



Seattle City Council Police Accountability Panel (SCCPAP)  
Minutes of Monday, November 12, 2007 Meeting  
6:00 pm – 9:00 pm

Present: Panelists Veronica Alicea-Galvan; Leo Hamaji; Steve Herbert; W. Ed Reed; Eric Schnapper; Lynne Wilson; Michael Pendleton, facilitator; Nancy Roberts, staff

Absent: Kellye Testy

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**Administrative:**

Meeting was convened at 6:05 pm

**Welcome** - Nick Licata welcomed the panel and provide the context for the creations of the panel. There was a discussion of the establishment of this panel and the Seattle Police Officers' Guild contract. There was a discussion about how the may be viewed by the police chief and SPOG.

**Approval of Agenda** – The facilitator emphasized that he wants the panel to drive the agenda, so please be an active participant.

**Panel Meeting Dates and Times** – Monday evenings seem to work for the majority of people. The next two meetings are scheduled for Monday, November 26, in the Boards & Commissions room from 6 – 9 pm, and Monday, December 10, 6 – 9.

Roles and Working Agreements – See attached roster of agreements

**The Panel's Charge and Scope of Work** – There was discussion about how this panel's charge and that of the Mayor's panel differ. The panel would like to hear from citizens and organizations in addition to those who will speak to the group to give them history and context of the various groups that make up our accountability system. The facilitator informed the group that Pierce Murphy will be speaking at the Mayor's panel meeting on Monday, 11/19. He expects that Mr. Murphy may recommend changes to Seattle's system. A panel member promised to send the link to the PERB – Public Employees Relations Board case out of Spokane. The Seattle Police Officers Guild cites this case when it files an unfair labor practice (ULP) case with PERB over City efforts to improve citizen oversight and is successful in its efforts. Question – when is the City liable for police misconduct? Others felt it would be helpful to know SPOG's history. The City seems to have negotiated away a lot. The panel wanted to know the context?

Subsequent to a discussion of media attention, it was decided that Michael would be the spokesperson for media at this time. This can be revisited at a later date. The agreement was that each member would inform the others if they are contacted by the media so that all may be aware of the contact. (See working agreement attached).

It was recommended that the panel be provided copies of Sam Walker's book, The New World of Police Accountability. Nancy will make the purchase.

The facilitator emphasized that the process should be kept as pristine as possible so that the end result is not undermined by criticism of the process. This means transparency and integrity.

The panel discussed how to be inclusive and open to all viewpoints. The panel wants to reach out to those who are affected by the process. It was suggested that the panel may want to hold meetings in neighborhoods. Nancy will check with Bob Scales, who staffs the Mayor's panel, to see what contacts he



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has from their outreach efforts. It was noted that it would be important to keep the Chief and SPOG informed of the panel's agendas.

The difference between the way this panel is perceived and the way the Mayor's panel is perceived was discussed. What is the Mayor's panel's charge? There was concern about duplication of efforts. The facilitator characterized their charge as taking a broader look at the system.

It was decided that the agendas and minutes should be posted on the web.

Panel members were asked to review the draft scope of work, found in their notebooks. The scope of work was discussed.

The facilitator urged the group to be forthcoming about their goals and the issues they'd like to pursue. Suggestions:

- How other cities have approached police labor issues and process.
- A structured approach to guide police citizen contacts that is found in many police organizations such as the Washington State Patrol.
- The Spokane Washington legal case related to police discipline.
- History of the collective bargaining issues and process between the City of Seattle and the police labor organizations.
- Hear from those individuals both citizens and police officers that have been directly involved in the police accountability process.
- How the OPA and other citizen oversight processes work.
- What other police accountability systems exist that has given an independent group outside the police department the role of investigating and deciding on discipline.
- What are the off duty employment policies and protocols for the police department.
- To hear from those who feel there are problems with the existing system.

There was a discussion on cultural differences and checks and balances within the system, contrasting the police system's public servants with the systems of checks and balances in the legal and medical professions.

An orientation will be provided, hopefully at the next meeting, on labor relations and collective bargaining, the Open Public Meetings Act, and public records. The group needs to first understand the current system, the effect of ordinances, which state laws apply, and their restrictions.

The panel was provided with a paper which contained several legal issues that have emerged throughout the process through the various panels, in the press, etc. This is provided as a starting point, not a comprehensive list.

It was appreciated by all that the police chief – any police chief – has a difficult balance to maintain – appeasing the guild/union and officers.

Nancy will contact members prior to each meeting to see if they are interested in having her purchase box lunches/pizza/food for these dinner-time meetings.

Meeting was adjourned at 9:00.

### **Next Meeting**

City Hall, Floor 2, 600 Fourth Avenue, P.O. Box 34025 Seattle, WA 98124-4025  
(206) 684-8146 Fax: (206) 684-8587



## Seattle City Council Police Accountability Panel (SCCPAP)

The next meeting will be on Monday, November 26 at 6:00 pm in the Boards & Commissions Conference Room.

Minutes recorded by: Nancy Roberts