



Update on Systems Transformation

City of Tacoma | City Manager's Office
City Council Meeting
2/23/2021



New Items



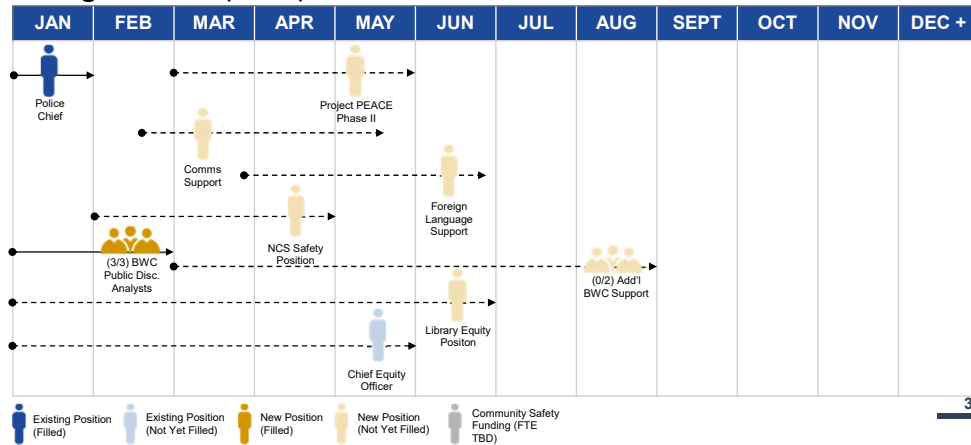
- HEAL the HEART of Tacoma
 - Establishing Core Coordinating Team (CCT) Operating Norms and Charter (Colemon & Associates)
 - Finalizing Contract for CCT Participation Stipends (Greater Tacoma Community Foundation)

New Items



• Section 2: New Policies & Transforming Existing Programs

• Hiring Timeline (2021)

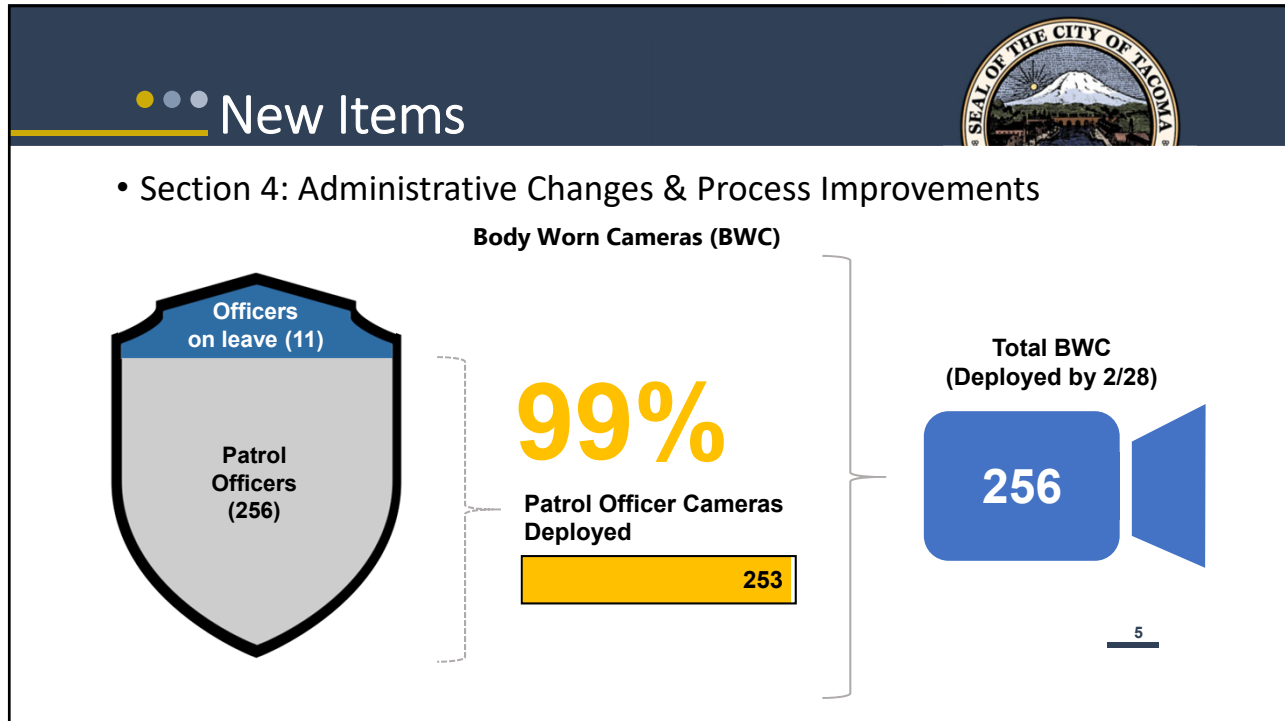


New Items



• Section 3: Current State Analysis of TPD

- 64 Initial Recommendations
 - Compiling high-level insights, questions, and comments from internal subject matter experts
- Divertible Calls Study with Matrix
 - Conducted interviews in the Police Department
 - Analyzing policing data related to current response types
 - Next Steps:
 - Identify alternative providers
 - Begin external interviews (regional providers)
 - Interview NCS Human Service Staff
 - Interview Fire Department Staff – TFD Cares
 - First draft report - beginning of April

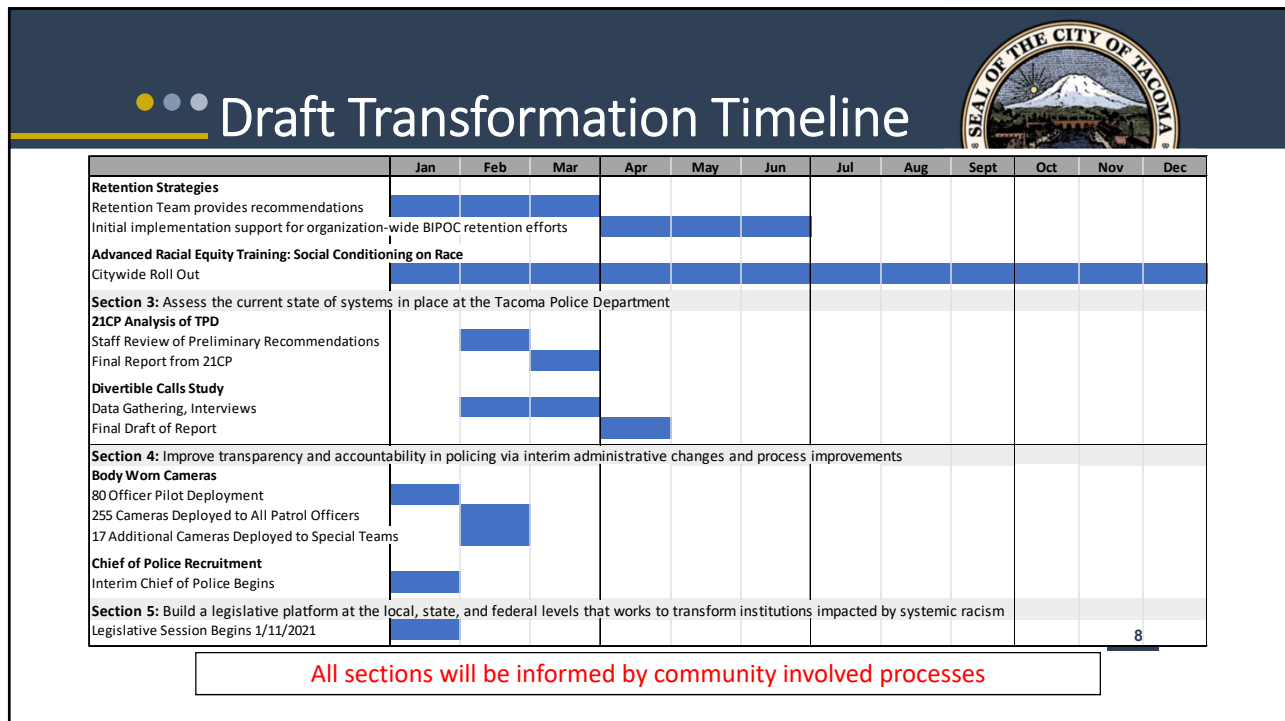
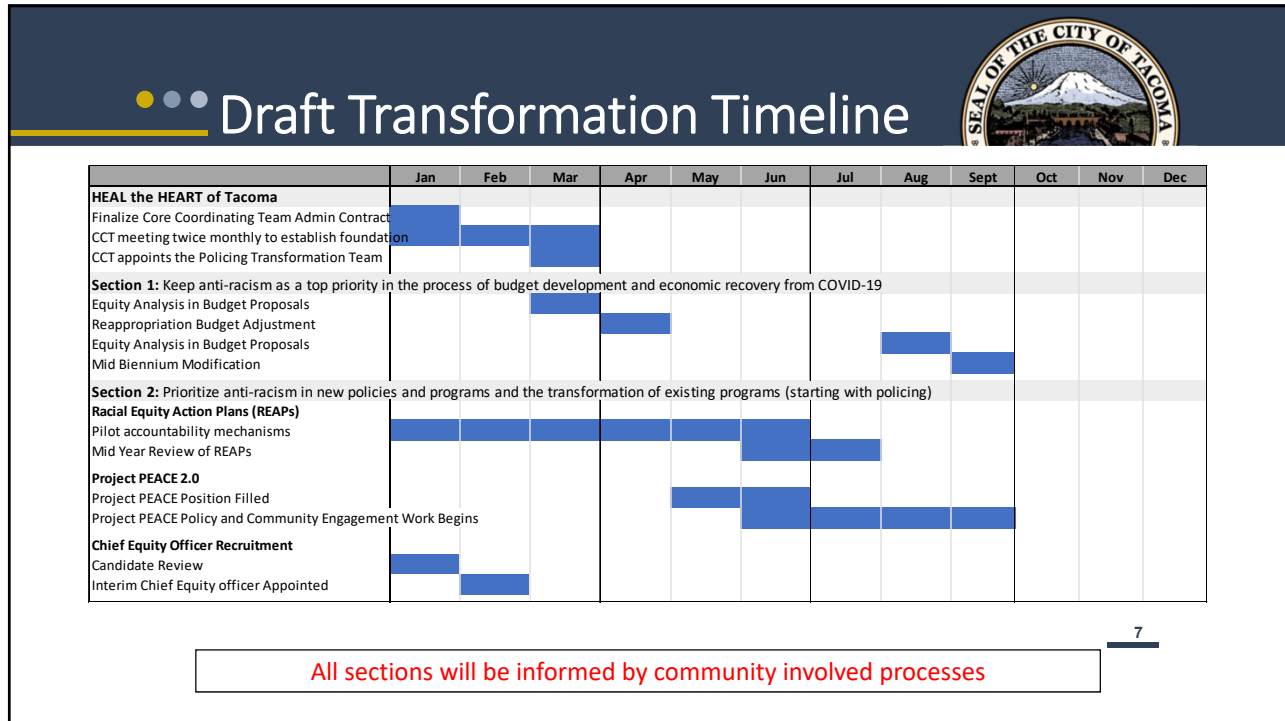


*New items in orange text

Systems Transformation Update

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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
Council Action and HEAL the HEART of Tacoma	●	<ul style="list-style-type: none"> Staff presentation on policing transformation Work & timelines 2/8 Mayor Presentation on vision to CCT 1/11 Core Coordinating Team Kickoff 12/23 Community partner identified for CCT stipend administration 12/9 Core Coordinating Team appointed 12/8 	<ul style="list-style-type: none"> Establishing CCT Norms and Stipends CCT to provide an update to Council on foundation building work 3/16 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 Biennial Budget Adopted 11/24 Selected to participate in What Works Cities Budgeting for Equity and Recovery Program 	
Section 2: New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> Chief Equity Officer Recruitment video interviews 2/13 and scheduling final interviews 2/16 First draft of workforce equity study reviewed 2/8 - 2/15 Accelerated BWC implementation timeline by one month 2/1 Executive Anti-Racist Transformation Discussion 1/25,20,29, 2/4 	<ul style="list-style-type: none"> NCS position to support community safety transformation to be hired in March/April All additional BWC deployed by 2/28 Chief Equity Officer applications being reviewed by SME panel
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> City reviewing 64 initial recommendations 21CP Provided 64 initial recommendations 1/29 NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2 People's Public Forum with LegallyBLACK 1/8 	<ul style="list-style-type: none"> First Draft of Divertible Calls Study 4/30 Body Worn Cameras deployed to special teams 2/28 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"> 253/255 body worn cameras deployed 2/22 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 passed House Committee Executive Session 2/4 Several Council Members, DM, and Mayor provided testimony on numerous items of legislature 	





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