



# Update on Systems Transformation

City of Tacoma | City Manager's Office

**Study Session**

**2/9/2021**



# New Items



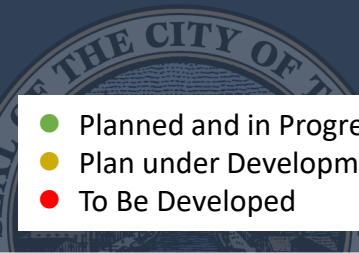
- HEAL the HEART of Tacoma
  - Staff Presentation to Core Coordinating Team (CCT) on policing transformation work & associated timelines 2/8
  - CCT to provide an update to Council on their foundation building work 3/16
- Section 2: New Policies & Transforming Existing Programs
  - Body Worn Cameras
    - 137 out of 255 cameras have been deployed as of 2/8

# New Items



- Section 3: Current State Analysis of TPD
  - City staff reviewing [64 preliminary recommendations](#) provided by 21CP
    - Identifying connections to work in progress
    - Identifying follow up questions/notes for 21CP
    - Initial prioritization and alignment for implementation (to be further informed by final report from 21CP in mid-March)
- Section 5: Legislative Agenda at Local, State, and Federal Level
  - HB 1267, establishing the Office of Independent Investigations, passed out of the House Safety Committee
  - Deadline for bills to advance out of their assigned policy committee 2/15
  - Anticipate a hearing this week on [HB 1507](#) to establish an avenue for independent prosecutions of police use of deadly force in Washington

\*New items in orange text



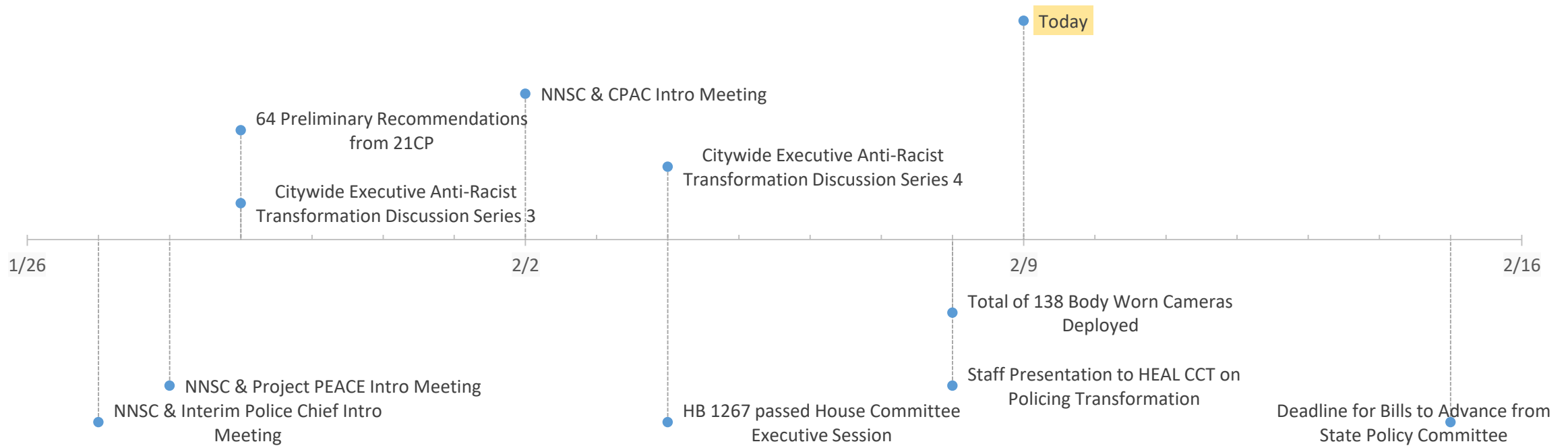
- Planned and in Progress
- Plan under Development
- To Be Developed

# Systems Transformation Update

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>• <b>Staff presentation on policing transformation Work &amp; timelines 2/8</b></li> <li>• Mayor Presentation on vision to CCT 1/11</li> <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> </ul>	<ul style="list-style-type: none"> <li>• <b>CCT to provide an update to Council on foundation building work 3/16</b></li> <li>• Exploring grant opportunity through 2021 Global Mayor’s Challenge</li> <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>• Accelerated BWC implementation timeline by one month 2/1</li> <li>• Executive Anti-Racist Transformation Discussion 1/29 &amp; 2/4</li> <li>• Body Worn Camera Informational Video Deployed</li> <li>• Executive Anti-Racist Transformation Discussions 1/20 &amp; 25</li> <li>• Chief Equity Officer SME panel selects interviewees 1/25</li> </ul>	<ul style="list-style-type: none"> <li>• All additional BWC deployed by 2/28</li> <li>• Chief Equity Officer applications being reviewed by SME panel</li> </ul>
<b>Section 3:</b> Current State Assessment of TPD Systems	●	<ul style="list-style-type: none"> <li>• <b>City reviewing 64 initial recommendations</b></li> <li>• 21CP Provided 64 initial recommendations 1/29</li> <li>• NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2</li> <li>• People’s Public Forum with LegallyBLACK 1/8</li> </ul>	<ul style="list-style-type: none"> <li>• Body Worn Cameras deployed to all patrol officers 2/28</li> <li>• Final report with substantial discussion of analyzed data, rationale for recommendations, and examples of best/promising practices by 3/15</li> </ul>
<b>Section 4:</b> Administrative Changes and Process Improvements to Increase Transparency in Policing	●	<ul style="list-style-type: none"> <li>• 2,115 videos uploaded to date 1/11</li> <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> </ul>	
<b>Section 5:</b> Legislative Platform to Transform Institutional Racism	●	<ul style="list-style-type: none"> <li>• <b>HB 1267 passed House Committee Executive Session 2/4</b></li> <li>• Several Council Members, DM, and Mayor provided testimony on numerous items of legislature</li> <li>• Legislative Agenda for State and Federal Priorities adopted 12/1</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Deadline for bills to advance out assigned policy committee 2/15</b></li> <li>• <b>Anticipate a hearing this week on HB 1507 to establish an avenue for independent prosecutions of police use of deadly force in Washington</b></li> </ul>



# Next Steps Timeline





# Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
<b>HEAL the HEART of Tacoma</b>												
Finalize Core Coordinating Team Admin Contract	█											
CCT meeting twice monthly to establish foundation	█	█	█									
CCT appoints the Policing Transformation Team			█									
<b>Section 1: Keep anti-racism as a top priority in the process of budget development and economic recovery from COVID-19</b>												
Equity Analysis in Budget Proposals			█									
Reappropriation Budget Adjustment				█								
Equity Analysis in Budget Proposals								█				
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	█	█	█	█	█	█						
Mid Year Review of REAPs						█	█					
<b>Project PEACE 2.0</b>												
Project PEACE Position Filled	█	█										
Project PEACE Policy and Community Engagement Work Begins			█									
<b>Chief Equity Officer Recruitment</b>												
Candidate Review	█											
Semi-Final Interviews		█										
Final Interviews			█									
Council Confirmation of Appointee				█								
New Chief Equity Officer Begins					█							

All sections will be informed by community involved processes



# Draft Transformation Timeline



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
<b>Section 2: Prioritize anti-racism in new policies and programs and the transformation of existing programs (starting with policing)</b>												
<b>Retention Strategies</b>												
Retention Team provides recommendations	█											
Initial implementation support for organization-wide BIPOC retention efforts				█								
<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	█											█

All sections will be informed by community involved processes



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