**Community Police Commission (CPC)**

**April 5th, 2023, 9:00am Via Zoom Conference Call**

1. **Welcome & Land Acknowledgement**
2. **Commemoration of the death of Dr. Martin Luther King, Jr. and Remembering Elijah Lewis**
3. **Take Attendance**

**CPC Attendees**: Rev. Patricia Hunter, Rev. Harriett Walden, Mark Mullens, Suzette Dickerson, Erica Newman, Mary Ruffin, Alina Santillan, Joseph Seia (late), Le’Jayah Washington (late), Jeremy Wood (late)

**CPC Absences:** Asha Mohamed, Tascha Johnson, Joel Merkel (excused absence)

**CPC Staff**: Cali Ellis, Felicia Cross, Megan Clark, Mina Barahimi Martin, Jo-Nathan Thomas, Jessica Phares

1. **Review Agenda & Minutes**

**Action**: Motion to approve the 4/5/23 meeting agenda

**Moved**: Rev. Harriett Walden (Stepped away from chair for this motion)

**Seconded:** Approved

**Approved by voice vote.**

**Opposed**: 0

**Abstentions:** 0

**Action:** Motion to approve the amended minutes from 3/15/23.

**Moved:** Rev. Harriett Walden (Stepped away from chair for this motion)

**Seconded:** Approved

**Approved by voice vote.**

**Opposed:** 0

**Abstentions**: 0

* + **Action items Review**

1. **Department Updates** 
   * City Council
     + Newell Aldrich with Councilmember Herbold’s Office
     + Public Safety and Human Services Committee will be considering appointments to the CPC in meetings in April and May
     + Thanked CPC co-chairs and staff for working with the office on a schedule for appointing a permanent director
   * Mayor’s Office - No update
   * Monitoring Team - No update
   * Department of Justice (DOJ)
     + Ron Ward - As the commission is aware, the City and DOJ combined to file a motion last week petitioning the court to transform the consent decree to a compliance agreement. The commission will continue to work on an accountability assessment and this will be happening until June
     + Matt Waldrop from US Attorney’s Office - Department along with the City filed the joint motion and are awaiting the court to consider that
   * Office of Police Accountability (OPA) - No update
   * Office of Inspector General (OIG)
     + Alyssa Perez-Morrison - Currently hiring a few new policy analysts, and publishing a Panel Report next week which is the final one on protest review
   * Seattle Police Department (SPD)
     + Brian Maxey - Cautiously optimistic that the end of the CD will put them on a more streamlined path to develop the crowd management policies, and there’s the accountability partner’s audit that’s part of this and hopeful that the court will grant that motion so they can move the process forward. Also, today they start the interview process for the Relational Policing coordinator
2. **Community Police Commission Updates**
   * Allow for significant time to talk about the filing last week
     + DOJ filing with the city to come under consent degree
     + A lot of information sent to commissioners before the meeting. The co-chairs and staff were present for the filing, media attention was there with print, radio, television on the filing.
     + Jeremy Wood had some concerns because this is a tough issue. The Judge has made some decisions in the last few years that have frustrated the city’s ability to reform police practices, so he thinks that there are some benefits here. But he has not been persuaded that we’re fully there, but feels the decision is beyond him. He expressed interest in dedicating time in a meeting or committee to discussing a CPC filing, and he is inclined for CPC to take no position but to make recommendations for voluntary agreement being contemplated and what that would entail
       - Co-Chair Hunter said there is a conversation with co-chairs stating that it would be appropriate for us to do an amicus filing, but would like to get some feedback from commissioners about that so they can file how they feel coming out from consent decree.
       - Jeremy Wood said that he thinks it would be worth going on the record on that. He said it’s been an issue for years with the consent decree, it would be worth expressing concerns of CPC of limitation of that CBA and the current grievance process on the record in conjunction with the decision would be appropriate.
       - Officer Mullins said he would like to know what reservations he has about the SPD that they haven’t met the criteria of the consent decree.
       - Jeremy Wood would go that far, it’s been awhile since he read the degree, but he has concerns that are neither the fault of SPD or the city that the grievance process has allowed officers to remain in duty despite concerning misconduct. It’s not something to be resolved through consent decree, but needs to be considered moving forward as an issue in this new phase in the efforts to maintain constitutional compliance.
       - Co-Chair Walden mentioned that some of the commissioners may have come on after the consent decree, and may not have the background for it. She provided some background on the decree. She said that the two areas that still need to work on is accountability and crowd management. Said that the CPC has to continue to push in the city for the ordinance to be implemented and bargain with all parts of the ordinance. The CPC has to learn how to be engaged and work with policies and work to set up community engagement with these policies. A lot needs to get done.
       - Le’Jayah Washington said she’s missing information behind the data supporting the city’s claims that they’ve made progress in other areas.
       - Co-Chair Hunter asked Maxey where they could find this data and Maxey said there is publicly facing dashboard both in raw and dashboard format for crisis, use of force, stops and detention. He also shared that the monitoring team went through all areas of the consent decree and affirmed was in compliance with outstanding issue of accountability that was previously out of compliance. This information should also be on the CPC website.
       - Rev Walden talked about how community engagement is important and how there’s a disconnect now. People don’t feel that even though SPD has met the criteria, there’s still an area in the community where they don’t see it
       - Mark Mullins talked about how they’ve been told they met the criteria, and in the first case before George Floyd they met the criteria before any other jurisdiction in the country, but then 2020 happened and went back to the consent decree. The officers feel like they’ve been through this 2x and met all criteria 2x and when they hear people still aren’t satisfied, it becomes demotivating and ask themselves what more can they do. The officers don’t mind the work and meeting the requirements, but would like to hear that they’re doing a good job when they’ve been working so hard to meet these standards.
       - Rev. Walden appreciates this comment, but was talking about what people think when they say police accountability. She’s not saying officers haven’t stepped up, but saying the DOJ standards on constitutional policing has a disconnect between these standards and what the community sees and experiences. There’s always one major event that could take them back to square one.
       - Rev. Hunter stepped away from chair for a moment said a lot of officers do great work, and that needs to be shared, but then George Floyd happened, and there’s a name in the community that sparked demonstrations and response of SPD was lacking in many ways. She’s not convinced that the work on accountability and crowd management will be done by June. She believes it’s fair to have questions on collective bargaining impact around discipline and if that can be bargained away this is a concern of some commissioners.
       - Brian Maxey expressed that the consent decree has taken on more importance than was intended, and it has fulfilled it’s purpose. There are pressures to change that are out of the bounds of the consent decree, and that can motivate SPD and partners to do better. Is worried a little about the standards for criminal investigations may decrease because the standards now are higher from the consent decree.
       - Rev. Hunter asked for a motion to develop a brief to send to the court
         * Rev. Walden steps away from chair and accepts motion
         * Suzette Dickerson seconds
         * Motion is approved unanimously and moves forward to have the brief done by the deadline
   * Co-Chair Updates
     + Continue to move forward with new commissioners and bylaw reviews and updates and will continue to keep everyone posted.
   * Executive Director Updates
     + Very excited that they are in the final stages of getting executive assistant.
   * Workgroup Updates/Staff Department Updates
     + Mina - Met several times with workgroups (complaint appeals, police practices, behavioral health) and making progress in developing work there, especially with developing work plan goals and the implications of the end of the consent decree. There are also 5 new commissioners joining that will be going before city council which are 3 CPC appointees and 2 mayoral appointees
     + Commissioner’s Workgroup Updates
       - Police Practices: Le’Jayah Washington - Met recently to go over past documents and reports, focusing on delegating who will be responsible for what
       - Behavioral Health: Erica Newman - Still in early planning stages, went over documents to see if there are ideas proposed in last ground that they could bring up this round
       - Complainant Appeals: Jeremy Wood - Met in the last few weeks that Mina set up with OPA to discuss where complaint and appeals process would or would not overlap with OPA’s current practice. It was a helpful meeting to have a better understanding of OPA’s process and underutilized aspects of process. What they took away from this is that C&A work may be best directed towards a system recommended reforms to OPA’s process in collaboration with them because there is no space for an additional process
       - Community Engagement: No updates
   * Megan – Communications
     + They are prepared to post 2021 annual report, and it’s so late because staff left, and in order to properly provide community with report they needed time to review. Two things to highlight 1) there were 23 recommendations that commission made, and 2) the CPC launched the police accountability tracker. They do not need to vote on the report.
   * Legislative Update
     + We are getting towards the end, and most of the bills the CPC initially voted to focus on are gone. Many things have been absorbed into the budget, but a few bills have gone to Rules including the vehicular pursuit bill. The CPC posts updates on Twitter and the website on Fridays.
   * New Business - No information to present here
3. **Executive Director Hiring Discussion** 
   * Pam Inch -Senior Executive Recruiter with the Dept. of Human Resources
     + Most recently worked to hire the newest OPA director, and have had conversations with Councilmember Herbold’s office around the scheduling. To have an ED by the end of 2023, the commission needs to make nomination at the 2nd meeting in July. First step now is to approve the posting, and then follow the suggested schedule from Pam. A SharePoint site will be available to give access to all applicant material to the commission. Pam will provide briefings from now until July 12th.
     + Gary Smith who is with the city’s attorney’s office introduced himself and other’s from the city attorney’s office. He confirmed that Pam’s structure is consistent with guidance, and said that the interviews of candidates can be done in executive session but the decision making must happen in the open session. Suggested that the CPC should have SDHR do the initial screening to make sure candidates meet minimum2 qualifications
       - Pam agreed with this because there are a lot of people who may apply and want to best use the commissioners time
       - Rev. Hunter has first motion for SDHR do initial screening
         * Offer motion – Rev. Walden (stepped away from chair)
         * Seconded motion – Mark Mullins
         * Unanimous yays
         * No nays
       - Rev. Hunter has motioned to post job and open for applicants
         * Offer motion – Rev. Walden (stepped away from chair)
         * Seconded motion – Mark Mullins
         * Unanimous yays
         * No nays
       - Expect position to be posted in the next day or so, and send Pam any questions and will keep in touch with the co-chairs on progress
4. **Adjourn**