

# Update on Systems Transformation

City of Tacoma | City Manager's Office

**Study Session**

**11/24/2020**



# New Items



- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
  - Core Coordinating Team
    - Mayor presentation to Mayor's Youth Commission 11/21
    - Community Vitality and Sustainability Committee Interviews Candidates 11/19 & 11/23
- Section 1: Anti-Racist Focused Budget Development
  - Second Reading of Budget, Capital Facilities, and Tax Ordinances 11/24
- Section 2: New Policies & Transforming Existing Programs
  - Completed 2/3 senior leader trainings: Social Condition on Race

# New Items



- Section 4: Administrative Changes & Process Improvements
  - Chief of Police Recruitment
    - Community survey closed 11/20
    - Community Q&A on 12/7 at 6 PM
    - 6 finalists selected (interviews week of 12/7 – schedule forthcoming)
  - Body Worn Cameras
    - TPD completed pilot test of vehicle mounted BWC triggers (Axon Signal) 11/18
    - All support hardware (docks, power, Ethernet) installed at TPD HQ 11/20
    - 2<sup>nd</sup> Public Disclosure Analyst began work 11/23
    - Body worn camera training for officers and staff 12/1-4
- Section 5: Legislative Agenda at Local, State, and Federal Level
  - State and Federal agendas presented for Council Approval 12/1

**COMMUNITY INPUT NEEDED**  
on Current State of TPD Operations

[voicesoftacoma@21cpsolutions.com](mailto:voicesoftacoma@21cpsolutions.com)



# Chief of Police Recruitment: How

## ••• the community can get involved



- Community Q&A Event on 12/7 at 6 PM
- Participate in interviews of the finalist candidates during the week of 11/30 (final format & venue to be determined)
- Call or email Shelby Fritz, Assistant Human Resources Director, and let her know what you would like to see in the next Police Chief ([sfritz@cityoftacoma.org](mailto:sfritz@cityoftacoma.org) or 253.591.5413)
- Stay tuned to the [Police Chief recruitment webpage](#) for the most up-to-date information

\*New items in orange text



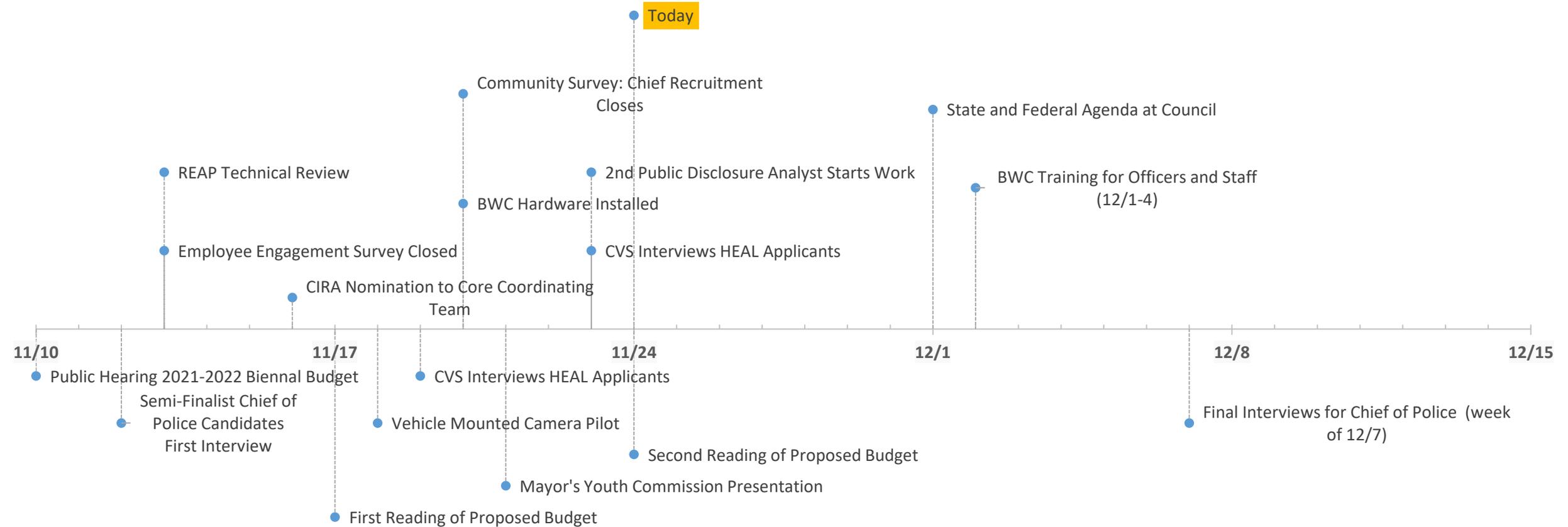
- Planned and in Progress
- Plan under Development
- To Be Developed

# 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>• Mayor's Youth Commission Presentation 11/21</li> <li>• CVS Interviews Applicants 11/19 &amp; 23</li> <li>• CIRA nomination to Core Coordinating Team received on 11/16</li> <li>• Core Coordinating Team Applications Closed 11/9</li> </ul>	
<b>Section 1:</b> Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> <li>• Second Reading of Proposed Budget 11/24</li> <li>• First Reading of Proposed Budget 11/17</li> <li>• Selected to participate in What Works Cities Budgeting for Equity and Recovery Program</li> </ul>	
<b>Section 2:</b> New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> <li>• 2<sup>nd</sup> Senior Leader Training: Social Conditioning on Race</li> <li>• Citywide employee engagement survey – survey closed 11/13</li> <li>• Advanced Racial Equity Training (Cohort 1 of 3) 10/9</li> <li>• GARE Workshop 3 Completed 10/7</li> </ul>	<ul style="list-style-type: none"> <li>• Equity Empowerment Framework goal reviews of REAPs 12/15</li> <li>• Finalizing GARE workshop themes for Council presentation in December</li> </ul>
<b>Section 3:</b> Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> <li>• 21CP Meetings w/ Community Groups 10/23</li> <li>• 2<sup>nd</sup> virtual site visit with TPD 10/14</li> <li>• Established <a href="mailto:voicesoftacoma@21cpsolutions.com">voicesoftacoma@21cpsolutions.com</a></li> </ul>	<ul style="list-style-type: none"> <li>• 21CP to meet with community stakeholders</li> <li>• Analyzing alignment of staffing study recommendations</li> </ul>
<b>Section 4:</b> Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> <li>• Second Public Disclosure Analyst Started 11/23</li> <li>• BWC hardware installed at TPD HQ 11/20</li> <li>• Pilot of Vehicle Mounted Axon Signal for BWC 11/18</li> <li>• Chief of Police Semi-Finalist Interviews 11/12-13</li> <li>• Identified Project Manager for Body Worn Cameras 11/4</li> <li>• Community Conversation Chief Recruitment (Zoom) 10/29</li> <li>• Semi-Finalist Chief Candidates Selected 11/2</li> </ul>	<ul style="list-style-type: none"> <li>• Chief of Police finalist interviews 12/7-8</li> <li>• Chief of Police Community Q&amp;A 12/7</li> <li>• Body Worn Camera Training 12/1-4</li> <li>• Survey for community input for CoP recruitment closes 11/20</li> <li>• Negotiations with Police Labor Unions</li> </ul>
<b>Section 5:</b> Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> <li>• Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13</li> <li>• Draft State Legislative Agenda at Study Session 9/29</li> </ul>	<ul style="list-style-type: none"> <li>• Legislative Agenda for State and Federal Priorities at Council 12/1</li> </ul>



# Next Steps Timeline





# Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
<b>Section 1:</b> Keep anti-racism as a top priority in the process of budget development and economic recovery from								
Proposed Budget to Council	█							
Council Study Sessions	█	█	█					
Adopted Budget			█					
<b>Section 2:</b> Prioritize anti-racism in new policies and programs and the transformation of existing programs (sta								
<b>Racial Equity Action Plans (REAPs)</b>								
Final REAPs Due	█							
<b>Advanced Racial Equity Training: Social Conditioning on Race</b>								
Senior Leader Training	█							
Facilitator Training		█	█	█				
Broader Roll Out					█	█	█	█
<b>Section 3:</b> Assess the current state of systems in place at the Tacoma Police Department								
Review TPD Policies, Procedures, and Protocols	█	█						
Review of TPD technology systems, data, and data analysis			█					
Qualitative audit of TPD investigations	█	█						
Review of community policing and engagement study		█	█					

All sections will be informed by community involved processes



# Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
<b>Section 4: Improve transparency and accountability in policing via interim administrative changes and process</b>								
<b>8 Can't Wait</b>								
Practical Policy Training at Fall In-Service	█							
<b>Body Worn Cameras</b>								
Labor Negotiations	█	█						
CPAC Policy Review	█							
Civilian Staff Hiring/Training	█	█	█	█				
Interviews for 3 Public Disclosure positions		█						
Purchase			█	█				
Rolling Training/Deployment					█	█		
<b>Chief of Police Recruitment</b>								
Post Position; Outreach and Advertising	█							
Review Applicants	█	█						
Semi-Finalists Interviewed			█					
Finalists Interviewed				█				
Goal for Offer Letter				█				
New Chief Starts with City of Tacoma					█	█		
<b>Independent Investigation Team: I-940</b>								
IIT Volunteer Applications Review	█							
<b>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions</b>								
Developing agenda for state and federal priorities for 2021	█	█	█	█				

All sections will be informed by community involved processes



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