



Update on Systems Transformation

City of Tacoma | City Manager's Office
 City Council Meeting
 5/11/2021



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 presented to:
 - City Directors and Superintendents 5/5
 - Joint Labor Committee 5/10
 - City Council/Utility Board 5/11
 - Keen Independent provides final Workforce Equity Study report to HR after 5/11
 - Anti-Racist Strategic Plan Development
 - Creating inventory of projects and initiatives throughout the City that align with transformation objectives.
 - Interdepartmental alignment workshops by Council Priority Area to be held in late May.

New Items



- Section 3: Current State Analysis of TPD
 - Preliminary Alternative Response (Matrix Study) Recommendations
 - Received full report 4/30
 - Staff submitted comments to Matrix on 5/7
 - Revised report from Matrix by 5/14
 - 21CP Current State Analysis of TPD
 - 21CP follow up presentation to Council on 5/18
 - 21CP Final report under review by TPD
 - Prioritization and implementation matrix to be shared 5/18
 - TPD to formally forward 21CP's policy related recommendations to CPAC for their consideration and recommendation by 5/14

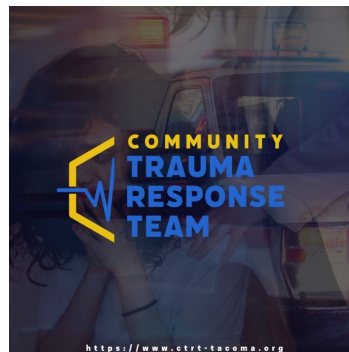
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New Items




• Section 4: Administrative Changes & Process Improvements

- Community Trauma Response Team
 - Applications due 5/31 for June Training
 - To apply for the CTRT training academy visit <https://www.crrt-tacoma.org/>
 - Volunteers trained to provide emotional first aid to community members within 20 minutes of a crisis
 - Volunteers on call a minimum of 20 hours per month working alongside emergency responders



4

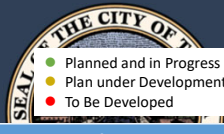


New Items

- Section 5: Legislative Agenda
 - End of Session Wrap up:
 - Passage of more than 10 policing/criminal justice transformation bills, including the cornerstone bill of police accountability – House Bill 1267, establishing an independent office of investigations.
 - Passage of HB 1090 prohibiting for-profit detention centers
 - Passage of HB 1070 expanding the use of the affordable housing sales tax
 - \$2 million for the City’s Links to Opportunity project in Hilltop
 - Millions of dollars for housing in Tacoma – including Forterra’s site, Shiloh Baptist Housing development, Tacoma Housing Authority housing, and more.
 - Passage of the Climate Commitment Act (cap-and-invest) and Low-Carbon Fuel Standard

5

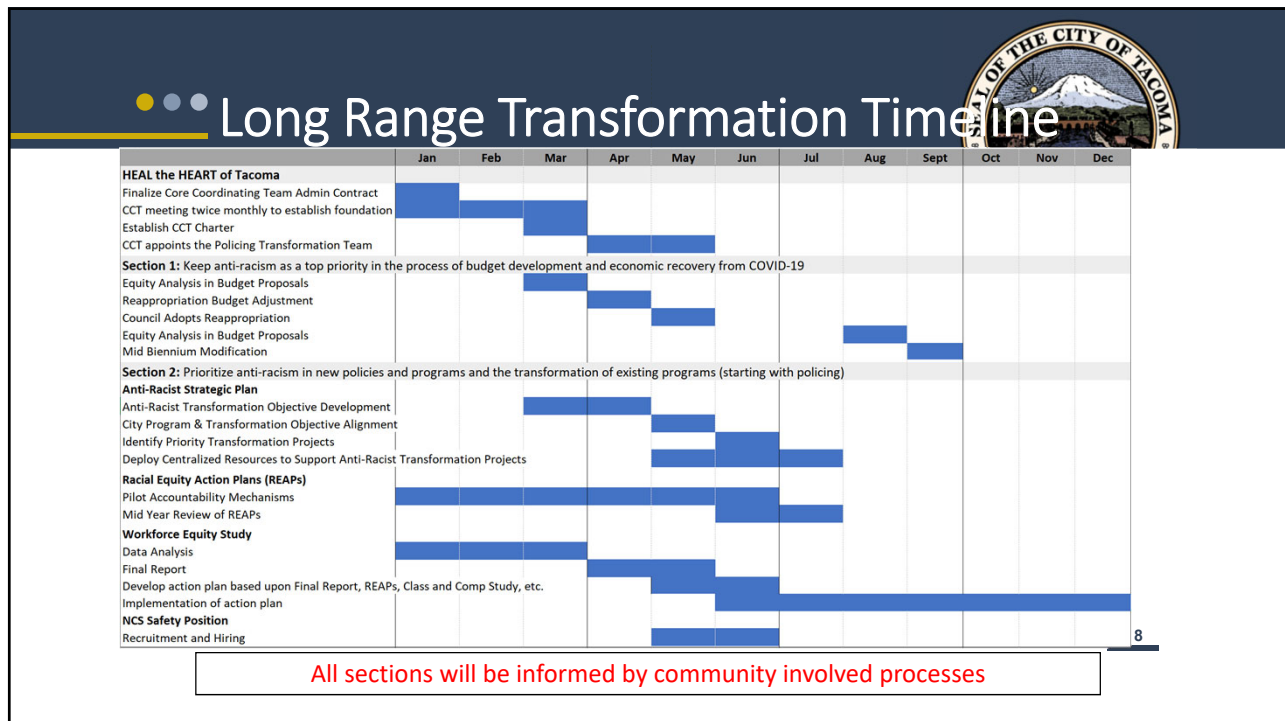
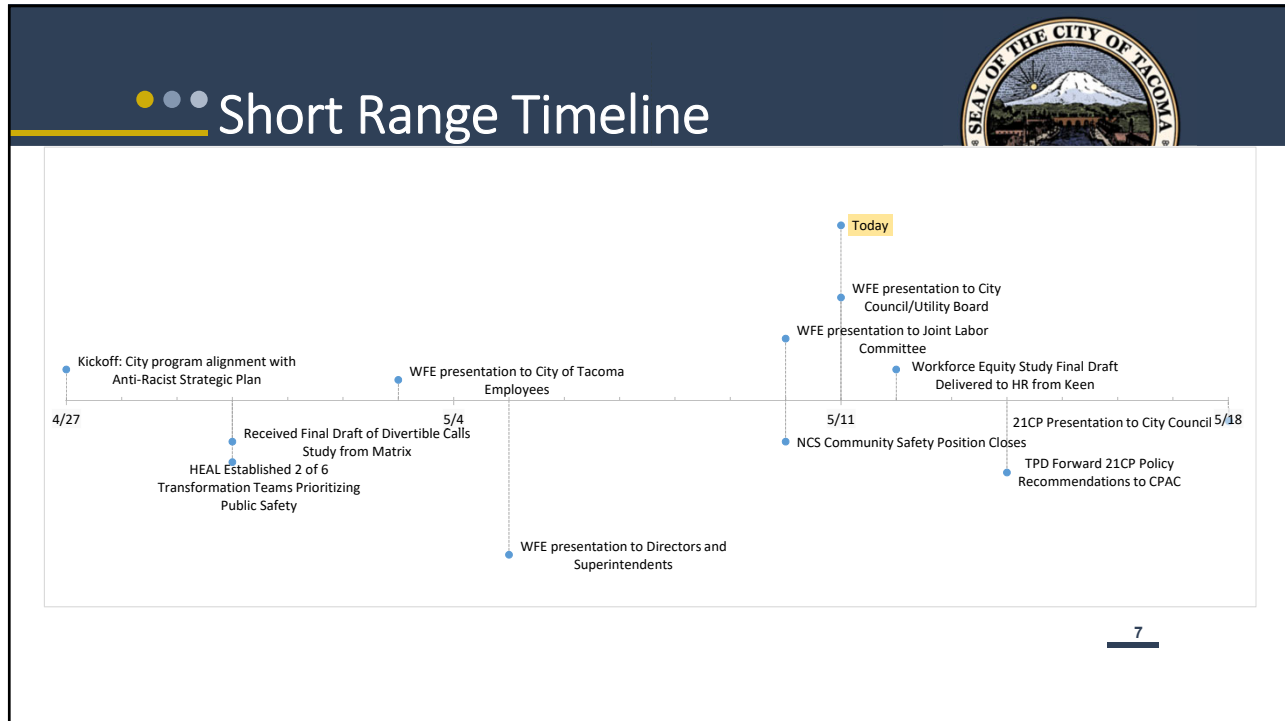
*New items in orange text

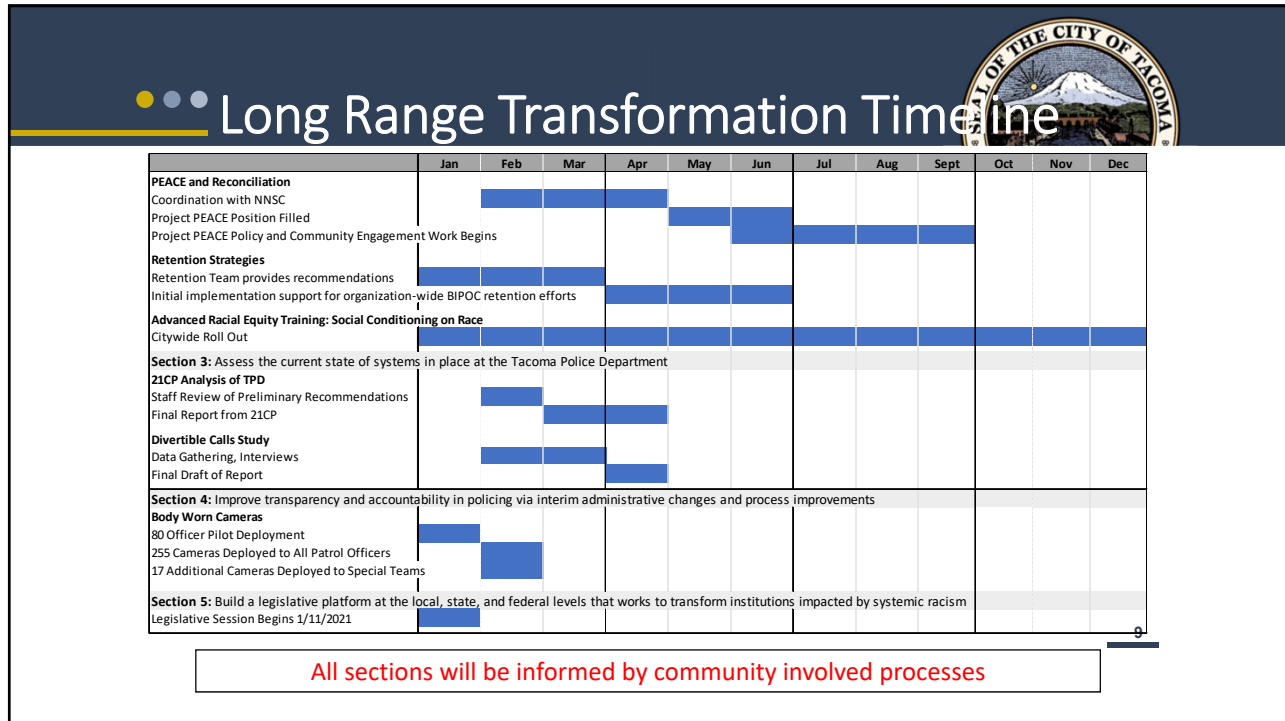



Systems Transformation Update

- 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"> • 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 • 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"> • Workforce Equity Study Report Roll Out 5/3-5/11 • Anti-racist priority area workshops 2/5 – 4/27 • PEACE and Reconciliation applications closed 3/15 • Affordable Housing Action Strategy update at Study Session 2/23 	<ul style="list-style-type: none"> • NCS position to support community safety transformation to be hired in June • Anti-Racist Transformation Strategic Plan Initiative Inventory late-May
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> • Alternative Response Study Report Roll Out 4/30 – 5/14 • Presentation to Community Vitality and Safety on BWC program 4/22 • 21CP meeting with CPAC 4/12 • Detailed report from 21CP posted online 3/19 • Body Worn Cameras deployed to all patrol officers 2/28 • Independent Investigation Team (IIT) Recruitment Completed 2/16 	<ul style="list-style-type: none"> • 21CP presenting again to Council 5/18 • 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 	<ul style="list-style-type: none"> • Community Trauma Response Team Volunteer Training Application Deadline 5/31
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

11



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

12