

Community Police Commission (CPC)

December 3, 9:00 AM- In-Person & Via Webex Conference Call

- **Welcome & Land Acknowledgement**
- **Take Attendance**

CPC Attendees: Raven Tyler, Le'Jayah Washington, Joel Merkel, Anthony Gaedcke, Arlecier West, Erika Newman, Joseph Seia, Tascha Johnson, Jeremy Holmes, Rick Williams

CPC Absences: Joel Merkel, Ken Nismbi, Mark Mullens

CPC Staff: Eci Ameh, Keith Wheeler, Taryn Darling, Devina Wijaya Moser, Mario Teulilo, Kieryn High, Masooma Ibrahim, Mergitu Argo, Dani Sullivan

- **Review Agenda & Minutes**

Action: Motion to approve the draft agenda for 12/3/2025

Moved: Commissioner Gaedcke

Seconded: Commissioner Tyler

Opposed: 0

Abstentions: 0

Action: Motion to approve the draft minutes for 11/5/2025

Moved: Commissioner Seia

Seconded: Commissioner Tyler

Opposed: 0

Abstentions: 0

Approved by voice vote.

Community Police Commission Updates

- **Co-Chair Update-**
 - **Attendance Report**
 - The attendance report showed excellent participation in last month's meetings and workgroups.

Department Updates

- **City Council- No Update**

- **Mayor's Office** – No update
- **OPA Update-**
 - An upcoming Management Action Recommendation related to indecent exposure policy
 - SPD responses to recommendations involving taser use, barricaded subjects, and preventable vehicle collisions
 - Ongoing community outreach, including youth engagement and events focused on police accountability
 - Announcement of OPA's first annual police accountability symposium scheduled for December 11
- **OIG update-**
 - Development of the 2026 Work Plan
 - Completion of Sentinel Event Review panels
 - A confidentiality breach that resulted in the decision not to hold additional panels
 - Plans to publish a report summarizing key insights and recommendations from completed sessions
- **SPD update-** No update

- **Community Police Commission Updates**

- **Co-Chair Updates- Officer Involved Shooting**
 - Co-Chair West shared CPC's statement regarding a recent officer-involved shooting, outlining:
 - The incident and independent investigation being led by the King County Sheriff's Office
 - The significance of any loss of life
 - Ongoing community concerns regarding transparency and accountability
 - CPC's continued role in listening to community voices and supporting a thorough, independent, and timely investigation
 - Deputy Director Wheeler emphasized the importance of deploying support resources for those directly impacted by proximity to the incident, particularly children and families. Executive Director Ameh noted CPC's role in oversight and advocacy, highlighting the need to hold SPD accountable for post-incident community support while recognizing CPC's operational limitations as a non-service-providing agency.
 - Staff and Commissioners discussed leveraging existing City and SPD resources, including Community Service Officers and Crime Prevention Coordinators, and emphasized the importance of clear communication with

community members.

- **Executive Director Update**

- 2026-2028 Strategic Plan Overview
 - Deputy Director Dr. Keith B. Wheeler II provided a high-level overview of the upcoming CPC strategic planning process. He shared that one of his primary responsibilities is to support development of a new strategic plan and outlined the overall approach at an introductory level.
 - The strategic plan will be grounded in a research-based framework that combines a Theory of Change and a Theory of Action, with an emphasis on understanding root causes before prescribing solutions. The process will be iterative, collaborative, and co-created across CPC staff and divisions, with alignment between department-level and divisional goals.
 - Dr. Wheeler emphasized prioritizing depth over breadth by focusing on a small number of high-impact initiatives, centering anti-racism in both theory and practice, and ensuring disciplined, measurable work planning. A strategic planning retreat is anticipated in 2026, with foundational work beginning in advance and a two-year plan aligned with the City's budget cycle.

- **2025 Boards and Commission Appreciation Reception**

- The City's annual Boards and Commissions celebration will be held on Friday, December 5, from 4:00–6:00 PM at City Hall.

- **Community Engagement Updates**

- **November Community Engagement Recap**

- Mergitu reported:
 - Participation in multiple community events and meetings throughout November
 - Direct engagement with approximately 100 community members
 - Outreach with Seattle Housing Authority residents at High Point
 - Continued coordination with community organizations related to public safety concerns

- **After-Action Updates**

Masooma shared updates on refinements to after-action reporting, noting plans to clarify categories and standardize terminology in future versions to improve accuracy and data quality.

- **Policy Updates**

- **SPOG Collective Bargaining Agreement**
- The Policy Team provided an overview of CPC's official statement on the SPOG collective bargaining agreement, including:
 - Analysis of provisions that may enhance accountability
 - Provisions that may moderately improve accountability
 - Provisions that continue to pose significant barriers to accountability
- Key concerns noted:
 - Shortened investigation timelines
 - Heightened standards of proof
 - Expanded mediation provisions
 - Continued challenges in establishing serious misconduct
- CPC Asks of City Council:
 - Commitments related to arbitration outcomes
 - Ongoing CPC involvement in labor negotiations
 - Transparency and community engagement in future bargaining
 - Support for state-level reforms
- The statement was issued on December 2, 2025, and posted publicly on CPC's website.

- **Communication Updates**

- **Highlights**

- Release of the December CPC newsletter
- Publication of the 2024 Annual Report
- CPC website redesign separating Commission and staff pages
- Launch and growth of CPC's Instagram presence
- Continued growth across social media platforms

- Kierny noted plans to:

- Develop a Communications Policy
- Propose the return of live public comment
- Reset the annual report timeline so reports are released earlier in the following year

- **Workgroup Updates**

- **Police Practices Workgroup**
 - The workgroup reported on discussions with accountability partners regarding:
 - SPD's transition into the King County Independent Force Investigation Team (KC-IFIT) system
 - Processes for independent investigations following officer-involved shootings
 - Criteria and timelines for body-worn camera footage release
 - Concerns about potential delays and communication challenges
- **Community Engagement Committee**
 - The committee reported on:
 - Community feedback related to public safety budgets
 - Observations from site visits and ride-alongs
 - Engagement with Indigenous leadership
 - Continued efforts to create accessible, community-centered engagement spaces

Adjourn