



# Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session  
5/4/2021



## New Items



- Section 2: New Policies & Transforming Existing Programs
  - Workforce Equity Study
    - Keen Independent presentation took place for City of Tacoma Employees 5/3
    - Keen Independent scheduling presentations to:
      - City Directors and Superintendents 5/5
      - Civil Service Board 5/6
      - Joint Labor Committee 5/10
      - City Council/Utility Board 5/11
    - Keen Independent provides final Workforce Equity Study report to HR after 5/11

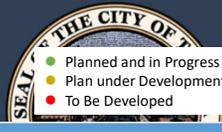


## New Items

- Section 3: Current State Analysis of TPD
  - Preliminary Alternative Response (Matrix Study) Recommendations
    - Full preliminary report received last week
  - 21CP presenting to Council again on 5/18
  - 21CP Final report under review by TPD
    - Prioritization and implementation matrix to be shared 5/18

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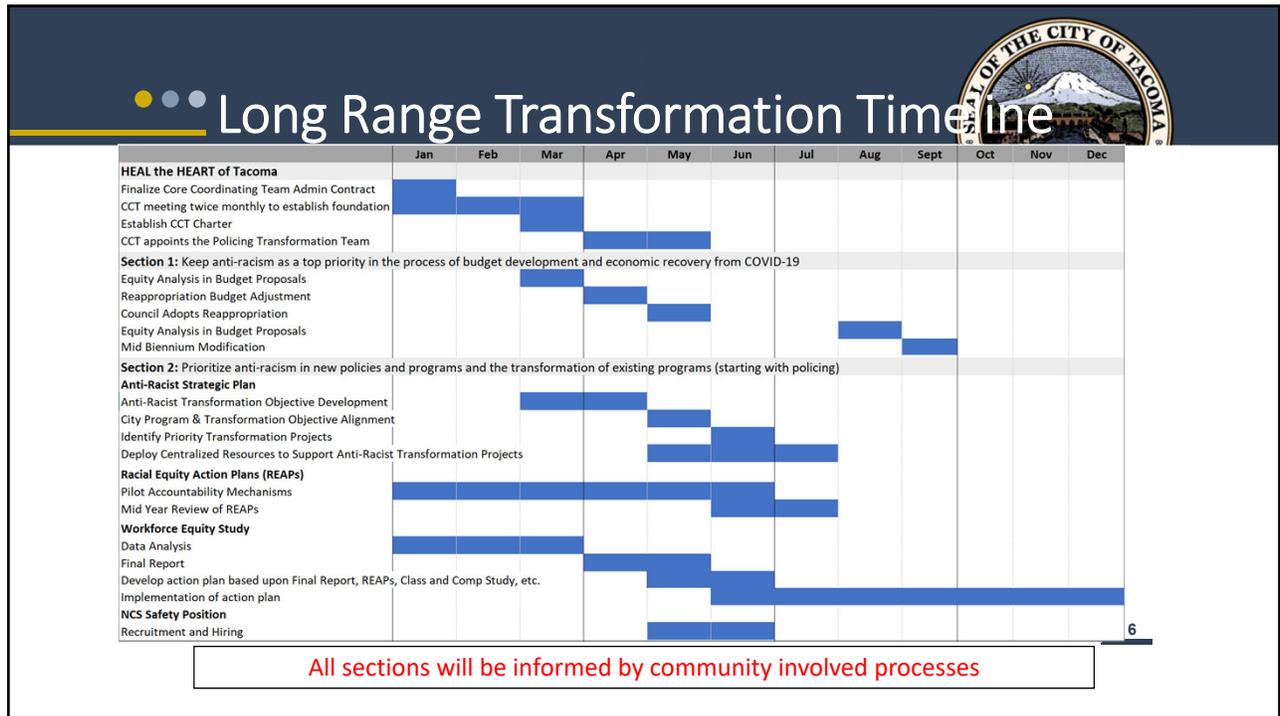
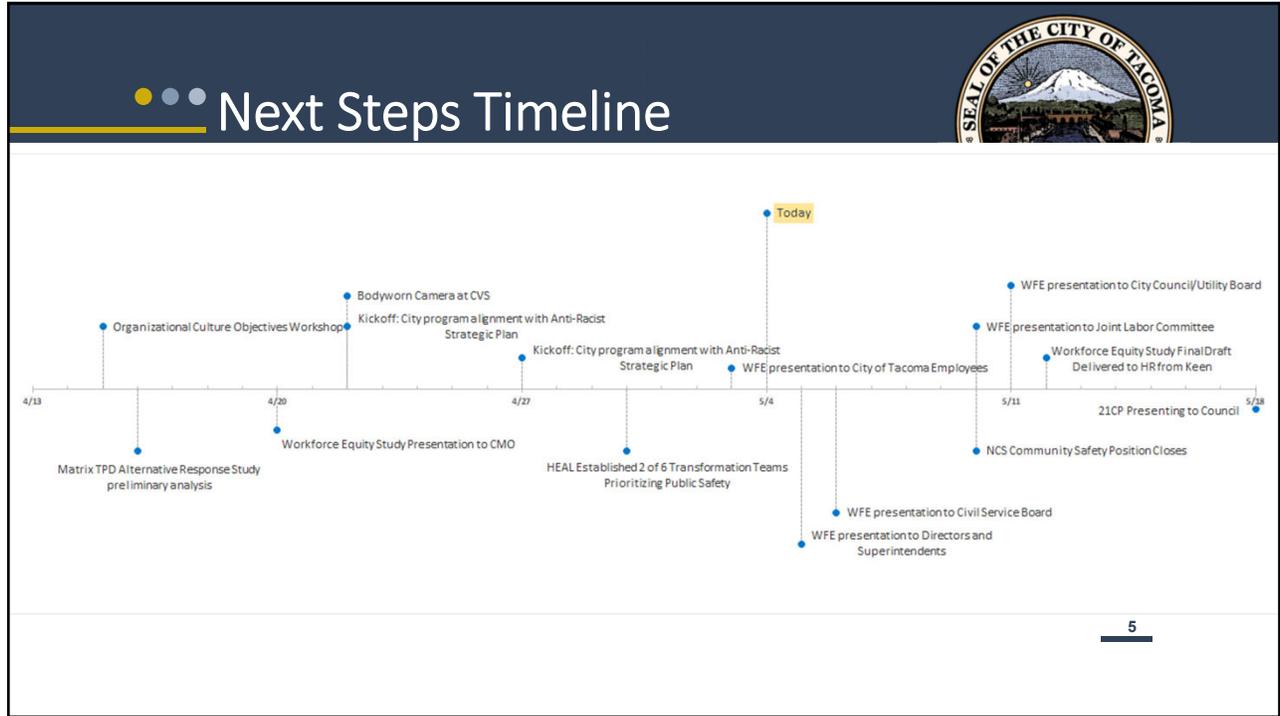
\*New items in orange text

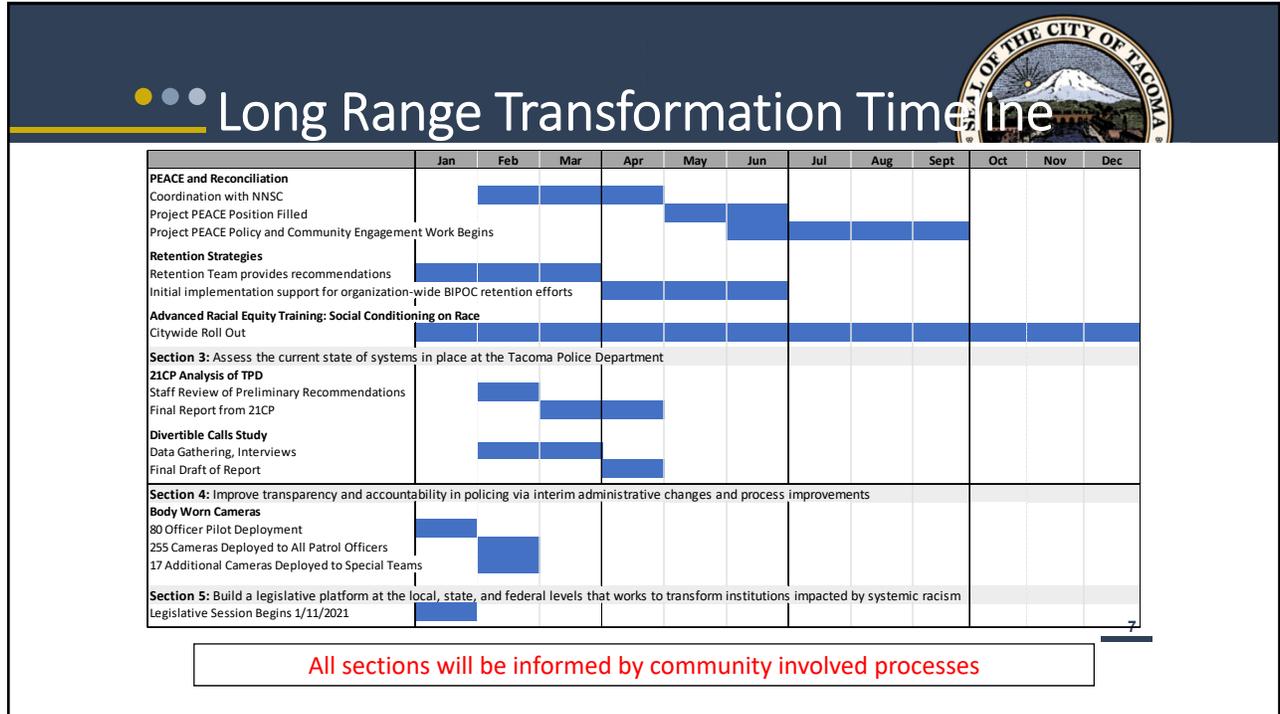


## Systems Transformation Update

- Planned and in Progress
- Plan under Development
- To Be Developed

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
<b>Council Action and HEAL the HEART of Tacoma</b>	●	<ul style="list-style-type: none"> <li>• CCT update to Council on foundation building work 3/16</li> <li>• Meeting with congressional delegation 3/10</li> <li>• Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8</li> <li>• Council retreat session on transformation 2/27</li> </ul>	<ul style="list-style-type: none"> <li>• Finalize Core Coordinating Team Charter 3/31</li> <li>• Exploring grant opportunity through 2021 Global Mayor's Challenge</li> <li>• In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma</li> </ul>
<b>Section 1: Anti-Racist focused Budget Development</b>	●	<ul style="list-style-type: none"> <li>• 2021-2022 Budget Book Finalized 2/22</li> <li>• Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27</li> <li>• 2021-2022 Biennial Budget Adopted 11/24</li> </ul>	
<b>Section 2: New Policies and Programs / Transforming Existing Programs</b>	●	<ul style="list-style-type: none"> <li>• Anti-racist priority area workshops 2/5 – 4/27</li> <li>• PEACE and Reconciliation applications closed 3/15</li> <li>• Affordable Housing Action Strategy update at Study Session 2/23</li> <li>• Rental Housing Code Update at Study Session 2/23</li> <li>• Presentation on sales tax for affordable housing 2/23</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce Equity Study Final Draft to HR 5/11</li> <li>• NCS position to support community safety transformation to be hired in June</li> </ul>
<b>Section 3: Current State Assessment of TPD Systems</b>	●	<ul style="list-style-type: none"> <li>• Presentation to Community Vitality and Safety on BWC program 4/22</li> <li>• 21CP meeting with CPAC 4/12</li> <li>• Detailed report from 21CP posted online 3/19</li> <li>• Body Worn Cameras deployed to all patrol officers 2/28</li> <li>• Independent Investigation Team (IIT) Recruitment Completed 2/16</li> <li>• City reviewing 21CP's 64 initial recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• 21CP presenting again to Council 5/18</li> <li>• Preliminary Analysis from Alternative Response Study 4/16</li> <li>• Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15</li> </ul>
<b>Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing</b>	●	<ul style="list-style-type: none"> <li>• 256/256 body worn cameras deployed 2/28</li> <li>• 2,115 videos uploaded to date 1/11</li> <li>• 80 Body Worn Cameras to be deployed to patrol officers 1/4/21</li> <li>• Interim Chief of Police Michael Ake 1/4</li> </ul>	
<b>Section 5: Legislative Platform to Transform Institutional Racism</b>	●	<ul style="list-style-type: none"> <li>• HB 1267 (Office of Independent Investigations) and 1090 (Private Detention Center Ban) passed Senate Committees</li> <li>• US House passed the George Floyd Justice in Policing Act 3/3</li> </ul>	





All sections will be informed by community involved processes

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- Council Actions and HEAL the HEART
- Section 2: New Policies & Transforming Existing Programs
- Section 3: Current State Analysis of TPD
- Section 4: Administrative Changes & Process Improvements
- Section 5: Legislative Agenda at the Local, State, and Federal Level

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## New Items



- Section 3: Current State Analysis of TPD
  - Divertible Calls Study (Matrix)
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- Section 4: Administrative Changes & Process Improvements
  - Deadly Force Review Board
    - Human Resources developing list of diverse community members to serve on review boards as needed

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