



# Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session  
8/3/2021



## New Items



- Section 1: Anti-Racist Budget Development and Economic Recovery
  - Association of Washington Cities (AWC) Equity in Budgeting Workshop
    - CM Ushka, CM Walker, and Budget Officer Johnston recorded feature webinar 7/29
- Section 2: New Policies & Transforming Existing Programs
  - PEACE and Reconciliation
    - Meetings with Council Members to orient to framework 8/2 – 8/13
    - Initial convening in late-August or September
  - Racial Equity Action Plans (REAPs) - Dashboard Development
    - Working with IT Department to create pilot dashboard for 2-4 departments 8/3

## New Items



- Section 2: New Policies & Transforming Existing Programs (cont.)
  - Committees, Boards, and Commissions Racial Equity Training
    - Developing modules on common terms, national/local models for equity in local government policy & practice, anti-racism and implications of Resolution 40622
    - Pilot to be launched in mid-September
  - Retention Strategies Team
    - Meeting with Continuous Improvement to Align with Transformation Efforts 8/11
    - OEHR/HR Alignment on Final Recommendations 8/12
    - Final Recommendations to City Manager/Director of Utilities late-August
  - Human Resources Director Recruitment
    - Council confirmation of candidate 8/10
  - Supervisor Policy Learning Program Update
    - **Reminder:** Proposals are due from vendors by 11 AM Pacific time 8/10

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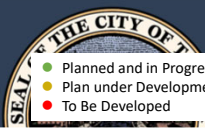
## New Items

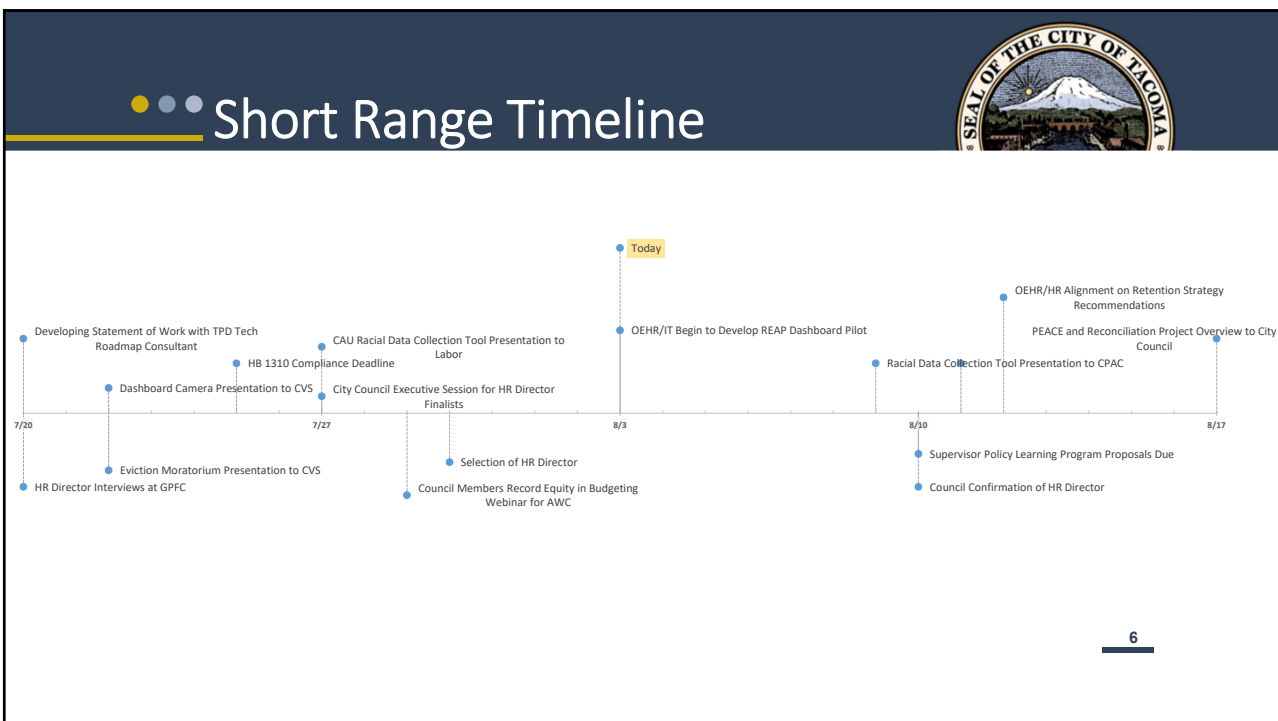


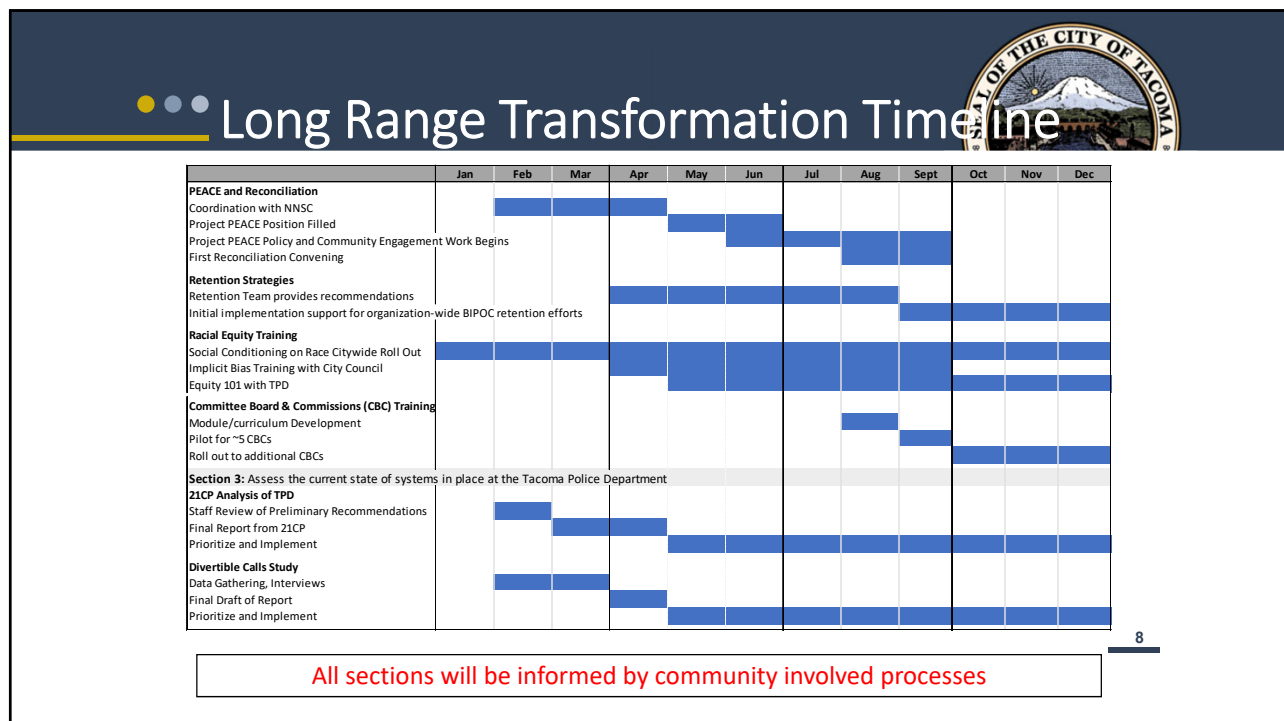
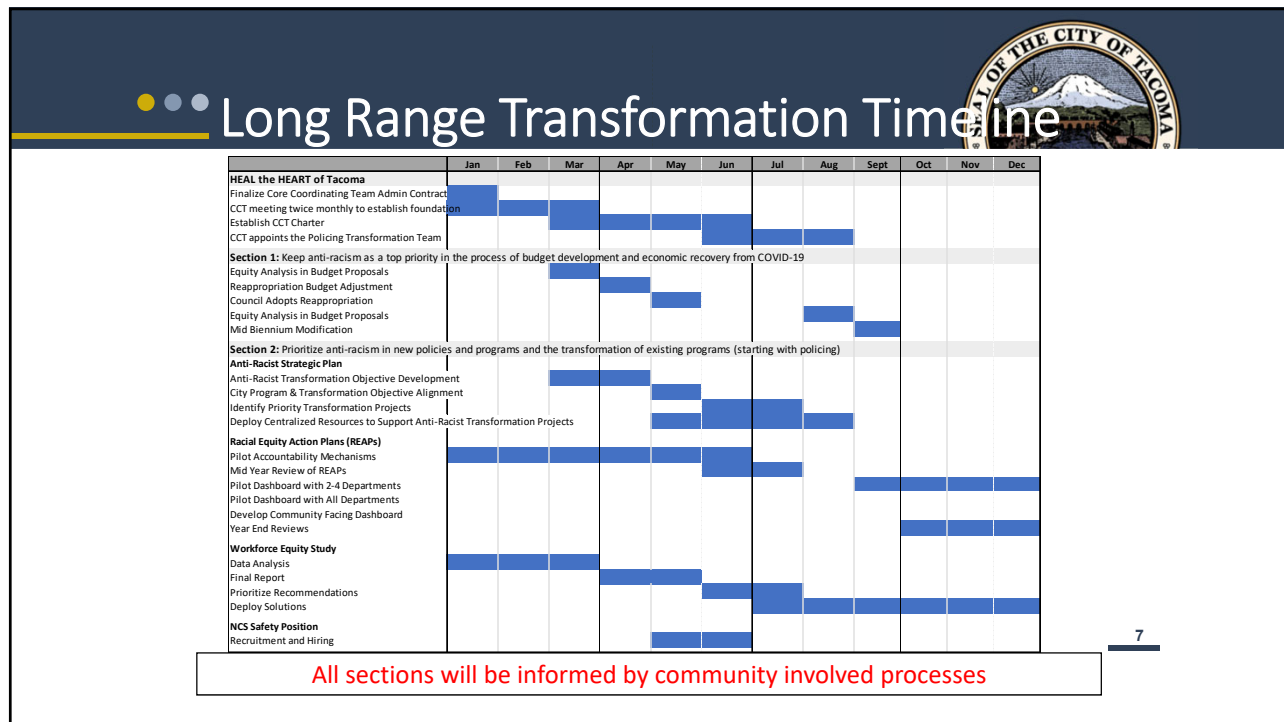
- Section 4: Administrative Changes & Process Improvements
  - Crime Analysis Unit (CAU)
    - Presented racial data collection tool to Union partners on 7/27
    - Presentation to Community Police Advisory Committee (CPAC) on 8/9
  - TPD Policy Updates Legislation-related
    - Finalizing contract with Lexipol to assist TPD with ensuring policy compliance and updates required by legislative changes
    - Additional 2 weeks of training planned on the new laws and their impacts to operations
    - Policies in Union Negotiation Process
      - P1.6 Fairness and Equality (Off Duty Bias Free 21CP) Completed- Policy has been uploaded to PowerDMS and CopWeb
      - P2.3 Uniforms, Grooming, Equip (ECT Carry) Routing for signatures
      - P3.2 Use of Force Vehicle Operations (21CP recommended changes) Being Revised
      - P3.1 Use of Force (HB1310/21CP changes) Being Revised
      - New Policy: De-Escalation procedure (21CP/I-940) Final draft competed

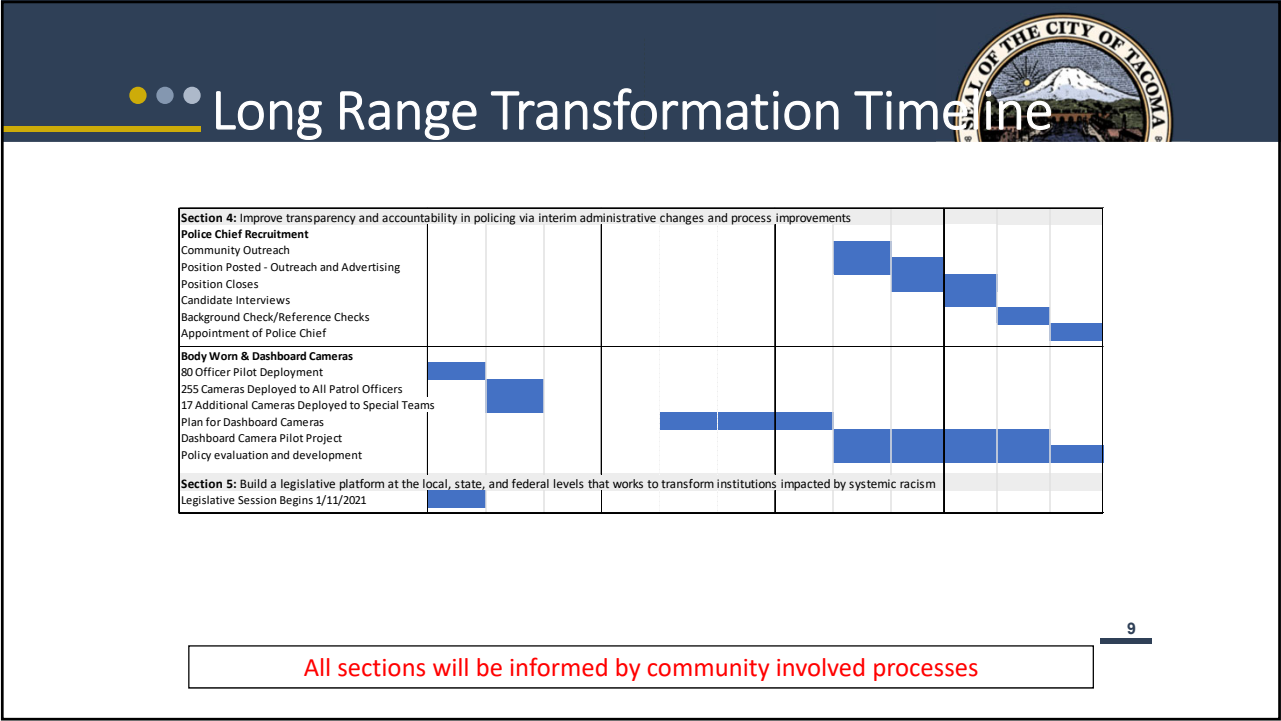
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\*New items in orange text

<div> <div></div> <div></div> <div></div> <div></div> </div> <h1>Systems Transformation Update</h1> <div>  <ul style="list-style-type: none"> <li>Planned and in Progress</li> <li>Plan under Development</li> <li>To Be Developed</li> </ul> </div>			
Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
<b>Council Action and HEAL the HEART of Tacoma</b>	<div></div>	<ul style="list-style-type: none"> <li>Heal the Heart Update presentation at Study Session 6/22</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>Establishing 2 Transformation Teams</li> <li>Finalizing contract extensions with Coleman &amp; Associates for CCT facilitation &amp; support</li> <li>Finalizing contract extensions with Greater Tacoma Community Foundation for CCT honorariums</li> </ul>
<b>Section 1: Anti-Racist focused Budget Development</b>	<div></div>	<ul style="list-style-type: none"> <li>CMs recorded webinar for AWC Workshop 7/29</li> <li>ARPA funding priority buckets established</li> </ul>	
<b>Section 2: New Policies and Programs / Transforming Existing Programs</b>	<div></div>	<ul style="list-style-type: none"> <li>HR Director Recruitment (in process) confirmation 8/10</li> <li>Supervisory Policy Training Program Update RFP live 7/14</li> <li>CVS Presentation on Eviction Moratorium 6/24 &amp; 7/22</li> </ul>	<ul style="list-style-type: none"> <li>Reconciliation Framework Orientation Meetings with Council 8/2-13</li> <li>REAP Dashboard Development &amp; Pilot Aug/Sept</li> <li>CBC Racial Equity Training Pilot Aug/Sept</li> <li>NCS position to support community safety on hold</li> <li>OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD</li> <li>OEHR Research heritage holiday for City Staff. GPFC end of September</li> </ul>
<b>Section 3: Current State Assessment of TPD Systems</b>	<div></div>	<ul style="list-style-type: none"> <li>Presentation to CVS on BWC and Dashboard Cameras 7/22</li> <li>ARPA and Camera Funding at CVS 6/24</li> <li>TPD Legislation-related policy updates 7/13</li> <li>21CP presentation to Council 5/18</li> <li>Alternative Response Study Report Roll Out 4/30 – 5/14</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>	<div></div>	<ul style="list-style-type: none"> <li>Racial Data collection tool development and presentations 7/27-8/9</li> <li>TPD Staff Training on New Policies 7/19 – 8/13</li> <li>TPD Administrative Policy Updates in Response to State Legislation Executive meeting on HB 1310 intent and implementation 7/19</li> </ul>	<ul style="list-style-type: none"> <li>CPAC Presentation to CVS on Use of Force, 21CP Response, and Initial Thoughts on Oversight 8/26</li> <li>Implementation of Policies to respond to recent state legislation</li> </ul>
<b>Section 5: Legislative Platform to Transform Institutional Racism</b>	<div></div>		









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- Council Actions and HEAL the HEART
- Section 1: Anti-Racist Budget Development and Economic Recovery
- 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