



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
6/15/2021



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Workforce Equity Study
 - HR & OEHR meeting to prioritize recommendations and develop action plan 6/18
 - Keen consultants meeting with TPU's Management Forum 6/22
 - PEACE and Reconciliation
 - OEHR PEACE and Reconciliation new hire begins 6/21
 - Meeting with NNSC for project orientation for new hire on 6/24
- Section 4: Administrative Changes & Process Improvements
 - Body Worn Cameras/Dashboard Cameras
 - OMB and CI presenting ARPA and camera funding update at CVS on 6/24

Reminders



- Council Actions and HEAL the HEART
 - HEAL the HEART update at Study Session 6/22

- Section 2: New Policies & Transforming Existing Programs
 - Human Resources Director Recruitment
 - [Position posted](#) and receiving applications through 6/30
 - To Apply: Please submit your resume and cover letter to shey-harding.com/jobs
 - Questions should be directed to Jeff Dvonch, Shey-Harding Executive Search: jeff@shey-harding.com; (562) 252-8515; www.shey-harding.com

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Reminders



- Section 3: Current State Analysis of TPD
 - Divertible Calls / Alternative Response Study
 - Matrix finished meeting with Councilmembers regarding the study
 - Study Session with full Council 6/29
 - 21CP Current State Analysis of TPD
 - [TPD's implementation progress related to the 64 recommendations](#) is available on cityoftacoma.org/transform and will be kept up-to-date weekly

- Section 4: Administrative Changes & Process Improvements
 - Creation of Deputy Chief of Police Classification
 - The Deputy Police Chief classification has been created and is currently being bargained with PPSMA 6/9
 - Police Chief Recruitment
 - Internal planning process in development for recruitment of permanent police chief⁴

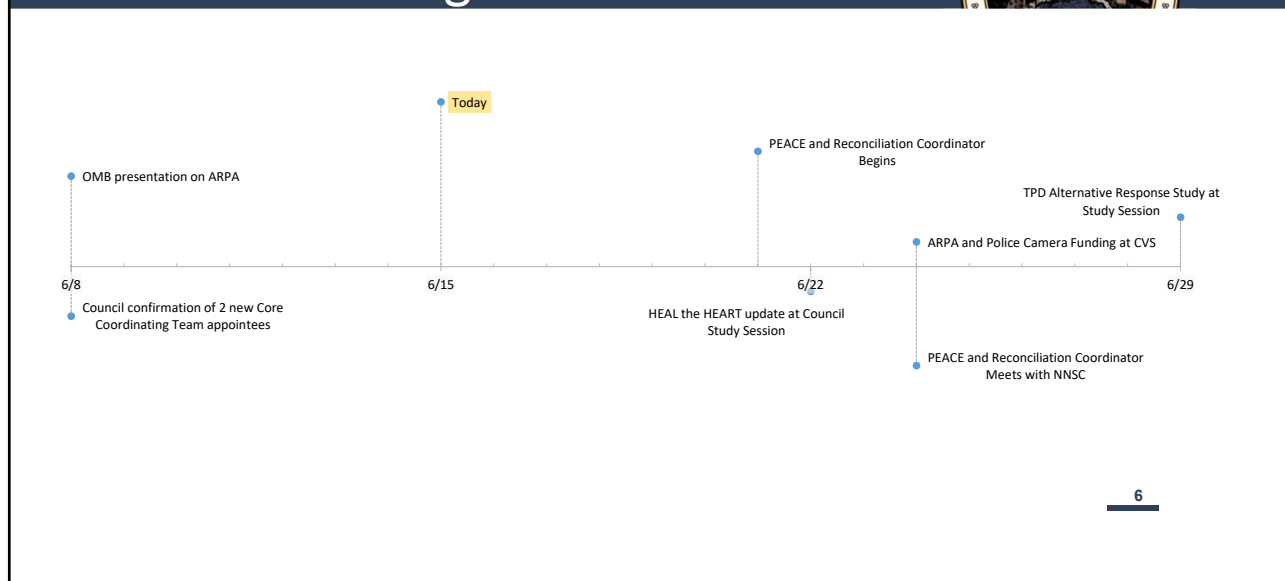
*New items in orange text

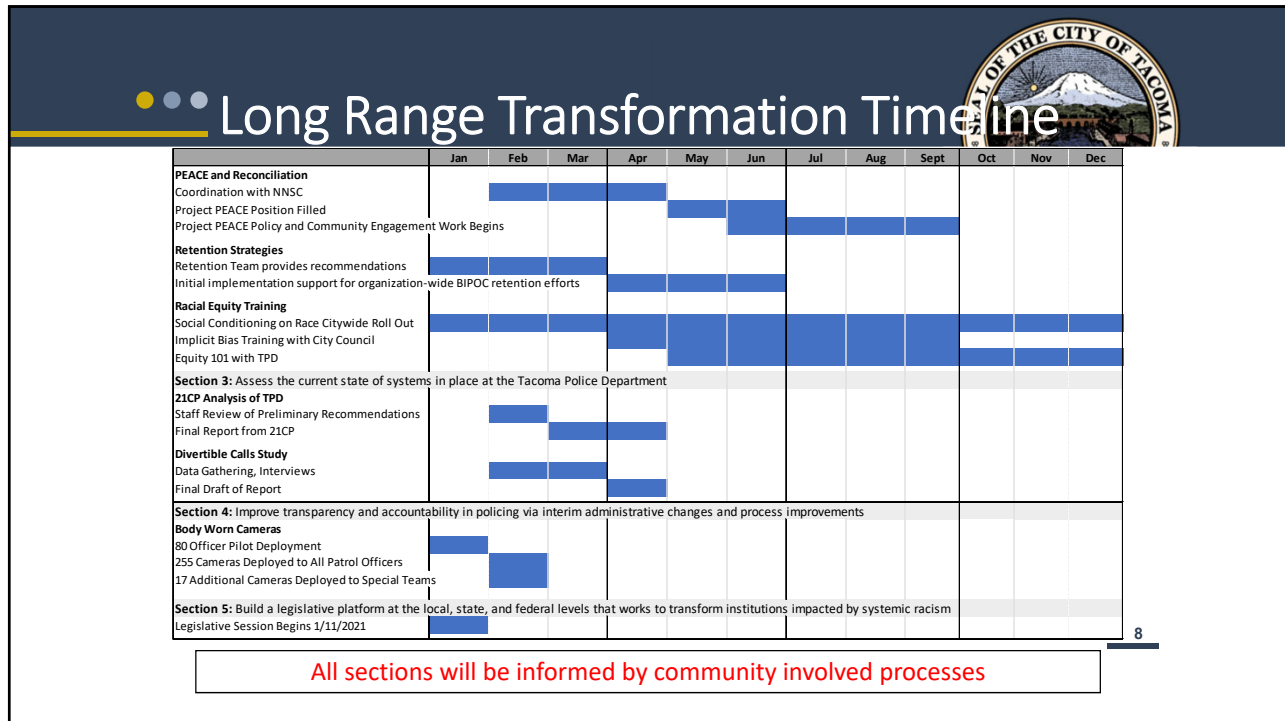
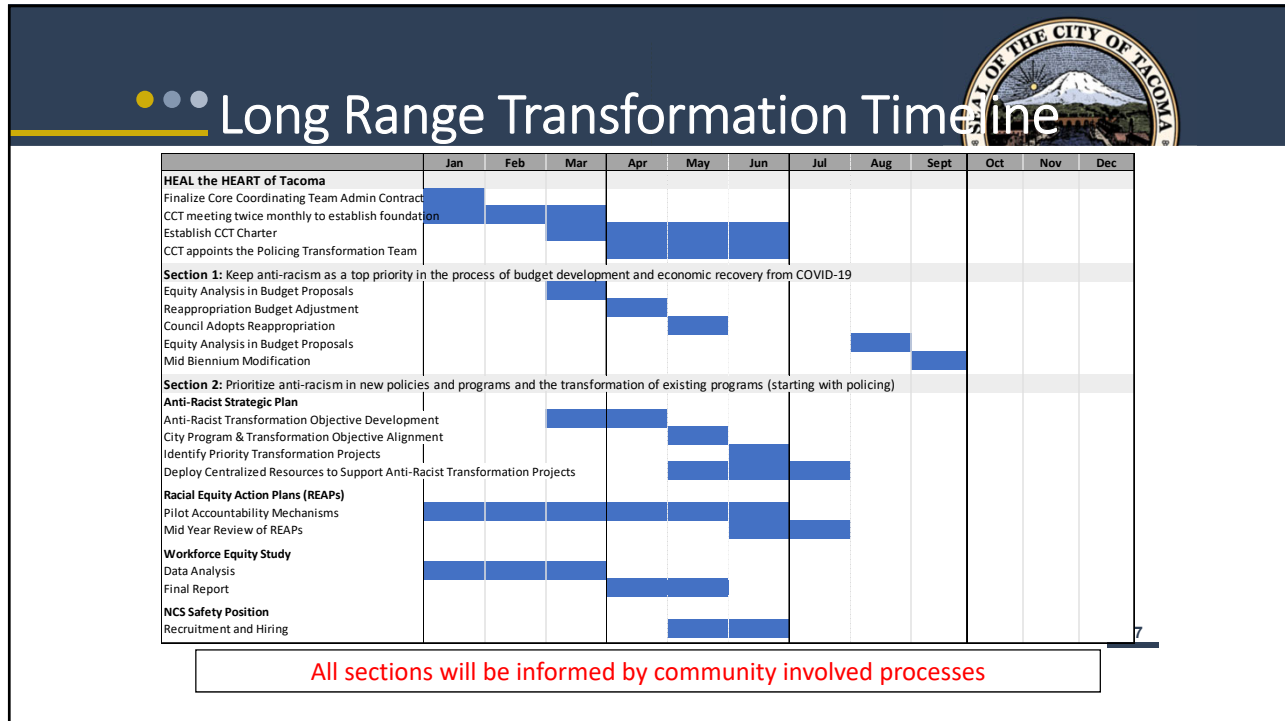
Systems Transformation Update



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
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"> 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"> PEACE and Reconciliation Coordinator Begins 6/21 In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma with TPD OEHR/Project PEACE Exec Cmt. to establish role in reconciliation NCS position to support community safety to be hired in June 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"> 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"> Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2 256/256 body worn cameras deployed 2/28 	<ul style="list-style-type: none"> ARPA and Camera Funding at CVS 6/24
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 	

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