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
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
# Systems Transformation Update

<table>
<thead>
<tr>
<th>Resolution Section</th>
<th>Status</th>
<th>Recent Accomplishments</th>
<th>In Progress/Up Next</th>
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</thead>
<tbody>
<tr>
<td>Council Action and HEAL the HEART of Tacoma</td>
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<td>• Mayor’s Youth Commission Presentation 11/21&lt;br&gt;• CVS Interviews Applicants 11/19 &amp; 23&lt;br&gt;• CIRA nomination to Core Coordinating Team received on 11/16&lt;br&gt;• Core Coordinating Team Applications Closed 11/9</td>
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<tr>
<td><strong>Section 1:</strong> Anti-Racist focused Budget Development</td>
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<td>• Second Reading of Proposed Budget 11/24&lt;br&gt;• First Reading of Proposed Budget 11/17&lt;br&gt;• Selected to participate in What Works Cities Budgeting for Equity and Recovery Program</td>
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<td><strong>Section 2:</strong> New Policies and Programs / Transforming Existing Programs</td>
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<td>• 2nd Senior Leader Training: Social Conditioning on Race&lt;br&gt;• Citywide employee engagement survey – survey closed 11/13&lt;br&gt;• Advanced Racial Equity Training (Cohort 1 of 3) 10/9&lt;br&gt;• GARE Workshop 3 Completed 10/7</td>
<td>• Equity Empowerment Framework goal reviews of REAPs 12/15&lt;br&gt;• Finalizing GARE workshop themes for Council presentation in December</td>
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<td><strong>Section 3:</strong> Current State Assessment of TPD Systems</td>
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<td>• 21CP Meetings w/ Community Groups 10/23&lt;br&gt;• 2nd virtual site visit with TPD 10/14&lt;br&gt;• Established <a href="mailto:voicesoftacoma@21cpsolutions.com">voicesoftacoma@21cpsolutions.com</a></td>
<td>• 21CP to meet with community stakeholders&lt;br&gt;• Analyzing alignment of staffing study recommendations</td>
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<td><strong>Section 4:</strong> Administrative Changes and Process Improvements to Increase Transparency in Policing</td>
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<td>• Second Public Disclosure Analyst Started 11/23&lt;br&gt;• BWC hardware installed at TPD HQ 11/20&lt;br&gt;• Pilot of Vehicle Mounted Axon Signal for BWC 11/18&lt;br&gt;• Chief of Police Semi-Finalist Interviews 11/12-13&lt;br&gt;• Identified Project Manager for Body Worn Cameras 11/4&lt;br&gt;• Community Conversation Chief Recruitment (Zoom) 10/29&lt;br&gt;• Semi-Finalist Chief Candidates Selected 11/2</td>
<td>• Chief of Police finalist interviews 12/7-8&lt;br&gt;• Chief of Police Community Q&amp;A 12/7&lt;br&gt;• Body Worn Camera Training 12/1-4&lt;br&gt;• Survey for community input for CoP recruitment closes 11/20&lt;br&gt;• Negotiations with Police Labor Unions</td>
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<td><strong>Section 5:</strong> Legislative Platform to Transform Institutional Racism</td>
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<td>• Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13&lt;br&gt;• Draft State Legislative Agenda at Study Session 9/29</td>
<td>• Legislative Agenda for State and Federal Priorities at Council 12/1</td>
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Next Steps Timeline

- Public Hearing 2021-2022 Biennal Budget
- Semi-Finalist Chief of Police Candidates
- First Interview
- REAP Technical Review
- Employee Engagement Survey Closed
- CIRA Nomination to Core Coordinating Team
- Community Survey: Chief Recruitment Closes
- First Reading of Proposed Budget
- Vehicle Mounted Camera Pilot
- CVS Interviews HEAL Applicants
- Second Reading of Proposed Budget
- Mayor’s Youth Commission Presentation
- Second Public Disclosure Analyst Starts Work
- BWC Hardware Installed
- CVS Interviews HEAL Applicants
- State and Federal Agenda at Council
- BWC Training for Officers and Staff (12/1-4)
- Final Interviews for Chief of Police (week of 12/7)
- Today

Dates:
- 11/10: Public Hearing 2021-2022 Biennal Budget
- 11/17: Semi-Finalist Chief of Police Candidates First Interview
- 11/24: CVS Interviews HEAL Applicants
- 12/1: BWC Hardware Installed
- 12/8: Second Public Disclosure Analyst Starts Work
- 12/15: Final Interviews for Chief of Police (week of 12/7)
### Draft Transformation Timeline

**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

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**All sections will be informed by community involved processes**
Draft Transformation Timeline

<table>
<thead>
<tr>
<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
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<th>Q1 2021</th>
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<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
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<td>Developing agenda for state and federal priorities for 2021</td>
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Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
11/24/2020