Update on Systems Transformation
City of Tacoma | City Manager’s Office
City Council Meeting
November 8, 2022
Departmental Highlights

Public Works Department
Public Works and City of Tacoma Demographics (as of 3rd Quarter 2022)

- **American Indian or Alaskan Native:** 2.4% (Public Works), 1.0% (Tacoma Population)
- **Asian:** 5.2% (Public Works), 6.1% (Tacoma Population)
- **Black or African American:** 11.2% (Public Works), 3.2% (Tacoma Population)
- **Hispanic or Latino:** 6.0% (Public Works), 12.8% (Tacoma Population)
- **Native Hawaiian or Pacific Islander:** 6.0% (Public Works), 1.0% (Tacoma Population)
- **Two or More:** 7.6% (Public Works), 9.4% (Tacoma Population)
- **White:** 69.5% (Public Works), 58.0% (Tacoma Population)
1. Workforce demographics reflecting the community it serves.
2. Equitable outreach and communications.
3. Equitable Service delivery and Infrastructure Investments.
Workforce Reflects the Community

• Intent: Achieve parity between the demographics of our workforce and the overall city population.

• Specific tasks include:
  • Attend job fairs that aid in attracting people of color.
  • Challenge hiring process screening criteria.
  • Challenge current candidate testing procedures.
Workforce Reflects the Community

Status

• Job fairs
  • Put on hold due to the impacts of COVID.
  • Pivoted during COVID to develop a draft communications protocol and the departmental equity mission statement.

• Hiring processes
  • Street Operations Division reviewed/revised 8 positions to remove potential barriers consistent with the positions.
  • Traffic Signal and Streetlight section worked with Bates Technical College and the Tacoma Training and Employment Program (or TTEP) to create a pathway for participants to enter its apprentice program.
• Next steps:
  • Creation of presentation strategy and research job fairs and opportunities for engagement with educational institutions for 2023.
  • Work with PW hiring managers to implement strategy and begin to assign presentation roles for upcoming job fairs and engagement.
  • Continue to refine hiring requirements and testing criteria to increase departmental trend lines for diversity in candidate pools and hires.
Equitable Outreach and Engagement

• Intent: Continue to build on efforts to deliver projects in an equitable manner by engaging in meaningful communications with community members.

• Specific tasks include:
  • Working with other departments in the development of an equitable engagement framework.
  • Create tools and guidelines for use with our various projects, programs, and other city-wide initiatives.

• Past example: Project Office for the Lincoln Business District Revitalization Project, multi-lingual staff.
Equitable Outreach and Engagement

Status

• Vision Zero Action Plan and REAP
  • Engagement led by community members most impacted by traffic violence.
  • Purposeful engagement events with translation services and participant compensation.
  • Creation of an external Task Force to assist with plan review.
• Intent: Public Works needs a greater ability to overlay infrastructure information with the City’s Equity Index.

• Specific tasks include:
  • Developing a central source of spatial data to better understand potential inequities of City provided programs and projects.
  • Developing tools to:
    • Reference and overlay equity related graphic information to assist in planning and allocating resources within the community.
    • Visualize inequities and adapt strategy and operations accordingly.
Equitable Service Delivery

Status

• Initiated an inventory of asset data.
• Completed a State Title VI audit and systems update – 85% complete.
• City-wide Addressing Project – Complete.
  • Partnered with Planning Development Services and Information Technology Departments to capture over 20,000 missing addresses.
• Positioning ourselves to take advantage of the SAP Now! project to completely revamp our asset management capabilities.
**Equitable Service Delivery**

**Status**

- 75% of the City's high-risk transportation network is located in low & very low opportunity zones.

- The active transportation team prioritizes projects based on safety, equity & connectivity to begin to address these disparities – but more work is needed.

Vision Zero Data Dashboard: cityoftacoma.org/visionzero
• Goal 1: Finalize the departmental Equity Mission Statement and Communications Protocol.

• Goal 2: Work with other departments to finalize the Equitable Engagement Framework.

• Goal 3: Continue working on the ability to overlay all of our asset information against the city’s equity index.
City Manager Update
Recent Accomplishments

- TPD – Released a video segment for the public on *How do we recruit officers to TPD* via Talks with the Chief series to respond to ongoing concerns around TPD staff capacity. 10/13
- OMB – Held budget town halls for community engagement in the biennial budget process. 10/24, 10/27, 11/01
- HR - Performed an Employee Survey to inform the department and organization-wide action plans. 10/13
- OEPS - Hosted Tacoma Climate Leadership Cohort to educate frontline community members about the intersection of climate change and critical topics concerning our community. 11/04 - 11/06
• TPU Apprenticeship Expo will be taking place on 11/15 from 4:00-7:00 pm in the Tacoma Public Utilities Auditorium and online. Participants must register at cityoftacoma.org/jobs.

• TFD Informational Sessions will host its final session 11/09 from 5:30 - 7:00 pm in a hybrid format. Participants must register at cityoftacoma.org/jobs.

• Departments and offices hosted nearly 50 students today for Student Government Day.
Transformation Timeline & History

• [https://cityoftacoma.org/transform](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

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Project</th>
<th>Priority Area</th>
<th>Files</th>
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</thead>
<tbody>
<tr>
<td>November 23, 2021</td>
<td>City Council consideration of Resolution approving the 2022 citywide state and federal priorities</td>
<td>Anti-Racist Legislative Agenda Development (State/Local/Fed)</td>
<td>N/A</td>
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<td>November 17, 2021</td>
<td>Chief of Police Candidate panel interviews and reception</td>
<td>Chief of Police Recruitment</td>
<td>Community Safety</td>
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<td>November 16, 2021</td>
<td>City Council Study Session Presentation and Interviews</td>
<td>Chief of Police Recruitment</td>
<td>Community Safety</td>
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<td>November 9, 2021</td>
<td>Citywide (GG and TPU) presentation of state and federal priorities to the Joint S.</td>
<td>Anti-Racist Legislative Agenda Development (State/Local/Fed)</td>
<td>N/A</td>
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