

Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session

10/6/2020



New Items



- Section 1: Anti-Racist Focused Budget Development
 - Proposed Budget presented to Council 10/6
- Section 2: New Policies & Transforming Existing Programs
 - GARE Workshop 2 Completed 9/30 ([Final GARE workshop 10/7](#))
 - Draft overview of Core Coordinating Team make up and responsibilities 10/6
 - Council draft legislation for Council consideration on 10/6 to provide funding for:
 - body cameras
 - systems transformation start-up
 - systems transformation language access enhancements

New Items



- Section 2: New Policies & Programs / Transforming Existing Programs (cont.)
 - Advanced Racial Equity Training: Social Conditioning on Race
 - Session 1 (of 3 remaining in the year) scheduled for 10/9
 - Final Racial Equity Action Plans Submitted to OEHR on 9/30
 - Formatting and other minor adjustments to be made during October
 - October – December: OEHR leads capacity building efforts to ensure readiness to execute on plans beginning 1/1/2021
- Section 3: Current State Analysis of TPD Systems
 - 21CP continues review of TPD policies
 - Day long “virtual site visits” scheduled with TPD staff 10/7 & 10/14
 - Similar events involving community stakeholders being planned and scheduled

New Items



- Section 4: Administrative Changes & Process Improvements
 - Chief of Police Recruitment
 - Completed recruitment brochure 9/29
 - Met with Latinx Unidos of South Sound members to gather feedback on desired characteristics of next police chief 9/29 & 10/2
 - Continuing scheduling meetings with external stakeholder groups including LUSS, Black Collective, Racial Equity Action Network, Black Parenting Alliance, Human Rights Commission, Hilltop Action Coalition, Ministerial Alliance, and Asian Pacific Cultural Center
 - Added Local 6 and Local 26 to search committee to evaluate applications and conduct first round interviews

New Items



- Section 4: Administrative Changes & Process Improvements
 - Body Worn Camera Public Disclosure Analysts Positions –
 - Position closed on 9/30
 - HR Analyst and Public Disclosure Manager are reviewing applications for potential interview
 - Background check process being reviewed and confirmed
 - Estimated hiring date 12/7
 - 8 Can't Wait Policies:
 - TPD training personnel during Fall In Service Training 9/2 – 10/28
 - banned chokeholds, duty to intervene, and warn before shooting
 - After training, these policies become effective TPD policy and TPD is in full compliance with 8 Can't Wait

New Items



- Section 5: Legislative Agenda at the Local, State, and Federal Level
 - Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13
 - Joint Study Session between City Council and Public Utility Board—Review Final Citywide 2021 State and Federal Priorities 11/17
 - Council Adopt Legislative agenda 11/24

Community Feedback to 21CP



Reminder

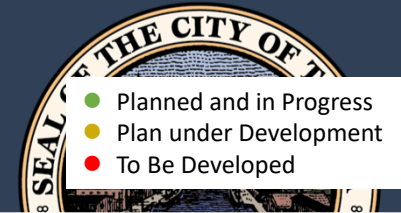
Have feedback for 21CP Solutions as they conduct the current state analysis of TPD operations?

voicesoftacoma@21cpsolutions.com

*New items in orange text

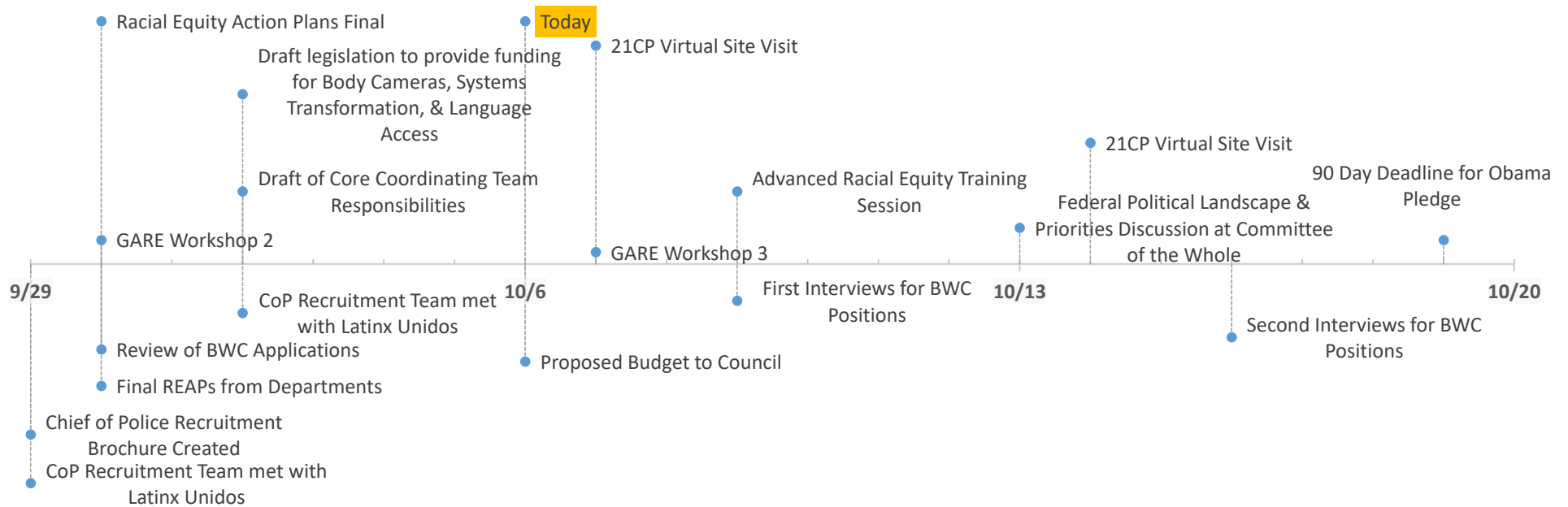


Systems Transformation Update



Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> Proposed budget to Council 10/6 Budget presentation preparation meetings 9/10-19 9/1 Revenue Update at Study Session 3,000 responses to Balancing Act survey 	<ul style="list-style-type: none"> Evaluation of financial impacts and mitigation approaches through service delivery transformation
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> Draft overview of Core Coordinating Team Responsibilities Legislation providing funding for body cameras, system transformation, and language access enhancements 10/2 9/30 GARE Workshop 2 Completed Final Racial Equity Action Plans from departments 9/30 Transformation meeting with NNSC 9/18 	<ul style="list-style-type: none"> October – December: OEHR leads capacity building efforts to ensure readiness to execute on plans beginning 1/1/2021 Session 1 of Advanced Racial Equity Training 10/9 GARE Workshop 3: 10/7 Incorporating equity into “ci4i” process improvement framework
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> 21CP beginning stakeholder engagement Established voicesoftacoma@21cpsolutions.com 21CP Comprehensive Data Request to TPD 21CP presented proposal and plan to Council 8/18 	<ul style="list-style-type: none"> 21CP virtual site visits with TPD 10/7 & 10/14 21CP analyzing relevant policies 21CP developing stakeholder list for engagement Analyzing alignment of staffing study recommendations
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> First Review of Body Worn Camera Public Disclosure Analyst Positions 9/30 Completed Chief recruitment brochure 9/29 Chief of Police (CoP) Job Posted 9/25 Body Worn Cameras Delivered to TPD 9/15 Launched Chief of Police recruitment webpage 	<ul style="list-style-type: none"> Scheduling community outreach, town halls, and engagement for Chief of Police recruitment process Continued 8 Can’t Wait Training during fall in service 9/2 – 10/28 Body Worn Camera Position Hiring in process 9/14 - December Negotiations with Police Labor Unions
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> Draft State Legislative Agenda at Study Session 9/29 	<ul style="list-style-type: none"> Draft for Council/Board discussion on 11/17 Developing draft legislative agenda for state and federal priorities for 2021

Next Steps Timeline





Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
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	█	█	█					

All sections will be informed by community involved processes

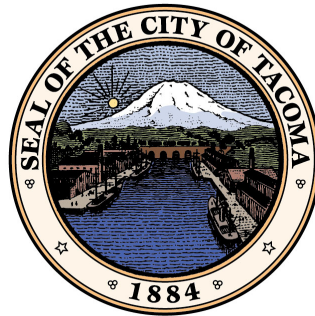


Draft Transformation Timeline



	Sep	Oct	Nov	Dec	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Section 4: Improve transparency and accountability in policing via interim administrative changes and process								
8 Can't Wait								
Practical Policy Training at Fall In-Service	█							
Body Worn Cameras								
Labor Negotiations	█	█						
CPAC Policy Review	█							
Civilian Staff Hiring/Training	█	█	█	█				
Interviews for 3 Public Disclosure positions		█						
Purchase			█	█				
Rolling Training/Deployment					█			
Chief of Police Recruitment								
Post Position; Outreach and Advertising	█							
Review Applicants	█	█						
Semi-Finalists Interviewed			█					
Finalists Interviewed				█				
Goal for Offer Letter				█				
New Chief Starts with City of Tacoma					█			
Independent Investigation Team: I-940								
IIT Volunteer Applications Review	█							
Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions								
Developing agenda for state and federal priorities for 2021	█	█	█	█				

All sections will be informed by community involved processes



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