



Update on Systems Transformation

City of Tacoma | City Manager's Office

Council Meeting
3/23/2021



New Items



- Council Actions and HEAL the HEART
 - HEAL the HEART Core Coordinating Team
 - Core Coordinating Team presented updated to City Council 3/16
 - Finalize Core Coordinating Team Charter 3/31
- Section 2: New Policies & Transforming Existing Programs
 - Workforce Equity Study
 - Leadership Review Group received draft and submitted for legal review 3/18
 - Met with City Leadership regarding implementation and roll out plan 3/23
 - PEACE and Reconciliation Job Posting
 - Job posting closed 3/15

New Items



- Section 3: Current State Analysis of TPD
 - 21CP Current State Analysis
 - Received draft detailed report from 21CP with 64 recommendations 3/15
 - [Detailed report from 21CP with 64](#) recommendations posted 3/19
 - Scheduling 21CP presentation to City Council for 4/20
 - Putting final recommendations into rubric for prioritization and implementation
- Section 4: Administrative Changes & Process Improvements
 - Procedural Justice Training
 - 4 hour sessions for all commissioned personnel 3/16 – 4/1
 - Topics Covered: Respect, Trustworthiness and Transparency, Giving Voice, Neutrality

3

New Items



- Section 5: Legislative Agenda at the Local, State, and Federal Level
 - Mayor and Council met with our congressional delegation on 3/10:
 - Advocated for an infrastructure stimulus package
 - Advocated for banning private detention centers, police/criminal justice transformation, and responding to homelessness
 - Thanked them for the American Rescue Plan
 - State Legislation Progress
 - HB 1090 – Private Detention Center Ban Bill passed out of the Senate Human Services Committee and is now in the Senate Rules Committee
 - HB 1267 – Establishing the Office of Independent Investigations passed out of the Senate Law and Justice Committee and is now in the Senate Ways and Means Committee

4

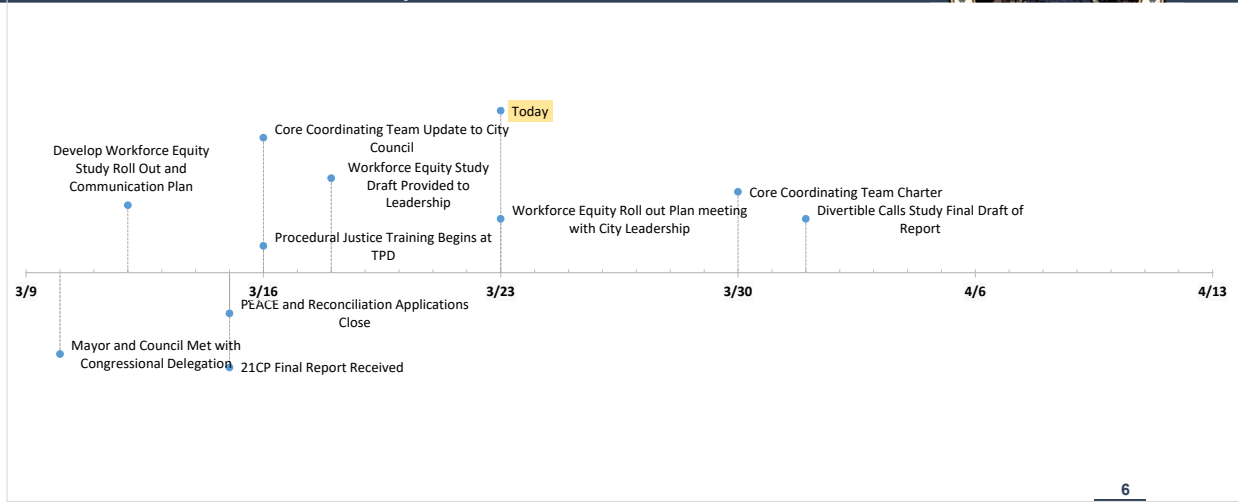
*New items in orange text

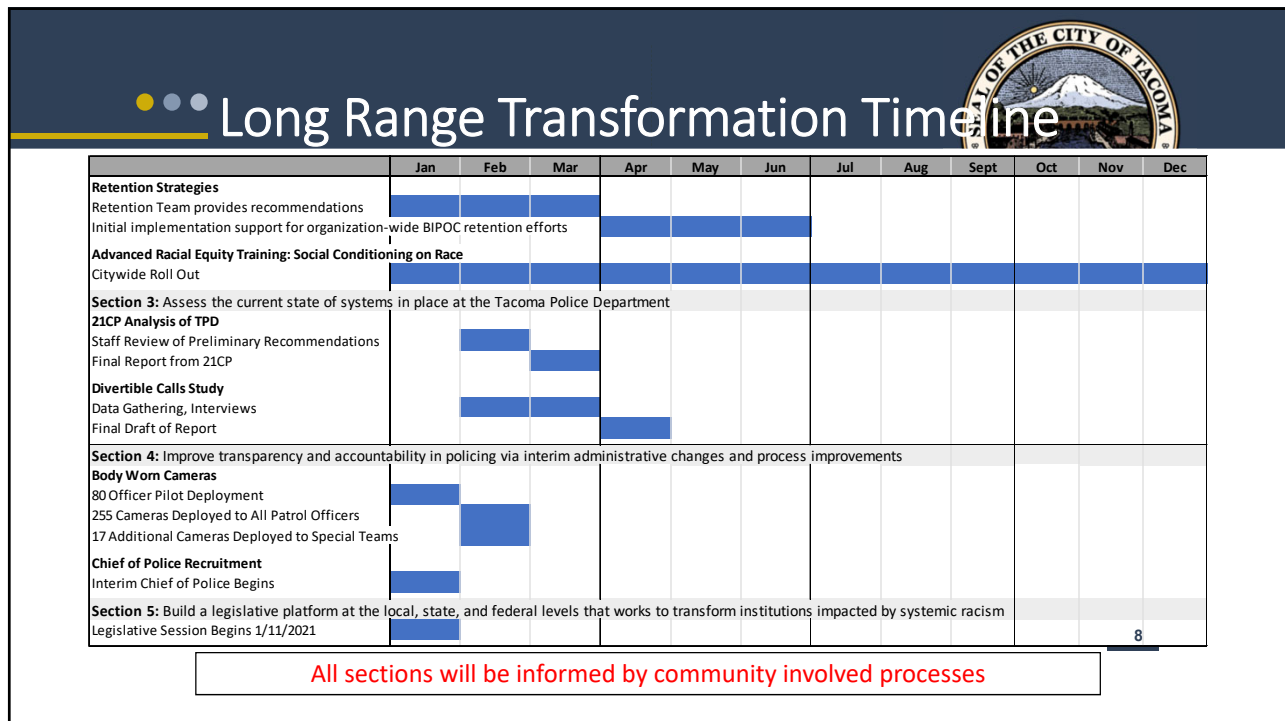
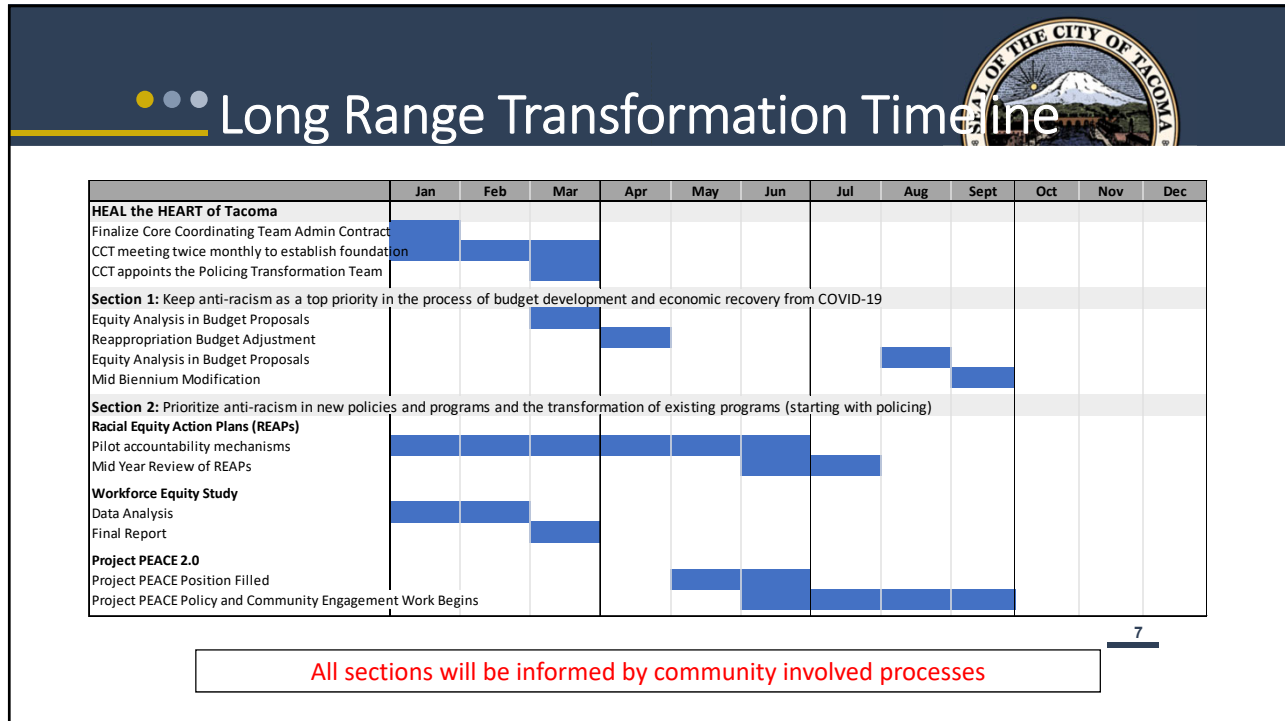
Systems Transformation Update



Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> CCT update to Council on foundation building work 3/16 Meeting with congressional delegation 3/10 Mayor met with the Core Coordinating Team (CCT) about the vision for the policing transformation team 3/8 Council retreat session on transformation 2/27 	<ul style="list-style-type: none"> Finalize Core Coordinating Team Charter 3/31 Exploring grant opportunity through 2021 Global Mayor's Challenge In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma
Section 1: Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> 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	●	<ul style="list-style-type: none"> PEACE and Reconciliation applications closed 3/12 Affordable Housing Action Strategy update at Study Session 2/23 Rental Housing Code Update at Study Session 2/23 Presentation on sales tax for affordable housing 2/23 	<ul style="list-style-type: none"> Workforce Equity communication/roll out plan in development Review draft of workforce equity study 3/19 NCS position to support community safety transformation to be hired in March/April
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> Detailed report from 21CP posted online 3/19 Independent Investigation Team (IIT) Recruitment Completed 2/16 City reviewing 64 initial recommendations 21CP Provided 64 initial recommendations 1/29 NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2 	<ul style="list-style-type: none"> First Draft of Divertible Calls Study 4/1 Body Worn Cameras deployed to all patrol officers 2/28 Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15
Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> 256/256 body worn cameras deployed 2/28 2,115 videos uploaded to date 1/11 80 Body Worn Cameras to be deployed to patrol officers 1/4/21 Interim Chief of Police Michael Ake 1/4 	
Section 5: Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> 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 Several Council Members, DM, and Mayor provided testimony on numerous items of legislature 	

Next Steps Timeline







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Study Session
3/23/2021



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