

MINUTES

Community Police Commission (CPC)

June 20, 9:00 am – 12:00 pm

Seattle Municipal Tower, 700 5th Ave, Room 4080

CPC Attendees: Enrique González (co-chair), Isaac Ruiz (co-chair), Rev. Harriett Walden (co-chair), Emma Catague, Claudia D'Allegri, Lisa Daugaard, Melinda Giovengo, Jay Hollingsworth,

CPC Absent: Colleen Echohawk, Ofr. Kevin Stuckey, Rev. Aaron Williams

CPC Staff: Fé Lopez, Karen Chung, Roxana Pardo Garcia, Minty LongEarth, Sarah Mayes, Tracy Whitlatch

Introduction of New Staff Member: Sarah Mayes

The CPC welcomed new policy analyst Sarah Mayes. She previously served as a Legislative Aide to Seattle City Councilmember Kirsten Harris-Talley (Position 8 – Citywide). Prior to then, she worked in the Seattle law library of K&L Gates LLP, and as a Legislative Library Assistant and Supreme Court Liaison at Covington & Burling LLP, in Washington, DC. She has worked in the offices of U.S. Sen. Ron Wyden, U.S. Rep. Earl Blumenauer, and Councilmember David Bragdon at Portland's Metro regional government. Sarah has also served as a consultant to policymakers on transgender civil rights and access to healthcare. She earned her BA from Reed College, where she majored in History.

Review Agenda and Approve Minutes / Announcements

Moved, seconded, and passed (7-0-0): "To approve the minutes from 6/6/2018."

Absent for vote: Melinda Giovengo

Moved, seconded, and passed (5-0-2): "To approve the minutes from 6/8/2018."

Abstentions: Lisa Daugaard and Jay Hollingsworth

Absent for vote: Melinda Giovengo

Moved, seconded, and passed (6-0-1): "To approve the minutes from 6/14/2018."

Abstentions: Lisa Daugaard

Absent for vote: Melinda Giovengo

Action Items Review

The CPC reviewed the status of Action Items from the previous CPC meeting.

The next scheduled CPC meeting is July 4, which is a holiday. The CPC rescheduled the meeting to July 11 from 9am to 12pm.

Moved, seconded, and passed (7-0-0): “To approve moving the July 4, 2018 CPC meeting to July 11, 2018 from 9am to 12pm.”

- Absent for vote: Melinda Giovengo

Action Item: Move the July 4, 2018 CPC meeting to July 11, 2018.

DOJ/Monitor’s Update

DOJ – The Court approved the submitted changes to SPD’s bias-free policing and crisis intervention policies. SPD will next submit changes to its use of force policies. SPD’s stops and detentions outcome report was filed on June 30. SPD is currently working on audit methodologies for the audit of Type I and Type II investigations as well as crisis intervention.

Monitoring Team – The Monitor’s representative had no updates.

Police Practices Workgroup

Body-Worn Video Community Survey

Nick Zajchowski attended the CPC meeting to discuss how to move forward with SPD’s body-worn video community survey.

Action Item: CPC to review memo by Nick Zajchowski and discuss the CPC’s recommendations to SPD on the body-worn video community survey at the next CPC meeting.

Chief of Police Finalist Q&A: Cameron McLay

Chief of Police final candidate Cameron McLay attended the meeting to meet the CPC, introduced himself, and answered the following questions.

1. Why do you want to be the Chief of Police in Seattle?
2. How have you worked with marginalized communities?
3. What is your understanding of the Consent Decree and where we are in the process?
4. How do you plan on working with the oversight entities (CPC, IG, OPA)?

The CPC also asked questions on the following:

- Views on coercive interrogations
- Views on harm reduction principles
- Views on local law enforcement’s role in immigration enforcement
- Experience and history with antiracism work
- Views on law enforcement’s role in homeless crisis
- His short tenure as Chief of Police in Pittsburg

Strategy Committee

Staff Hiring Update

Sarah Mayes started as the new policy analyst on Monday, June 18. Bessie Scott will be starting as the new policy supervisor on Monday, June 25. The CPC has completed first round interviews with communication advisor candidates and the second round of interviews will likely happen on July 5. Co-chair Enrique Gonzalez and staff conducted the first round of interviews, and Co-Chair Reverend Harriett Walden and Commissioner Emma Catague will be joining interviews of three finalists.

The final open position is a community engagement specialist. The job description and paperwork for the position opening are being developed now. Job description drafts will be vetted through the Community Engagement Committee and the Strategy Committee. The goal is to post the job by July and start interviews by mid-August.

Chief of Police Search Update

Site Visits

The CPC will conduct its own site visits to the following cities where the three Chief of Police candidate finalists have spent more of their careers:

- The site visit to Madison was cancelled due to weather and flight complications. The CPC was able to obtain refunds for the flights and hotel reservations. Staff and co-chair Enrique Gonzalez will conduct phone meetings instead.
- Austin, Texas
- Minneapolis, Minnesota

The CPC is exploring doing a video report back from the site visits.

EEOC

The CPC will retain an attorney to look into possible Equal Employment Opportunity compliance issues in the Chief of Police search and selection process. The CPC will also contract with Judge Anne Levinson (ret.) to work on a variety of subjects for the CPC including preference points, secondary employment, and the accountability legislation implementation.

Moved, seconded, and passed (8-0-0): “To approve contracting with Colleen Kinerk up to \$5,000, on equal employment opportunity compliance issues related to the Chief of Police search and selection process, subject to final vetting by the Co-Chairs.”

Moved, seconded, and passed (7-0-0): “To approve contracting with Judge Anne Levinson (ret.) up to \$10,000 to serve as a consultant related, but not limited to, the following items: preference points, secondary employment, and accountability legislation, and implementation, etc.”

- Absent for vote: Jay Hollingsworth

Public Disclosure Request to Mayor

The CPC requested all records related to the Chief of Police search from the Mayor’s Office on May 27, 2018. The CPC expects a response and documents from the Mayor’s Office this week.

Action Item: Retain Colleen Kinerk up to \$5,000 on equal employment opportunity compliance issues related to the Chief of Police search and selection process, subject to final vetting by the Co-Chairs.”

Action Item: Contract with Judge Anne Levinson (ret.) up to \$10,000 to serve as a consultant related, but not limited to, the following items: preference points, secondary employment, and accountability legislation, and implementation, etc

Executive Session

The CPC entered into an Executive Session to discuss potential litigation from 10:32am to 10:45am.

Motion and Vote Following Executive Session

Following a review by the CPC Strategy Standing Committee, CPC will send a letter today to the City Council President noting the May 27 letter sent to Mayor Durkan, requesting specific records pertaining to the Chief of Police selection process, noting that: the CPC has not yet received the requested records; the CPC is contracting with an expert on equal employment opportunity practices to analyze the search process; and the CPC intends to review the expert’s analysis of the hiring peoces. In the letter, the CPC will request that the Council President postpone the scheduling of Chief of Police confirmation hearing(s) until after the CPC has received and formally reviewed the findings of the expert.

Moved, seconded, and passed (8-0-0): “To approve sending a letter to City Council President Bruce Harrell asking to postpone the scheduling of Chief of Police confirmation hearing(s) until after the CPC has received and formally reviewed the findings by the EEO expert retained by the CPC.”

Action Item: Draft and send letter to City Council President Bruce Harrell to postpone the scheduling of Chief of Police confirmation hearing(s) until after the CPC has received and formally reviewed the findings by the EEO expert retained by the CPC.

Chief of Police Finalist Q&A: Eddie Frizzel

Chief of Police final candidate Eddie Frizzel attended the meeting to meet the CPC, introduced himself, and answered the following questions.

1. Why do you want to be the Chief of Police in Seattle?
2. How have you worked with marginalized communities?
3. What is your understanding of the Consent Decree and where we are in the process?
4. How do you plan on working with the oversight entities (CPC, IG, OPA)?

The CPC also asked questions on the following:

- Experience working with African-American communities
- Views on harm reduction principles
- Views on local law enforcement’s role in immigration enforcement
- Experience and history with antiracism work
- Views on law enforcement’s role in homeless crisis
- Whether police hiring should be reflective of communities they serve

- Metrics for measuring success
- Views on coercive interrogations

EPIC: Ethical Policing is Courageous Presentation

Commissioners held brief initial conversation on a proposal from Inspector General Lisa Judge to train SPD officers in Ethical Policing is Courageous, a peer intervention program developed by the New Orleans Police Department which is intended to support officers to play a meaningful role in policing one another. The CPC will reach out to SPD to gauge their enthusiasm for the program.

Action Item: Gauge SPD enthusiasm for EPIC program.

Action Item: Make EPIC PowerPoint file available to commissioners.

Chief of Police Finalist Q&A: Ely Reyes

Chief of Police final candidate Ely Reyes attended the meeting to meet the CPC, introduce himself, and answer the following questions, in addition to other questions by the CPC.

1. Why do you want to be the Chief of Police in Seattle?
2. How have you worked with marginalized communities?
3. What is your understanding of the Consent Decree and where we are in the process?
4. How do you plan on working with the oversight entities (CPC, IG, OPA)?

The CPC also asked questions on the following:

- Experience working with African-American communities
- Views on harm reduction principles
- Views on local law enforcement's role in immigration enforcement
- Experience and history with antiracism work
- Views on law enforcement's role in homeless crisis
- Views on coercive interrogations
- Working with youth and addressing sex-worker trafficking

SUMMARY OF ACTION ITEMS

Action Item: Move the July 4, 2018 CPC meeting to July 11, 2018.

Action Item: CPC to review memo by Nick Zajchowski and discuss the CPC's recommendations to SPD on the body-worn video community survey at the next CPC meeting.

Action Item: Retain Colleen Kinerk up to \$5,000 on equal employment opportunity compliance issues related to the Chief of Police search and selection process, subject to final vetting by the Co-Chairs."

Action Item: Contract with Judge Anne Levinson (ret.) up to \$10,000 to serve as a consultant related, but not limited to, the following items: preference points, secondary employment, and accountability legislation, and implementation, etc

Action Item: Draft and send letter to City Council President Bruce Harrell to postpone the scheduling of Chief of Police confirmation hearing(s) until after the CPC has received and formally reviewed the findings by the EEO expert retained by the CPC.

Action Item: Gauge SPD enthusiasm for EPIC program.

Action Item: Make EPIC PowerPoint file available to commissioners.