Update on Systems Transformation
City of Tacoma | City Manager’s Office
City Council Meeting
6/22/2021
New Items

• Council Actions and HEAL the HEART
  • HEAL the HEART update at Study Session 6/22

• Section 2: New Policies & Transforming Existing Programs
  • Workforce Equity Study
    • Keen consultants at TPU’s Management Forum 6/22
  • PEACE and Reconciliation
    • OEHR PEACE and Reconciliation new hire started 6/21
      • Meeting with NNSC for project orientation for new hire on 6/24

• Human Resources Director Recruitment
  • Position posted and receiving applications through 6/30
  • Council Confirmation on August 3
  • Questions should be directed to Jeff Dvonch, Shey-Harding Executive Search: jeff@shey-harding.com; (562) 252-8515; www.shey-harding.com
New Items

• 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
  • Body Worn Cameras/Dashboard Cameras
    • OMB and CI presenting ARPA and camera funding update at CVS on 6/24
  • Civilian Chief of Staff
    • HR has begun research and development of Chief of Staff classification
# 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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</table>
| Council Action and HEAL the HEART of Tacoma | | • Heal the Heart Update presentation at Study Session 6/22 | • 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 on hold.  
• 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

- PEACE and Reconciliation Coordinator Begins
- OMB presentation on ARPA
- Council confirmation of 2 new Core Coordinating Team appointees
- HEAL the HEART update at Council Study Session
- ARPA and Police Camera Funding at CVS
- TPD Alternative Response Study at Study Session
- PEACE and Reconciliation Coordinator Meets with NNSC
- HR Director Position Posting Closes
### Long Range Transformation Timeline

**HEAL the HEART of Tacoma**
- Finalize Core Coordinating Team Admin Contract
- CCT meeting twice monthly to establish foundation
- Establish CCT Charter
- CCT appoints the Policing Transformation Team

**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
- Racial Equity Action Plans (REAPs)
  - Pilot Accountability Mechanisms
  - Mid Year Review of REAPs
- Workforce Equity Study
  - Data Analysis
  - Final Report
- NCS Safety Position
  - Recruitment and Hiring

*All sections will be informed by community involved processes*
### Long Range Transformation Timeline

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<td><strong>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</strong></td>
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