


**Update on Systems
Transformation**
City of Tacoma | City Manager's Office
City Council Meeting
7/13/2021

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New Items

- HEAL the HEART and Council Actions
 - Finalizing contract extensions with Colemon & Associates for Core Coordinating Team (CCT) facilitation & support
 - Finalizing contract extensions with Greater Tacoma Community Foundation for CCT honorariums

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New Items



- Section 2: New Policies & Transforming Existing Programs
 - PEACE and Reconciliation
 - Development of the timeline and team structure for the NNSC-supported (National Network for Safe Communities) Reconciliation Project began 7/5
 - Alignment of City Initiatives with Anti-Racist Transformation
 - Identified 635 City initiatives associated with anti-racist transformation
 - Working with sponsors to finalize prioritization throughout July
 - Human Resources Director Recruitment
 - Completed first round interviews 7/8-7/9
 - Second round interviews scheduled 7/19-7/20

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New Items



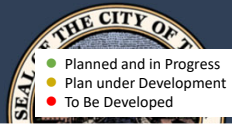
- Section 4: Administrative Changes & Process Improvements
 - Legislation-related TPD Policy Updates
 - P1.6 Fairness and Equality (Off Duty Bias Free 21CP) Awaiting approval signatures
 - P2.3 Uniforms, Grooming, Equip (ECT Carry) Awaiting approval signatures
 - P3.2 Use of Force Vehicle Operations (21CP recommended changes) Awaiting approval signatures
 - P3.1 Use of Force (HB1310/21CP changes) Final draft completed; in the approval process 7/13
 - New Policy: De-Escalation procedure (21CP/I-940) Final draft completed; in the approval process 7/13
 - New TPD Classifications
 - Deputy Police Chief classification currently being bargained with PPSMA
 - Civilian Chief of Staff – HR is researching similar positions in other organizations

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*New items in orange text

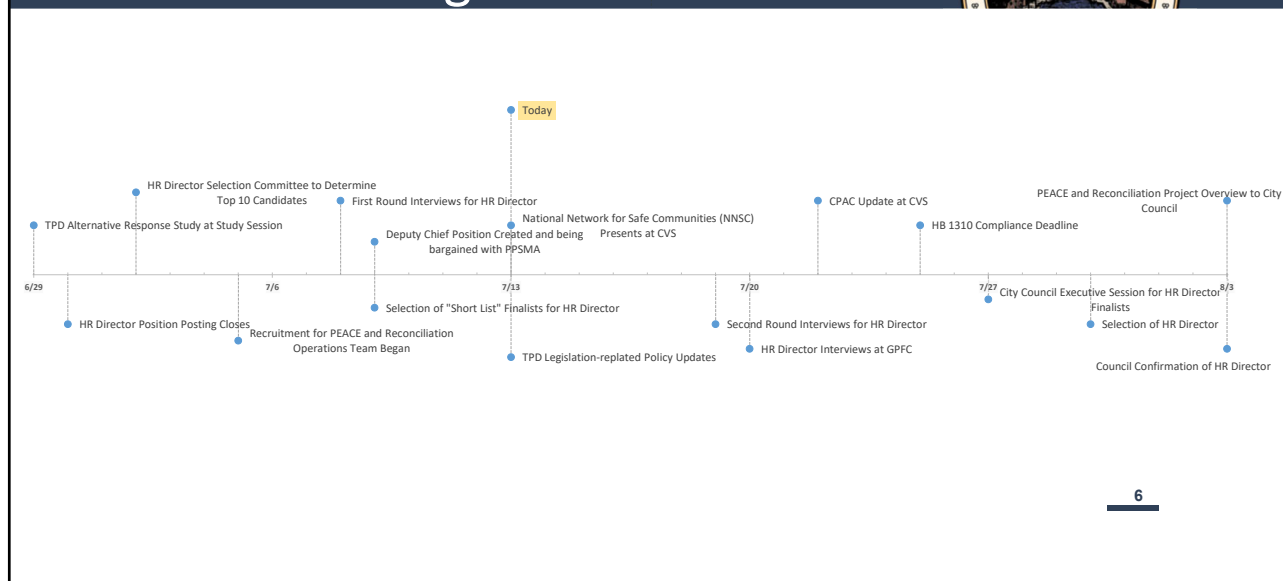
Systems Transformation Update



Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> Heal the Heart Update presentation at Study Session 6/22 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 Establishing 2 Transformation Teams Finalizing contract extensions with Colemon & Associates for CCT facilitation & support Finalizing contract extensions with Greater Tacoma Community Foundation for CCT honorariums
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"> PEACE and Reconciliation Coordinator Began 6/21 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"> OEHR/Project PEACE Exec Cmt. to establish role in reconciliation NCS position to support community safety on hold 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"> TPD Legislation-related policy updates 7/13 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"> HR Director Recruitment (in process) confirmation expected 8/3 ARPA and Camera Funding at CVS 6/24 Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2 256/256 body worn cameras deployed 2/28 	
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 	

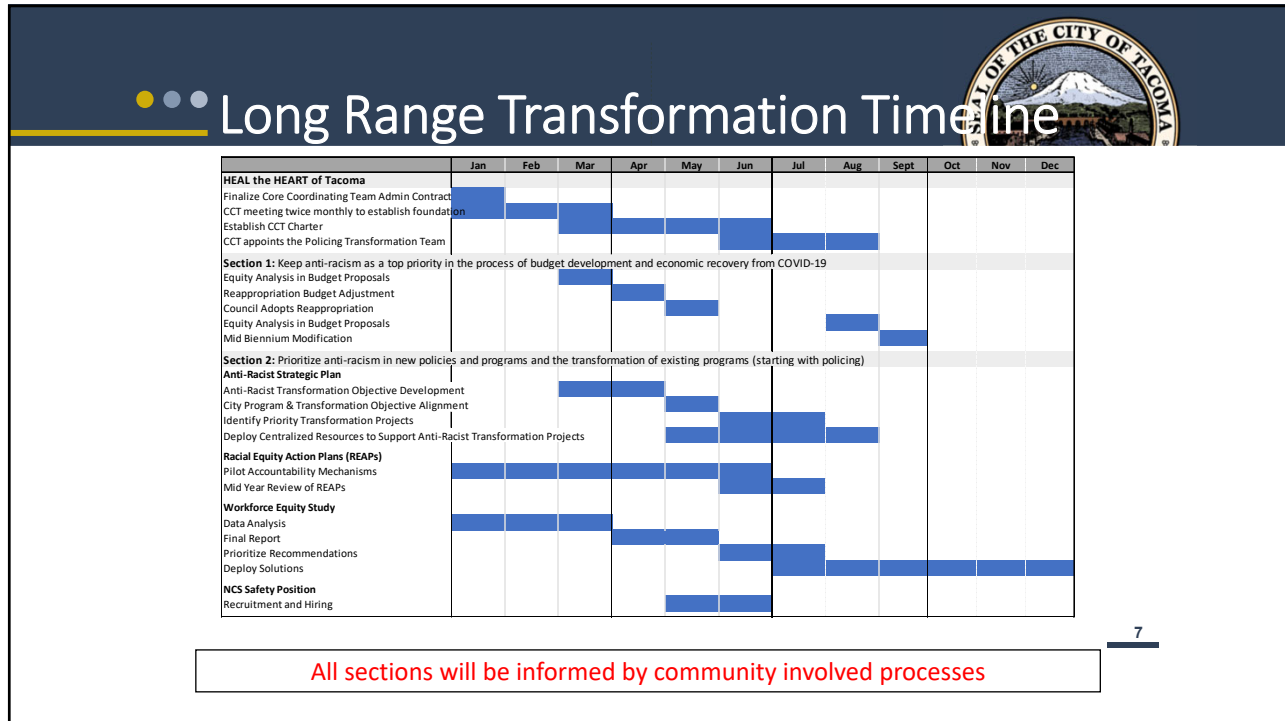
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Short Range Timeline

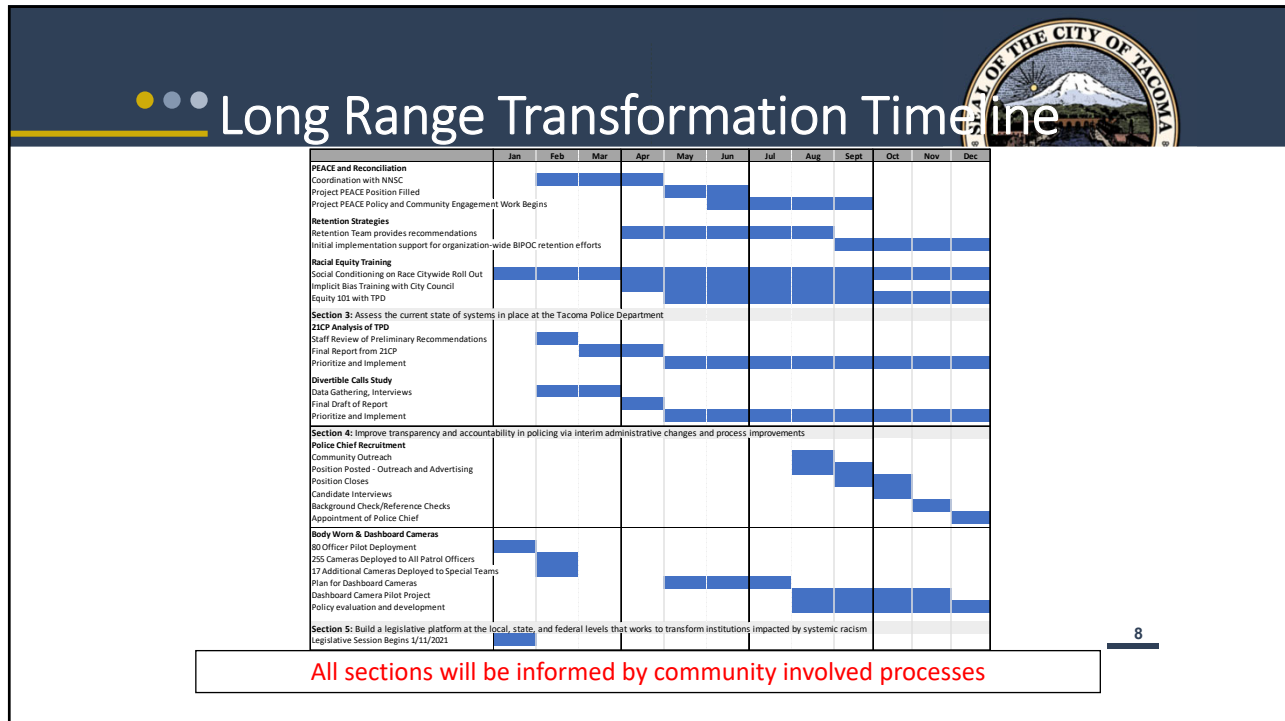


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- Council Actions and HEAL the HEART
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State,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

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