



Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
12/14/2021



New Items



- Council Actions and HEAL the HEART
 - [Heal the Heart Core Coordinating Team has posted the application](#) for community members to apply for all 6 of their transformation teams. Links have been shared via Heal the Heart's [Facebook](#) and Instagram (@healtheheartttacoma) pages. Applications will be accepted on a rolling basis until the teams begin their work in February 2022.



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Equity in Contracting Workshop 12/13
 - Directors associated with the Jobs Priority Area met with program managers involved in the City's Equity in Contracting efforts to scope improvements for 2022.
 - These improvements will focus on increasing exposure to City contracting opportunities by reaching minority-owned businesses where they're at, while continuing to build new feedback loops to further understand their needs.

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New Items



- Section 4: Administrative Changes & Process Improvements
 - Police Chief Recruitment
 - City Council Confirmed the Appointment of Avery Moore as Tacoma's Next Police Chief on December 7
 - TPD IT Assessment
 - Data vision, strategy, and prioritization workshop (2 of 2) held 12/7 & 12/9
 - Next step is summary and recommendations

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- Section 4: Administrative Changes & Process Improvements
 - Cameras
 - Developing plainclothes body worn camera policy language (meeting with Criminal Investigation Division and Special Investigation Division for input)
 - Dashboard Camera (Fleet 3) trial and evaluation testing scripts and measurement criteria completed
 - Hiring
 - Background solutions and Bias Awareness training completed for Criminal Investigation Division to enable additional personnel to assist with backgrounds on a part-time basis.
 - 2 lateral and 5 entry-level candidates received conditional offers of employment
 - Entry-level test closes 1/3/2022 (currently 89 applicants)

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Date	Event	Project	Priority Area	Files
November 23, 2021	City Council consideration of Resolution approving the 2022 citywide state and federal prio.	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	
November 17, 2021	Chief of Police Candidate panel interviews and reception	Chief of Police Recruitment	Community Safety	
November 16, 2021	City Council Study Session Presentation and Interviews	Chief of Police Recruitment	Community Safety	
November 9, 2021	Citywide (GG and TPU) presentation of state and federal priorities to the Joint S.	Anti-Racist Legislative Agenda Development (State/Local/Fed)	N/A	

- <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

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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