



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
 - 2nd 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



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 or 253.591.5413)
- Stay tuned to the [Police Chief recruitment webpage](#) for the most up-to-date information

*New items in orange text



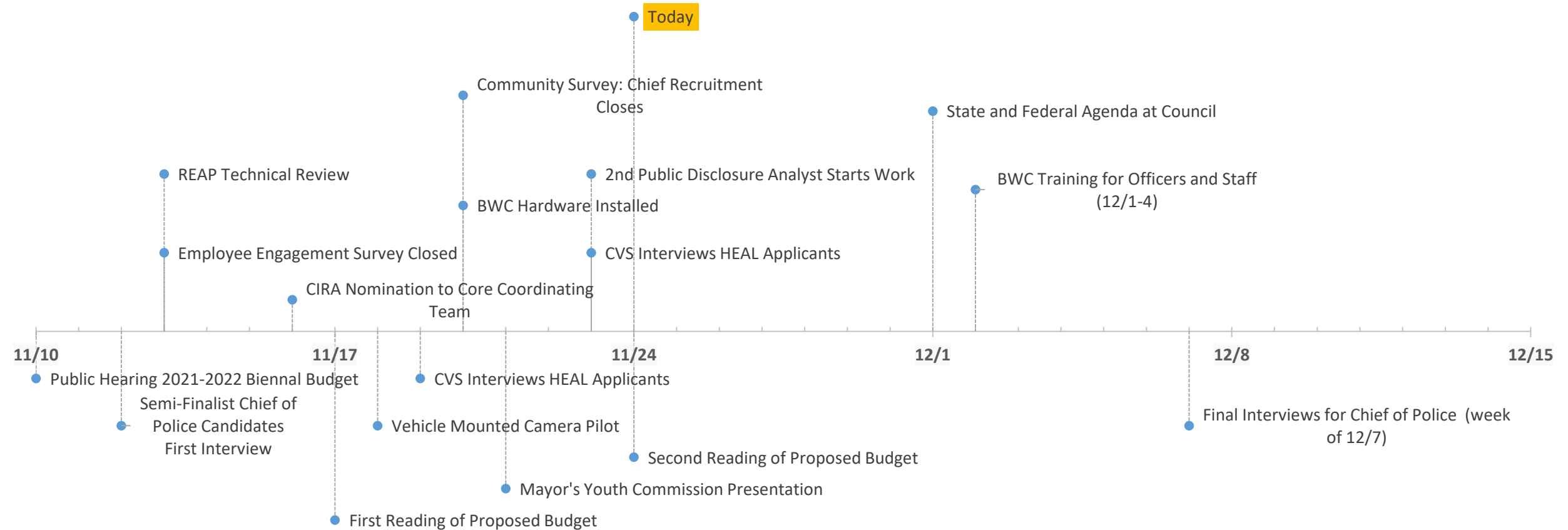
Systems Transformation Update

- 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"> Mayor's Youth Commission Presentation 11/21 CVS Interviews Applicants 11/19 & 23 CIRA nomination to Core Coordinating Team received on 11/16 Core Coordinating Team Applications Closed 11/9 	
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> Second Reading of Proposed Budget 11/24 First Reading of Proposed Budget 11/17 Selected to participate in What Works Cities Budgeting for Equity and Recovery Program 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> 2nd Senior Leader Training: Social Conditioning on Race Citywide employee engagement survey – survey closed 11/13 Advanced Racial Equity Training (Cohort 1 of 3) 10/9 GARE Workshop 3 Completed 10/7 	<ul style="list-style-type: none"> Equity Empowerment Framework goal reviews of REAPs 12/15 Finalizing GARE workshop themes for Council presentation 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 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"> Second Public Disclosure Analyst Started 11/23 BWC hardware installed at TPD HQ 11/20 Pilot of Vehicle Mounted Axon Signal for BWC 11/18 Chief of Police Semi-Finalist Interviews 11/12-13 Identified Project Manager for Body Worn Cameras 11/4 Community Conversation Chief Recruitment (Zoom) 10/29 Semi-Finalist Chief Candidates Selected 11/2 	<ul style="list-style-type: none"> Chief of Police finalist interviews 12/7-8 Chief of Police Community Q&A 12/7 Body Worn Camera Training 12/1-4 Survey for community input for CoP recruitment closes 11/20 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"> Legislative Agenda for State and Federal Priorities at Council 12/1



Next Steps Timeline





Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Section 1: 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								
Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (sta								
Racial Equity Action Plans (REAPs)								
Final REAPs Due								
Advanced Racial Equity Training: Social Conditioning on Race								
Senior Leader Training								
Facilitator Training								
Broader Roll Out								
Section 3: 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

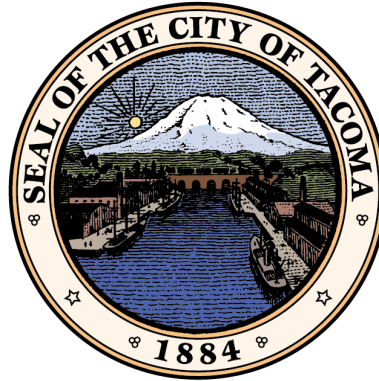


Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
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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