



Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
4/6/2021



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 3: Current State Analysis of TPD
 - 21CP Current State Analysis
 - [Detailed report from 21CP with 64](#) recommendations posted 3/19
 - 21CP presentation to City Council 4/20
 - Putting final recommendations into rubric for prioritization and implementation

3

New Items

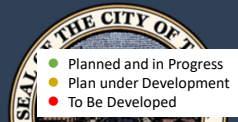


- Section 5: Legislative Agenda at Local, State, and Federal Level
 - HB 1267, establishing the Office of Independent Investigations voted out of the Senate Ways & Means Committee on 4/2
 - Now proceeding to Senate Rules Committee for further consideration
 - HB 1070, which modifies the sales tax authority for counties and cities to levy a one-tenth of one percent sales tax for affordable housing to allow for the acquisition of property was approved by the Senate on 4/5
 - HB 1090, concerning for-profit detention centers, approved by Senate and delivered to Governor to be signed into law 4/5.

4

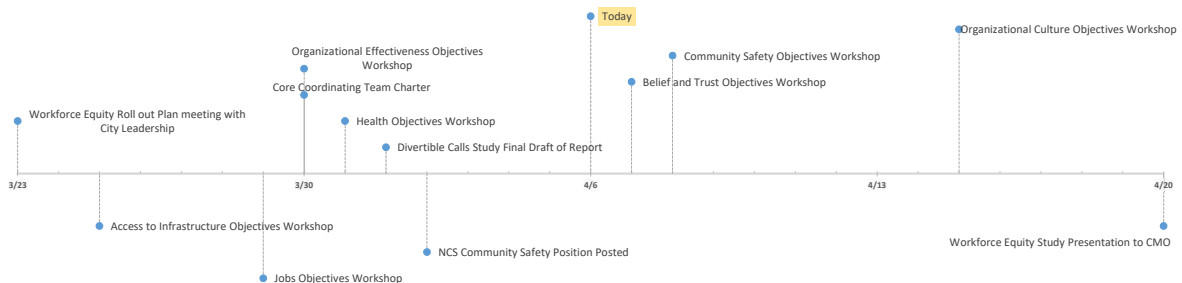
*New items in orange text

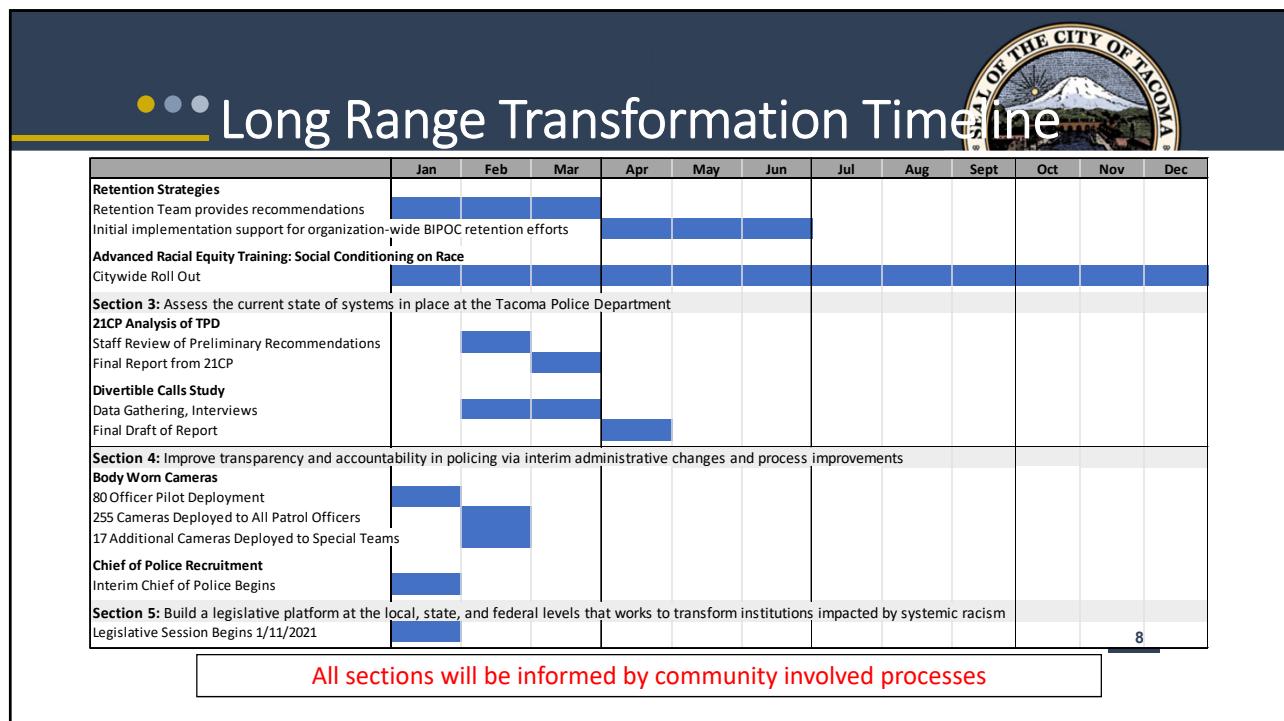
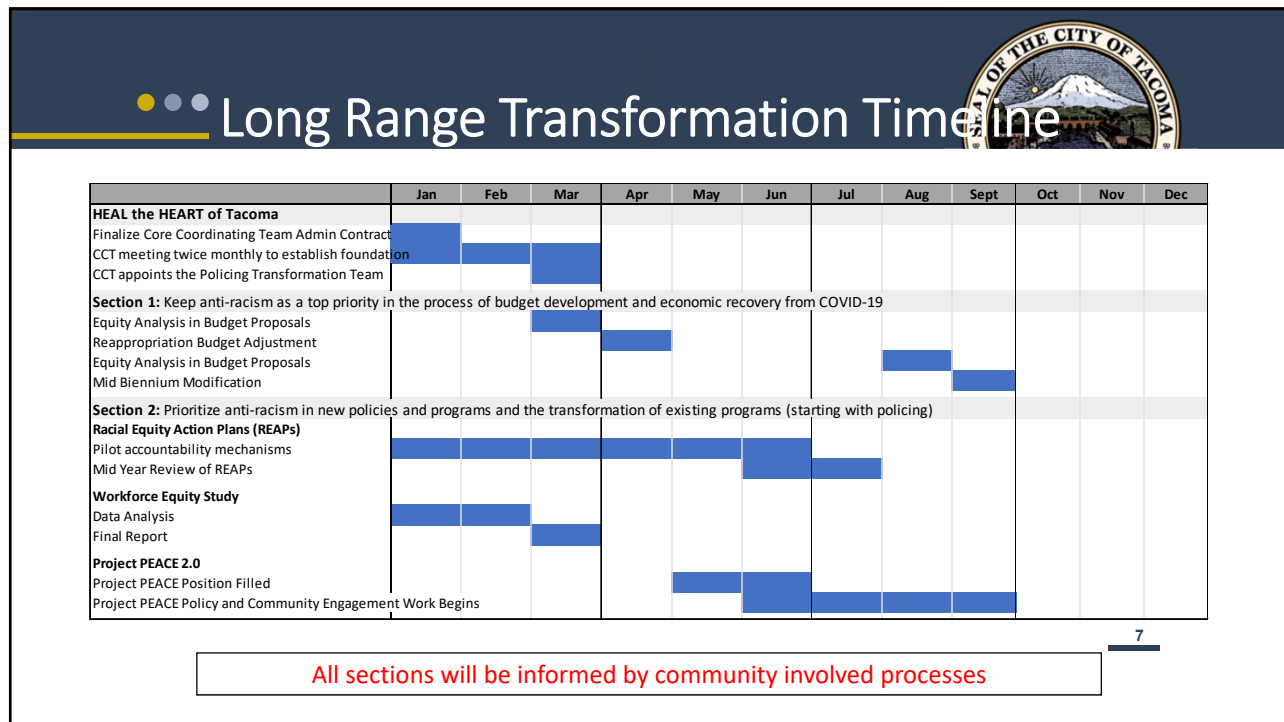
Systems Transformation Update



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 communication/roll out plan in development Review draft of workforce equity study 3/19 NCS position to support community safety transformation to be hired in March/April
Section 3: Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> 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"> First Draft of Divertible Calls Study 4/1 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 	

Next Steps Timeline







Update on Systems Transformation

City of Tacoma | City Manager's Office

Study Session
4/6/2021



- 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

New Items



- Section 3: Current State Analysis of TPD
 - Divertible Calls Study (Matrix)
 -
- 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