



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
7/20/2021



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Human Resources Director Recruitment
 - In person interviews with Director of Utilities and City Manager & mock staff meeting 7/19
 - Government Performance and Finance Committee interviews 7/20
 - Supervisor Policy Learning Program Update
 - Rebuilding supervisory training program to incorporate principles of anti-racist transformation, best-management principles, and other City values to build supervisors' ability to manage a diverse workforce
 - [Request for proposals](#) available to vendors 7/14
 - Proposals are due by 11 AM Pacific time, 8/10
 - Eviction Moratorium
 - CVS committee presentation including updates and recommendations on city strategy for the end of the state eviction moratorium 7/22

New Items



- Section 3: Current State Analysis of TPD
 - Body Worn Cameras & Dashboard Cameras
 - Presentation to CVS on ARPA funding and project timeline 7/22
- Section 4: Administrative Changes & Process Improvements
 - Executive meeting on HB 1310 intent and implementation 7/19
 - Legislation-related TPD Policy Updates
 - P1.6 Fairness and Equality (Off Duty Bias Free 21CP) Awaiting approval signatures
 - P2.3 Uniforms, Grooming, Equip (ECT Carry) Awaiting approval signatures
 - P3.2 Use of Force Vehicle Operations (21CP recommended changes) Awaiting approval signatures
 - P3.1 Use of Force (HB1310/21CP changes) Final draft completed; in the approval process 7/13
 - New Policy: De-Escalation procedure (21CP/I-940) Final draft completed; in the approval process 7/13

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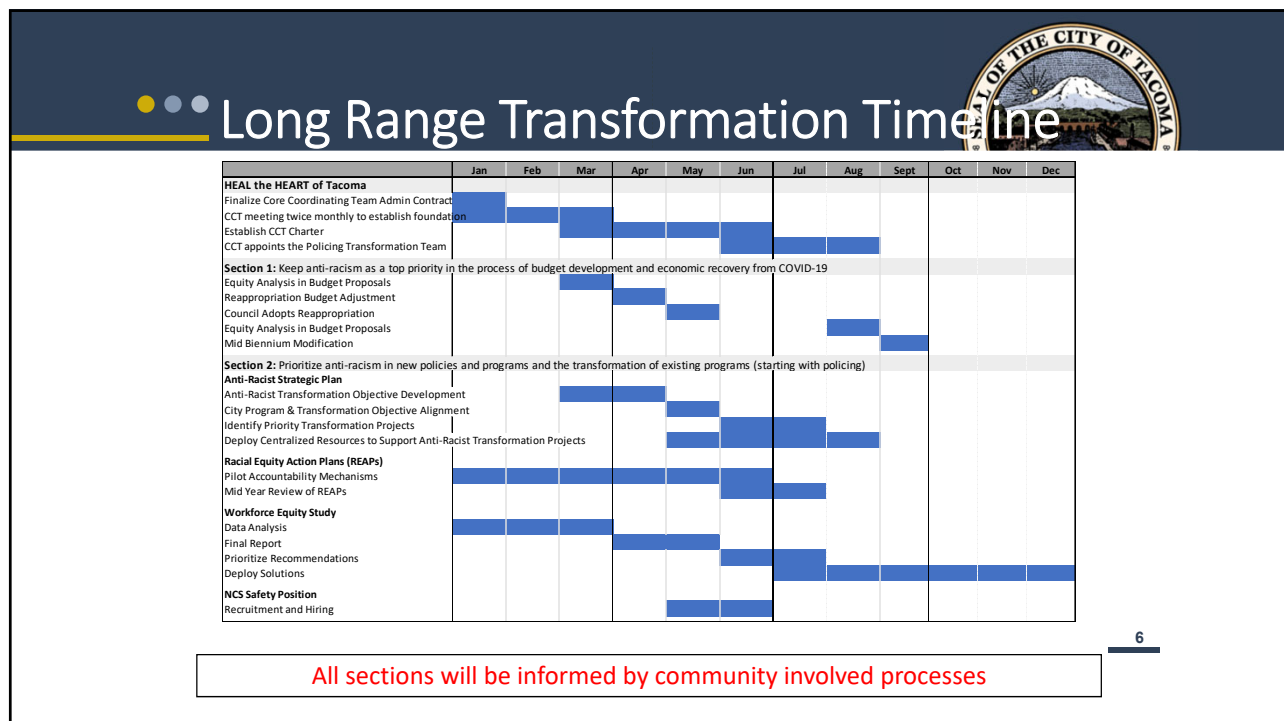
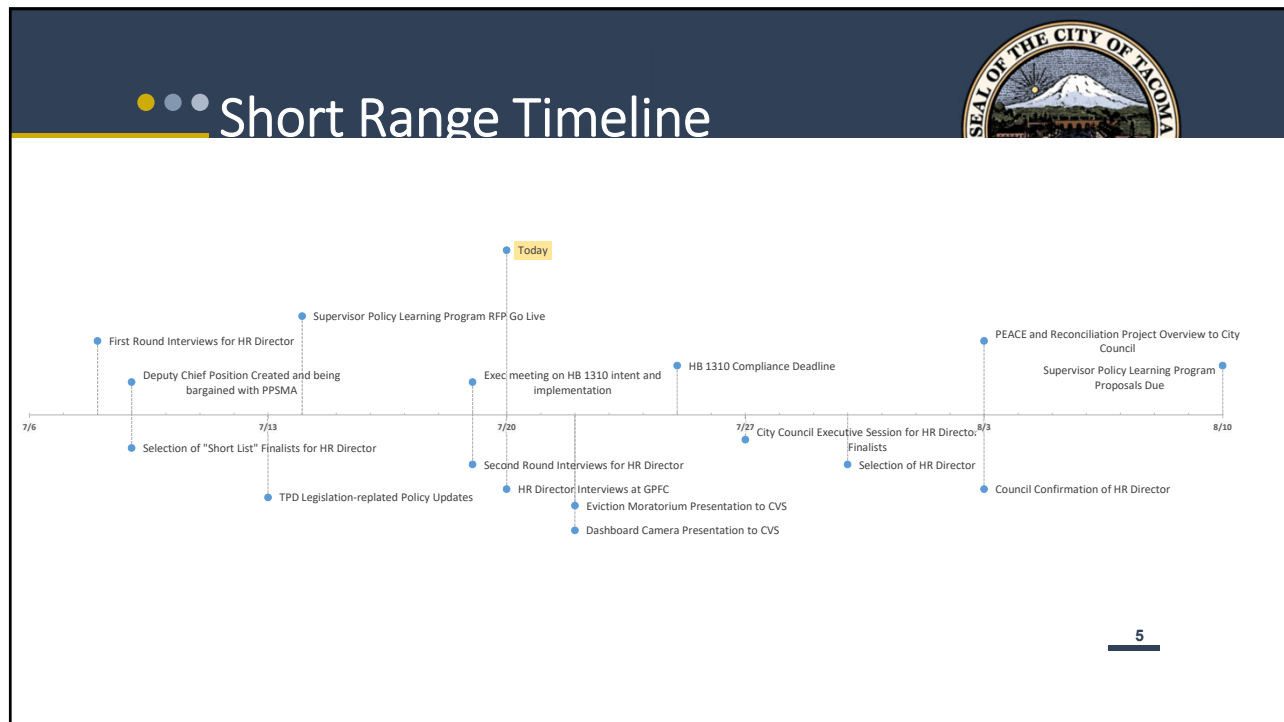
*New items in orange text

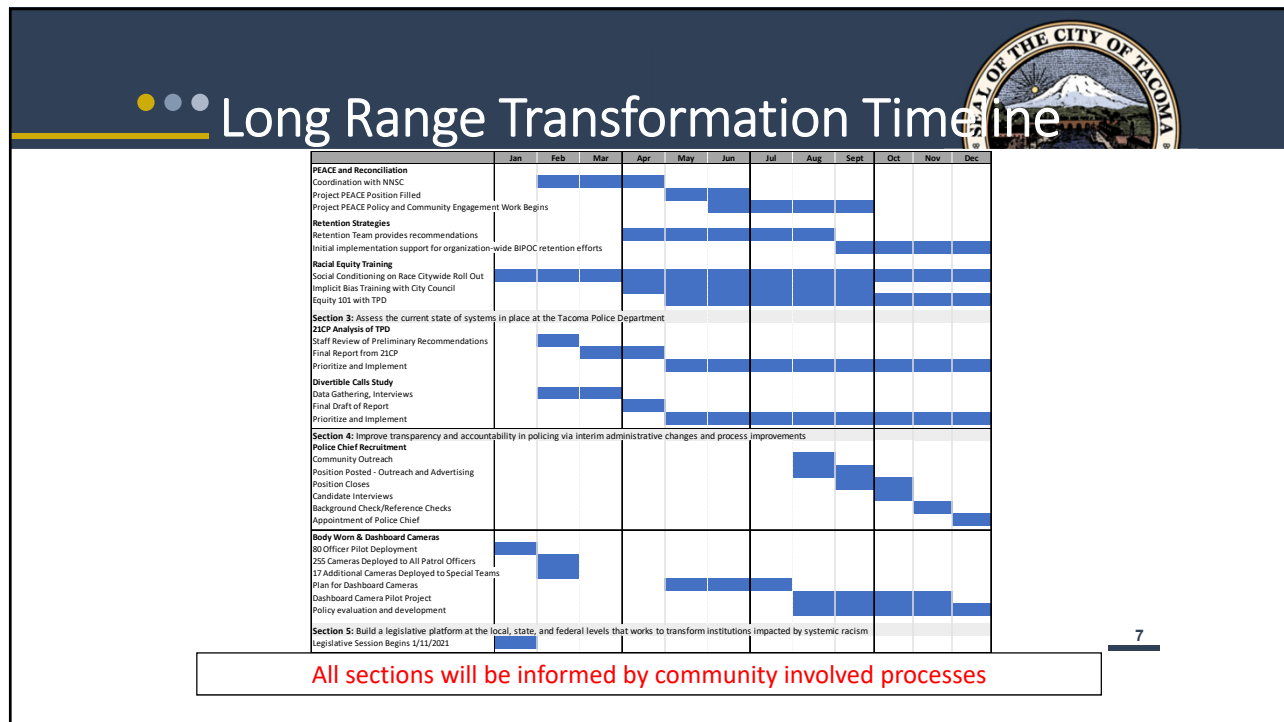
Systems Transformation Update




- 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"> • Heal the Heart Update presentation at Study Session 6/22 • Council confirmation of 2 new CCT Appointment 6/8 • CCT update to Council on foundation building work 3/16 	<ul style="list-style-type: none"> • Establishing 2 Transformation Teams • Finalizing contract extensions with Coleman & Associates for CCT facilitation & support • Finalizing contract extensions with Greater Tacoma Community Foundation for CCT honorariums
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • ARPA funding priority buckets established 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • HR Director Recruitment (in process) confirmation expected 8/3 • Supervisory Policy Training Program Update RFP live 7/14 • CVS Presentation on Eviction Moratorium 6/24 & 7/22 • PEACE and Reconciliation Coordinator Began 6/21 • Workforce Equity Study Report Roll Out 5/3-5/11 	<ul style="list-style-type: none"> • OEHR/Project PEACE Exec Cmt. to establish role in reconciliation • NCS position to support community safety on hold • OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD • 4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • Presentation to CVS on BWC and Dashboard Cameras 7/22 • ARPA and Camera Funding at CVS 6/24 • TPD Legislation-related policy updates 7/13 • 21CP presentation to Council 5/18 • Alternative Response Study Report Roll Out 4/30 – 5/14 	<ul style="list-style-type: none"> • TPD Alternative Response Study at Council Study Session 6/29
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> • TPD Administrative Policy Updates in Response to State Legislation (pending final approval) • Executive meeting on HB 1310 intent and implementation 7/19 • Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2 • 256/256 body worn cameras deployed 2/28 	<ul style="list-style-type: none"> • Implementation of Policies to respond to recent state legislation
Section 5: Legislative Platform to Transform Institutional Racism	●		







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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