

Community Police Commission (CPC)

April 17, 2024, 9:00 am In-Person & Via WebEx Conference Call

- I. **Welcome & Land Acknowledgement**
- II. **Take Attendance**

CPC Attendees: Rev. Patricia Hunter, Philip J. Sanchez, Suzette Dickerson, Lynne Wilson, Raven Nicole Tyler, Rev. Harriett Walden, Joel Merkel, Mark Mullens, Tascha Johnson

CPC Absences: Lars Erickson, Anthony Gaedcke, Le'Jayah Washington, Jeremy Wood, Erica Newman

CPC Staff: Cali Ellis, Felicia Cross, Chloe Tang, Emma Shepard, Dani Sullivan, Jessica Phares

- III. **Review Agenda & Minutes**

Action: Motion to approve the 4/17/24 meeting agenda

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 0

Abstentions: 0

Correction to 4/3/24 minutes from Lynne Wilson Minutes sent to Cameron

Action: Motion to approve the corrected minutes from 4/3/24

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 0

Abstentions: 0

- IV. **Presentation on Council Legislation - Seattle Police Department Recruitment and Retention**

➤ **Council President Sara Nelson**

- Brought up legislation aimed at strengthening SPD's recruiting efforts and hiring

processes, highlighted trends of losing more officers than hiring, and discussed a new SPD recruitment and retention program staffed by 3 positions originally housed in the Seattle Human Services Department.

- Another change in the legislation is to encourage the PSCSC to use in addition to or instead of additional test for officers, in order to not disincentivize people from applying to SPD.
- Third thing new legislation does is create a position within the Commission to provide more candidate support for our applicants all the way through the process.
- This legislation will not lower our standards for officers, and it will not compromise our commitment to constitute policing and the goals of the consent decree.
- Ultimate goal of this of this legislation is to bring highly qualified officers on board through a test designed so that questions are very specifically geared toward ensuring that our standards for anti-bias and anti-racism are upheld.
- Q&As
 1. Regarding testing pass rate of current test (75%) vs. test we're trying to adopt (90%).
 2. Question around lateral hires process. The above legislation is for new recruits.
 3. Assuming initiative is successful, the Academy has a ceiling to admit only 5 SPD officers per cycle. Will there be a change to accommodate more? This is indeed a crucial bottleneck that needs addressing.
 4. What is the profile of a potential officer today? People that are reflective of our community.
 5. How long is the cycle? There are 4 testing cycles.
 6. What is ethnicity of officers who have left the force? Answer for a later time.
 7. Question around 6 month timeframe. New proposed legislation may shorten that to 4-6mo.

V. **Update and Potential Vote on Recommendations on the Emergency Vehicle Operations Policy**

➤ **Cali Ellis**

- Presented community input from conversation on 1/17/24 which resulted in CPC recommendation for more specificity around the justifications for emergency driving. Included:
 1. Recommendation from community members about specific speed policy, specifically in dense urban settings.
 2. Community members suggested that SPD be more active in seeking feedback from community members and incorporating their concerns and suggestions into the policy to ensure it adequately addresses their

concerns. CPC has been engaging community members when these traumatic events occur, in order to facilitate a connection for feedback/input.

3. Recommendation from community for SPD to be more proactive and transparent.

➤ **Action:** Motion to receive these recommendations and then pass them on to SPD.

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 0

Abstentions: 1

VI. Presentation and Discussion on SPD Police Officer Exams

- **Andrea Scheele, Executive Director Public Safety Civil Service Commissioner**
 - Introduced team – Sarah Butler and Adelaide Alderks.
 - Presented description of PSCSC's role and focus, and SPD's hiring processes
 - Addressed lateral hire question - Every lateral entry officer does have to go through the entry level exam process and an oral board process.
 - PSCSC provides 6 or more contacts during exam phase
 - Correction: there are 7 testing cycles per year, not 4.
 - The test PSCSC administers focuses on restrained use of authority, ability to understand and help with human distress, ethics and integrity. Physical agility test is done by SPD.
 - Dimensions discussion. Presented a comparison of the demographic representation of the candidate group that completed the exam and then those who passed the exam. Highlighted measures taken to reduce barriers.
 - When PSCSC shifted to this model, the percentage of applicants who identify as BIPOC and the percentage of candidates who pass the exam who identify as BIPOC increased by 10%
 - Discussion on specific test result data comparing SPD's test to other jurisdictions. PST (the test company we use) declined to provide demographics, so we do not have complete data.
 - Presented a survey in development of examples of dimensions (competencies)

we are looking for in officers. Rank these by importance and they will be included in due diligence report.

- Q&As regarding the retest time being shortened to 3 months for the first time due to staffing shortages, PST president declining to provide info on testing data, and demographic data of test takers throughout the process.

➤ **Action:** Motion to extend time to 11:15.

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 1

Abstentions: 0

VII. **Presentation on CPC Budget and City Budget Process**

○ **Linda Taylor-Manning, City Budget Office**

- Introduction and background
- 2024 Budget
 - Presentation on budget status. 23% expended so far in April.
- 2025-2026 Budget Process
 - Timeline - City is facing \$250 million shortfall in 2025. Asking for cuts.
- Discussion about lack of revenue and devastation of small businesses.

VII. **Community Police Commission Updates**

- Co-Chair Updates - Encourage Commissioners to attend community meeting on 4/23 - 5:30pm at Van Asselt CC re: SPOG contract
- Executive Director Updates - RSVP for Lunch and learn 4/24. Link to CE form for everyone. Policy director extended to 4/23, please share with anyone you think may be qualified.
- Community Engagement Updates – Presentation of 4/3-4/17 events attended: U District Community Council (members voted on public toilets and green streets). Seattle Animal Shelter’s Annual Kitty Hall (special annual pet adoption). Magnolia Community Council (concern of understaffed police, interest to fix bridges, roads, and sidewalks, and cougar on the loose in Discovery Park!). Other meetings upcoming. Presented Community Engagement reporting form. Call to action for above mentioned meetings on 4/23 and 4/24. Attended ACE meeting. Met with Sean Blackwell with the Cures program. Reports from young people wanting officers to return to schools because they don’t feel safe.
- Commissioner’s Workgroup Updates

- Community Engagement – No update
- Police Practices – Discussed recruitment, technology, and SPOG contract.
- Behavioral Health – No update, they meet Friday 4/19
- Staff Department Updates
 - Policy Staff Updates – Dani: Ask commissioners to weigh in on which issues to focus on in our comms and community engagement related to SPOG (for next meeting).
- New Business – N/A

VIII. **Adjourn**