



Update on Systems Transformation

City of Tacoma | Finance Department

City Council Meeting

5/10/2022



● ● ● Equity in Contracting – Livable Wage Jobs



Outreach

Working with Dunn and Bradstreet to identify women and minority owned businesses for contracting opportunities.

Reporting

Adding demographic data to our supplier database to enhance reporting and help us measure our outreach efforts.

Collaboration

Partnering closely with the Equity and Contracting (EIC) team in CED to assure consistency in the EIC bidding process and help meet EIC goals

Equity in Contracting – Livable Wage Jobs



Policy

- Expanding purchasing policy authority for departments to contract directly with OMWBE State certified firms

Supplier Training

- Sharing bidding tips in EIC's "How to do Business with the City" training sessions

Bidding

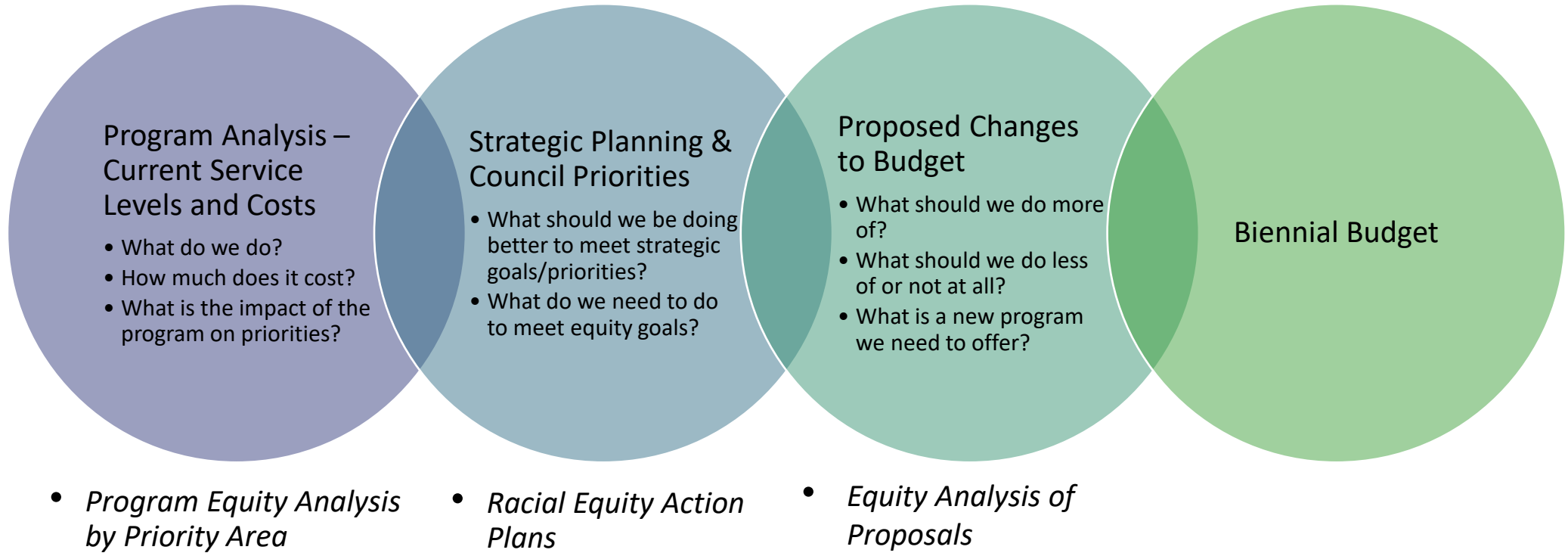
- Standardizing bid documents to make it simpler to respond to bid opportunities

Payments

- Revising contract payment terms to pay suppliers faster



Equity in Budgeting - Belief & Trust

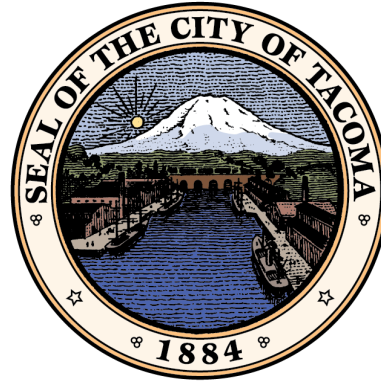


Equity in Budgeting - Belief & Trust

Program Analysis

- Total number of programs evaluated = 516
- Goal this biennium is to develop baseline scores to track the resources allocated to high equity impact programs
- Staff will work to improve the impact of the City's programs and increase overall allocations to high equity impact programs
- Process exposed the need to improve how staff describes the impact of the City's programs on racial equity goals and City Council priorities





Departmental Highlight

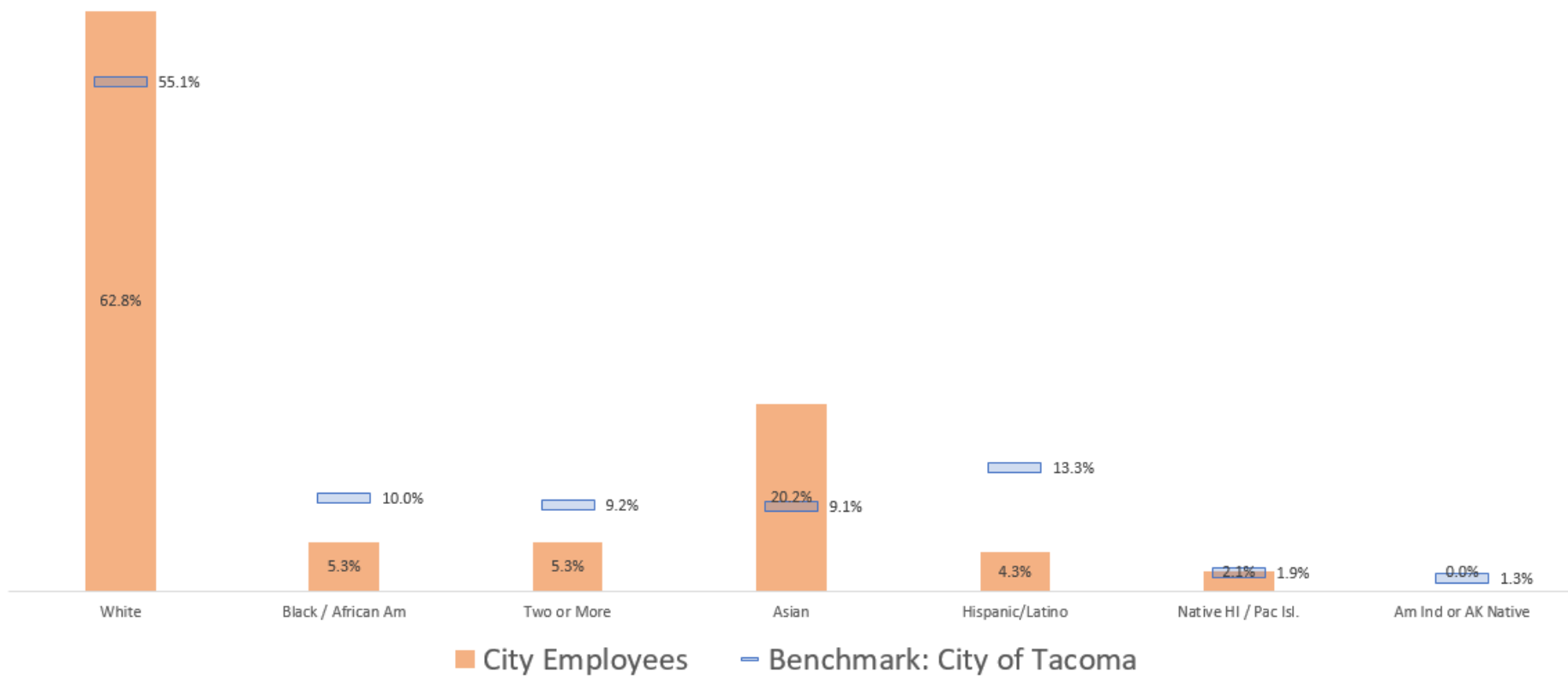
Finance Department



Workforce Reflects the Community



Employee Racial / Ethnic Diversity
Finance Only
EOY 2021



●●● Workforce Reflects the Community



- Actively working with Human Resources to update finance job postings to be inclusive by allowing experience for education. A degree may not always be necessary
- Changes to application scoring processes for highly sought after positions to reduce barriers.
- Successful use of internship programs to recruit and hire
- Small updates lead to big changes – removing a driver's license requirement, flexible start times and the opportunity to work from home or in the office even before Covid!
- Created and provided an internal tool for current employees to aid in career advancement and City retention.

Purposeful Community Outreach and Engagement



- Participatory Budgeting
- OMB outreach on design of community engagement approach
- New Gift Card and Food policies

Activity & Level of Engagement	Method or Tool	Desired Outcome
Activity: Balancing Act (Virtual and In-Person) Level of Engagement: Inform and Consult	<ul style="list-style-type: none"> •Balancing Act (Online) •Kick-off/real-time events •Ongoing •Farmers Markets •Other events 	<ul style="list-style-type: none"> •Educate public on where resources are spent •Invite public to reprioritize spending •Receive feedback
Activity: Survey and Art Level of Engagement: Consult	<ul style="list-style-type: none"> •Online survey •Physical surveys •Posters •Farmers Markets •Other events 	Feedback on major service changes and priorities

●●● Equitable Service Delivery



Purchasing Division Changes

- Develop reports for contracting trends and vendor demographics to measure impacts of policy changes and outreach efforts
- Continued collaboration with CED in support of the City's Equity in Contracting program

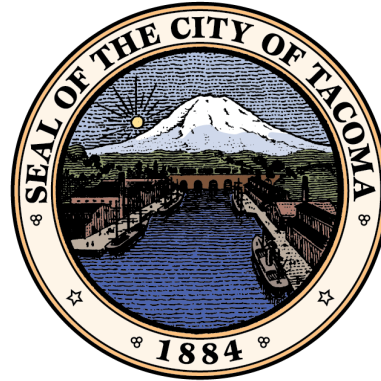
Tax & License

- Adding the ability to pay license fees at TPU pay boxes, accepting cash, check and credit cards (June 2022)
- Incorporating multilingual options into phone payment system (June 2022)



Departmental Look Forward

- “How to do business with the City of Tacoma”
 - Focus on Women and minority business owners
 - Collaboration with CED, Finance (Tax & License, Procurement, Risk) Power, Water
- Expand purchasing policy for OMWBE direct buy authority
- Continuing the inclusion of anti-racism and equity goals in budget process; including proposal development, decision making, and outreach
- Association of Washington Cities (AWC) Budget presentation later this month



City Manager Update





Recent Accomplishments

- Language access self-assessment survey completed by City departments as part of the Equity Action Collaborative (EAC) with the Health Department (TPCHD) and Metro Parks 5/9
 - Working to create a shared baseline of current practices
- Reconciliation
 - National Network for Safe Communities (NNSC) conducted stakeholder symposium on reconciliation framework, theory, and elements 4/25
 - TPD completed police legitimacy and procedural justice train-the-trainer program to support future training for officers 4/25-27



Recent Accomplishments

- TPD Staffing
 - Appointed Assistant Chief Tamara Floyd, Deputy Chief Ed Wade, Chief of Staff Curtis Hairston 4/25
 - 5 new officer recruits hired 4/11
- Lexipol, policing policy contractor, has begun review of the use of force policy 4/25
- [Request for Information \(RFI\) posted for Mental and Behavioral Health Crisis Response Team](#) 5/4 - 31
- [Police Transformation Visualization](#) available online at cityoftacoma.org/transform



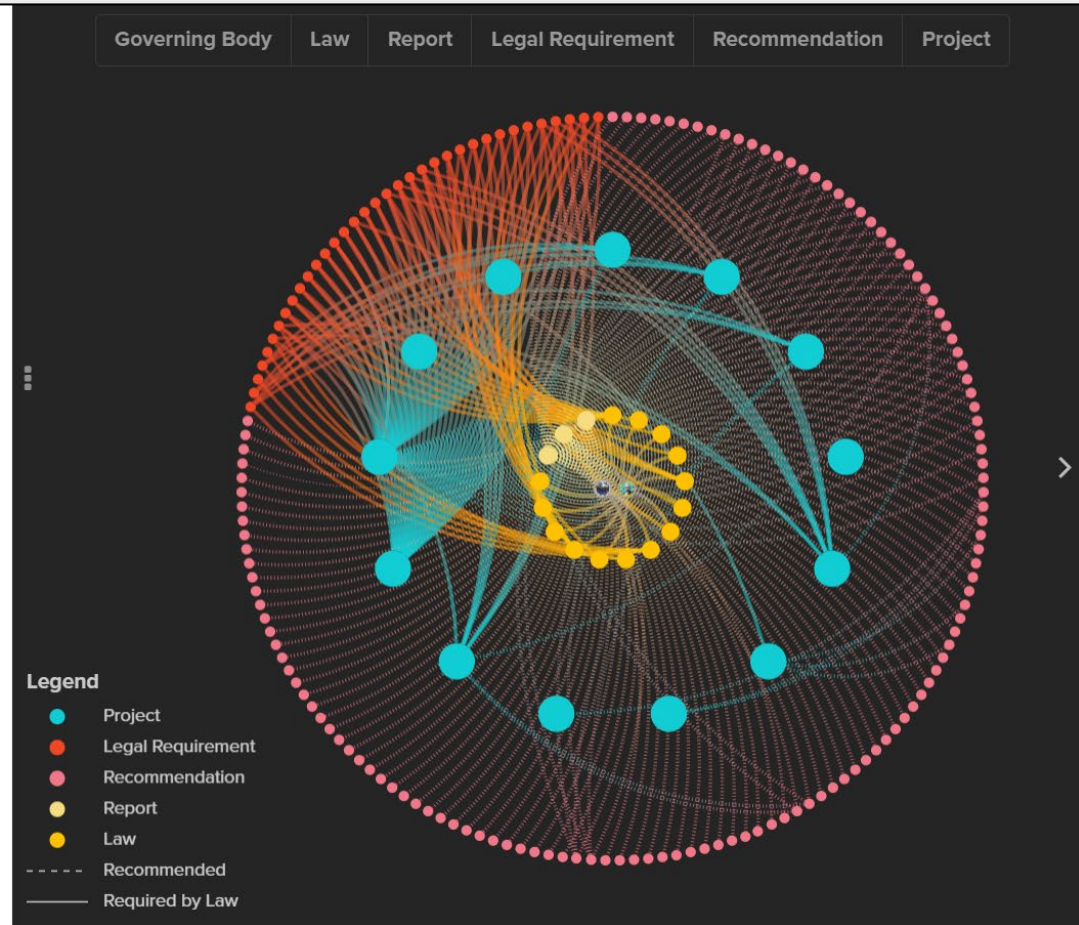
Recent Accomplishments

Introduction

This presentation will provide an overview of TPD Transformation resources and the relationships between all Laws, Reports, Recommendations, Legal Requirements and Projects.

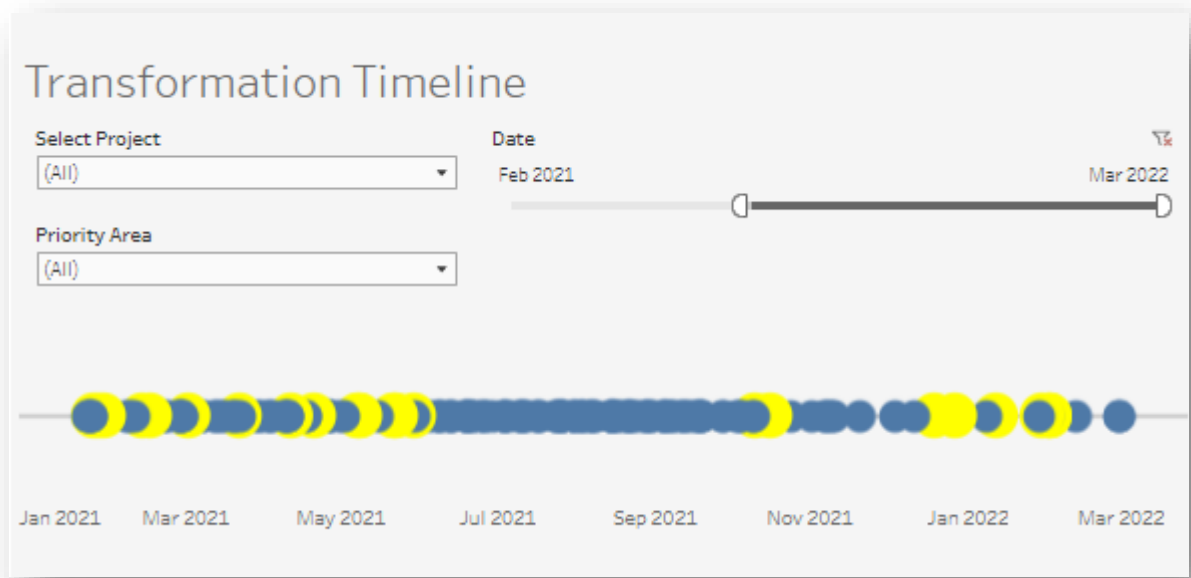
The following slides break down the full map piece by piece to explain how all the elements fit together as a whole. We will begin in the very center starting with the City of Tacoma and build outward from there.

Use the right arrow key to advance to the next slide.






Transformation Timeline & History



- <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	<p>Learn more</p> <ul style="list-style-type: none">▶ View documents▶ View related media



Update on Systems Transformation

City of Tacoma | City Manager's Office

City Council Meeting

5/10/2022

