



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

11/10/2020



New Items



- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
 - [Core Coordinating Team Application](#) Available 10/20 – 11/9
 - Application Closed 11/9
 - 122 Applications Received as of 11/9 AM
 - [Community Vitality and Sustainability Committee Interviews Candidates](#) 11/19 & 11/23

New Items



- Section 4: Administrative Changes & Process Improvements
 - Chief of Police Recruitment
 - [Semi-Finalist Interviews 11/12-13](#)
 - Body Worn Camera Public Disclosure Analysts Positions
 - [1 Public Disclosure Analyst Selected and Begins Work 11/23](#)
 - Body Worn Camera Implementation
 - Identified project manager to coordinate implementation 11/4


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Chief of Police Recruitment: How the community can get involved



- Participate in the [Community Survey](https://www.surveymonkey.com/r/RS5H9FN) (closes 11/20) (<https://www.surveymonkey.com/r/RS5H9FN>)
- 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 or 253.591.5413)
- Stay tuned to the [Police Chief recruitment webpage](#) for the most up-to-date information

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Community Feedback to 21CP

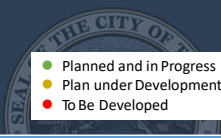
Reminder

Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?

voicesoftacoma@21cpsolutions.com

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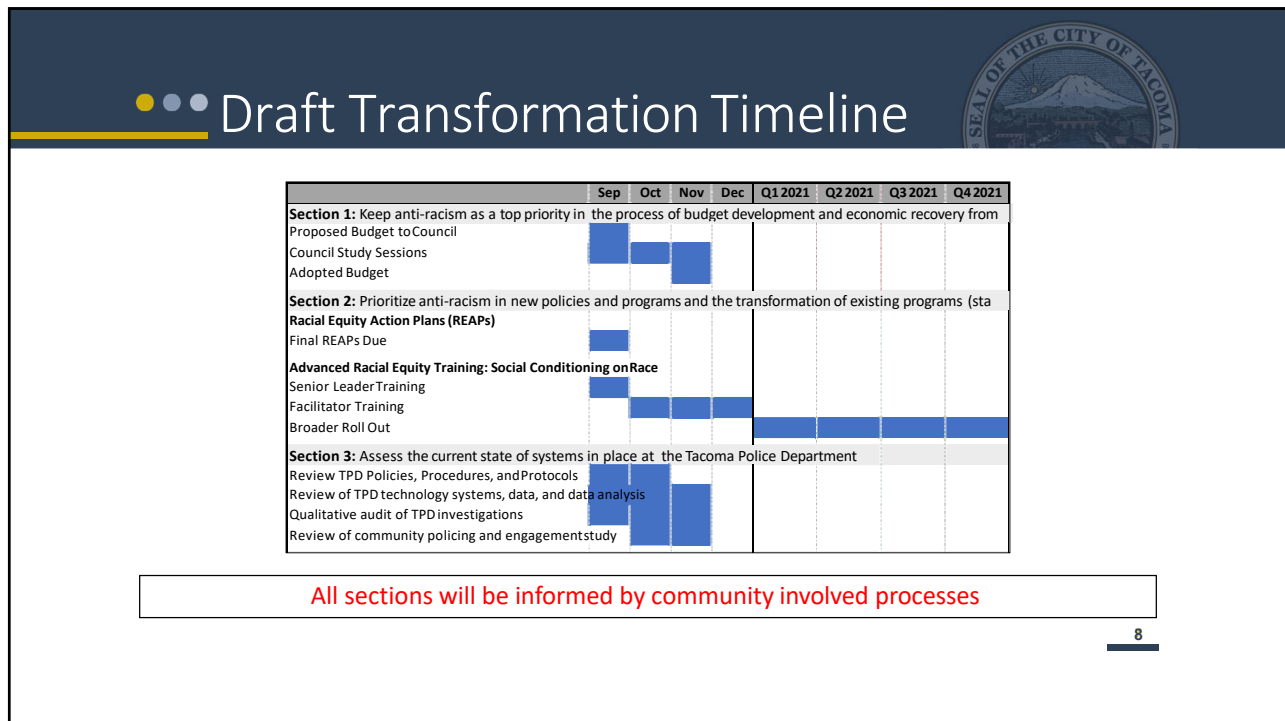
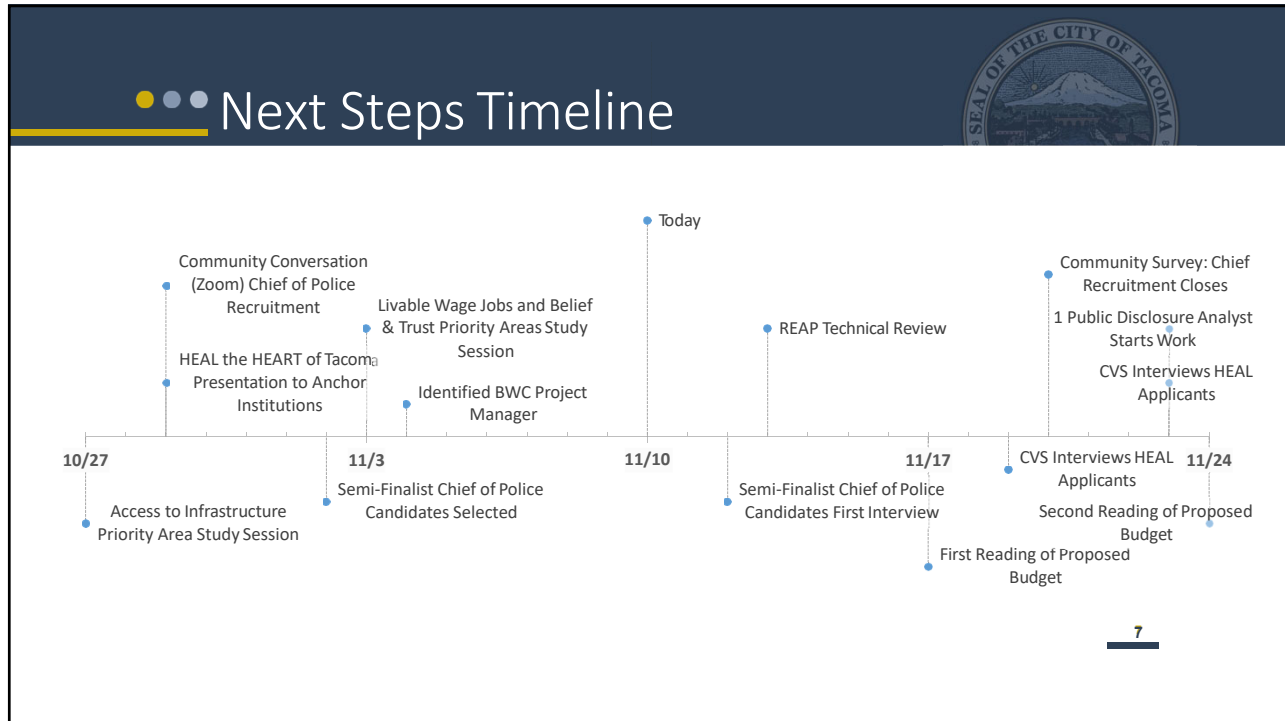
*New items in orange text



Systems Transformation Update

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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> • Core Coordinating Team Applications Closed 11/9 • Presentation to Anchor Institutions 10/29 • Core Coordinating Team Applications Available 10/20 • Mayor presented to stakeholder groups 10/7-13 	<ul style="list-style-type: none"> • CVS Interviews Applicants 11/19 & 23
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program • Livable Wage Jobs/Belief & Trust Priority Areas Study Session 11/3 • Access to Infrastructure Priority Area Study Session 10/27 • Affordable Housing & Health Priority Areas Study Session 10/20 	<ul style="list-style-type: none"> • Evaluation of financial impacts and mitigation approaches through service delivery transformation
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • Created rubric to prioritize problem statements 10/16 • Advanced Racial Equity Training (Cohort 1 of 3) 10/9 • GARE Workshop 3 Completed 10/7 	<ul style="list-style-type: none"> • Finalizing GARE workshop themes for Council presentation in December • Analyzing Racial Equity Action Plans for next steps in December
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • 21CP meetings w/ community groups 10/23 • 2nd virtual site visit with TPD 10/14 • 21CP completed analyzing all relevant policies • 21CP virtual site with TPD 10/7 • Established voicesoftacoma@21cpsolutions.com 	<ul style="list-style-type: none"> • 21CP to meet with community stakeholders • Analyzing alignment of staffing study recommendations
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • Identified Project Manager for Body Worn Cameras 11/4 • Community Conversation Chief Recruitment (Zoom) 10/29 • Semi-Finalist Chief Candidates Selected 11/2 • Submitted Obama Pledge 90-day Report 10/26 • CoP Recruitment Posting Closed 10/23 	<ul style="list-style-type: none"> • Chief of Police Semi-Finalist Interviews 11/12-13 • Survey for community input for CoP recruitment closes 11/20 • Continued 8 Can't Wait Training during fall in service 9/2 – 10/28 • Negotiations with Police Labor Unions
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> • Federal political landscape and priorities discussion with Council— Committee of the Whole 10/13 • Draft State Legislative Agenda at Study Session 9/29 	<ul style="list-style-type: none"> • Draft for Council/Board discussion on 11/17 • Developing draft legislative agenda for state and federal priorities for 2021



Draft Transformation Timeline



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

All sections will be informed by community involved processes



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