



# Update on Systems Transformation

City of Tacoma | City Manager's Office  
 City Council Meeting  
 6/22/2021



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## New Items



- Council Actions and HEAL the HEART
  - HEAL the HEART update at Study Session 6/22
- Section 2: New Policies & Transforming Existing Programs
  - Workforce Equity Study
    - Keen consultants at TPU's Management Forum 6/22
  - PEACE and Reconciliation
    - OEHR PEACE and Reconciliation new hire started 6/21
      - Meeting with NNSC for project orientation for new hire on 6/24
  - Human Resources Director Recruitment
    - [Position posted](#) and receiving applications through 6/30
    - Council Confirmation on August 3
    - Questions should be directed to Jeff Dvonch, Shey-Harding Executive Search: [jeff@shey-harding.com](mailto:jeff@shey-harding.com); (562) 252-8515; [www.shey-harding.com](http://www.shey-harding.com)

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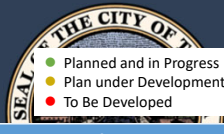
## New Items

- 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](http://cityoftacoma.org/transform) is available on [cityoftacoma.org/transform](http://cityoftacoma.org/transform) and will be kept up-to-date weekly
- 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
  - Civilian Chief of Staff
    - HR has begun research and development of Chief of Staff classification

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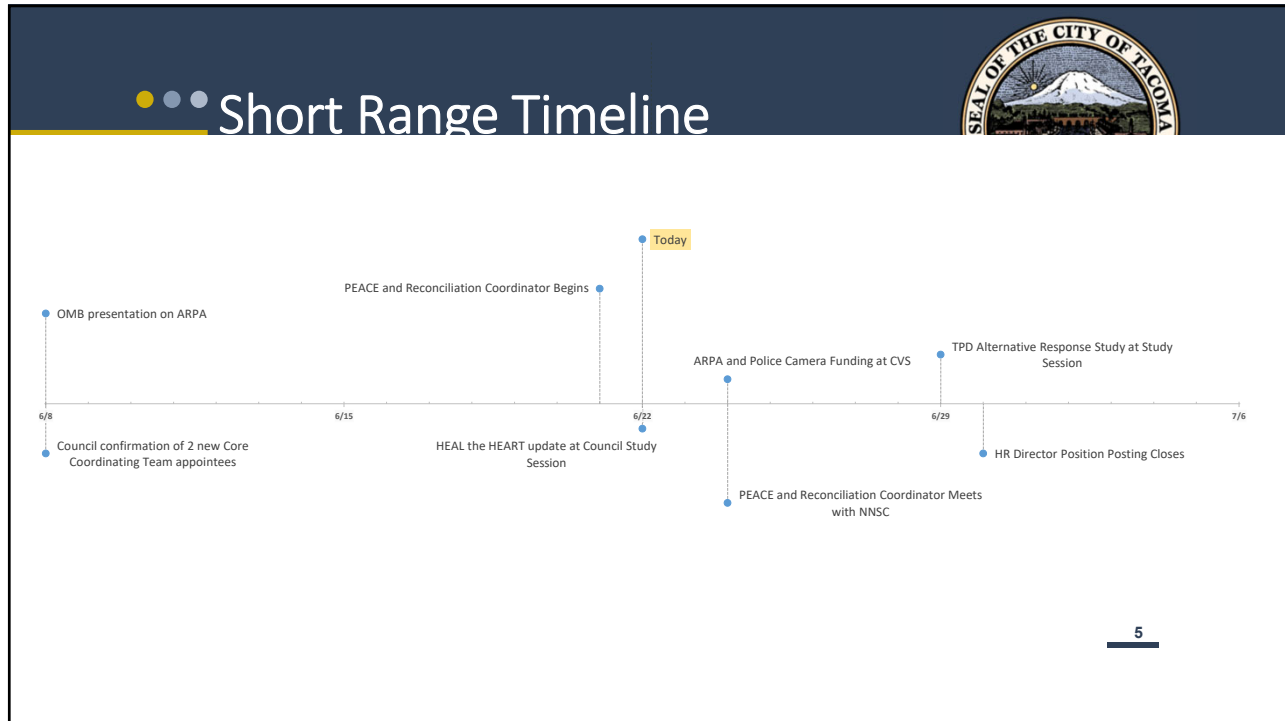
\*New items in orange text



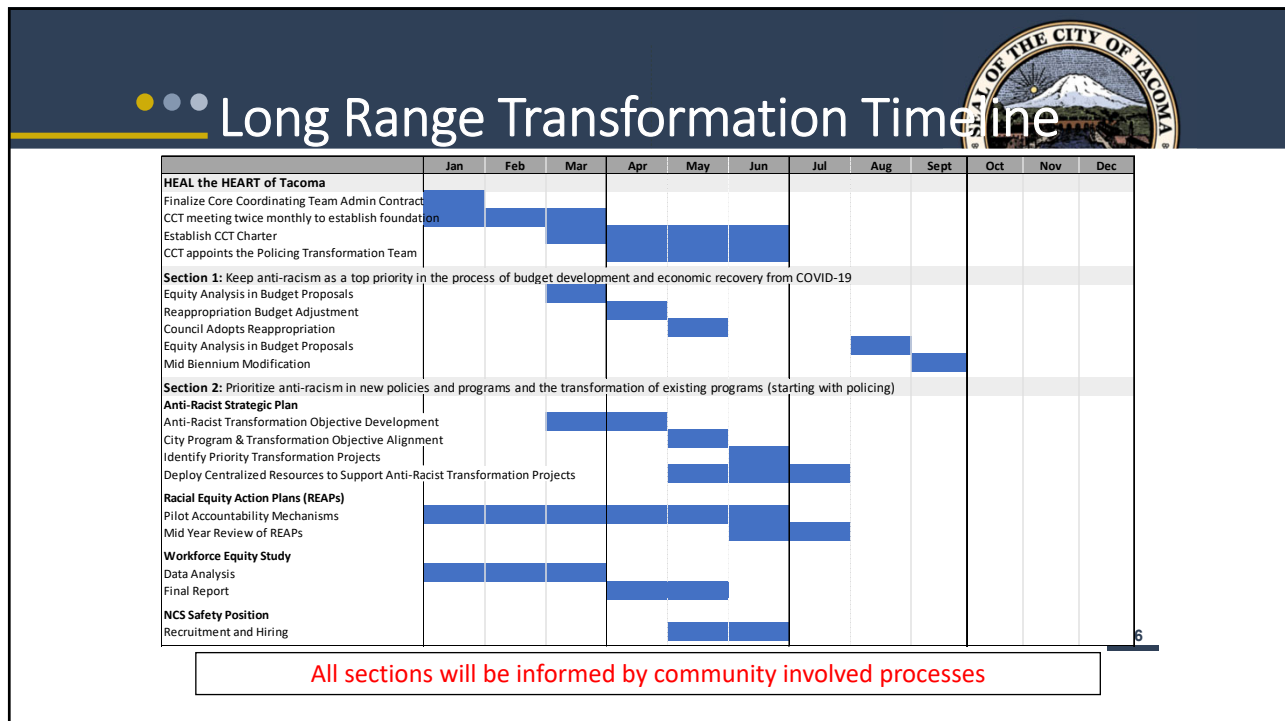
## Systems Transformation Update

| 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>• <b>Heal the Heart Update presentation at Study Session 6/22</b></li> <li>• Council confirmation of 2 new CCT Appointment 6/8</li> <li>• CCT update to Council on foundation building work 3/16</li> </ul>  | <ul style="list-style-type: none"> <li>• Finalize Core Coordinating Team Charter</li> <li>• Establishing 2 Transformation Teams</li> </ul>   |
| <b>Section 1: Anti-Racist focused Budget Development</b>   | ●      | <ul style="list-style-type: none"> <li>• 2021-2022 Budget Book Finalized 2/22</li> <li>• Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27</li> <li>• 2021-2022 Biennial Budget Adopted 11/24</li> </ul>  |  |
| <b>Section 2: New Policies and Programs / Transforming Existing Programs</b>                           | ●      | <ul style="list-style-type: none"> <li>• Workforce Equity Study Report Roll Out 5/3-5/11</li> <li>• Anti-racist priority area workshops 2/5 – 4/27</li> <li>• PEACE and Reconciliation applications closed 3/15</li> <li>• Affordable Housing Action Strategy update at Study Session 2/23</li> </ul> | <ul style="list-style-type: none"> <li>• <b>PEACE and Reconciliation Coordinator Begins 6/21</b></li> <li>• In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma with TPD</li> <li>• OEHR/Project PEACE Exec Cmt. to establish role in reconciliation</li> <li>• NCS position to support community safety on hold.</li> <li>• OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD</li> <li>• 4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September</li> </ul> |
| <b>Section 3: Current State Assessment of TPD Systems</b>  | ●      | <ul style="list-style-type: none"> <li>• 21CP presentation to Council 5/18</li> <li>• Alternative Response Study Report Roll Out 4/30 – 5/14</li> <li>• Presentation to Community Vitality and Safety on BWC program 4/22</li> </ul>  | <ul style="list-style-type: none"> <li>• TPD Alternative Response Study at Council Study Session 6/29</li> </ul>   |
| <b>Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing</b> | ●      | <ul style="list-style-type: none"> <li>• Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2</li> <li>• 256/256 body worn cameras deployed 2/28</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>ARPA and Camera Funding at CVS 6/24</b></li> </ul>   |
| <b>Section 5: Legislative Platform to Transform Institutional Racism</b>                               | ●      | <ul style="list-style-type: none"> <li>• HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees</li> <li>• US House passed the George Floyd Justice in Policing Act 3/3</li> </ul>   |  |

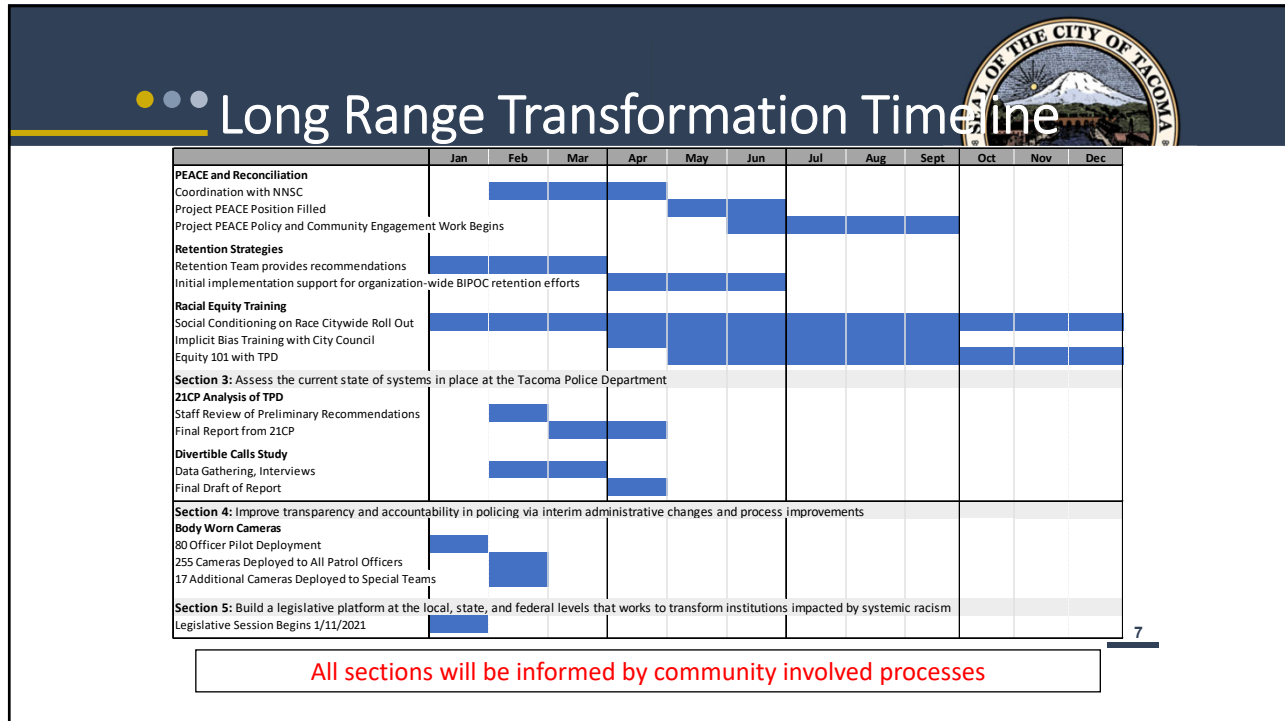
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- Council Actions and HEAL the HEART
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State, and Federal Level