



Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Meeting

10/12/2021



- Council Actions and HEAL the HEART
 - Core Coordinating Team to provide Council an update at study session 10/19
- Section 1: Anti-Racist Budget Development and Economic Recovery
 - Consultant-facilitated cross-departmental review of mid-biennium modification proposals

Community Safety

- Facilitated Workshops 9/20 & 9/27
- City Manager Meeting 10/6

Affordable Housing &

Homelessness

- Facilitated Workshops 9/17 & 9/30
- City Manager Meeting 10/4

Organizational Culture

- Facilitated Workshops 9/16 & 9/27
- City Manager Meeting 10/8



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Pilot of equity training for Commission, Board, and Committee (CBC) members 10/11
 - Initial presentation of Class and Compensation Study findings to joint City Council and TPU Board Study Session 10/5
- Section 4: Administrative Changes & Process Improvements
 - RFP – Communication Strategy Assessment & Recommendations
 - Proposal period closed 10/5
 - Selection committee to review proposals 10/18



New Items



- Section 4: Administrative Changes & Process Improvements (cont.)
 - Background checks in compliance with Substitute House Bill 1088 (Impeachment Disclosures) – Status: Project Completed
 - Internal hiring procedures have been updated to ensure impeachment disclosures are checked and tracked for all applicants with prior law enforcement experience.
 - CPAC: Use of Force and Oversight
 - CPAC event on community oversight of TPD 9/30
 - [Presentation](#) and [Meeting Recording](#) available online
 - Police Chief Recruitment
 - **Reminder:** [Job posting](#) open until 10/15
 - Recruitment Timeline, Recruitment Brochure, and Contact Information available on [Chief of Police Recruitment Website](#)



Section 5: Anti-racist legislative agenda development (state/local/fed)

- Federal level update and 2022 priorities discussion at City Council Study Session 10/12
 - [Presentation](#)
 - [Memo](#)
 - [2022 Federal Priorities](#)
- Citywide (GG and TPU) presentation of state and federal priorities to the Joint Study Session of the Public Utility Board and City Council 11/9



Transformation Timeline & History

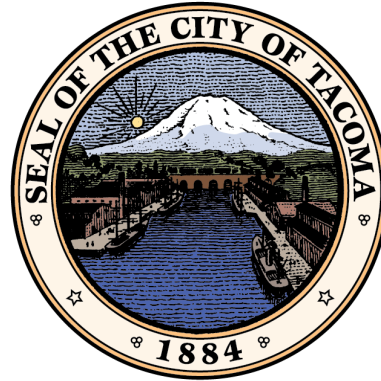
Transformation Timeline

Select Project: (All) | Date: Jul 2021 - Oct 2021 | Priority Area: (All)

Date	Event	Project	Priority Area	Files
September 30, 2021	Application period for Communication Strategy Assessment RFP closes	Administrative Changes & Process Improvements	Belief and Trust	
	City manager meeting on anti-racist budgeting efforts: Org. Culture	Anti-Racist Budgeting	Culture and Effectiveness	
	CPAC event to collect feedback on community oversight of TPD	Administrative Changes & Process Improvements	Community Safety	
	Cross-departmental anti-racist budgeting facilitated workshop: Affordable Housing/Homeless..	Anti-Racist Budgeting	Culture and Effectiveness	

- <https://cityoftacoma.org/transform>
- Timeline of transformation activities since passing Resolution 40622:
 - Filter by:
 - Council Priority Area
 - Selected Projects
 - Time period
 - Click on the file icons to see related documents and meeting recordings

Priority Area	Files
Community Safety	
Community	Learn more ▶ View documents ▶ View related media



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