



Update on Systems Transformation


City of Tacoma | City Manager's Office
 City Council Meeting
 10/26/2021



New Items



- Council Actions and HEAL the HEART
 - Tacoma City Council's [Joint Statement on Actions Underway to Address Community Safety](#) 10/19
- Section 2: New Policies & Transforming Existing Programs
 - Equitable Recruiting and Selection Practices
 - Refining final draft of Equitable Recruiting and Selection Practices program
 - Collecting feedback through 12/1
 - Equity Toolkit and Citywide Assessment
 - Beginning work with TPU on equity toolkit training and pilot community-facing projects with results anticipated in Q3 2022
 - Aligning GG and TPU for year 2 of the citywide assessment using the Protocol for Culturally Responsive Organizations



New Items

- Section 4: Administrative Changes & Process Improvements
 - Police Chief Recruitment
 - [Job posting](#) closed 10/15
 - Executive recruiter review/recommendations 11/3
 - Candidate interviews 11/16-18
 - Schedule of events on next slide
 - Recruitment Timeline, Recruitment Brochure, and Contact Information available on [Chief of Police Recruitment Website](#)

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Police Chief Recruitment Schedule of Events

Interview and Engagement Schedule

- Tuesday, November 16: City Council Study Session
- Wednesday, November 17:
 - 8:00 a.m. – 12:00 Interviews: professional panel & agency panel
 - 4:00 p.m. – 7:00 p.m. Public Reception
 - 4:00 p.m. – 5:00 p.m. Meet and greet with candidates
 - 5:30 p.m. – 7:00 p.m. In-person/Virtual Question and Answer Event
 - with candidate panel.

	TV Tacoma (Channel 12)	CityPost (Channel 21)	Zoom	Facebook & tv_tacoma.com
8:00 - 12:00	Agency Panel LIVE	Professional Panel LIVE	Agency Panel LIVE & Professional Panel LIVE	Agency Panel LIVE
1:00 - 4:00	Professional Panel Rebroadcast	Agency Panel Rebroadcast	--	Professional Panel Rebroadcast
5:30-7:00	Community Panel (In-person & Virtual)			

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New Items



- Section 4: Administrative Changes & Process Improvements
 - Livable Wage Jobs Priority Area Director Team – Equity in Contracting
 - Produced high-level map of the Equity in Contracting process to identify further areas for improvement to support women & minority owned businesses in contracting with the City 10/20
 - 21st CP Solutions - recommended policy updates
 - Contract with Lexipol to review & update various TPD policies approved 10/13
 - RFP – Communication Strategy Assessment & Recommendations
 - Selection committee review of proposals 10/18
 - 2 firms selected to interview on 11/4


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New Items

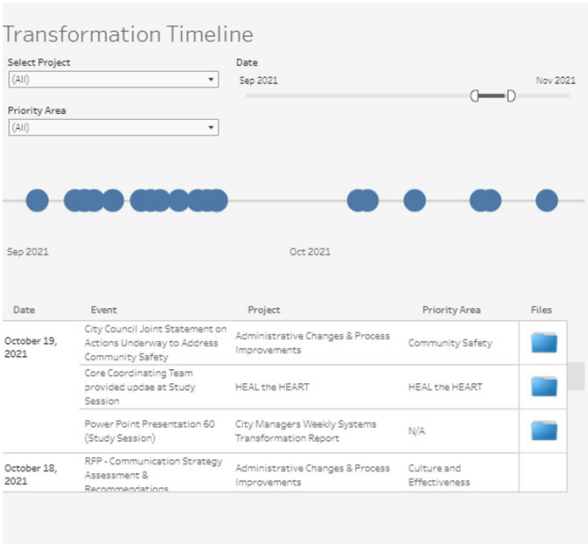


- Section 5: Legislative Agenda at the Local, State, and Federal Level
 - Federal level update and 2022 priorities discussion at City Council Study Session 10/12
 - [Presentation](#)
 - [Memo](#)
 - [2022 Federal Priorities](#)
 - Citywide (GG and TPU) presentation of state and federal priorities to the Joint Study Session of the Public Utility Board and City Council 11/9

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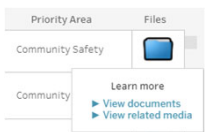



Transformation Timeline & History



Date	Event	Project	Priority Area	Files
October 19, 2021	City Council Joint Statement on Actions Underway to Address Community Safety	Administrative Changes & Process Improvements	Community Safety	
	Core Coordinating Team provided update at Study Session	HEAL the HEART	HEAL the HEART	
	Power Point Presentation 60 (Study Session)	City Managers Weekly Systems Transformation Report	N/A	
October 18, 2021	RFP - Communication Strategy Assessment & Recommendations	Administrative Changes & Process Improvements	Culture and Effectiveness	

- <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