

# MINUTES

## Community Police Commission (CPC)

October 18, 2017, 9:00 am – 12:00 pm  
Seattle Municipal Tower, Suite 1610

**CPC Attendees:** Enrique Gonzalez (co-chair), Isaac Ruiz (co-chair), Rev. Harriett Walden (co-chair), Claudia D'Allegri, Lisa Daugaard, Colleen Echohawk, Melinda Giovengo, Jay Hollingsworth, Rev. Aaron Williams

**CPC Absent:** Emma Catague, Cpt. Joe Kessler, Ofr. Kevin Stuckey

**CPC Staff:** Fé Lopez, Anne Bettsworth, Minty LongEarth, Tracy Whitlatch, Betsy Graef, Karen Chung

### Review Agenda and Approve Minutes / Announcements

**Moved, seconded, and passed (7-0-1):** "To approve the minutes from 10-04-2017."

### Transition Team

#### Budget Process Update

Staff and commissioners have held several meetings with Councilmembers in addition to testifying at a public budget hearing. Last week, Councilmember Lorena Gonzalez identified outstanding budget issues related to police accountability package which were discussed at a budget hearing on October 17. CM Gonzalez will be submitting green sheets to propose staffing increases for the CPC, Office of Police Accountability, and the Office of the Inspector General. If the proposed budget increase for the CPC is adopted, the CPC's staffing would increase from to 9.5 people. Furthermore, Councilmember Lisa Herbold identified the need for community engagement support in the City's surveillance technology project and the potential for the CPC to be involved.

#### CPC Appointments

The CPC will be encouraging City leadership to appoint CPC members to fill the current vacancies on the commission. In addition, 5 commissioners' terms expire at the end of 2017, and require reappointments if they are interested in continuing to serve on the commission. The commission received indications from Council and Mayor that they'd like to roll out announcements regarding new CPC appointments with announcements regarding IG and OPA Director appointments. Staff conducted an analysis to identify gaps in representation among commissioners. The CPC discussed developing an expedited process for appointments. Staff and commissioners will work with the Mayor's Office and Council to identify opportunities to align processes for consistency. Certain aspects of the appointments are up in the air due to errors in the police accountability ordinance, but are being resolved.

One vacancy is required to be filled by a civil liberties representative, and must be appointed by the CPC. The commission discussed and voted to invite Michele Storms, the Deputy Director of the ACLU of Washington, to fill the position.

**Moved, seconded, and passed (7-0-0):** “To approve inviting Michelle Storms to be a commissioner on the CPC and should she accept, to accept her as an appointee to the civil liberties position.”

### **Search Process for OPA Director and Inspector General**

The search process for OPA Director and Inspector General is coming to a close, and the committees will be recommending hires soon.

### **Strategic Planning Workgroup**

Consultant Norma Timbang who, in addition to Scott Winn, has been selected to guide the CPC’s strategic planning process joined the CPC meeting to discuss the CPC’s upcoming strategic planning process.

The CPC’s strategic planning process will:

- Take a systemic look at the CPC as an organization, and its processes
- Assess the organization to identify gaps in order to strengthen its infrastructure
- Identify how to strengthen culture, relationships, and deepen everyone’s understanding of each other
- Promote cultural humility by assessing who has power and space, and pursuing a balance of power

Scott and Norma will facilitate each strategic planning meeting every other Thursday and also set aside time at regularly scheduled CPC meetings. The commission agreed to delegate some decision-making authority to a core team who can attend strategic planning meetings every other Thursday, and to establish a ‘buddy’ system in which core team members update other members of the commission. Commissioners also decided on December 20 as a potential retreat date.

In the first strategic planning meeting on October 19, attendees would be discussing group agreements to ensure equitable sharing, start a values inquiry, and reviewing mission and vision.

### **DOJ/Monitor Update**

DOJ – The DOJ filed a response to the Monitor’s compliance report on Friday, October 13 in support of the City’s request to be found in full and effective compliance with the Consent Decree. The 6<sup>th</sup> year monitoring plan next year should frame what the next phase should look like, in addition to discussing what assessments for sustainment should look like.

Monitor – The Monitor’s representative had no updates.

### **Policy Workgroup**

### **Legislative Agenda Recommendations**

Per legislation, CPC has authority to propose – legislative agenda. CPC reviewed a draft letter to Mayor Burgess recommending...

### **Executive Order: Secondary Employment**

Mayor Burgess issued an executive order in September asking for a coordinated effort to determine greater oversight of SPD officers' off-duty work, commonly referred to as secondary employment. The executive order, which creates an interdepartmental team (IDT), instructs the IDT to consult with the following oversight bodies: the CPC, the Elections and Ethics Commission (EEC), the City Auditor, and the Chair of the Gender Equity, Safe Communities, and New American Committee, all of whom have identified, a range of issues pertaining to SPD secondary over the year. Judge and former OPA Auditor Anne Levinson and Ethics and Elections Commission Executive Director joined the CPC as guests to discuss next steps, including a draft letter to the mayor outlining criteria by which the IDT can assess its proposals. These extensive criteria cover fiscal implications, accountability, as well as ethics principles.

The secondary employment IDT has met twice and has committed to drafting a report by October 25. They have requested to attend the November 1 CPC meeting to receive the CPC's feedback. The IDT will then develop a second draft of the report, and will finalize a report by November 14. By submitting a letter to the mayor, the oversight bodies seek to clearly state the criteria by which they will be assessing the IDT's report and proposals contained in the report.

The CPC voted to authorize the co-chairs to sign the letter that proposes evaluation criteria for SPD secondary employment.

**Moved, seconded, and passed (7-0-0):** "To approve the co-chairs to sign the joint letter written by the CPC, EEC, that proposes evaluation criteria for SPD secondary employment."

*Action Item:* Approve joint letter to the Mayor that includes proposed evaluation criteria.

### **Other Business**

The CPC discussed whether the CPC should take action with respect to SPD preference points and advancement in hiring. Councilmember Lisa Herbold mentioned preference points during a budget hearing, and the fact that the Human Resources Department released a study that recommended a different approach in recruitment. The CPC instructed staff to follow up with Human Resources to obtain the report.

*Action Item:* Staff to follow up with Human Resources Department to obtain the report on recruitment.

### **SUMMARY OF ACTION ITEMS**

*Action Item* – Approve joint letter to the Mayor that includes proposed evaluation criteria.

*Action Item* – Staff to follow up with Human Resources Department to obtain the report on recruitment.