



# Vision for the City and Tacoma Police Department

City of Tacoma | Tacoma Police Department

Study Session  
January 27, 2026  
ITEM #1



EVERYTHING I'M GOING TO SHARE TIES BACK TO OUR MISSION: TO CREATE A SAFE AND SECURE ENVIRONMENT IN WHICH TO LIVE, WORK, AND VISIT BY WORKING TOGETHER WITH THE COMMUNITY, ENFORCING THE LAW IN A FAIR AND IMPARTIAL MANNER, AND PRESERVING THE PEACE AND ORDER IN OUR NEIGHBORHOODS.

My focus is how that mission translates into action – *on the street, inside the organization, and in how we define our role going forward.*

- PUBLIC SAFETY AND CRIME REDUCTION
- LEADERSHIP AND CULTURE
- ROLE AND CLARITY AS WE LOOK AHEAD



# Safeguarding Our Community

Our Core duty – focus, follow-through, and partnership.



## What Crime Reduction Means

Crime reduction requires focus and follow-through. It's not about a single program or tool—it's about reducing violence, preventing harm, and making neighborhoods safer.

Reduce Violent Crime

Improve Traffic Safety

Prevent DUI

## Complex Challenges We Face

- Homelessness
- Mental illness
- Addiction

*Policing alone cannot solve them.*

## Our Role

- Protect public safety through enforcement, visibility, accountability
- Work alongside specialists who reduce harm + connect people to support

*Our responsibility is to partner.*

## Acknowledging Concern, Staying Focused

### Community Concern

- Headlines and rankings reflect real concern about crime
- Snapshots don't capture the full picture, but they reflect valid concern
- We cannot ignore or minimize what it represents

### Our Focus

- Stay focused on core duty
- Safeguard through reducing violent crime, improving traffic safety, preventing DUI
- This responsibility guides daily leadership

*"Safeguarding our community is the core duty. That responsibility guides how I will continue to lead this department every day."*



# Leadership, Culture and Stewardship



*"Culture is what people feel when leadership isn't in the room. It's built through clarity, consistency, and time."*

## Non-Negotiables

### PROFESSIONALISM

How we treat the public and each other matters. Respect, composure, and sound judgment are expected, every time.

- Respect in every interaction
- Composure under pressure
- Sound judgment, every time

### ACCOUNTABILITY

Expectations are clear, and they apply the same way to everyone. When conduct falls short, it's addressed.

- Clear expectations for all
- Standards applied fairly
- Gaps addressed directly

### SHOWING UP

Presence matters. In neighborhoods, in difficult conversations, and after mistakes.

- Visible in neighborhoods
- Present in tough conversations
- Accountability after mistakes

# TACOMA POLICE DEPARTMENT

## What Changes When

### Immediately *What starts now*

Expectations and supervision are clear and consistent, and accountability is applied fairly.

### Over Time *What builds gradually*

Trust and culture strengthen as consistency is sustained and people see follow-through.

# Looking Ahead: Role Clarity and Trust



## Next 90 Days

Stabilize + Align

- **Workforce focus** (recruitment/retention)
- **Training cadence** (standards reinforcement)
- **Communication rhythm** (with community)

## Next 180 Days

Strengthen Systems

- **Process improvement** (operational clarity)
- **Data-informed deployment** (responsible, measured)
- **Expand partnerships** (mental health/addiction support)

## Next 12 Months

Durable Trust

- **Transparency maturity** (public accountability systems)
- **Community relationship depth** (sustained partnership)
- **Leadership pipeline** (development programs)
- **30 by 2030 Initiative** (30% female force by 2030)

**30**  
by  
**2030**  
Female Officers

## PUBLIC SAFETY REMAINS PRIORITY

### Public Transparency Snapshot



Supporting Breakdown

Property: 13,950 | Person: 2,001 | Society: 1,078 | Other: 3,241 | Gang: 22 | Hate: 31

These public metrics help us communicate progress, prioritize resources, and stay accountable. Data transparency builds trust and guides our forward strategy.

Source: Tacoma Police Crime Dashboard — public

# Let's Talk, Tacoma



PUBLIC SAFETY IS A SHARED  
RESPONSIBILITY

ACCOUNTABILITY IS PART OF  
EARNING TRUST



# Vision for the City and Tacoma Police Department

City of Tacoma | Tacoma Police Department

Study Session  
January 27, 2026  
ITEM #1

