Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
6/15/2021
New Items

• Section 2: New Policies & Transforming Existing Programs
  • Workforce Equity Study
    • HR & OEHR meeting to prioritize recommendations and develop action plan 6/18
    • Keen consultants meeting with TPU’s Management Forum 6/22
  • PEACE and Reconciliation
    • OEHR PEACE and Reconciliation new hire begins 6/21
    • Meeting with NNSC for project orientation for new hire on 6/24

• Section 4: Administrative Changes & Process Improvements
  • Body Worn Cameras/Dashboard Cameras
    • OMB and CI presenting ARPA and camera funding update at CVS on 6/24
• Council Actions and HEAL the HEART
  • HEAL the HEART update at Study Session 6/22

• Section 2: New Policies & Transforming Existing Programs
  • Human Resources Director Recruitment
    • Position posted and receiving applications through 6/30
    • To Apply: Please submit your resume and cover letter to shey-harding.com/jobs
    • Questions should be directed to Jeff Dvonch, Shey-Harding Executive Search: jeff@shey-harding.com; (562) 252-8515; www.shey-harding.com
Reminders

• Section 3: Current State Analysis of TPD
  • Divertible Calls / Alternative Response Study
    • Matrix finished meeting with Councilmembers regarding the study
    • Study Session with full Council 6/29
  • 21CP Current State Analysis of TPD
    • TPD’s implementation progress related to the 64 recommendations is available on cityoftacoma.org/transform and will be kept up-to-date weekly

• Section 4: Administrative Changes & Process Improvements
  • Creation of Deputy Chief of Police Classification
    • The Deputy Police Chief classification has been created and is currently being bargained with PPSMA 6/9
  • Police Chief Recruitment
    • Internal planning process in development for recruitment of permanent police chief
## Systems Transformation Update

### Resolution Section

<table>
<thead>
<tr>
<th>Status</th>
<th>Recent Accomplishments</th>
<th>In Progress/Up Next</th>
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| Council Action and HEAL the HEART of Tacoma | • Heal the Heart Update presentation at Study Session 6/22  
  • Council confirmation of 2 new CCT Appointment 6/8  
  • CCT update to Council on foundation building work 3/16 | • Finalize Core Coordinating Team Charter  
  • Establishing 2 Transformation Teams |
| **Section 1:** Anti-Racist focused Budget Development | • 2021-2022 Budget Book Finalized 2/22  
  • Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27  
  • 2021-2022 Biennial Budget Adopted 11/24 | |
| **Section 2:** New Policies and Programs / Transforming Existing Programs | • Workforce Equity Study Report Roll Out 5/3-5/11  
  • Anti-racist priority area workshops 2/5 – 4/27  
  • PEACE and Reconciliation applications closed 3/15  
  • Affordable Housing Action Strategy update at Study Session 2/23 | • PEACE and Reconciliation Coordinator Begins 6/21  
  • In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma with TPD  
  • OEHR/Project PEACE Exec Cmt. to establish role in reconciliation  
  • NCS position to support community safety to be hired in June  
  • OEHR/EEO/HR Retention Strategies Recommendations to CMO/UD  
  • 4/15 CCR – OEHR explore establishment of paid cultural or heritage holiday for City Staff. Presentation to GPFC by end of September |
| **Section 3:** Current State Assessment of TPD Systems | • 21CP presentation to Council 5/18  
  • Alternative Response Study Report Roll Out 4/30 – 5/14  
  • Presentation to Community Vitality and Safety on BWC program 4/22 | • TPD Alternative Response Study at Council Study Session 6/29 |
| **Section 4:** Administrative Changes and Process Improvements to Increase Transparency in Policing | • Priority Area Initiative Inventory Regroup Meetings 5/25 – 6/2  
  • 256/256 body worn cameras deployed 2/28 | • ARPA and Camera Funding at CVS 6/24 |
| **Section 5:** Legislative Platform to Transform Institutional Racism | • HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees  
  • US House passed the George Floyd Justice in Policing Act 3/3 | |
Short Range Timeline

- **Today**
  - OMB presentation on ARPA
  - Council confirmation of 2 new Core Coordinating Team appointees

- **6/8**
- **6/15**
  - PEACE and Reconciliation Coordinator Begins
  - HEAL the HEART update at Council Study Session

- **6/22**
  - TPD Alternative Response Study at Study Session
  - ARPA and Police Camera Funding at CVS
  - PEACE and Reconciliation Coordinator Meets with NNSC

- **6/29**
### Long Range Transformation Timeline

#### Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19
- Equity Analysis in Budget Proposals
- Reappropriation Budget Adjustment
- Council adopts reappropriation
- Equity Analysis in Budget Proposals
- Mid Biennium Modification

#### Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)
- Anti-Racist Strategic Plan
- Anti-Racist Transformation Objective Development
- City Program & Transformation Objective Alignment
- Identify Priority Transformation Projects
- Deploy Centralized Resources to Support Anti-Racist Transformation Projects

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<thead>
<tr>
<th>HEAL the HEART of Tacoma</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
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<th>Sept</th>
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<tbody>
<tr>
<td>Finalize Core Coordinating Team Admin Contract</td>
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<td>Establish CCT Charter</td>
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<td>CCT appoints the Policing Transformation Team</td>
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All sections will be informed by community involved processes
### Long Range Transformation Timeline

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<thead>
<tr>
<th>Section 3: Assess the current state of systems in place at the Tacoma Police Department</th>
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<tbody>
<tr>
<td>21CP Analysis of TPD</td>
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<tr>
<td>Staff Review of Preliminary Recommendations</td>
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<td>Final Report from 21CP</td>
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<td>Divertible Calls Study</td>
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<tr>
<td>Data Gathering, Interviews</td>
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<tr>
<td>Final Draft of Report</td>
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<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</th>
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<tr>
<td>Body Worn Cameras</td>
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<tr>
<td>80 Officer Pilot Deployment</td>
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<td>255 Cameras Deployed to All Patrol Officers</td>
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<td>17 Additional Cameras Deployed to Special Teams</td>
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<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</th>
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<td>Legislative Session Begins 1/11/2021</td>
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