

21CP Solutions

Presentation to Tacoma City Council
April 20, 2021

21CP Solutions | Recommendations for the Tacoma Police
Department

Methodology – Paper, Performance, and People

- Document requests and review - policies, procedures, trainings
- Three years' worth of Use of Force cases and complaints – statistically sampled
- Over 161 separate interviews and listening sessions with stakeholders
- Resulting in 64 distinct recommendations across six dimensions

21CP Solutions | Recommendations for the Tacoma Police
Department

Six Distinct Areas of Evaluation

1. Addressing Community Needs
2. Critical Operations
3. Organization and Command Structure
4. Officer Support, Wellness, and Supervision
5. Accountability Systems
6. Technology and Data Systems

21CP Solutions | Recommendations for the Tacoma Police
Department

Addressing Community Needs Recommendations 1-3

- Community interest in re-imagining public safety
- Police Department willingness to listen
- Community Safety Plan
 - Problem Solving
 - Transparency
 - Liaisons

21CP Solutions | Recommendations for the Tacoma Police
Department

Critical Operations

Recommendations 4-36

- Use of Force
 - Policies and training
 - Reporting and review
- Pursuits
- Bias-free policing
- Stops, searches, and arrests
- Crisis Intervention

21CP Solutions | Recommendations for the Tacoma Police
Department

Organization and Command Structure

Recommendations 37-40

- Chief of Staff
- Civilianization
- Succession Planning
- Community Policing Structure

21CP Solutions | Recommendations for the Tacoma Police
Department

Officer Support, Wellness, and Supervision

Recommendations 41-52

- Training, education, and professional development
- Leadership development
- Police Training Officer program
- Early Intervention/Early Warning
- Officer Wellness and Employee Assistance

21CP Solutions | Recommendations for the Tacoma Police
Department

Accountability Systems

Recommendations 53-62

- Review of Complaints
- Misconduct systems
- Complaint systems
- Independent Oversight

21CP Solutions | Recommendations for the Tacoma Police
Department

Technology and Data Systems

Recommendations 63-64

- Data systems
- Transparency
- Technology roadmap

21CP Solutions | Recommendations for the Tacoma Police
Department

Questions?

21CP Solutions | Recommendations for the Tacoma Police
Department