

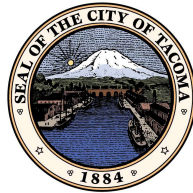


Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
November 8, 2022



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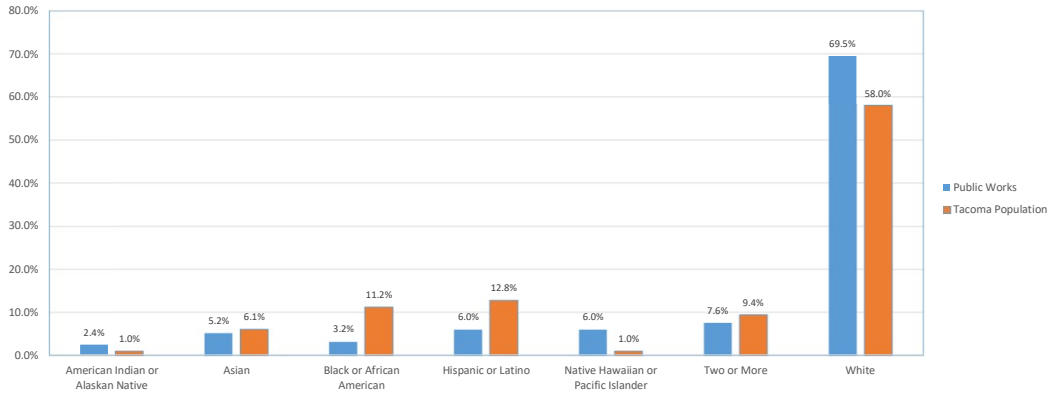
Departmental Highlights

Public Works Department



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Public Works and City of Tacoma Demographics (as of 3rd Quarter 2022)



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Public Works REAP Goals



1. Workforce demographics reflecting the community it serves.
2. Equitable outreach and communications.
3. Equitable Service delivery and Infrastructure Investments.



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Workforce Reflects the Community



- Intent: Achieve parity between the demographics of our workforce and the overall city population.
- Specific tasks include:
 - Attend job fairs that aid in attracting people of color.
 - Challenge hiring process screening criteria.
 - Challenge current candidate testing procedures.

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Workforce Reflects the Community



Status

- Job fairs
 - Put on hold due to the impacts of COVID.
 - Pivoted during COVID to develop a draft communications protocol and the departmental equity mission statement.
- Hiring processes
 - Street Operations Division reviewed/ revised 8 positions to remove potential barriers consistent with the positions.
 - Traffic Signal and Streetlight section worked with Bates Technical College and the Tacoma Training and Employment Program (or TTEP) to create a pathway for participants to enter its apprentice program.

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●●● Workforce Reflects the Community



- Next steps:
 - Creation of presentation strategy and research job fairs and opportunities for engagement with educational institutions for 2023.
 - Work with PW hiring managers to implement strategy and begin to assign presentation roles for upcoming job fairs and engagement.
 - Continue to refine hiring requirements and testing criteria to increase departmental trend lines for diversity in candidate pools and hires.

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●●● Equitable Outreach and Engagement



- Intent: Continue to build on efforts to deliver projects in an equitable manner by engaging in meaningful communications with community members.
- Specific tasks include:
 - Working with other departments in the development of an equitable engagement framework.
 - Create tools and guidelines for use with our various projects, programs, and other city-wide initiatives.
- Past example: Project Office for the Lincoln Business District Revitalization Project, multi-lingual staff.

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Equitable Outreach and Engagement

Status

- Vision Zero Action Plan and REAP
 - Engagement led by community members most impacted by traffic violence.
 - Purposeful engagement events with translation services and participant compensation.
 - Creation of an external Task Force to assist with plan review.



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Equitable Service Delivery

- Intent: Public Works needs a greater ability to overlay infrastructure information with the City's Equity Index.
- Specific tasks include:
 - Developing a central source of spatial data to better understand potential inequities of City provided programs and projects.
 - Developing tools to:
 - Reference and overlay equity related graphic information to assist in planning and allocating resources within the community.
 - Visualize inequities and adapt strategy and operations accordingly.

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●●● Departmental Look Forward



- Goal 1: Finalize the departmental Equity Mission Statement and Communications Protocol.
- Goal 2: Work with other departments to finalize the Equitable Engagement Framework.
- Goal 3: Continue working on the ability to overlay all of our asset information against the city's equity index.

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City Manager Update

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Recent Accomplishments

- TPD – Released a video segment for the public on [How do we recruit officers to TPD](#) via Talks with the Chief series to respond to ongoing concerns around TPD staff capacity. 10/13
- OMB – Held budget town halls for community engagement in the biennial budget process. 10/24, 10/27, 11/01
- HR - Performed an Employee Survey to inform the department and organization-wide action plans.. 10/13
- OEPS - Hosted Tacoma Climate Leadership Cohort to educate frontline community members about the intersection of climate change and critical topics concerning our community. 11/04 - 11/06

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Community Engagements

- TPU Apprenticeship Expo will be taking place on 11/15 from 4:00-7:00 pm in the Tacoma Public Utilities Auditorium and online. Participants must register at cityoftacoma.org/jobs.
- TFD Informational Sessions will host its final session 11/09 from 5:30 - 7:00 pm in a hybrid format. Participants must register at cityoftacoma.org/jobs.
- Departments and offices hosted nearly 50 students today for Student Government Day.

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Transformation Timeline & History

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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