



# Update on Systems Transformation

City of Tacoma | City Manager's Office  
City Council Meeting  
7/27/2021



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## New Items



- Section 2: New Policies & Transforming Existing Programs
  - Human Resources Director Recruitment
    - In person interviews with Director of Utilities and City Manager & mock staff meeting 7/19
    - Government Performance and Finance Committee interviews 7/20
    - Council review of qualifications 7/27
  - Supervisor Policy Learning Program Update
    - Rebuilding supervisory training program to incorporate principles of anti-racist transformation, best-management principles, and other City values to build supervisors' ability to manage a diverse workforce
    - Proposals are due by 11 AM Pacific time 8/10
  - Eviction Moratorium
    - CVS committee presentation including updates and recommendations on city strategy for the end of the state eviction moratorium 7/22

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## New Items



- Section 3: Current State Analysis of TPD
  - Body Worn Cameras & Dashboard Cameras
    - Presentation to CVS on ARPA funding and project timeline 7/22
    - Next steps include pilot project for dash cameras
- Section 4: Administrative Changes & Process Improvements
  - Executive meeting on HB 1310 intent and implementation 7/19
  - Legislation-related TPD Policy Updates (in Union negotiation process)
    - P1.6 Fairness and Equality (Off Duty Bias Free 21CP)
    - P2.3 Uniforms, Grooming, Equip (ECT Carry)
    - P3.2 Use of Force Vehicle Operations (21CP recommended changes)
    - P3.1 Use of Force (HB1310/21CP changes)
    - New Policy: De-Escalation procedure (21CP/I-940) Final draft competed

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## New Items



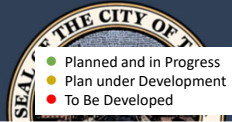
- Section 4: Administrative Changes & Process Improvements (cont.)
  - Policy Updates Related to New State Legislation
    - Working with Lexipol to assist TPD with ensuring policy compliance and updates required by legislative changes
    - Related Training
      - All officers have received initial training on the laws and their impacts to operations and service delivery over the past two weeks
  - Coordinated Response to Legislative Changes and Consultant Recommendations
    - Lieutenant assigned to coordinate recommendations and ensure implementation of TPD related anti-racist transformation objectives 7/12
  - TPD Technology Roadmap
    - Developing a statement of work with consultant 7/20

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\*New items in orange text

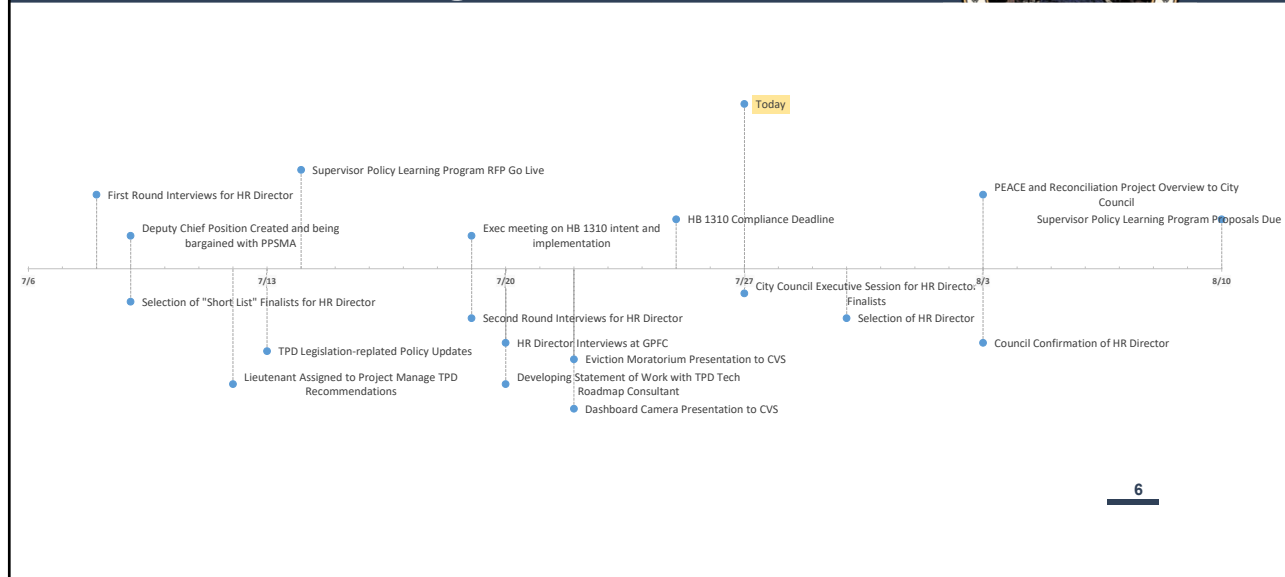
# Systems Transformation Update



Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
<b>Council Action and HEAL the HEART of Tacoma</b>	●	<ul style="list-style-type: none"> <li>Heal the Heart Update presentation at Study Session 6/22</li> <li>Council confirmation of 2 new CCT Appointment 6/8</li> <li>CCT update to Council on foundation building work 3/16</li> </ul>	<ul style="list-style-type: none"> <li>Establishing 2 Transformation Teams</li> <li>Finalizing contract extensions with Coleman &amp; Associates for CCT facilitation &amp; support</li> <li>Finalizing contract extensions with Greater Tacoma Community Foundation for CCT honorariums</li> </ul>
<b>Section 1: Anti-Racist focused Budget Development</b>	●	<ul style="list-style-type: none"> <li>ARPA funding priority buckets established</li> </ul>	
<b>Section 2: New Policies and Programs / Transforming Existing Programs</b>	●	<ul style="list-style-type: none"> <li>HR Director Recruitment (in process) confirmation expected 8/3</li> <li>Supervisory Policy Training Program Update RFP live 7/14</li> <li>CVS Presentation on Eviction Moratorium 6/24 &amp; 7/22</li> <li>PEACE and Reconciliation Coordinator Began 6/21</li> <li>Workforce Equity Study Report Roll Out 5/3-5/11</li> </ul>	<ul style="list-style-type: none"> <li>OEHR/Project PEACE Exec Cmt. to establish role in reconciliation</li> <li>NCS position to support community safety on hold</li> <li>OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD</li> <li>4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September</li> </ul>
<b>Section 3: Current State Assessment of TPD Systems</b>	●	<ul style="list-style-type: none"> <li>Presentation to CVS on BWC and Dashboard Cameras 7/22</li> <li>ARPA and Camera Funding at CVS 6/24</li> <li>TPD Legislation-related policy updates 7/13</li> <li>21CP presentation to Council 5/18</li> <li>Alternative Response Study Report Roll Out 4/30 – 5/14</li> </ul>	<ul style="list-style-type: none"> <li>TPD Alternative Response Study at Council Study Session 6/29</li> </ul>
<b>Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing</b>	●	<ul style="list-style-type: none"> <li>TPD Administrative Policy Updates in Response to State Legislation (pending final approval)</li> <li>Executive meeting on HB 1310 intent and implementation 7/19</li> <li>Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2</li> <li>256/256 body worn cameras deployed 2/28</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of Policies to respond to recent state legislation</li> </ul>
<b>Section 5: Legislative Platform to Transform Institutional Racism</b>	●		

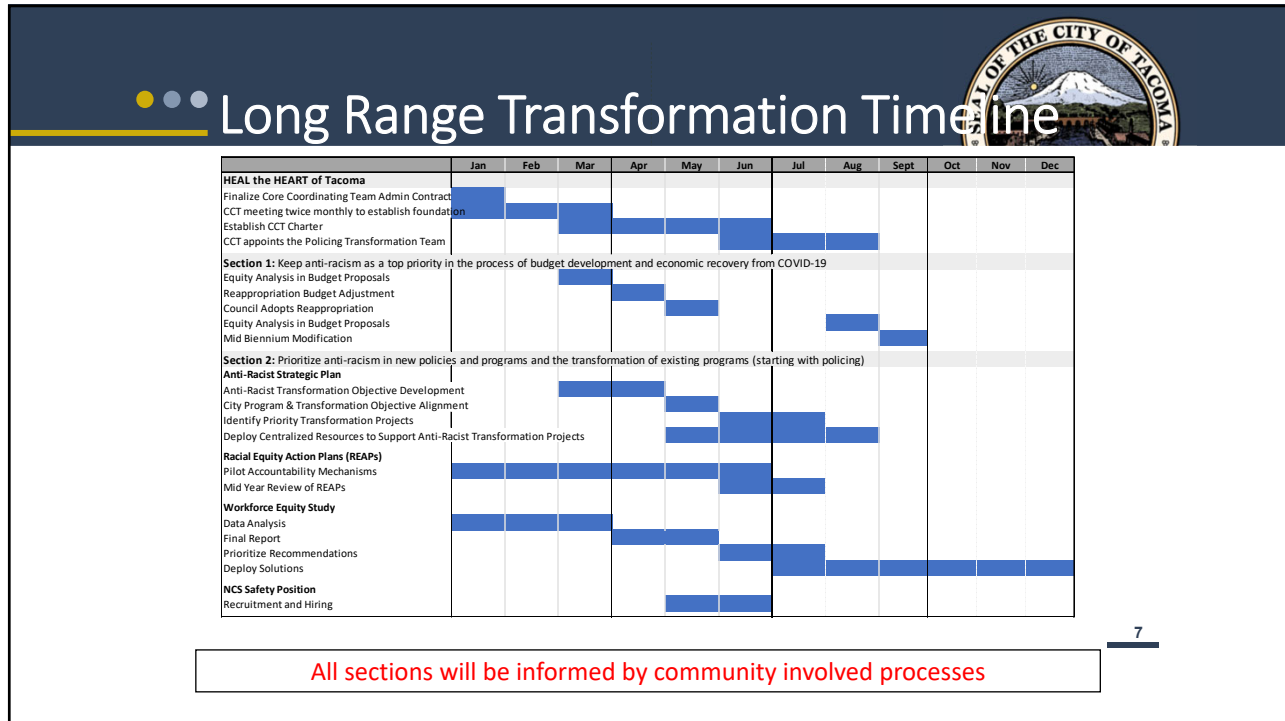
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# Short Range Timeline

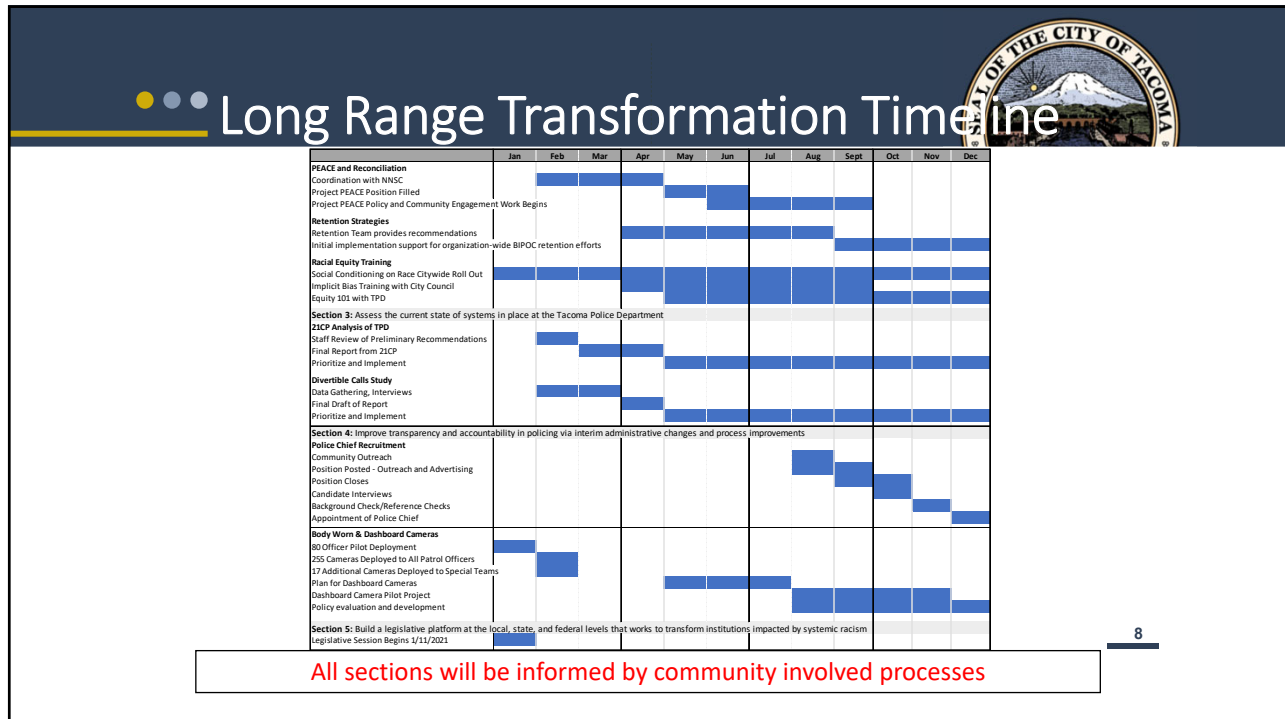


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- Council Actions and HEAL the HEART
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State,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

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