style-type: none"> • Community Trauma Response Team Volunteer Training Application Deadline 5/31 • Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> • HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees • US House passed the George Floyd Justice in Policing Act 3/3 	







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- Council Actions and HEAL the HEART
- 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