



Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
4/13/2021



New Items



- Section 2: New Policies & Transforming Existing Programs
 - Workshops to identify high-level Anti-Racist objectives aligned with Council and organizational priority areas:
 - Housing 2/5
 - Access to Infrastructure 3/25
 - Jobs 3/29
 - Organizational Effectiveness 3/30
 - Health 3/31
 - Belief and Trust 4/7
 - Community Safety 4/8
 - Organizational Culture 4/15
 - Next steps: identify City programs and services that align with those objectives, identify potential opportunities to create anti-racist outcomes, and prioritize the work/allocate resources

New Items



- Section 2: New Policies & Transforming Existing Programs
 - Workforce Equity Study
 - Legal review of draft report completed 4/5
 - Final Workforce Equity Study report will be provided to HR by Keen Independent 4/27
 - Keen Independent scheduling presentations for:
 - City Directors and Superintendents 5/5
 - Civil Service Board 5/6
 - Joint Labor Committee 5/10
 - City Council/Utility Board 5/11
 - Tacoma Public Library Board TBD
 - Employee Town Hall TBD


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New Items



- Section 3: Current State Analysis of TPD
 - 21CP Current State Analysis
 - [Detailed report from 21CP with 64](#) recommendations posted 3/19
 - 21CP meeting with CPAC to review results 4/12
 - 21CP presentation to City Council 4/20
 - Discussing and applying rubric for prioritization and implementation
 - Matrix TPD Alternative Response Study
 - Analyzing 311, encampment, Computer Aided Dispatch and Records Management System data
 - Preliminary analysis available to City by 4/16

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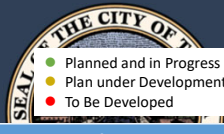


New Items

- Section 5: Legislative Agenda at Local, State, and Federal Level
 - Transformation legislation that has passed:
 - ESHB 1267 establishing the Office of Independent Investigations
 - HB 1054 on police tactics, including the banning of chokeholds and no-knock warrants.
 - SB 5066 establishing a peace officer’s duty-to-intervene in wrongful conduct situations
 - SB 5051 strengthening the grounds for decertification
 - HB 1310 on a statewide use-of-force standard
 - HB 1069 allows for cities imposing the mental health and chemical dependency sales tax to use the dollars for building modifications to address health and safety needs.

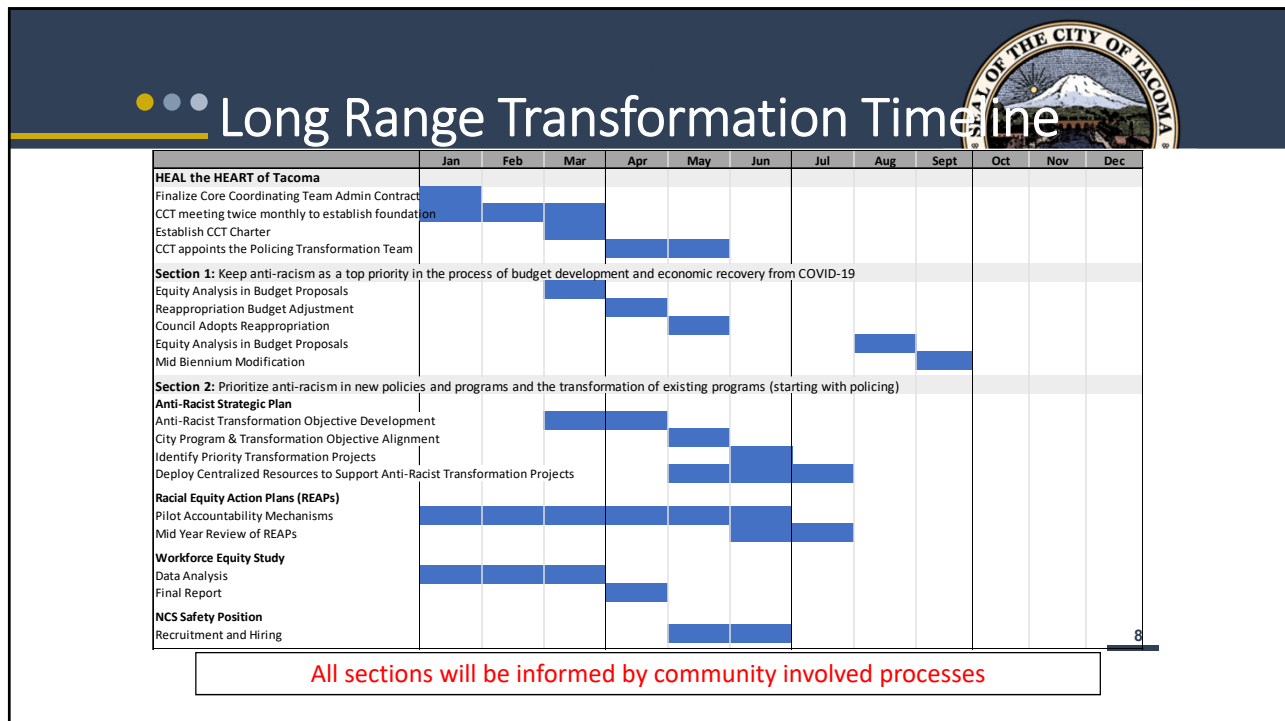
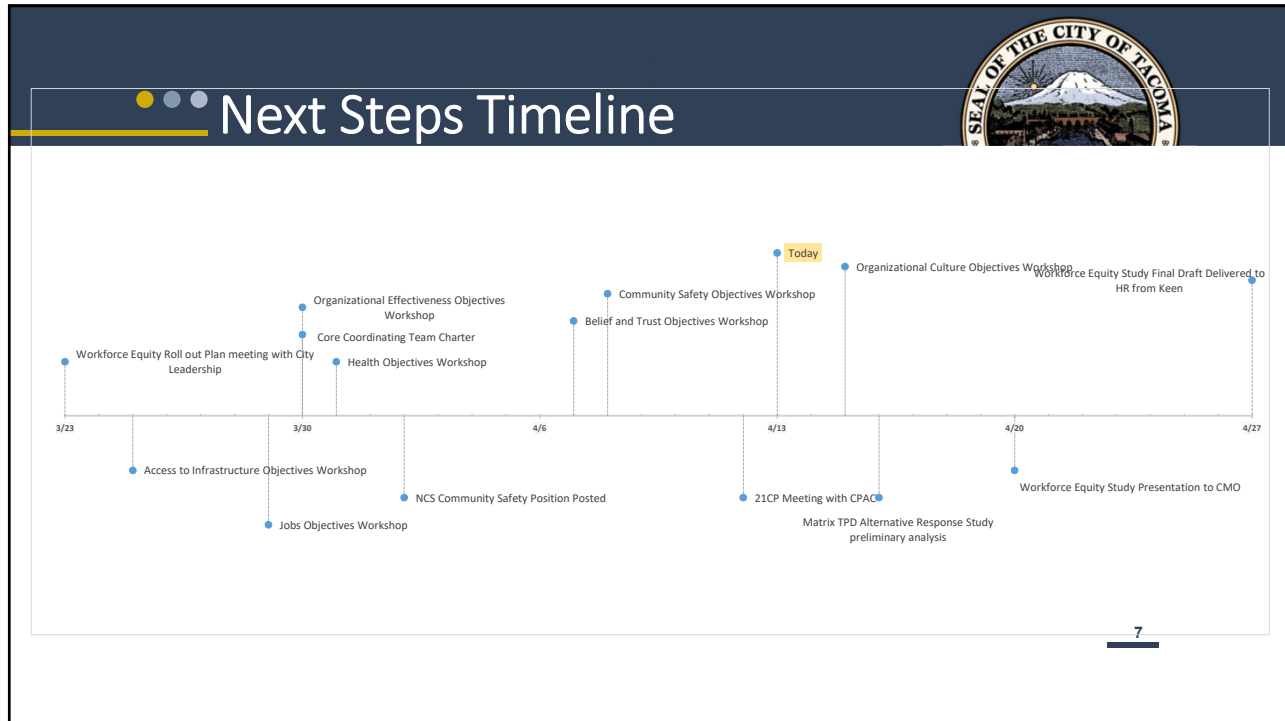
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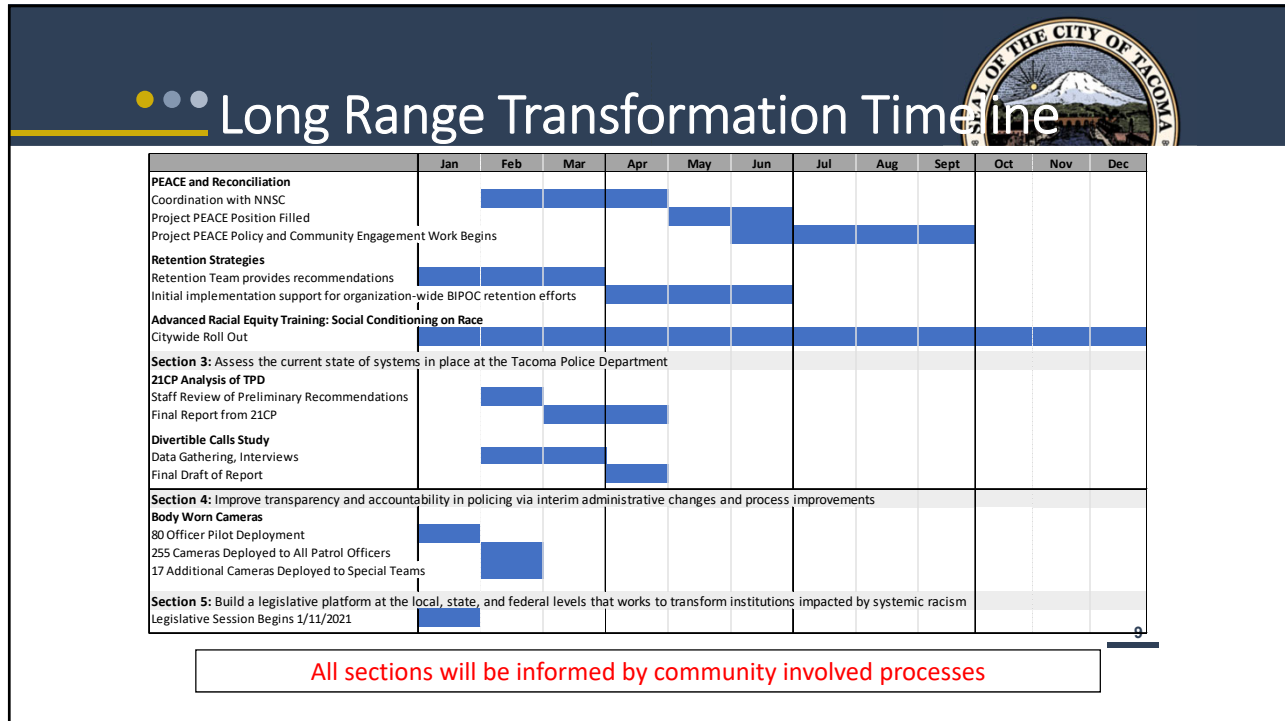
*New items in orange text




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"> • Anti-racist priority area workshops 2/5 – 4/15 • PEACE and Reconciliation applications closed 3/15 • 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 Study Final Draft to HR 4/27 • NCS position to support community safety transformation to be hired in June
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • 21CP meeting with CPAC 4/12 • 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 	<ul style="list-style-type: none"> • Preliminary Analysis from Alternative Response Study 4/16 • 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 	








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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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