Update on Systems Transformation
City of Tacoma | City Manager’s Office
Study Session
3/30/2021
New Items

• Section 2: New Policies & Transforming Existing Programs
  • Workforce Equity Study
    • Scheduling dates for presentations of the final Workforce Equity Study report by Keen Independent 3/30
  • Neighborhood and Community Services (NCS) Safety Position
    • Job application to be posted and open from 4/2 – 4/26
    • Position will be responsible to synthesize information from multiple aspects of the transformational efforts across the organization to inform recommendations on community safety programming.
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
• Section 5: Legislative Agenda at Local, State, and Federal Level
  • Senate Ways & Means Committee hearing on HB 1267, establishing the Office of Independent Investigations 3/31
  • 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 is currently on the Senate floor calendar and could be voted on any time.
  • HB 1090, concerning for-profit detention centers, placed on second reading by Rules Committee.
### Systems Transformation Update

<table>
<thead>
<tr>
<th>Resolution Section</th>
<th>Status</th>
<th>Recent Accomplishments</th>
<th>In Progress/Up Next</th>
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</thead>
</table>
| **Council Action and HEAL the HEART of Tacoma** | | • 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 | • 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** | | • 2021-2022 Budget Book Finalized 2/22  
• Council Retreat Presentation on 2020 Actuals/2021 Calendar 2/27  
• 2021-2022 Biennial Budget Adopted 11/24 | • 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 2: New Policies and Programs / Transforming Existing Programs** | | • 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 | • 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 3: Current State Assessment of TPD Systems** | | • 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  
• NNSC Meetings with Project PEACE, Police Chief, CPAC 1/27-2/2 | |
| **Section 4: Administrative Changes and Process Improvements to Increase Transparency in Policing** | | • 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** | | • 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 | |

*New items in orange text*
Next Steps Timeline

- Workforce Equity Study Draft Provided to Leadership
- Core Coordinating Team Update to City Council
- Procedural Justice Training Begins at TPD
- Workforce Equity Roll out Plan meeting with City Leadership
- Core Coordinating Team Charter
- Divertible Calls Study Final Draft of Report
- NCS Community Safety Position Posted
- Workforce Equity Study Presentation to CMO

3/16
3/23
3/30
4/6
4/13
4/20
All sections will be informed by community involved processes.
### Long Range Transformation Timeline

<table>
<thead>
<tr>
<th>Section 3: Assess the current state of systems in place at the Tacoma Police Department</th>
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<tbody>
<tr>
<td>21CP Analysis of TPD</td>
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<td>Staff Review of Preliminary Recommendations</td>
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<td>Final Report from 21CP</td>
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<td>Divertible Calls Study</td>
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<td>Data Gathering, Interviews</td>
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<td>Final Draft of Report</td>
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<tr>
<th>Section 4: Improve transparency and accountability in policing via interim administrative changes and process improvements</th>
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<tbody>
<tr>
<td>Body Worn Cameras</td>
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<td>80 Officer Pilot Deployment</td>
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<td>255 Cameras Deployed to All Patrol Officers</td>
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<td>17 Additional Cameras Deployed to Special Teams</td>
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<td>Chief of Police Recruitment</td>
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<td>Interim Chief of Police Begins</td>
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<tr>
<th>Section 5: Build a legislative platform at the local, state, and federal levels that works to transform institutions impacted by systemic racism</th>
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<td>Legislative Session Begins 1/11/2021</td>
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<td>Retention Team provides recommendations</td>
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<td>Initial implementation support for organization-wide BIPOC retention efforts</td>
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<td>Citywide Roll Out</td>
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