



Community **Standing Together**

2020 Annual Report

Seattle

CPC

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Letter from the Executive Director

To the Seattle Community,

The duty of the Community Police Commission (CPC) is to elevate community ideas and expertise to build a just public safety system. We cannot reverse the long, sordid history of policing overnight, but we owe it to our entire community, including our officers, to fight for a system we can trust. Our origin is in the community coming together to demand change. Grounded in that call, the Commission continues to fight for the safety and wellness of all.

While the [Consent Decree](#) created the CPC in 2013, the landmark [2017 Accountability Legislation](#) expanded and made the Commission permanent. In 2020, we continued to navigate the challenges of transitioning from an ad hoc organization created as part of the consent decree process to a permanent City department, including building critical organizational infrastructure and managing commissioner and staff turnover. Needless to say, the COVID-19 pandemic also required us to adapt.

Above all, police shootings across the nation, including the murder of George Floyd, echoed through our streets, and hit close to home as we mourned lives lost here in Seattle and Washington. The Seattle Police Department's (SPD) violent response to protests for justice was the primary focus of CPC's conversations and actions throughout the year, including our [Crowd Control Weapons ban report](#).

Nonetheless, 2020 brought some wins. The CPC got a representative at the bargaining table for [police union contract](#) negotiations for the first time. We also took our fight to Olympia, where we champi-

oned [reforms](#) across Washington State. With the City of Seattle and our community partners, we advocated to ensure that accountability is not up to bargaining, remove arbitration as a route of appeal for misconduct, repair our de-certification system, institute independent investigations, ban tear gas, end qualified immunity, strengthen duty to intervene requirements and ensure community voice in training and reforms. We were thrilled to build capacity in this space and that several of [the bills we supported](#) were successful.

Building on the progress and momentum of 2020, the CPC increased its outreach and policy advocacy to amplify the voice and concerns of the community in local discussions about police accountability and public safety. The CPC hosted multiple town halls to ensure the recommendations it provided to the City of Seattle on [collective bargaining](#) and [SPD's use of force and crowd management policies](#) reflected the community's concerns and interests. The CPC also met its statutory obligation to create a publicly available and accessible [dashboard](#) that tracks recommendations from the accountability partners and SPD's action or inaction on said recommendations.

The Commission is currently focusing on building organizational capacity to increase its efficacy. We have appointed seven new commissioners, elected [new co-chairs](#), and hired a new [executive director](#). Over the past year, the CPC has filled positions to become a fully staffed office of seven. Additionally, we have initiated a strategic planning process facilitated by outside consultants to allow the new Commission to set priorities and policies that will guide CPC's



work for years to come.

Furthermore, the work of the CPC primarily resides in its committees, which focus on a specific body of work and allow for deeper exploration, discussion, and community involvement. In 2021, the CPC has revitalized commissioner committees. They now include a police practices committee focusing on SPD's response to demonstrations and other policies, a behavioral health workgroup focused on de-escalation of individuals in crisis, a community engagement committee, and a complainants' appeals process committee.

The CPC continues to focus on community engage-

ment and education. To that end, the CPC has restored its [bi-monthly newsletter](#) and will soon release podcasts focused on police accountability topics, including collective bargaining and crowd control strategies. In addition to continuing to host our monthly Community Engagement committee meetings and Town Halls, we will also expand commissioner community engagement and outreach efforts. The CPC recently released an Accountability Ordinance tracker, a publicly accessible dashboard covering the implementation status of each aspect of the 2017 Accountability Ordinance.

The CPC looks forward to building on the changes, momentum, and challenges brought by 2020 and the first half of 2021 to elevate community voices in working towards a Seattle public safety system that enables all Seattle communities to feel safe and thrive.

In partnership with community,

Brandy Grant
CPC Executive Director



A screen shot from the CPC's June 3, 2020 CPC meeting.

COVID-19 Impacts

The COVID-19 pandemic impacted every aspect of life here and abroad. On January 21, 2020, the first confirmed case of COVID-19 in the United States had been detected here in Washington State. Soon there were confirmed cases in nearly every country. As more people were diagnosed with COVID-19, government leaders began to take action to keep people safe. From “stay-at-home” orders to complete state-mandated lockdowns, new practices such as social distancing and wearing face coverings in public, and restrictions on air travel and gatherings, there were many aspects of everyday life that changed to stop, or slow, the spread of COVID-19.

Despite all the challenges presented by COVID-19, the CPC continued to work diligently to fulfill our mission of amplifying community voice in police accountability. While social distancing and limitations on the size of gatherings initially presented some challenges, CPC commissioners and staff quickly developed solutions to remain in contact with the community despite necessary changes to operations, including the entire team working from home. While we would have preferred to share space in person, the priority, as always, was everyone’s safety and wellness. As a result, the CPC discovered new ways to engage and connect with the community and carry out our mission and work.

The CPC transitioned all public meetings to online platforms such as Zoom, where we could have as many as 500 attendees in a single event. Additionally, we began streaming all our public meetings through our Facebook account, which allowed for attendance and engagement beyond the limits of Zoom. As a result, we reached more community members by using social media, even when we

hit the 500-attendee capacity on Zoom, as we experienced during our June 3 Commission meeting. Facebook also allows people to watch the recording after the meeting ends, which allows for engagement outside of the scheduled time. Moving online was a new and exciting way for the CPC to reach people at a time that was more convenient for them.

New community engagement strategies

With the pandemic continuing to impact daily life, the CPC decided to implement new approaches to support the community by addressing the pandemic’s emotional impacts. In May 2020, the CPC organized a series of webinars called Cultivating Resilience in the Time of Coronavirus. This three-part series focused on providing a space for the community to work through the intense feelings created by living through a global pandemic and develop strategies for coping through this unique and often stressful time. The series aimed to open the Commission to the community in a less formal setting, creating a space for the public to share concerns that could help guide the CPC’s future work.



A digital flyer promoting the CPC’s “Cultivating resilience in the time of coronavirus” series.

Commissioners in the community

In addition to holding our public meetings and webinars, CPC commissioners attended over 50 community events, including calls, meetings, town halls, panels, and webinars. These were opportunities for our commissioners to strengthen existing bonds and forge new ones with community members. During these community events, commissioners spoke and interacted with hundreds of people. The complete list of events attended by commissioners is below.

Community meetings

- Activism in the Times of Coronavirus
- Advocacy and Organizing Workgroup (National Meeting)
- All City Community Prayer Night with Community – Passageways
- Beyond the 911 Call: Achieving Holistic Justice for Survivors of Color (National Meeting)
- Black America – The Double Pandemic
- Community Meetings re: Police Accountability

- COVID-19 Town Hall with Rep. Lovick and Dr. Pinkart
- Defund the Police Phone Zap
- Do You Hear Us Now? Elevating the voices of Black Domestic Violence Survivors
- Grandmother's Against Gun Violence
- Gun Violence and COVID-19 with Rep. Drew Hansen
- Gun Violence and COVID-19 with Rep. Dave Paul
- Gun Violence and COVID-19 with Rep. Javier Valdez
- Gun Violence X Domestic Violence in Communities of Color
- Historical Trauma in Native Communities
- In Defense of Black Life Action Call
- Jewish Community Meeting
- Rainier Beach Action Coalition National Gun Violence Day with Moms Demand Action
- State of Black Tacoma Town Hall – How COVID-19 is Affecting the Black Community (Virtual)

Conferences and trainings

- CJAF, Amnesty, Cities United “This is Our Ground” Community Engagement (Webinar)
- Early Intervention Systems: Do They Really Work?
- Forced Trajectory Project: Our Response (Webinar)
- Identifying and Managing Primary and Secondary Trauma for Human Services Providers
- Implementing Procedural Justice: Strategies for Analyzing Police Stops
- King County Domestic Violence Symposium Sessions
- NAACP Coronavirus and You (Webinar)
- National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference (Virtual)
- Racial Trauma 101 with Ashley McGirt
- Remote Orders of Protection in Criminal and Civil Cases Involving Intimate Partner Violence and Animal Abuse
- Session 1 – Community Engagement: Leading with a Trauma-informed Lens

Demonstrations

- Black Lives Matter Protests
- Peace is Essential MFOL and CJAF Digital Rally
- Peaceful Protest Honoring Black Lives Lost – BLM (Virtual)

Reoccurring meetings

- Black and Brown Consortium (Monthly Call)
- Black Law Enforcement of Washington Meetings
- Community Justice Action Fund Policy Meeting (Monthly)
- June National Gun Violence Prevention Coalition (Monthly)
- Mothers for Police Accountability
- National Gun Violence Prevention Coalition Meeting (Monthly)
- Regional Law Safety and Justice Committee Meeting
- Village of Hope Meetings

SPD meetings

- African American Advisory Council
- Native American Advisory Council
- South Precinct Advisory Council Meetings
- Southeast Crime Prevention Meetings
- SPD African American Community Advisory Black History Month Celebration



Demonstrations for Black Lives and policing justice

March in protest of police violence in Seattle on June 12, 2020.

On May 25, 2020, George Floyd, a Black man, was murdered by former Minneapolis Police Officer Derek Chauvin, who knelt on Floyd's neck for almost nine minutes. Other Minneapolis Police Officers stood by and watched as Floyd called for help. The video, watched worldwide, cast a light on the police violence and disregard that Black communities have felt and fought against for generations. Here in Seattle, the wounds caused by recent deaths at the hands of Seattle Police officers had not healed. Between 2013 and 2020, the Seattle Police Department killed at least 25 people. Their names are:

Terry J. Caver (2020), Shaun Lee Fuhr (2020), Ryan Smith (2019), Danny Rodriguez (2019), Iosia Faletofo (2018), Jason Seavers (2018), Kyle Gray (2017), Charleena Lyles (2017), Damarius Butts (2017), Michael L. Taylor (2016), Che Andre Taylor (2016), Shun Ma (2015), Raymond Azevedo (2015), Samuel Smith (2015), Stephen Johnston (2014), Larry Andrew Flynn (2014), Austin J. Derby (2014), Oscar Perez Giron (2014), Cody Spafford (2014), Andrew Law (2014), Leonid Kalyuzhnyy (2013), Martin A. Duckworth (2013), Joel D. Reuter (2013), Jack Sun Keewatinawin (2013), and James D. Anderson (2013).¹

Along with cities around the country, Seattleites took to the streets to fight for Black lives and against police brutality.



The Seattle Police Department uses tear gas on people protesting police violence outside of SPD headquarters on May 30, 2020.

The first weekend of demonstrations

On Friday, May 29, 2020, demonstrations in Seattle began as a group marched from the International District to Downtown. On the first night, officers in riot gear deployed pepper spray and flash-bangs.² Officers were also recorded [punching a man](#) several times while holding him to the ground.³⁴

The next day, on Saturday, May 30, thousands gathered at Westlake. After hours of peaceful activity, conflict erupted, individuals looted and torched a car. Seattle police deployed tear gas, indiscriminately utilized pepper spray, flash-bangs, punched and pushed people with bikes, and knelt on the necks of people being arrested.⁵ Protestors marched onto Interstate 5, and Washington's governor activated the

National Guard.⁶ A Seattle Police Department (SPD) officer pepper-sprayed a young child in an instance that caught national attention.⁷ On Sunday, groups demonstrating downtown and outside the Capitol Hill East Precinct faced more blast balls and militarized responses.

That same day, Mayor Jenny Durkan issued a citywide curfew starting at 5 pm, despite acknowledging that "most of the protests were peaceful" and that reports of violence and destruction were "isolated." Troublingly, the curfew announcement came minutes before it went into effect, making it virtually impossible for people involved in demonstrations to comply. The curfew remained in place for days, effectively making First Amendment

demonstrations illegal during critical hours of a mass movement. At the time, the ACLU of Washington stated that, “The curfew orders... risk chilling the free speech of communities and individuals who are calling for a change to Washington’s...history of biased policing and disparate use of force against Black people.”⁸

The CPC stated that it was continuing to monitor the developing situation in Downtown Seattle closely. It further noted that “The CPC and our Community are grieving the death of George Floyd and the continued disparate treatment of Black and brown persons by law enforcement. We continue to stand with our Community and their constitutional right to protest.”⁹

After the weekend, OPA received at least 12,000 complaints about SPD’s violent response. Several complaints focused on officers’ pepper-spraying a young girl and other peaceful protesters. Other complaints related to SPD placing a knee on the neck of two people, using flash-bangs, failing to secure rifles in

the rear of a patrol vehicle, covering up badge numbers, breaking windows of a Target store, and failing to record enforcement activity on body-worn video.¹⁰

Weeks later, the CPC would write in its Crowd Control Weapons Ban report: “We now know that on May 31 Chief Best authorized officers to use tear gas, despite the fact SPD has no policies or training on how officers should be using tear gas for crowd control...officers were instructed to use tear gas the same way they would use OC spray (handheld pepper spray), a completely different weapon, both chemically and tactically...Troublingly...Tear gas was green lit because SPD had used so much pepper spray and blast balls in the first days of the protests that they were running out. Tear gas, an indiscriminate weapon outlawed in warfare and condemned by groups like Amnesty International, was chosen as an appropriate replacement.”¹¹

Stand-offs at the East Precinct and a growing movement

SPD’s handling of demonstrations only led to more engagement. Daily stand-offs began outside SPD’s East Precinct, in Seattle’s Capitol Hill neighborhood. Demands took shape as crowds called for defunding the police department, investing in the community, and freeing protestors arrested.

On June 1, an officer snatched a pink umbrella from a demonstrator pressed against SPD’s riot geared- line, attempting to defend themselves from pepper spray. This action triggered a brawl and led to SPD declaring a riot.¹² Officers deployed more pepper spray, flash-bangs, and tear gas, which spread around the neighborhood and into people’s homes.¹³ The CPC heard several reports of infants suffering from the effects of tear gas while sleeping.¹⁴ A flash-bang grenade hit an NBC correspondent during a live broadcast.¹⁵ On June 2, a protester threw a frozen water bottle over the line, and SPD responded with eight flash-bang grenades in under 30 seconds and more clouds of tear gas.¹⁶

Saturday, June 6, saw marches all over the City, including one led by healthcare workers. At the East Precinct, a dispersal order came with pepper spray and blast balls. SPD posted a photo of a broken bottle, which it described as “improvised explosives.”¹⁷ The next day, a man drove into the crowd and shot protesters. SPD deployed more blast balls, pepper spray, and tear gas, leading to more neighborhood complaints about the toxic gas seeping indoors. An SPD officer threw a blast ball into the crowd and hit a 26-year-old woman in the chest, leading to a near-fatal cardiac arrest.¹⁸

June 3 Community Police Commission meeting

On June 3, more than a hundred people logged into the CPC's public meeting, causing the session to reach its attendance capacity and be [live-streamed](#) through social media to accommodate many more additional viewers. In addition, community members submitted at least a thousand comments via Facebook, alongside remarks and questions in CPC's Zoom meeting platform.

During the meeting, commissioners, staff, and community members shared their experiences with SPD's violent responses during and before the weekend's demonstrations. They re-lived trauma triggered by loud bangs and the warzone setting created by crowd control weapons. They reported feeling fear and distrust in the people who are supposed to protect them, while Black residents recalled having dreams about the death of their Black children and being tired. They shared their experiences with racism and discrimination and not feeling safe to express their sentiment openly. CPC leaders voiced feeling like someone had a shoe on their chest, unable to breathe and sleep. They echoed Ta-Nehisi Coates' description of racism as a visceral experience, which lands violently on the body. At the same time, they uplifted the Black community, who has always been and has never stopped fighting back against a system of oppression and harm.

First, OIG asked for CPC's partnership in making the systemic review of these events as inclusive as possible and fielded questions about how they will support community members who would re-live trauma to do this work. Then SPD Chief Carmen Best and Mayor Jenny Durkan also fielded questions about the City's recent attempt to end the Consent Decree, extremism in the ranks, teargassing, and officers covering their badges. Finally, community members called out leadership grandstanding and demanded that they address the evident problems at the City's doorstep.

Notably, the Commission asked Best and Durkan about lack of collaboration with the community and about unaddressed CPC recommendations. In 2015, the CPC made recommendations regarding SPD's response to Black Lives Matter marches in the wake of the death of Michael Brown in Ferguson, Missouri, and the events that followed. In 2016, the CPC called for SPD to immediately stop using blast balls after several reported injuries. The Commission issued these recommendations in solidarity and partnership with community members, public health officials, and civil rights advocates.¹⁹ At the June 3 meeting, the CPC reiterated these recommendations to the Mayor and Chief.

CPC recommends banning tear gas and Address accountability weaknesses

Two days later, on June 5, all three police oversight agencies – CPC, OIG, and OPA – jointly recommended that SPD stop using tear gas. The memo outlined that SPD had no policies on the use of tear gas, that using tear gas for crowd control is an indiscriminate use of force banned by the Chemical Weapons Convention, and how it can increase the spread of the Coronavirus. Public Health of Seattle and King County also opposed the use of tear gas and other respiratory irritants.²⁰

Shortly after, Mayor Durkan and Chief Best held a press conference announcing they would largely accept CPC recommendations and issue a moratorium banning the use of tear gas

Seattle mayor, police chief agree to ban use of tear gas on protesters amid ongoing demonstrations

June 5, 2020 at 1:06 pm | Updated Aug. 12, 2020 at 11:41 am



An article from the Seattle Times on June 5, 2020 following recommendations from CPC, others.

against protesters for 30 days. Yet, less than three days later, SPD once again deployed tear gas to stifle demonstrations.²¹

On June 8, the CPC sent the City a [letter](#) outlining steps to address police accountability. The CPC [stated](#), “[o]ur recommendations today cannot address all the concerns being voiced by the ongoing protests in Seattle[.] Rather, this letter serves as a foundational first step to ensure we are prepared to respond effectively during the weeks and months ahead.” The thirteen recommendations called for the City to address accountability weaknesses in police union contracts, empower the CPC to fulfill its mission, address the role of the monitor, and withdraw its lawsuit challenging King County’s inquest reforms.

The following day, the CPC also filed a [brief](#) with the Federal Court opposing the termination of the Seattle Consent Decree. The CPC [noted](#) that “the police response to protests has made clear that Seattle is not a city ready to terminate its commitments under the Consent Decree[.] The voices raised up during last Wednesday’s CPC meeting made it abundantly clear that there are deep concerns about the police response to the protest, its impact on the work done during the Consent Decree process, and the damage done to public trust in the police department.”

Capitol Hill Autonomous Zone (CHAZ)/Organized Protest (CHOP)

After a week of tension and violence around the East Precinct, on June 8, protesters found a boarded-up precinct abandoned by officers. Protesters, who had been calling for a less policed and safer world, rearranged barriers and proclaimed the area the Capitol Hill Autonomous Zone (CHAZ), later Capitol Hill Organized Protest (CHOP).²²

CHOP was a manifestation of collective

organizing and mutual aid. Community members “surged into the streets, reclaiming a space many believe is rightfully theirs.”²³ People built everything on the fly, attracting diverse groups to transform the six-block area (later reduced). The transformations included an improvised market with free items (the “No Cop Co-Op”), street art adorning the walls, barricades, and pavement, a first aid tent with

20-plus volunteer medics, pop-up gardens, a conversation corner with teach-ins, music by Seattle’s Mashall Law Band, and altars with photos, flowers, and candles honoring George Floyd, Breonna Taylor, and those killed by police in Seattle and the region.²⁴²⁵ Hundreds camped in and around Cal Anderson Park.²⁶ According to one report, activists agreed that it was a call to create a space and a world that protects and respects Black and Indigenous people of color.²⁷ For many days, people felt that they were successfully looking out for one another, de-escalating conflict, and feeling safer.²⁸

Towards the end of the month, nighttime

shootings in and around the CHOP area led to the deaths of two young men and additional injuries.²⁹ Protestors said the violence was not connected to the movement but Mayor Durkan declared that it was “time for people to go home,” and the City to retake the area.³⁰ Early in the morning on the first day of July, under an Executive Order,³¹ dozens of officers in riot gear and using pepper spray,³² along with parks crews, cleared CHOP, hauled away tents, took down the art, and arrested 44 people.³³³⁴ The “BLACK LIVES MATTER” street mural down Pine Street is still there.



A Labor Day protests outside of the headquarters of the Seattle Police Officers Guild on September 7, 2020.

Continuing demonstrations and first signs of change

For the weeks and months that followed, the movement continued to grow and trigger policing change. On June 12, 60 thousand people walked in silence from the Central District to Beacon Hill. A judge put a temporary restraining order on SPD using force against peaceful protestors on the same day. The Martin Luther King Labor Council expelled the Seattle Police Officers Guild, SPD’s rank-and-file union, a few days later. On Juneteenth, marches crossed Ballard, Shoreline, the Central District, and Capitol Hill. On June 24, Seattle schools suspend their deal with SPD. When SPD demanded that news outlets handed over images from earlier protests, the CPC called for the City to retract the subpoena,³⁵ which they did.³⁶ On August 10, then SPD Chief Carmen Best announced her retirement.

Nevertheless, the violence also continued. On July 4, an off-duty SPD officer drove through a group of protestors downtown, and a driver hit and killed protester Summer Taylor on Interstate 5.³⁷ On July 25, a news reporter sitting on a fire escape staircase was hit by a blast ball, leading to partial hearing loss,³⁸ and a woman was held by SPD for 24 hours while denied her anti-seizure medication.³⁹ On August 9, a pro-police demonstration put on by SPOG included members of Proud Boys, who fought counter-protestors.⁴⁰ On August 13, an SPD sergeant drove onto the

sidewalk with protesters, calling them “cockroaches” and claiming he was paid to babysit them.⁴¹ On August 16, SPD declared a riot outside of SPOG, arrested community members, and deployed blast balls and pepper spray. On August 26, SPD made further arrests in Capitol Hill and pepper-sprayed participants of a vigil for Summer Taylor. On the first day of September, Seattle police removed protestors from Cal Anderson again. In the following days, demonstrations would end with fires outside the King County youth jail, and SPD would continue to use pepper spray and flash-bangs as crowd control weapons against mostly peaceful protesters.

Crowd control weapons ban and CPC report

On June 15, the Seattle City Council unanimously voted to enact Ordinance 126102, a ban on SPD’s ownership, purchase, and use of crowd control weapons,⁴² supported by thousands of people who expressed their lack of trust in SPD’s discretion to use these weapons.⁴³ The Ordinance requested OPA, OIG, and the CPC each submit recommendations that include suggested policy revisions to the SPD Manual and identification of a crowd dispersal authorization process.⁴⁴

On July 23, SPD wrote to the Council expressing that the legislation would create even more dangerous circumstances, limiting officers to intervene with riot shields and riot batons.⁴⁵ To this, the CPC responded by calling on SPD to focus on ways to de-escalate and ensure protesters are safe, instead of focusing on “batons and riot shields.” However, on July 24, Judge James Robart of the federal court for the Western District of Washington blocked the City’s new law, ruling that it needs more discussion and review under Seattle’s consent decree.⁴⁶

On August 14, all accountability partners – CPC, OIG, and OPA – released reports on the City’s Crowd Control Weapons Ban. The CPC based its nine recommendations primarily on the experience’s community members shared during the June 3 public meeting. The Commission recommended that SPD:

- Implement the crowd control weapons ban as soon as possible;
- Revise its crowd control policies and training through a community-centered process; and
- Thoroughly document orders to disperse or declare a riot, as well as have them independently reviewed by an outside agency and shared publicly in 24 hours.

The CPC also recommended that the City:

- Ensure the ban allows for some use of less-lethal options outside of crowd control;
- Set clear, strong, and high standards for when police and officials can declare unlawful assemblies, riots, and curfews;
- Prohibit the sale of banned Crowd Control Weapons to other agencies;
- Publicize the complete inventory of Crowd Control Weapons to determine disposal;
- Initiate a community-centered review of SPD’s use of force policies; and
- Review SPD’s strategic plans for disparities in the way officers attend, appear, and use force in demonstrations.⁴⁷

The CPC wrote that the community has repeatedly witnessed crowd control weapons policies disregarded, which makes a ban the only viable way to prevent harm against people’s health, safety, and civil rights.⁴⁸

Defund and reinvest

On June 17, the CPC voted to work with the community to support their three main calls: divest from policing, reinvest in the community, and drop charges against protesters. A month later, on July 13, seven out of nine councilmembers signed on to defunding SPD by 50%. Council budget considerations would eventually lead to an 18% cut in SPD's budget.^{49,50} Of these reductions, a large part would be transferring 911 call dispatchers and parking enforcement out of the Department,⁵¹

which is still in progress as of this report's writing. A portion of this would contribute to the City's \$30 million allocated to a participatory budgeting process to give the community a say in how the City should use its funds.⁵² Another part of the funds for this process would come from the Mayor's Equitable Communities Initiative Fund,⁵³ a \$100 million commitment to invest in communities of color, particularly Black.⁵⁴



A protest against police violence in Seattle's Capitol Hill neighborhood on May 31, 2020.

Lingering demonstrations and investigations

Even if no longer making headlines, daily protests continued through the end of 2020 and beyond, many of them led by the Every Day March. On September 23, an SPD officer rode his bike over a man's head. OPA continued to investigate individual officers' misconduct, releasing results that frequently did not meet the community's calls for accountability. As of this report's writing⁵⁵, OPA concluded 109 of the 145 investigations related to 2020 protests; only two of them have a sustained finding.⁵⁶

Committees

While the whole Commission approves work products and makes final decisions, much of the CPC's work advances through issue-focused committees. In 2020, the CPC had eight committees⁵⁷:



Community Engagement

Purpose: The Community Engagement Committee serves the dual purpose of making the work of the CPC accessible to a broader audience and ensuring that work is reflective of the values and priorities of the community.

2020 Members: Ofc. Mark Mullens, Alina Santillan*, Joseph Seia*



Strategy

Purpose: The Strategy Committee directed the strategy of the CPC and set the agenda for CPC meetings.

2020 Members: Prachi Dave, Esther Lucero, Joseph Seia, Rev. Harriett Walden, and Rev. Aaron Williams and committee leads*



Governance

Purpose: The Governance Committee led the revision of CPC's internal bylaws and completed a Request for Proposal (RFP) process to select an organization to guide the CPC through a strategic planning process.

2020 Members: Emma Catague*, Prachi Dave, Erin Goodman*, Brandy Grant, Esther Lucero, Natasha Moore, Rev. Harriett Walden



Executive Director Search

Purpose: Conduct a nationwide search and selection process for a permanent Executive Director with assistance from City of Seattle Human Resources and national search firm, Ralph Andersen & Associates.

2020 Members: Prachi Dave, Rev. Aaron Williams, Rev. Harriett Walden, Erin Goodman, Esther Lucero, Pam Inch (City HR), Greg Nelson (Ralph Andersen & Associates)



Police Practices

Purpose: Review SPD policies and practices related to police interactions with the public.

Work: The committee produced three letters with recommendations to SPD on addressing racial disparity in SPD's interactions, focus areas during COVID-19, and limiting homeless encampment removals. The committee also produced a video on when officers can use ruses in their work.

2020 Members: Scott Bachler, Brandy Grant, Prachi Dave*, Alina Santillan, Rev. Harriet Walden



Demonstration Management⁵⁸

Purpose: Review SPD’s response to protests and demonstrations and crowd management policies.

Work: In response to City Council’s request that all accountability agencies offer feedback on the Crowd Control Weapons Ban Ordinance, the ad hoc committee produced the CPC Recommendations on Seattle’s Crowd Control Weapons Ban Report.

2020 members: Suzette Dickerson, Colleen Echohawk, Brandy Grant, Natasha Moore, Douglas Wagoner, Rev. Harriett Walden



Defund

Purpose: Be responsive to community calls for defunding the police and determine where and how defunding and reinvesting could be accomplished.

Work: Commissioners engaged with their communities to understand their perspectives and began to draft priorities regarding defunding SPD and reinvesting in communities.

2020 Members: Lt. Scott Bachler, Suzette Dickerson, Colleen Echohawk, Brandy Grant, Esther Lucero*, Asha Mohamed, Natasha Moore, Alina Santillan, Douglas Wagoner, Rev. Harriett Walden



State Legislative Agenda

Purpose: Produce CPC’s legislative priorities and lead the CPC in interfacing with the Washington State legislature during the 2021 legislative session.

Work: The CPC initiated this committee in the final quarter of 2020. Because of its work, the CPC was able to engage in the 2021 legislative process by testifying or submitting statements supporting nine bills that the Commission voted to support.

2020 Members: La Rond Baker*, Prachi Dave, Colleen Echohawk*, Esther Lucero, Douglas Wagoner, Rev. Harriett Walden

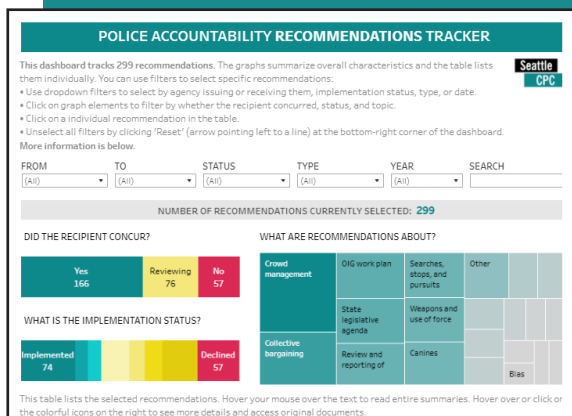
Police Accountability Recommendations

Overview of all CPC recommendations

In 2020, the CPC issued 52 recommendations to SPD, City leaders, and other agencies through the following letters and reports:

- [Letter to OPA on the Rapid Adjudication Program](#)
- [Letter to SPD on the Department's Public Disclosure Process](#)
- [Letter to SPD on the Disparity Review Report, Part II](#)
- [Guiding recommendations on Responding to the COVID Emergency](#)
- [Letter to Mayor on Homeless Encampment Removals](#)
- [Joint Memo from OIG, OPA, and CPC to City Leadership on SPD's Use of Tear Gas in Protests](#)
- [Letter to City Leadership on Next Steps on Accountability and Reform](#)
- [Report on Crowd Control Weapons Ban](#)
- [Letter to City Attorney on Ending Attempt to Subpoena Journalists](#)
- [Letter to the Office of Intergovernmental Relations on State Legislative Agenda](#)
- [Recommendations for OIG's 2021 Work Plan](#)

CPC's Police Accountability Recommendation Tracker (PART)



All CPC, OPA, and OIG recommendations issued since 2018 are detailed and tracked in the CPC Police Accountability Recommendations Tracker (PART). Scan this QR code or [click here](#) for a complete and up to date compilation of recommendations, responses, and statuses.



CPC recommendations to the Seattle Police Department

In 2020, the CPC issued 15 recommendations to SPD. The table below displays a summary of each recommendation, SPD’s most recent response, and the implementation status.⁵⁹ Seven recommendations focused on supporting communities during COVID-19 are in progress or pending. SPD declined the other eight recommendations, most of which focused on crowd control.

Topic	CPC recommendation summary ⁶⁰	SPD response and updates summary ⁶¹
<u>Public Disclosure Unit</u>	Implement the expert’s recommendations on data collection, including mandating key fields, linking them to CAD, supplementing text with checkboxes, and unifying Terry, CAD, and RMS data.	DECLINED SPD’s new system, from May 2019, had already implemented these recommendations.
<u>Disparity Review, Part II</u>	Implement the expert’s recommendations on data collection, including mandating key fields, linking them to CAD, supplementing text with checkboxes, and unifying Terry, CAD, and RMS data.	DECLINED SPD’s new system, from May 2019, had already implemented these recommendations.
<u>COVID Emergency</u>	Proactively address disparity during Coronavirus emergency.	PENDING SPD’s number one mission is supporting public health and public safety.
	Support the communities seeing increased reports of hate crimes during Coronavirus emergency.	IN PROGRESS Issued public service messages and a PSA; highlighting and responding to hate crime and bias is a priority; will continue to respond.
	Support the people experiencing homelessness during Coronavirus emergency.	IN PROGRESS SPD supports the homeless population through the navigation team; City directed the team to limit its work to decrease contacts.

Topic	CPC recommendation summary	SPD response and updates summary
	Support victims of domestic violence during Coronavirus emergency.	<p>IN PROGRESS</p> <p>Monitored uptick since early on; connected with stakeholders for guidance; working with victim support team and advocates; encouraged thorough investigation and follow-up.</p>
	Decrease criminal justice system contacts during Coronavirus emergency.	<p>IN PROGRESS</p> <p>Focus is protecting life and property; instructed officers to limit contacts that do not address a risk to life or property; wearing PPE; directing lower priority calls to online/phone reporting.</p>
	Reduce parking enforcement during the Coronavirus emergency.	<p>IMPLEMENTED</p> <p>SPD adhered to Department of Transportation guidance; parking enforcement will no longer be under SPD purview in 2021.</p>
	Protect the health and safety of first responders during the Coronavirus emergency.	<p>IN PROGRESS</p> <p>Safety of employees is number one priority; established first responder testing site; set up temporary housing option for first responders.</p>
<p>Encampment Removals</p>	Do not remove homeless encampments without consulting health officials and making an effort to correct the obstruction; offer individual housing.	<p>DECLINED</p> <p>2021 budget eliminates SPD navigation team; address through Human Services Department and Public Health.</p>
<p>Tear Gas (from CPC, OPA, OIG)</p>	Cease use of CS (tear) gas in response to First Amendment activity until appropriate use can be vetted and written into policy.	<p>DECLINED</p> <p>The Mayor and SPD initially agreed to partially implement this recommendation but later resumed use of tear gas.</p>

Topic	CPC recommendation summary	SPD response and updates summary
Next Steps on Accountability and Reform	Immediately inform the CPC of policy changes.	DECLINED Time- and circumstance-limited emergency authorization was not a policy change.
Crowd Control Weapons Ban	Implement the ban on the use of crowd control weapons during First Amendment protected activity.	DECLINED SPD does not support a ban on the use of less-lethal tools for crowd control.
	Revise crowd control policies and training with CPC, OIG, OPA, and Federal Court; go through a community-centered review process.	DECLINED SPD has submitted policy revisions to OPA, OIG, CPC, Department of Justice, and Monitor for input; OIG’s Sentinel Event Review may identify more adjustments; SPD disagrees with eliminating less-lethal tools for crowd control.
	Thoroughly document orders to disperse or declaring a riot; have it reviewed by an outside agency; make documentation public in 24 hours.	DECLINED SPD thinks it is unreasonable to expect information to be released within 24 hours of incident; recent policy revisions amplify documentation requirement with a matrix.
	Investigate and make public the full inventory of crowd control weapons to determine disposal next steps.	DECLINED SPD disagrees with disclosing inventory (may compromise operations); is in the process of inventorying equipment; a decision to dispose of weapons is up to the City.

Accountability Ordinance

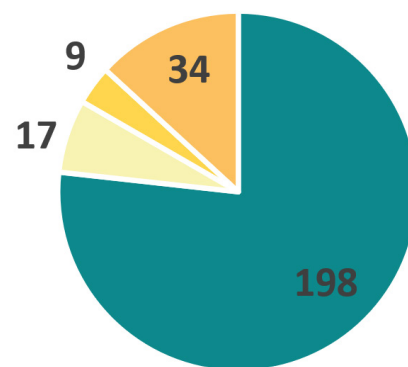
Implementation

Overview of all Accountability Ordinance provisions

The 2017 landmark [Accountability Ordinance](#) was adopted unanimously and supported by the CPC and much of the Seattle community. Among many reforms, it made the CPC permanent, created the Office of Inspector General, and expanded the Office of Police Accountability's scope. The Ordinance also called on the CPC to track the status of its implementation.

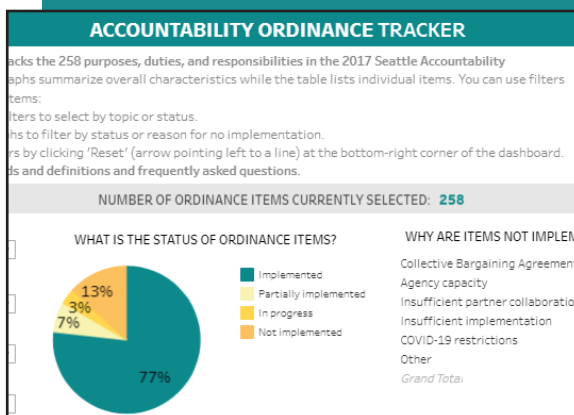
As of this report's writing, the City⁶² has fully implemented over three-quarters of the 258 purposes, duties, and responsibilities in the Ordinance, including establishing the [three-part civilian-led oversight system](#), securing OPA, OIG, and CPC leadership and staff, and fulfilling the agencies' primary functions.

STATUS OF ACCOUNTABILITY ORDINANCE PURPOSES, DUTIES, AND RESPONSIBILITIES



- Implemented
- In progress
- Partially implemented
- Not implemented

Accountability Ordinance Tracker



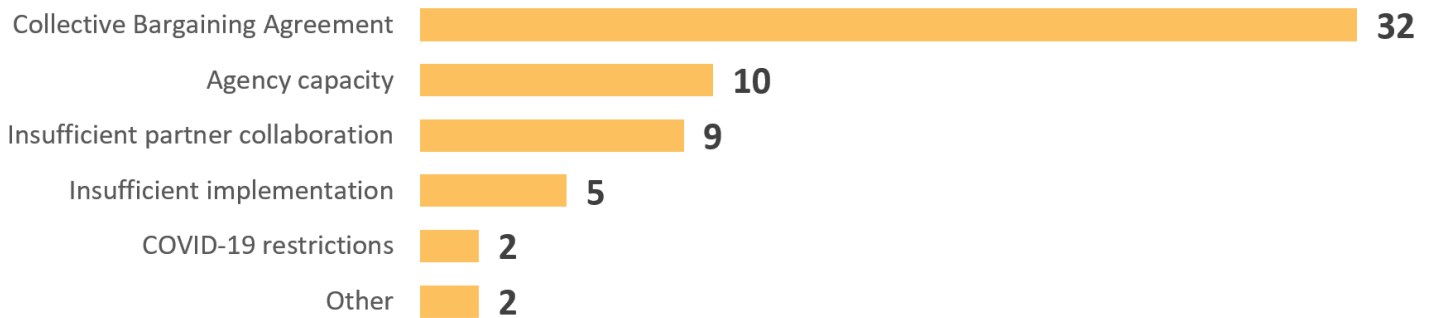
Visit the CPC Accountability Ordinance Tracker for a complete and up-to-date compilation of Ordinance items and their status by [clicking here](#) or scanning the QR code below.



Accountability Ordinance items not yet fully implemented

Several items are still not fully implemented. The primary reason for no implementation or partial implementation is the 2018 [Collective Bargaining Agreements](#) negotiated with Seattle’s police unions which rolled back many of the Ordinance’s reforms.

REASON FOR NO OR PARTIAL IMPLEMENTATION OF ORDINANCE ITEMS



The CPC has advocated for better police contracts for years and as recent as early 2021. Among the Ordinance reforms impeded by the most recent Collective Bargaining Agreements are:

- Granting OPA authority to hire only civilian or a civilian/sworn mix of investigators
- Removing arbitration as a route of appeals for officers disciplined for misconduct⁶³
- Guaranteeing OPA and OIG power to issue subpoenas for evidence or testimony
- Eliminating the statute of limitations for serious uses of force if new complaints emerge
- Closing investigation timeline and burden of proof loopholes that often curtail discipline

The table below details the 60 Ordinance items not fully implemented as of this report’s writing:

Definition of terms used in chart

Implemented: The Ordinance item has been implemented and is the current practice in the agency(ies) involved.

Partially implemented: Part of the Ordinance item has been implemented and is the current practice in the agency(ies) involved, but not all of it.

In progress: The agency(ies) is(are) currently working on implementing the Ordinance item.

Not implemented: The Ordinance item has not been implemented and is not the current practice in the agency(ies) involved.

	Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
1.	OPA, OIG, CPC, and SPD shall engage in quarterly collaborative conversations to effectuate coordinated oversight; review the extent to which Ordinance purposes and requirements are being met.	PARTIALLY IMPLEMENTED Quarterly meetings began Q3 2018 but have not always consistently reviewed the implementation of the Ordinance. [CPC]
2.	Apply OPA policies and practices uniformly regardless of rank or position.	NOT IMPLEMENTED OPA has not been able to implement this requirement due to the CBAs. [OPA]
3.	OPA jurisdiction includes all misconduct; coordinate with external criminal investigators and prosecutors for complaints alleging criminal misconduct.	NOT IMPLEMENTED OPA has not been able to implement this requirement due to the CBAs. [OPA]
4.	OPA Director shall ensure OPA Manual details policies and practices; update Manual at least annually (consultation with OIG and CPC).	IN PROGRESS We plan to send the new manual to stakeholders this summer. [OPA]
5.	OPA shall have the authority to observe and review all administrative investigations at SPD.	NOT IMPLEMENTED SPD has denied OPA access to the Department's Performance Appraisal System entries, which is a system the Department uses to document minor infractions by employees. However, if something is related to an OPA investigation, it could be accessed. [OPA]
6.	OPA Director may issue a subpoena at any stage if evidence or testimony is not provided voluntarily; may ask for City Attorney to enforce subpoena through court.	NOT IMPLEMENTED Subpoena authority for the OPA and the OIG is limited in the SPOG CBA. [OPA]
7.	Establish in OPA Manual protocol to refer complaints involving OPA staff to OIG.	IN PROGRESS We plan to send the new manual to stakeholders this summer. [OPA]

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>8. OPA shall notify employees, Captain, and bargaining unit of named employees within 30 days of a complaint.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The SPOG contract requires OPA to include the name of complainants. It supersedes the Ordinance. Otherwise, implemented. [OPA]</p>
<p>9. If OPA must postpone the interview of an employee due to unavailability, it shall not count additional days in the 180-day investigation period.</p>	<p>NOT IMPLEMENTED</p> <p>OPA is not able to implement this requirement due to the CBAs. [OPA]</p>
<p>10. If the OPA Director position becomes vacant, OPA shall extend the 180-day period by 60 days for the designation and appointment of an Interim Director.</p>	<p>NOT IMPLEMENTED</p> <p>OPA is not able to implement this requirement due to the CBAs. [OPA]</p>
<p>11. If an OPA administrative investigation is not started or is paused due to a criminal investigation, OPA shall not count that time in the 180-day period.</p>	<p>NOT IMPLEMENTED</p> <p>OPA is not able to implement this requirement due to the CBAs. [OPA]</p>
<p>12. If, during an OPA investigation, the named employee or their bargaining representative learns of a witness or material evidence, they shall disclose it to OPA or be foreclosed from raising it later.</p>	<p>NOT IMPLEMENTED</p> <p>OPA is not able to implement this requirement due to the CBAs. [OPA]</p>
<p>13. If OPA initiates further investigation because new information arises in the interview, due process hearing, or OIG directs additional investigation, OPA shall extend the 180-day period by 60 days.</p>	<p>NOT IMPLEMENTED</p> <p>OPA is not able to implement this requirement due to the CBAs. [OPA]</p>
<p>14. Termination is presumed discipline for material dishonesty based on the same evidentiary standard used for any other allegation of misconduct.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 have different standards of proof for termination, therefore OPA has not been able to implement this reform. [OPA]</p>
<p>15. All OPA staff working with SPD supervisors on minor violations and public access to the accountability system shall be civilians.</p>	<p>NOT IMPLEMENTED</p> <p>OPA is not able to implement this requirement due to the CBAs. [OPA]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>16. Within 12 months, OPA intake and investigator personnel shall be entirely civilian or a civilian/sworn mix, in whatever configuration best provides or continuity, flexibility, leadership, expertise, and supports public trust.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 allowed for only two civilian investigators in the OPA. [OPA]</p>
<p>17. OPA Director and Chief shall collaborate so sworn staff rotations maintain continuity, expertise, professionalism, orderly case management, and effectiveness of OPA and SPD.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 set forth a different process than the Ordinance. The OPA abides by the CBA's process. [OPA]</p>
<p>18. OIG shall evaluate the appropriate level of OPA intake and investigator civilianization.</p>	<p>NOT IMPLEMENTED</p> <p>The SPOG CBA ratified by the City in 2018 allowed the City to replace up to two sworn investigators with civilian investigators. While OPA has hired civilian positions with investigation-related responsibilities (including intake and supervision), the civilian investigators are still in the process of being onboarded. Consequently, there is insufficient data for an OIG analysis of the effects of civilianization on investigations. In December 2019, OIG sent a memo to Council noting that OIG will study the OPA civilian/sworn mix when data become available. OIG is currently conducting a survey of investigation staffing in other jurisdictions. [OPA]</p>
<p>19. OIG shall enhance SPD culture of accountability through: collaborating with the Chief, OPA Director, and SPD leadership to strengthen supervisory involvement; assisting SPD in development and delivery of in-service training on the accountability system; collaborating with SPD to make the disciplinary process fair, timely, transparent, and effective.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The accountability system in-service training was implemented but has since been paused and is not currently being offered. [CPC]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>20. OIG shall have timely, full, and direct access to relevant OPA, SPD, and City employees, facilities, files, and data necessary for its duties. If any department declines, they shall provide IG with itemization of data withheld and the legal basis.</p>	<p>IN PROGRESS</p> <p>OIG is continuing to explore how to navigate concerns about attorney/client privilege with both the City Attorney’s Office and the SPD Legal Unit. [OIG]</p>
<p>21. OIG shall review proposed revisions to the OPA Manual according to the process established by the OPA Director.</p>	<p>NOT IMPLEMENTED</p> <p>OPA has not updated their manual and has not provided a draft as of yet. [OIG]</p>
<p>22. Issue a subpoena if evidence or testimony is not provided voluntarily; IG may ask for City Attorney to pursue enforcement through court.</p>	<p>NOT IMPLEMENTED</p> <p>No situations have arisen requiring subpoena, but OIG lacks full subpoena authority. [OIG]</p>
<p>23. With the CPC, OIG shall evaluate effectiveness of SPD’s processes in meeting community needs for a diverse workforce (disqualifying factors, speed).</p>	<p>NOT IMPLEMENTED</p> <p>OIG paused work on hiring and retention for 2021. It is uncertain if SPD’s budget will allow for significant hiring in the near future. Meanwhile, although retention is a significant concern, the cause of retention difficulties has been clearly and consistently articulated by SPD. [OIG]</p>
<p>24. CPC may request and shall timely receive, without the need of a public disclosure request, information from SPD and City departments that they would publicly disclose.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The CPC makes repeated requests to SPD and sometimes OPA for documents that would otherwise be available through public disclosure requests and frequently has not received them in a timely matter. For instance, the CPC requested the SPD/Monitor policy review schedule in the Fall of 2020 and recommended that it is made public in January 2021 but has yet to receive it. [CPC]</p>
<p>25. CPC shall consist of 21 commissioners; seven selected by Mayor, seven by Council, and seven by CPC (including public defense, civil liberties, SPOG, SPMA representatives).</p>	<p>PARTIALLY IMPLEMENTED</p> <p>As the end of 2020, the CPC had filled 17 out of 21 Commissioner seats. [CPC]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>26. CPC shall make each appointment sufficiently before the expiration of the incumbent’s term; appointments to fill resignations shall occur ASAP; commissioners may stay as interim until a successor is appointed.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The CPC has not consistently been able to make timely reappointments to fill vacancies. [CPC]</p>
<p>27. CPC shall assign commissioners to represent Council districts (who live, work, or have ties, understand issues, actively engage people, report back to CPC).</p>	<p>IN PROGRESS</p> <p>Due to the pandemic, limited capacity, and Commission turnover, commissioner community engagement was restricted and the CPC is reinvigorating it in 2021, including district-specific engagement. [CPC]</p>
<p>28. CPC shall convene annual meeting to receive public comments and present highlights of CPC’s annual report.</p>	<p>IN PROGRESS</p> <p>While the Commission held its first annual report meeting in 2019, it suspended the 2020 Spring meeting due to COVID-19. The CPC will host an annual report meeting in 2021. [CPC]</p>
<p>29. CPC shall review closed OPA investigations for opportunities for systemic improvements; CPC shall not serve as a review board for individual investigations, evaluate/opine on evidence, findings, or determinations, or seek to influence course or outcome.</p>	<p>IN PROGRESS</p> <p>The Commission has begun this work and is activating a workgroup to review closed OPA cases in 2021. [CPC]</p>
<p>30. CPC shall review and provide input on SPD recruiting, hiring, promotional practices; assist in development/delivery of in-service training on accountability system.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The CPC issued a report on recruitment, hiring, and training in 2017 (it did not specifically cover promotional practices). The accountability system in-service training was implemented but has since been paused and is not currently being offered. [CPC]</p>
<p>31. The City Attorney, FAS, and OPA shall establish a system to ensure that OPA reviews claims investigated by FAS involving possible misconduct; determine timing and approach.</p>	<p>IN PROGRESS</p> <p>OPA is currently working to establish this process with FAS. [OPA]</p>
<p>32. SPD/OPA shall respond in writing within 30 days to any oversight entity issuing recommendations; for accepted ones, provide a plan for implementation and regular written progress reports; for declined, explain why not; if the lead entity is a City department, Mayor’s Office shall coordinate the response.</p>	<p>NOT IMPLEMENTED</p> <p>Many responses miss the 30-day deadline; most do not include plans for implementation or regular written progress reports, or explanations for being declined. Mayor’s Office has not coordinated responses for other departments. [CPC]</p> <p>OPA is in compliance with this provision. [OPA]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>33. OPA Director, IG, CPC co-chairs, Chief shall meet quarterly to review and verify positions on the status of recommendations.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>Accountability partners meet quarterly but do not consistently review status of recommendations in quarterly meetings. Partners plan to reconfigure quarterly meetings in 2021. [CPC]</p>
<p>34. With CPC, OIG, and OPA, SPD shall establish a schedule and protocol for meaningfully reviewing Policy Manual revisions.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>SPD did not establish policy review schedule and protocol in consultation with all accountability partners. The schedule and protocol are not visible to the public and have not allowed for meaningful reviews that sufficiently engage the community. [CPC]</p>
<p>35. SPD disciplinary, grievance, appeal policies and processes shall be timely, fair, consistent, transparent.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement all aspects of this reform. [SPD]</p>
<p>36. The Chief shall have authority to place an employee on leave without pay before OPA administrative investigation if they are charged with felony/gross misdemeanor; could lead to termination; necessary for safety; employee shall be entitled to back pay.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement this reform. The SPOG CBA limits the Chief’s authority to place an SPD employee on unpaid leave to those charged with the commission of a felony or a gross misdemeanor involving “moral turpitude, or a sex or bias crime,” narrowing the types of misconduct for which the Chief may place an employee on leave for longer than 30 days. [SPD]</p>
<p>37. No disciplinary action will result from a misconduct complaint after more than five years of alleged misconduct, except if involving criminal violations, dishonesty, Type III force, or was concealed.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement this reform. [SPD]</p>
<p>38. All appeals shall be governed by Chapters 3.29 and 4.08; only prior appeals shall continue according to relevant contractual or legislated procedures.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement this reform. [CPC]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>39. All appeals shall be open to the public and heard by PSCSC. PSCSC shall be composed of three commissioners, none of whom shall be current City or prior SPD employees. Reprimands, sustained findings not accompanied by discipline, and procedural violations may be processed through grievance process established by Personnel Rules or CBAs but may not alter the Chief’s discipline.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement this reform. [SPD]</p>
<p>40. SPD employees may not use accrued time balances to be compensated while under unpaid suspension.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement this reform. [SPD]</p>
<p>41. SPD shall develop/implement recruitment, hiring, testing, training, mentoring, assignment, promotional practices that emphasize skills consistent with accountability, equity, consent decree goals; consult with CPC and OIG.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>SPD has not yet implemented community service preference points and other relevant recruitment and training practices. [CPC]</p>
<p>42. SPD may employ civilians to perform management and operation functions.</p>	<p>NOT IMPLEMENTED</p> <p>The SPOG CBA ratified by the City in 2018 did not implement this reform. The SPOG CBA expressly limits civilianization of SPD positions outside of OPA to the SPD Human Resources Sergeant position. [SPD]</p>
<p>43. SPD shall use preference points in hiring sworn employees who are multi-lingual or have experience/background with diverse communities, social work, mental health, domestic violence, community service.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>SPD has implemented language preference points but not yet community service preference points. [CPC]</p>
<p>44. With OIG, OPA, and CPC, SPD shall establish a civilian internal office to manage secondary employment; policies, rules, procedures shall be consistent with ethical standards.</p>	<p>NOT IMPLEMENTED</p> <p>The SPOG CBA ratified by the City in 2018 did not implement this reform. SPD, however, tracks secondary employment of its employees in its data systems. [SPD]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>45. SPD shall adopt standards underscoring expectations for performance and accountability as part of the application process for specialty units, in addition to expertise; appraisal record and OPA history must meet standards; must allow for removal.</p>	<p>NOT IMPLEMENTED</p> <p>The CBAs ratified by the City in 2018 did not implement this reform. The SPOG CBA conflicts with an important Ordinance reform that gave management the authority to set and use performance standards that consider performance appraisals and OPA history in making specialty assignments. Under this reform, management would also have the authority, based on warranted conducted, to immediately transfer employees out of specialty units. The CBA requires a detailed explanation, reviewed and approved by the Chain of Command and the Department’s Human Resources Director. The CBA also allows the employee to have 30 to 90 days to address any deficiency, which undercuts the Chief’s authority to immediately transfer an employee. [SPD]</p>
<p>46. The Chief shall collaborate with OPA so sworn staff assigned to OPA have requisite skills and rotations maintain OPA’s operational effectiveness. Chief/Director should solicit volunteers, or Chief will provide a list of sergeants to fill positions.</p>	<p>NOT IMPLEMENTED</p> <p>The SPOG CBA ratified by the City in 2018 did not implement this reform. [SPD]</p>
<p>47. SPD shall collaborate with OPA, OIG, and CPC in the development/delivery of an in-service training on accountability system.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The accountability system in-service training was implemented but has since been paused and is not currently being offered. [CPC]</p>
<p>48. SPD shall maintain current and searchable public databases including every stop, frisk, use of force, disciplinary matter; protect privacy; include relevant information including race, gender, time, place, assignment, reason, others.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>SPD has current and searchable public databases on Terry stops and uses of force. It does not currently have a database on disciplinary actions matters but is interested in tracking aggregate information on discipline imposed by the Chief. SPD believes that a database of all discipline actions, including that imposed by the Chief, should be maintained on the OPA’s website. [SPD]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>49. SPD shall make available information about policies/operations of public concern; post Manual, performance audit reports, reviews of officer shootings, reviews of in-custody injuries/deaths.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The SPD’s Policy Manual is available on the department’s website. Although there is no posting yet of any information on in-custody injuries, deaths, and other information of concern to the public, SPD is working to post relevant information such as information related to officer-involved shootings and Force Review Board findings. Currently, officer-involved shootings data are on SPD’s open data platform. SPD publishes videos and other content about major events on multiple social media channels. Additionally, annual use of force reports providing information on in-custody deaths, officer-involved shootings, and other Type III use of force incidents are published online. As staffing and workload in SPD’s Public Disclosure Unit allows, SPD is working to gather, redact, and post relevant information such as information related to Force Investigation Reports and Force Review Board findings. Raw data relating to use of force is available on SPD’s open data platform, and SPD publishes videos and other content about major events on multiple social media channels. [SPD]</p>
<p>50. For sworn employees terminated or resigned instead of termination, SPD shall include documentation in files that (a) letter was sent to WSCJTC regarding de-certification, (b) whether action was taken, (c) that Chief will not authorize Special Commission service, (d) will not grant request to carry a firearm.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>SPD’s human resources division maintains a copy of each letter in the employee’s personnel file. Other methods of retention would be subject to negotiations. [SPD]</p> <p>This note does not address items b-d in the Ordinance item. [CPC]</p>
<p>51. Separate agreements shall be incorporated into updated collective bargaining agreements or eliminated.</p>	<p>NOT IMPLEMENTED</p> <p>Neither CBA incorporated side agreements as required. The CAO says this is best directed to the Executive, as this is a labor relations issue. [City Attorney]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>52. PSCSC is created with three members; two appointed by Mayor and one by Council; selected using merit-based criteria; staggered terms; three-year terms; may receive compensation; other term details.</p>	<p>NOT IMPLEMENTED</p> <p>One of the current Commissioners was elected by employees, instead of appointed by Mayor or Council (per 04.08.040.A before it was amended by the Accountability Ordinance). There are currently no limitations on number of terms. These changes were not implemented in the last Collective Bargaining Agreements. [PSCSC]</p>
<p>53. Current City employees and individuals employed by SPD in the past ten years may not be PSCSC commissioners.</p>	<p>NOT IMPLEMENTED</p> <p>One of the current Commissioners is a current City of Seattle employee (as per 04.08.040.A before it was amended by the Accountability Ordinance). This change was not implemented in the last Collective Bargaining Agreements. [PSCSC]</p>
<p>54. PSCSC commissioner may be removed for cause by Council/Mayor following a hearing or filing a statement.</p>	<p>NOT IMPLEMENTED</p> <p>How a Commissioner may be removed is dictated by a conflicting City/State law. [PSCSC]</p>
<p>55. With SDHR, PSCSC shall prepare a register for each class from examiners returns/reports; persons shall take rank upon the register; grant veteran's preference points; 10% credit for fluency in non-English language; 10% credit for Peace Corps, AmeriCorps, equivalent.</p>	<p>IN PROGRESS</p> <p>Multiple language preference points program has been developed and implemented (and is current practice), community service preference points is in development. [PSCSC]</p>
<p>56. No SPD applicant may receive more than a single 10% credit.</p>	<p>IN PROGRESS</p> <p>Yes, for language preference (is current practice), in progress for community service/work experience preference points. [PSCSC]</p>
<p>57. PSCSC shall hear and determine appeals and complaints respecting the administration of Chapter 4.08, including discipline; for discipline cases, Commission may delegate hearing authority to an officer it retains or in Seattle Office of the Hearing Examiner.</p>	<p>NOT IMPLEMENTED</p> <p>The SPOG CBA ratified by the City in 2018 did not implement this reform. [SPD]</p>

Accountability Ordinance purpose, duty, or responsibility summary	Status and Notes
<p>58. Tenure of Fire Department employee shall be only during good behavior and acceptable job performance; may be removed for cause; suspensions shall not exceed 30 days; employee may be removed/suspended/demoted/discharged upon filing statement with the Commission; may demand a hearing; more details.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>The Seattle Fire Department complies with all Public Safety Civil Service Commission requirements, labor agreements, and other relevant authority pertaining to removal for cause. [SFD]</p> <p>Partially implemented due to CBA. [PSCSC]</p>
<p>59. Tenure of police officers shall be during good behavior and job performance; may be removed, suspended, demoted, discharged in good faith for cause; may file an appeal; Commission hearing details; others.</p>	<p>PARTIALLY IMPLEMENTED</p> <p>This provision speaks to PSCSC (Public Safety Civil Service Commission) practices, not SPD practices. [SPD]</p> <p>Partially implemented due to CBA. [PSCSC]</p>
<p>60. Provisions subject to Public Employees' Collective Bargaining Act shall not be effective until City completes collective bargaining obligations; City will take steps to fulfill legal prerequisites within 30 days, including negotiating with unions to update agreements to conform with these provisions.</p>	<p>NOT IMPLEMENTED</p> <p>The most recent police union contracts adopted by the City do not conform and are not fully consistent with the provisions and obligations of the Ordinance in a manner that allows for the earliest possible implementation of the police accountability reforms. All prerequisite steps for other provisions of the Ordinance that do not require bargaining, such as community service preference points, have also not been taken. [CPC 2019 Annual Report]</p>

About the CPC

2020 commissioners

1. Asha Mohamed – Somali Youth and Family Club
2. Rev. Aaron Williams* (2020 Co-Chair) – University Presbyterian Church
3. La-Rond Baker – King County Department of Public Defense
4. Suzette Dickerson – WSCCCE AFSCME Council 2
5. Douglas Wagoner – King County Prosecuting Attorney’s Office
6. Prachi Dave (2020 Co-Chair) – Public Defender Association
7. Erin Goodman – SODO Business Improvement Area
8. Brandy Grant* – Alliance for Gun Responsibility (became Interim Executive Director)
9. Vacant
10. Rev. Harriett Walden (2020 Co-Chair) – Mothers for Police Accountability
11. Vacant
12. Joseph Seia – Pacific Islander Community Association of Washington
13. Esther Lucero – Seattle Indian Health Board
14. Vacant
15. Ofc. Mark Mullens – Seattle Police Officers Guild
16. Monisha Harrell* (joined the Independent Monitor Team in 2020)
17. Alina Santillan – Seattle Arts & Culture for Anti-Racism
18. Lt. Scott Bachler – Seattle Police Management Association
19. Colleen Echohawk – Chief Seattle Club
20. Emma Catague* – Filipino Community of Seattle
21. Natasha Moore* – CHOOSE 180
22. Vacant

2020 staff

Brandy Grant, Interim Executive Director
Shayleen Morris, Policy Director
Jesse Franz, Communication Advisor
Nia Franco, Senior Policy Advisor
Luiza Barbato Montesanti, Policy Analyst*

Bessie Marie Scott, Interim Executive Director*
Roxana Garcia, CE Director*
Nick Christian, Interim CE Director*
Karen Chung, Interim Policy Director*

**No longer a commissioner/staff member as of the publication of this report*

CPC mission

The Community Police Commission listens to, amplifies, and builds common ground among communities affected by policing in Seattle. We champion policing practices centered in justice and equity.

CPC vision

We envision our communities and Seattle's police aligned in shared goals of safety, respect, and accountability.

Annual report requirements in 2017 Accountability Ordinance

SMC, 3.29.370.A. CPC shall produce annual reports that are readily understandable and useful to policymakers. The annual report shall be posted online and electronically distributed to the Mayor, City Attorney, Council, Chief, OPA Director, and Inspector General, as well as to the City Clerk for filing as a public record. The annual report shall include, but not be limited to, the following: 1. An evaluation of the extent to which all of the purposes, duties, and responsibilities detailed in this Chapter 3.29 have been met; 2. A summary of all recommendations for changes in policies and practices, collective bargaining agreements, City ordinances, and state laws; 3. A summary of the implementation status of any previous recommendations and, for any that have not been implemented, the reasons; and 4. Information about CPC's outreach to SPD employees and the public, the perspectives gathered by CPC from such outreach, and how the outreach informed CPC's work.

SMC, 3.29.360.C. Convene an annual meeting to receive public comments and present to the community highlights of CPC's annual report.

Endnotes

1. <https://mappingpoliceviolence.org/>
2. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
3. <https://www.seattletimes.com/seattle-news/sadness-fury-violence-in-seattle-over-death-of-george-floyd-durkan-calls-for-curfew-national-guard/>
4. https://www.seattletimes.com/seattle-news/seattle-officer-who-repeatedly-punched-man-during-protest-arrest-used-excessive-force-investigation-finds/?utm_medium=social&utm_campaign=owned_echobox_f&utm_source=Facebook&fbclid=IwAR1l8dV1Tx5VyLn7gzD4asIH4KtDh-Bjz8tFDTDer0hjExe88waeD30qDiA#Echo-box=1603472681
5. <https://www.aclu-wa.org/pages/timeline-seattle-police-accountability>
6. <https://www.seattletimes.com/seattle-news/sadness-fury-violence-in-seattle-over-death-of-george-floyd-durkan-calls-for-curfew-national-guard/>
7. <https://www.theguardian.com/us-news/2020/jun/15/outrage-video-police-mace-child-seattle-protest>
8. <https://www.aclu-wa.org/news/aclu-washington-statement-curfew-orders-washington-cities>
9. <http://perspectives.seattle.gov/cpc-statement-on-seattle-protests/>
10. <https://www.aclu-wa.org/docs/opa-press-release-following-demonstrations>
11. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>
12. <https://www.youtube.com/watch?v=0NpXH7p-ELo>
13. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
14. <https://www.thestranger.com/slog/2020/06/04/43840246/seattle-residents-got-tear-gassed-in-their-own-apartments>
15. <https://thehill.com/homenews/media/500690-nbc-news-reporter-hit-by-flash-bang-grenade-while-reporting-on-seattle>
16. <https://www.kuow.org/stories/looking-back-at-seattle-s-chop-one-year-later>
17. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
18. <https://www.kuow.org/stories/this-26-year-old-died-three-times-after-police-hit-her-with-a-blast-ball?fbclid=IwAR21TjKDUXNC-X647YCaFvrC6WxWMRt7Ra2oPHUVo9WKMs3hZIYbxOb6fR4>
19. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>
20. <http://perspectives.seattle.gov/cpc-oig-opa-seattle-police-should-stop-using-tear-gas/>

21. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>
22. <https://www.kuow.org/stories/looking-back-at-seattle-s-chop-one-year-later>
23. <https://www.rollingstone.com/culture/culture-features/chop-chaz-seattle-autonomous-zone-inside-protests-1017637/>
24. <https://www.kuow.org/stories/looking-back-at-seattle-s-chop-one-year-later>
25. <https://www.rollingstone.com/culture/culture-features/chop-chaz-seattle-autonomous-zone-inside-protests-1017637/>
26. <https://www.kuow.org/stories/looking-back-at-seattle-s-chop-one-year-later>
27. <https://www.rollingstone.com/culture/culture-features/chop-chaz-seattle-autonomous-zone-inside-protests-1017637/>
28. <https://www.rollingstone.com/culture/culture-features/chop-chaz-seattle-autonomous-zone-inside-protests-1017637/>
29. <https://www.seattletimes.com/seattle-news/crime/shooting-at-seattles-chop-protest-site-leaves-2-in-critical-condition/>
30. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
31. <https://www.kuow.org/stories/looking-back-at-seattle-s-chop-one-year-later>
32. <https://www.vox.com/policy-and-politics/2020/7/2/21310109/chop-chaz-cleared-violence-explained>
33. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
34. <https://www.kuow.org/stories/looking-back-at-seattle-s-chop-one-year-later>
35. <http://perspectives.seattle.gov/cpc-recommends-city-of-seattle-end-attempts-to-subpoena-journalists/>
36. <https://spdblotter.seattle.gov/2020/09/21/spd-statement-regarding-withdrawal-of-media-subpoena/>
37. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
38. <https://www.q13fox.com/news/seattle-police-use-of-force-against-journalist-under-investigation>
39. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
40. <https://www.seattlemet.com/news-and-city-life/2020/09/seattle-summer-of-protest-for-black-lives-a-timeline>
41. SPD sergeant drove onto the sidewalk with protesters, calling them “cockroaches” and claiming he was “paid to babysit them
42. <http://seattle.legistar.com/LegislationDetail.aspx?ID=4564636&GUID=90ED-F5B4-7607-43BB-A99C-514C0B51CB56&Options=ID%7CText%7C&Search=chemical&FullText=1>
43. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>

44. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>
45. <https://spdblotter.seattle.gov/2020/07/23/letter-to-city-council-regarding-council-ordinance-119805-crowd-control-tools-%ef%bb%bf/>
46. <https://www.seattletimes.com/seattle-news/worries-about-escalation-crowd-control-after-judge-blocks-seattles-ban-on-tear-gas-and-blast-balls-ahead-of-protests/>
47. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>
48. <https://seattlecpc.files.wordpress.com/2020/08/cpc-recommendations-on-crowd-control-weapons-ban.pdf>
49. <https://www.kuow.org/stories/calls-for-defund-spd-started-one-year-ago-so-how-s-that-going>
50. <https://theappeal.org/politicalreport/seattle-participatory-budgeting-defund-police/>
51. <https://www.kuow.org/stories/calls-for-defund-spd-started-one-year-ago-so-how-s-that-going>
52. <https://theappeal.org/politicalreport/seattle-participatory-budgeting-defund-police/>
53. <https://theappeal.org/politicalreport/seattle-participatory-budgeting-defund-police/>
54. <https://www.kuow.org/stories/calls-for-defund-spd-started-one-year-ago-so-how-s-that-going>
55. August 14, 2021
56. <https://www.seattle.gov/opa/case-data/demonstration-complaint-dashboard>
57. In 2020 the Strategy Committee was the only standing committee. During the bylaws update process it was determined that Strategy would continue to be a standing committee (now called Governance) and that Community Engagement would become a standing committee in 2021.
58. In 2021 the Demonstration Management ad hoc committee will begin meeting again as the Police Practices ad hoc committee.
59. The information in the table corresponds to the last status updates the CPC received as of July 27, 2021.
60. Summary of original recommendation language, for brevity, written by CPC staff. Follow the hyperlinks to the original recommendation document or the Police Accountability Recommendation Tracker (PART) for the complete original recommendation language.
61. Summary of all or the most recent responses and updates, for brevity, written by CPC staff. Follow the hyperlink to the Police Accountability Recommendation Tracker (PART) for the complete responses and updates.
62. These fall primarily on SPD, CPC, OPA, and OIG, but also City leadership and other departments, including the City Council, the Mayor, the City Attorney, the Seattle Department of Human Resources, the Seattle Fire Department, and the Public Safety Civil Service Commission (PSCSC).
63. The only route of appeals would be the City of Seattle Public Safety Civil Service Commission
64. Summary of original Ordinance language, for brevity, written by CPC staff. See the complete Accountability Ordinance for complete original language.