



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

11/24/2020





New Items



- Council Actions and HEAL the HEART of Tacoma (Community Led Systems Transformation)
 - Core Coordinating Team
 - Mayor presentation to Mayor's Youth Commission 11/21
 - Community Vitality and Sustainability Committee Interviews Candidates 11/19 & 11/23
- Section 1: Anti-Racist Focused Budget Development
 - [Second Reading of Budget, Capital Facilities, and Tax Ordinances 11/24](#)
- Section 2: New Policies & Transforming Existing Programs
 - Completed 2/3 senior leader trainings: Social Condition on Race

New Items



- Section 4: Administrative Changes & Process Improvements
 - Chief of Police Recruitment
 - Community survey closed 11/20
 - 6 finalists selected
 - Community Q&A on 12/7 at 6 PM
 - City Council participation/interviews on 12/8 (schedule forthcoming)
 - Body Worn Cameras
 - TPD completed pilot test of vehicle mounted BWC triggers (Axon Signal) 11/18
 - All support hardware (docks, power, Ethernet) installed at TPD HQ 11/20
 - 2nd Public Disclosure Analyst began work 11/23
 - Body worn camera training for officers and staff 12/1-4
- Section 5: Legislative Agenda at Local, State, and Federal Level
 - State and Federal agendas presented for Council Approval 12/1

COMMUNITY INPUT NEEDED
on Current State of TPD Operations

voicesoftacoma@21cpsolutions.com



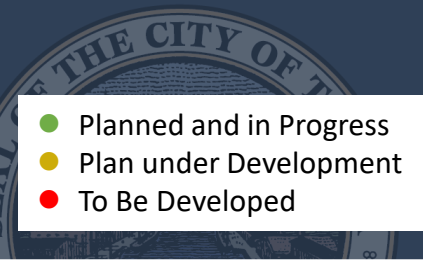
Chief of Police Recruitment: How

••• the community can get involved



- Community Q&A Event on 12/7 at 6 PM
- 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

*New items in orange text

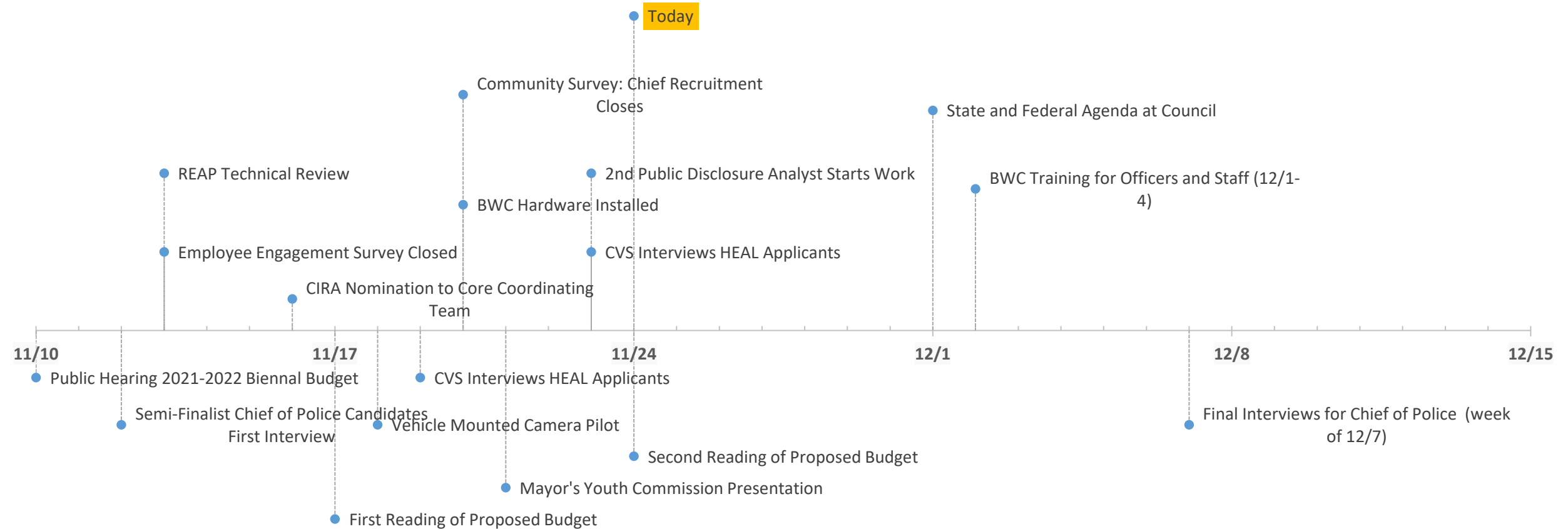


- Planned and in Progress
- Plan under Development
- To Be Developed

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"> • Mayor's Youth Commission Presentation 11/21 • CVS Interviews Applicants 11/19 & 23 • CIRA nomination to Core Coordinating Team received on 11/16 • Core Coordinating Team Applications Closed 11/9 	
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> • Second Reading of Proposed Budget 11/24 • First Reading of Proposed Budget 11/17 • Selected to participate in What Works Cities Budgeting for Equity and Recovery Program 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> • 2nd Senior Leader Training: Social Conditioning on Race • Citywide employee engagement survey – survey closed 11/13 • Advanced Racial Equity Training (Cohort 1 of 3) 10/9 • GARE Workshop 3 Completed 10/7 	<ul style="list-style-type: none"> • Equity Empowerment Framework goal reviews of REAPs 12/15 • Finalizing GARE workshop themes for Council presentation 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 • 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"> • Second Public Disclosure Analyst Started 11/23 • BWC hardware installed at TPD HQ 11/20 • Pilot of Vehicle Mounted Axon Signal for BWC 11/18 • Chief of Police Semi-Finalist Interviews 11/12-13 • Identified Project Manager for Body Worn Cameras 11/4 • Community Conversation Chief Recruitment (Zoom) 10/29 • Semi-Finalist Chief Candidates Selected 11/2 	<ul style="list-style-type: none"> • Chief of Police finalist interviews 12/7-8 • Chief of Police Community Q&A 12/7 • Body Worn Camera Training 12/1-4 • Survey for community input for CoP recruitment closes 11/20 • 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"> • Legislative Agenda for State and Federal Priorities at Council 12/1

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

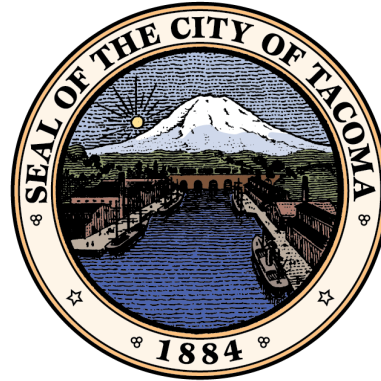


Draft Transformation Timeline



	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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