



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
 - 143 Applications Received
 - 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

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



Community Feedback to 21CP

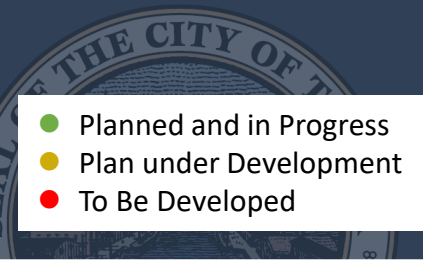


Reminder

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

voicesoftacoma@21cpsolutions.com

*New items in orange text

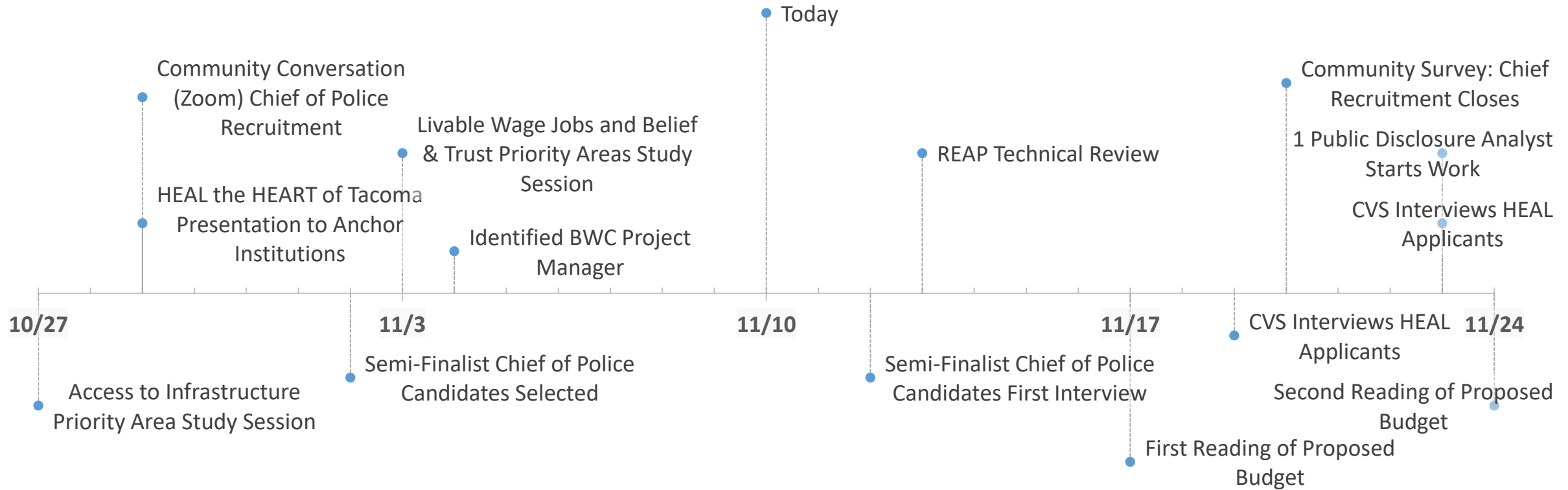


- Planned and in Progress
- Plan under Development
- To Be Developed

Systems Transformation Update

| 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 |

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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