



# Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session  
1/5/2021



## New Items



- Section 2: New Policies & Transforming Existing Programs
  - Chief Equity Officer recruitment
    - SME panel has reviewed applications and has requested supplemental information from candidates in preparation for semi-finalist interviews
    - Semi-finalist interviews are projected to begin the last week of January
    - Final interviews projected for mid-February
  - Social Conditioning on Race trainings scheduled every-other-month for 2021
- Section 4: Administrative Changes & Process Improvements
  - Interim Police Chief Mike Ake Announced 12/28 (Started 1/1)
  - Body Worn Cameras
    - Training officers field evaluation of Axon BWC is proceeding as planned
    - Deployment to 80 Patrol and Community Oriented Policing Officers 1/4

# COMMUNITY INPUT NEEDED

## on Current State of TPD Operations

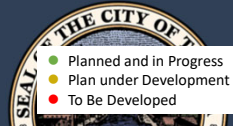
voicesoftacoma@21cpsolutions.com



\*New items in orange text



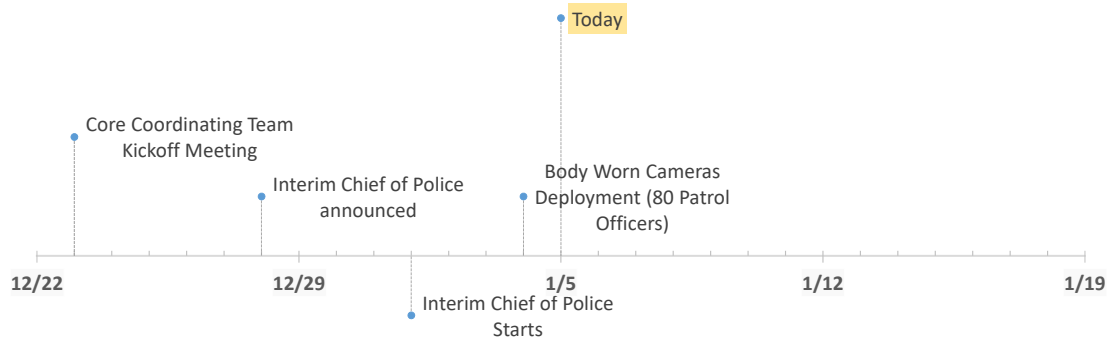
## Systems Transformation Update



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

Resolution Section	Status	Recent Accomplishments	In Progress/Up Next
<b>Council Action and HEAL the HEART of Tacoma</b>	●	<ul style="list-style-type: none"> <li>Core Coordinating Team Kickoff 12/23</li> <li>Community partner identified for CCT stipend administration 12/9</li> <li>Core Coordinating Team appointed 12/8</li> <li>Mayor's Youth Commission Presentation 11/21</li> <li>CVS Interviews Applicants 11/19 &amp; 23</li> </ul>	<ul style="list-style-type: none"> <li>In discussions with National Network for Safe Communities (NNSC) for grant-funded reconciliation process in Tacoma</li> </ul>
<b>Section 1:</b> Anti-Racist focused Budget Development	●	<ul style="list-style-type: none"> <li>2021-2022 Biennial Budget Adopted 11/24</li> <li>Selected to participate in What Works Cities Budgeting for Equity and Recovery Program</li> </ul>	
<b>Section 2:</b> New Policies and Programs / Transforming Existing Programs	●	<ul style="list-style-type: none"> <li>REAP Alignment workshops, 12/8 - 11</li> <li>Final Senior Leader Trainings Social Conditioning on Race 12/11</li> <li>Citywide employee engagement survey – survey closed 11/13</li> <li>Advanced Racial Equity Training (Cohort 1 of 3) 10/9</li> </ul>	<ul style="list-style-type: none"> <li>Chief Equity Officer semi-finalist interviews (late January)</li> <li>Chief Equity Officer final interviews (mid-February)</li> </ul>
<b>Section 3:</b> Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> <li>21CP Meetings w/ Community Groups (ongoing)</li> <li>2<sup>nd</sup> virtual site visit with TPD 10/14</li> <li>Established <a href="mailto:voicesoftacoma@21cpsolutions.com">voicesoftacoma@21cpsolutions.com</a></li> </ul>	
<b>Section 4:</b> Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> <li>80 Body Worn Cameras to be deployed to patrol officers 1/4/21</li> <li>Interim Chief of Police Michael Ake 1/4</li> <li>Body Worn Cameras deployed to training officers 12/14</li> <li>CPAC meetings with 21CP and Nick Brown on oversight 12/2-3</li> <li>IIT – 2 Community representatives trained, 3 additional selected</li> <li>Second Public Disclosure Analyst Started 11/23</li> </ul>	
<b>Section 5:</b> Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> <li>Legislative Agenda for State and Federal Priorities adopted 12/1</li> <li>Federal political landscape and priorities discussion with Council—Committee of the Whole 10/13</li> </ul>	

## Next Steps Timeline



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## Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
<b>Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19</b>												
Reappropriation Budget Adjustment												
Mid Biennium Modification												
<b>Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)</b>												
<b>Racial Equity Action Plans (REAPs)</b>												
Pilot accountability mechanisms												
<b>Advanced Racial Equity Training: Social Conditioning on Race</b>												
Senior Leader Training												
Facilitator Training												
Broader Roll Out												
<b>Section 3: Assess the current state of systems in place at the Tacoma Police Department</b>												
Contract with 21 Century Policing (21CP)												
21CP onboarding/CPAC Presentation												
Review TPD Policies, Procedures, and Protocols												
Review of TPD technology systems, data, and data analysis												
Qualitative audit of TPD investigations												
Review of community policing and engagement study												
<b>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</b>												
<b>Body Worn Cameras</b>												
80 Officer Pilot Deployment												
<b>Chief of Police Recruitment</b>												
Interim Chief of Police Begins												
<b>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</b>												
Legislative Session Begins 1/11/2021												

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All sections will be informed by community involved processes



# Police Body Worn Cameras

City of Tacoma  
City Council Study Session  
January 5, 2021



## Body Worn Camera Updates

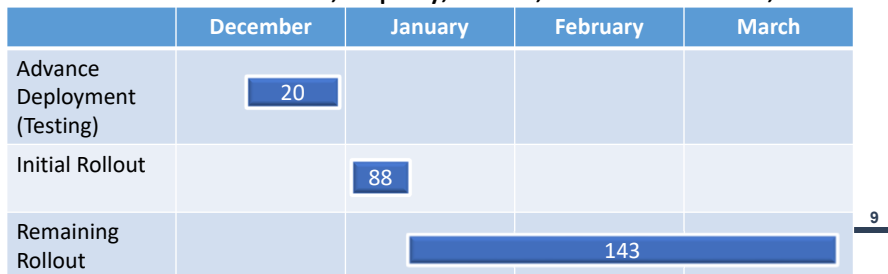


- Body Worn Camera Policy
  - Local 6 and 26 have agreed to initial BWC policy and timeline
  - Community Police Advisory Committee Recommendations
    - Presented to Council Dec. 8, negotiations to take place Q1, 2021
  - Continue to work with Labor Partners to include CPAC Recommendations
- Vendor Selection: Axon
- Funding
  - Estimated annual costs: First Year: \$1.2 M; Ongoing: \$800K
- Redaction Civilian Staffing
  - 2 hired, 1 pending
  - Fee schedule adopted Nov. 24, set redaction fee at \$0.49/min

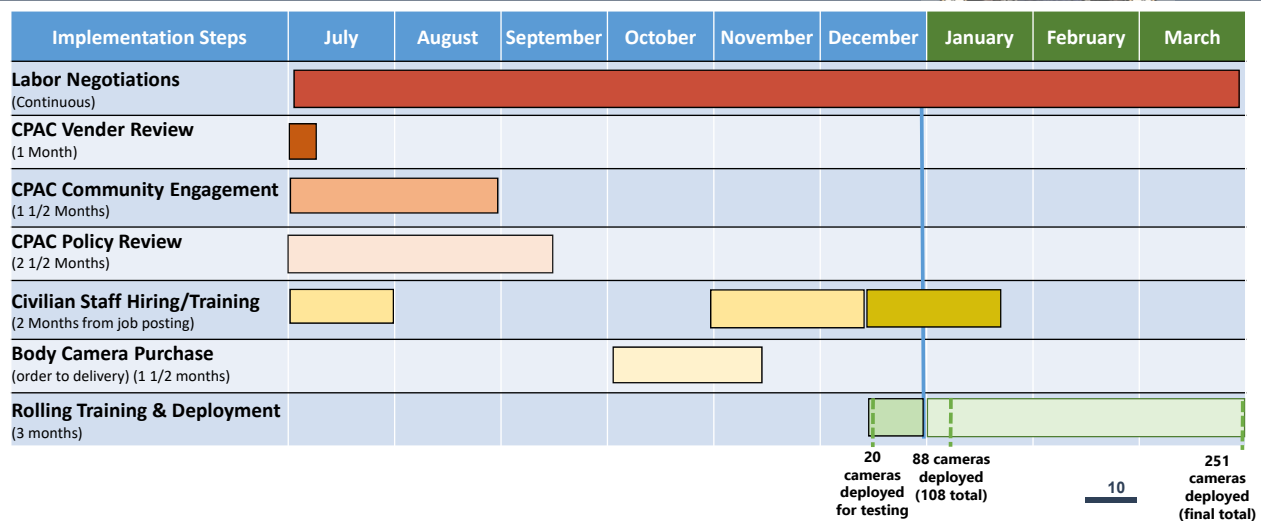
## Deployment



- Rolling deployment of 251 commissioned staff over three months
  - Prioritizing outward facing commissioned personnel
- Training included 4 hours per commissioned staff
  - Camera system operations
  - Policies / procedures
- Rollout balances effectiveness, equity, costs, officer backfill, and urgency



## Committed Timeline

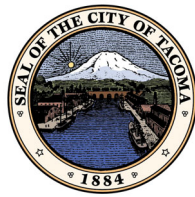


## Next Steps



- Updates to City Council after initial rollout
- Public Engagement
  - [Press Release 12/11/20](#)
  - [BWC program website](#)
- Media
  - [BWC program explained](#)
  - [Quick overview](#)
  - [Recording process](#)
  - [Video uploading](#)
  - [Video review and redaction](#)
  - [Requesting a video](#)

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