



RESOLUTION NO. 40696

1 BY REQUEST OF COUNCIL MEMBER McCARTHY

2 A RESOLUTION directing the City Manager to consider the recommendations in
3 the 2020 Comprehensive Police Staffing Study and upcoming Divertible
4 Calls for Service Study when making staffing decisions for the Tacoma
Police Department.

5 WHEREAS, in early 2020, the City commissioned a Comprehensive Police
6 Staffing Study to provide an independent and objective assessment of the staffing
7 needs of the Tacoma Police Department (“TPD”), and
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9 WHEREAS the City contracted with Matrix Consulting for this study, and the
10 report was provided to the City Council on May 25, 2020, and

11 WHEREAS the scope of the study was comprehensive, with a focus on
12 each function within the TPD, and the objectives were to analyze and provide
13 recommendations on the following:
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- 15 • Current operations and services for all functions within the Police
16 Department, including analysis of workloads, service levels,
staffing, scheduling, and deployment;
- 17 • Comparison of current services and service levels to identify
18 areas of improvement needed to achieve efficiencies;
- 19 • Current staffing needs for all functions to handle law enforcement
20 workloads in the City based on a factual assessment of all
operations; and
- 21 • Operations management, examining current management
22 techniques, and identify opportunities for improvement based on
best practices in policing. Impacts on the collective bargaining
environment were also identified, where appropriate,

23 and

24 WHEREAS the City is in the process of scoping an Alternative Response
25 Study, which is anticipated to be completed by the first quarter of 2021, to
26



1 provide analysis and recommendations on the feasibility of alternative response
2 to selected calls for services traditionally handled by police officers, but which
3 could be handled by civilian responders, and

4 WHEREAS the Tacoma Alternative Response Study will examine the
5 incidents which have involved police response and, working with the community
6 and TPD, will evaluate the potential for alternative forms of response to roles
7 involving (1) mental health crises; (2) homelessness; (3) other forms of crisis
8 response; and (4) non-emergency, low-risk community requests for service, and

9 WHEREAS an examination of the potential alternatives may find that
10 many of these situations will continue to require police officer response, either
11 alone or in conjunction with other service providers (governmental or not-for-
12 profit), and

13 WHEREAS the Comprehensive Police Staffing Study provides clarity to
14 the City about the gaps in policing services to the community as a whole, and

15 WHEREAS the proposed Tacoma Alternative Response Study includes
16 several methods of engagement, including a series of community and
17 stakeholder meetings and a survey for TPD employees, to explore alternative
18 staffing options while still working to close the gaps in the City's public safety
19 response; Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the City Manager is hereby directed to consider the recommendations in the 2020 Comprehensive Police Staffing Study and upcoming Divertible Calls for Service Study when making staffing decisions for the Tacoma Police Department.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney