



Update on Systems Transformation

City of Tacoma | Finance Department
City Council Meeting
5/10/2022



Equity in Contracting – Livable Wage Jobs



Outreach


Working with Dunn and Bradstreet to identify women and minority owned businesses for contracting opportunities.

Reporting

Adding demographic data to our supplier database to enhance reporting and help us measure our outreach efforts.

Collaboration

Partnering closely with the Equity and Contracting (EIC) team in CED to assure consistency in the EIC bidding process and help meet EIC goals



●●● Equity in Contracting – Livable Wage Jobs

Policy

- Expanding purchasing policy authority for departments to contract directly with OMWBE State certified firms

Supplier Training


- Sharing bidding tips in EIC’s “How to do Business with the City” training sessions

Bidding


- Standardizing bid documents to make it simpler to respond to bid opportunities

Payments

- Revising contract payment terms to pay suppliers faster



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●●● Equity in Budgeting - Belief & Trust

Program Analysis – Current Service Levels and Costs

- What do we do?
- How much does it cost?
- What is the impact of the program on priorities?

Strategic Planning & Council Priorities

- What should we be doing better to meet strategic goals/priorities?
- What do we need to do to meet equity goals?

Proposed Changes to Budget


- What should we do more of?
- What should we do less of or not at all?
- What is a new program we need to offer?

Biennial Budget

- Program Equity Analysis by Priority Area*

- Racial Equity Action Plans*

- Equity Analysis of Proposals*



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Equity in Budgeting - Belief & Trust

Program Analysis

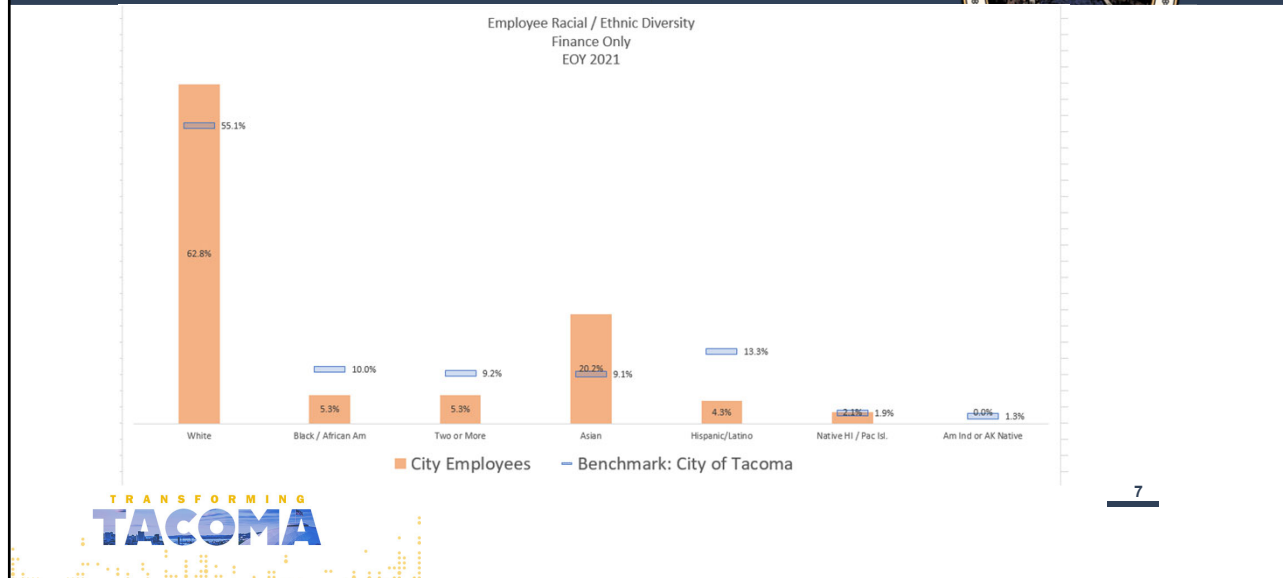
- Total number of programs evaluated = 516
- Goal this biennium is to develop baseline scores to track the resources allocated to high equity impact programs
- Staff will work to improve the impact of the City's programs and increase overall allocations to high equity impact programs
- Process exposed the need to improve how staff describes the impact of the City's programs on racial equity goals and City Council priorities

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Departmental Highlight

Finance Department

Workforce Reflects the Community



Workforce Reflects the Community



- Actively working with Human Resources to update finance job postings to be inclusive by allowing experience for education. A degree may not always be necessary
- Changes to application scoring processes for highly sought after positions to reduce barriers.
- Successful use of internship programs to recruit and hire
- Small updates lead to big changes – removing a driver's license requirement, flexible start times and the opportunity to work from home or in the office even before Covid!
- Created and provided an internal tool for current employees to aid in career advancement and City retention.

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Purposeful Community Outreach and Engagement



- Participatory Budgeting
- OMB outreach on design of community engagement approach
- New Gift Card and Food policies

Activity & Level of Engagement	Method or Tool	Desired Outcome
Activity: Balancing Act (Virtual and In-Person) Level of Engagement: Inform and Consult	<ul style="list-style-type: none"> •Balancing Act (Online) •Kick-off/real-time events •Ongoing •Farmers Markets •Other events 	<ul style="list-style-type: none"> •Educate public on where resources are spent •Invite public to reprioritize spending •Receive feedback
Activity: Survey and Art Level of Engagement: Consult	<ul style="list-style-type: none"> •Online survey •Physical surveys •Posters •Farmers Markets •Other events 	Feedback on major service changes and priorities



Equitable Service Delivery



- Purchasing Division Changes
- Develop reports for contracting trends and vendor demographics to measure impacts of policy changes and outreach efforts
 - Continued collaboration with CED in support of the City’s Equity in Contracting program
- Tax & License
- Adding the ability to pay license fees at TPU pay boxes, accepting cash, check and credit cards (June 2022)
 - Incorporating multilingual options into phone payment system (June 2022)



Departmental Look Forward



- “How to do business with the City of Tacoma”
 - Focus on Women and minority business owners
 - Collaboration with CED, Finance (Tax & License, Procurement, Risk) Power, Water
- Expand purchasing policy for OMWBE direct buy authority
- Continuing the inclusion of anti-racism and equity goals in budget process; including proposal development, decision making, and outreach
- Association of Washington Cities (AWC) Budget presentation later this month

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City Manager Update

Recent Accomplishments



- Language access self-assessment survey completed by City departments as part of the Equity Action Collaborative (EAC) with the Health Department (TPCHD) and Metro Parks 5/9
 - Working to create a shared baseline of current practices
- Reconciliation
 - National Network for Safe Communities (NNSC) conducted stakeholder symposium on reconciliation framework, theory, and elements 4/25
 - TPD completed police legitimacy and procedural justice train-the-trainer program to support future training for officers 4/25-27

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Recent Accomplishments



- TPD Staffing
 - Appointed Assistant Chief Tamara Floyd, Deputy Chief Ed Wade, Chief of Staff Curtis Hairston 4/25
 - 5 new officer recruits hired 4/11
- Lexipol, policing policy contractor, has begun review of the use of force policy 4/25
- [Request for Information \(RFI\) posted for Mental and Behavioral Health Crisis Response Team](#) 5/4 - 31
- [Police Transformation Visualization](#) available online at cityoftacoma.org/transform
 - click on Community Safety image below the interactive timeline

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Recent Accomplishments



Introduction

This presentation will provide an overview of TPD Transformation resources and the relationships between all Laws, Reports, Recommendations, Legal Requirements and Projects.


The following slides break down the full map piece by piece to explain how all the elements fit together as a whole. We will begin in the very center starting with the City of Tacoma and build outward from there.

Use the right arrow key to advance to the next slide.


Governing Body Law Report Legal Requirement Recommendation Project

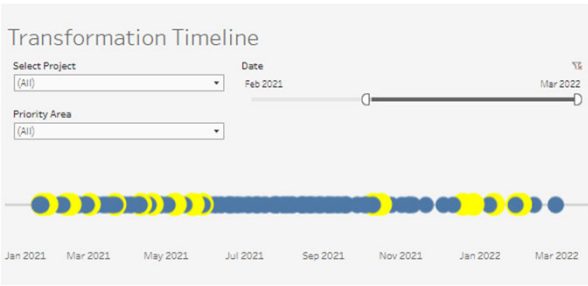


Legend
● Project
● Legal Requirement
● Recommendation
● Report
● Law
 - - - - Recommended
 ——— Required by Law



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Transformation Timeline & History





- <https://cityoftacoma.org/transform>
- 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



Priority Area	Files
Community Safety	
Community	Learn more View documents View related media

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