



2021 Annual Report

Seattle Community Police Commission

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Letter from the Executive Director

Brandy Grant

To the Seattle Community,

The Seattle Community Police Commission has had another year of progress as we work with the community to reimagine a more accountable, transparent and just public safety system in 2021.

Everything we do at the CPC is rooted in our vision of community inclusion in policies and debate. We believe that people should have a say in how their public safety system works – especially communities of color that are disproportionately impacted by policing.

The CPC envisions our communities and Seattle's police aligned in shared goals of safety, respect and accountability. To do that, we have made it our mission to listen to, amplify and build common ground among communities affected by policing in Seattle and champion policing practices centered in justice and equity.

The CPC traces its origins to the Seattle Police Department's killing of John T. Williams, a First Nations woodcarver, who was shot to death by a Seattle Police officer in 2010. That incident, which was ruled unjustified, along with a number of other high-profile cases of police misconduct, led dozens of community organizations to call for a federal investigation of SPD. That investigation resulted in a federal Consent Decree. To amplify the community's voice in the police reform and accountability process,

the Consent Decree mandated the creation of the CPC. We continue to honor the work of community and carry the memory of John T. Williams and all other victims of police misconduct in everything we do.

Please allow us to share with you the work and the challenges of the Commission and staff of the CPC in 2021.

As we enhanced our efforts to seek ideas and expertise through community engagement – and because we were still living through a pandemic – we continued to have our meetings virtually and adopted a platform that was easily accessible to community members and stakeholders.

We had our voice heard and our ideas represented in the Washington State Legislature's 2021 session with successful policing legislation prioritized by the CPC and reflected in this report.

One of our proudest accomplishments was the rollout in April 2021 of the Police Accountability Recommendations Tracker (PART), an interactive dashboard that serves as a central repository for all recommendations issued by the Seattle Police oversight system since 2018, as well as their implementation focus. The accountability tracker was created and is updated and refreshed by staff and serves to provide clarity and full transparency to community across all of our system partners and SPD.

Also in 2021, the CPC issued 23 recommendations to SPD, city leaders and other agencies through letters and reports, including letters to the monitor on plan and draft assessment methodology, to the SPD on proposed changes to use of force and crowd management policies and to the Labor Relations Policy Committee on collective bargaining. We partnered with the new Seattle Police Monitor team through community engagement efforts. In collaboration with the monitor, we had input in the Visions, Methods, Analysis and Planning debrief, contributed to the semi-annual report and took part in Standing Monitor Team check-ins.

Throughout the year, we conducted work groups on police practices, the complainant appeals process and behavioral health and community engagement in the community. We also conducted community conversations on the collective bargaining agreement and conducted a town hall on use of force and crowd management policy changes.

Internally, we brought on seven new commissioners and staff, including myself as the CPC's permanent executive director, as well as a new community engagement director. In addition to producing a monthly newsletter to keep the community informed, we have a podcast in production and hired Connected Realities, a consulting firm, to lead the CPC through its first-ever strategic planning process.

It is our responsibility to honor and amplify the community's voice through this transformative time. As we embark

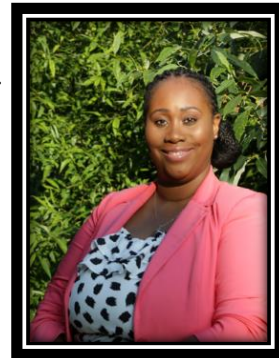
on this next chapter of the CPC's history, we will need your vision and leadership to help us fulfill this responsibility.

I have faith that we will continue to honor our organization's history and take the experience and wisdom that comes from our commissioners and from community members to work toward a public safety system that Seattle deserves – one that is accountable, transparent, and trustworthy.

In partnership with community,



Brandy Grant
Executive Director



Letter from the Community Engagement Director

Felicia Cross

Community engagement is at the core of everything we do at the Community Police Commission. It's vital that we understand the community's ideas and concerns and that we keep the community involved and informed through the reform process.

I was hired as the CPC's permanent community engagement director in 2021 and started work at the end of April in the middle of the pandemic. As you can imagine, pandemic restrictions posed some challenges. But we were able to continue robust engagement and conversation by having staff and commissioners attend virtual public and community meetings, webinars, and community planning sessions.

Through 2021, we hosted meetings that provided community members an opportunity to have input and voice their concerns and suggestions about the findings of the federal monitor's four areas of assessment before the report was filed in the courts.

We continued to bring awareness and uplift the work and purpose of the CPC through regular virtual engagement meetings.

As we were gradually able to engage in person, we represented the CPC at community events, such as the Juneteenth Festival at the Northwest African American Museum, we attended the conference of the National Association for Civilian Oversight of Law Enforcement in Tucson, Ariz., and we hosted a Youth Forum to assist with input for our strategic planning process.

The CPC looks forward to post-COVID opportunities in 2022 for new and present commissioners to physically attend community meetings and events to hear the voices and concerns of the community.

New Community Engagement Strategies

Community Engagement hosted a four-part series on behalf of the community, focusing on the Federal Monitor's assessment of four core areas of the Consent Decree. These meetings provided the community an opportunity to voice concerns and suggestions about the findings of these four areas before the monitor filed the report in the courts. The four areas reviewed were Crisis Intervention, Stops and Detentions, Use of Force and Supervision. The SPD Crisis Intervention Team lieutenant presented on SPD Crisis Intervention procedures on December 11, 2021, providing context on the topic. These meetings were attended by 300 community members.

Commissioners in the Community

Due to the continued constraints of COVID-19, commissioners had limited opportunities to engage physically with the community. Commissioners continued to represent the CPC by attending virtual public meetings, webinars, community meetings and strategic planning

sessions. Staff represented the CPC by attending the Juneteenth celebration at the Northwest African American Museum in 2021. CPC looks forward to post-COVID opportunities in 2022 for new and current commissioners to physically attend community meetings and events, representing and uplifting the work of the Commission while providing the opportunity to hear the community's voices and concerns.

Community Meetings

CPC hosts monthly community engagement meetings on topics most interesting to the community, such as providing comments and feedback on the federal monitor's Consent Decree assessments. In addition to monthly community engagement meetings, in 2022 a schedule of events and community meetings will be distributed to allow commissioners opportunities to engage by representing each district in both the geographic and demographic communities, as tasked by the Consent Decree ordinance.

Community Engagement Meetings

- Introduction of CE/Listening to the concerns of community members
- Status Update on Consent Decree
- Seattle University Public Safety Survey

Community Partners Engagement

- King County Commercial Sexual Exploitation of Children
- Washington State Criminal Justice Center Task Force
- Grandmothers Against Gun Violence

Conferences and Training

- NOBLE National Training 2021
- NACOLE Webinar
- NACOLE Conference (Tucson, Ariz.)

Events / Demonstrations

- Juneteenth Festival – Northwest African American Theater
- Sentinel Event Presentation
- Youth Focus Group

Recurring Meetings

- Seattle Peace and Safety Meeting
- Seattle University Criminal Justice Advisory Board
- Federal Monitor VMAP Meeting
- Mt. Zion Community Prayer Line
- Mt. Baker Community Planning
- Homicide Healing Group
- CM Pedersen – Malik Davis
- N.Y. Civilian Complaint Review Board

SPD Community Meetings

- African American Advisory Council
- South Precinct Advisory Council Meetings
- South Precinct Interagency Meetings.
- North Precinct Advisory Council Meetings

State Legislative Session 2021

Successful Policing Legislation

HB 1001 - Law Enforcement Professional Development Grant

Establishing a law enforcement professional development outreach grant program.

HB 1054 - Law Enforcement Tactics

Establishing requirements for tactics and equipment used by peace officers.

HB 1088 - Impeachment Disclosures

Concerning potential impeachment disclosures.

HB 1089 - Compliance Audit Requirements

Concerning compliance audits of requirements relating to peace officers and law enforcement agencies.

HB 1267 - Independent Investigations of Police Misconduct

Concerning investigation of potential criminal conduct arising from police use of force, including custodial injuries and other officer-involved incidents.

HB 1310 - Use of Force/ De-Escalation

Concerning permissible uses of force by law enforcement and correctional officers.

SB 5051 - State Oversight and Accountability

Concerning state oversight and accountability of peace officers and corrections officers.

SB 5066 - Duty to Intervene

Concerning a peace officer's duty to intervene.

SB 5055 - State Arbitrators

Concerning law enforcement personnel collective bargaining.

SB 5259 - Law Enforcement Data

Concerning law enforcement data collection.

SB 5263 - Felony Bar Removal

Concerning defenses in personal injury and wrongful death actions where the person injured or killed was committing a felony.






SB 5353 - Facilitating Community Engagement with Law Enforcement

Creating a partnership model that facilitates community engagement with law enforcement.



CPC actively engaged in Olympia on 75% of these bills.

Workgroups

While the whole Commission approves work products and makes final decisions, much of the CPC’s work advances through issue-focused workgroups. In 2021, the CPC had seven workgroups¹:

<p>COMMUNITY ENGAGEMENT</p> 	<p>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 reflects the values and priorities of the community.</p> <p>2021 Members: Rev. Harriett Walden</p>
<p>BEHAVIORAL HEALTH</p> 	<p>Purpose: The Behavioral Health Committee focused on addressing SPD’s training policies and practices in response to behavioral health challenges and crisis in the community, as well as SPD’s training, policies and procedures around officers’ behavioral health, racial bias, implicit bias, self-awareness, and de-escalation.</p> <p>Work: The behavioral health workgroup developed a workplan in response to the Terry Caver Management Action Recommendation (MAR) released by the Office of Police Accountability. The first aspect of the workplan was an introductory response to the MAR.</p> <p>2021 Members: Navin Pinto*, Katherine Seibel* and Douglas Wagoner</p>
<p>COMPLAINANT APPEALS</p> 	<p>Purpose: By City Council resolution the CPC was charged with determining if there should be a complainant appeals process for victims of police misconduct and making recommendations on how the process should function. The workgroup began this work at the end of the fourth quarter of 2021 by initiating a planning phase.</p> <p>2021 Members: Prachi Dave, Erica Newman and Rev. Harriett Walden</p>
<p>GOVERNANCE</p> 	<p>Purpose: The Strategy Committee directed the strategy of the CPC and set the agenda for CPC meetings.</p> <p>2021 Members: Katherine Seibel*, Douglas Wagoner, Rev. Harriett Walden and committee leads</p>
<p>POLICE PRACTICES</p> 	<p>Purpose: Review SPD policies and practices related to police interactions with the public.</p> <p>Work: The committee held space for members of the community to share their experiences with SPD during the protests of 2020. One of the resulting products was a letter to SPD, the mayor and the Fire Department seeking answers to questions posed by community members that had gone unanswered.</p> <p>2021 Members: Austin Field* and Rev. Patricia Hunter</p>

¹ In 2021 Governance and Community Engagement became standing committees pursuant to the bylaws

<p>STATE LEGISLATIVE AGENDA</p> 	<p>Purpose: Produce the CPC’s legislative priorities and lead the CPC in interfacing with the Washington State Legislature.</p> <p>Work: In the beginning of 2021, the CPC participated in the state legislative session by making statements in support of legislation the Commission voted to support. In the latter part of 2021, the workgroup began developing the CPC’s legislative priorities for the 2022 legislative session.</p> <p>2021 members: LaRond Baker*, Colleen Echohawk*, Austin Field* and Esther Lucero*</p>
<p>STRATEGIC PLANNING</p> 	<p>Purpose: To develop a strategic plan and vision for the CPC to be carried out over the next five years.</p> <p>Work: Commissioners and staff meet over the course of six three-hour-long sessions to develop a strategic plan for the CPC, including developing a new mission and vision for the organization. This work continued into 2022 and the plan will be implemented later in the year.</p> <p>2021 Members: LaRond Baker*, Erin Goodman*, Esther Lucero*, Katherine Seibel*, Douglas Wagoner and Rev. Harriett Walden</p>

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

Workgroup Highlight: State Legislative Agenda

At the end of 2020 the CPC decided to take advantage of the powers granted to it through the 2017 Accountability Ordinance to develop and advocate for its own set of legislative priorities independent of the City of Seattle. This meant the CPC was able to advocate specifically for all the priorities that we set, even if they did not fully align with the city’s legislative priorities. The CPC continued to work with the city (through the Office of Intergovernmental Relations) to promote its legislative priorities. The State Legislative Agenda workgroup was charged with developing a set of legislative priorities for the CPC to base its advocacy efforts around during the 2021 session of the Washington State Legislature.

The workgroup developed a set of eight priorities for the 2021 legislative session:

- Remove police accountability from the bargaining process.
- Remove arbitration as a route of appeal for police misconduct.
- Repair Washington’s broken decertification system.
- Institute truly independent investigations.
- Ban tear gas in Washington State.
- End qualified immunity.
- Strengthen requirements for officers to intervene when they witness police misconduct.
- Ensure community representation on the Washington State Criminal Justice Training Commission.

CPC Reports

Seattle Police Monitor Report 2021

This report communicates activity and progress on the settlement agreement, or “Consent Decree,” between the City of Seattle and the United States Department of Justice. The Consent Decree requires Seattle to implement reforms “with the goal of ensuring that police services are delivered to the people of Seattle in a manner that fully complies with the Constitution and laws of the United States, effectively ensures public trust and officer safety, and promotes public confidence . . .”

[Accountability System Midyear Reports to Safety and Humans Services Committee](#)

This is a half-yearly report with updates from the accountability partners to the Public Safety & Human Services Committee. It includes the CPC as the community voice, the OIG for systemic review and the OPA assigned to individual investigations.



Strategic Planning

Process and Methodology

Seattle CPC's strategic plan is a culmination of extensive input gathering, visioning and goal setting with commissioners, staff and stakeholders via phone, online surveys, email and virtual meetings.

The project began with a kick-off meeting in April 2021 with the Strategic Planning Working Group (SPWG), composed of the Seattle CPC executive director, co-chairs and a small number of staff and commissioners.

The SPWG's role was to work in tandem with its consultants Connected Realities to guide the design of a relevant, responsive and customized strategic planning process.

This strategic planning process began with an assessment of Seattle CPC's existing conditions through extensive stakeholder engagement, a very high priority for the CPC. The SPWG conducted a comprehensive stakeholder analysis identifying more than 130 groups and individuals that would help the CPC to understand community perceptions of Seattle CPC and their recommendations for future community engagement and strategic direction.

Stakeholders were comprised of organizations and individuals in several sectors working hard to address a variety of social issues in Seattle, including biased policing, police violence, public safety, civil rights, workers' rights, racial discrimination, poverty, homelessness and houselessness, immigration stresses, mental health, public health and more. The stakeholder list was generated by building on Seattle CPC's current lists of stakeholders, including those currently subscribed to Seattle CPC's e-newsletter, and those previously engaged in Seattle CPC's 2013 Community Outreach Process.

Strategic Planning Workshops

Six virtual strategic planning workshops resulted in the bulk of the information, agreements and direction included in this strategic plan:

- Workshop 1: Naming the Gaps
- Workshop 2: Defining the Work
- Workshop 3: Setting Goals and Identifying Objectives
- Workshop 4: Strategic Priorities
- Workshops 5 & 6: Action Planning

Recommendations from Connected Realities, LLC

Planning

- A. Use strategic plan as a continuous guide for developing staff and commissioner work plans.
- B. Compare CPC's current work plans with this strategic plan. Determine whether the CPC is conducting mission-critical work according to the updated mission. Determine whether anything needs to be added to CPC's work priorities based on the goals and objectives in this plan.
- C. All of the objectives in this strategic plan should have associated tasks, timelines and assignment of who will lead the task. These things are the foundation of an action plan. During this strategic planning process, tasks were articulated for many key objectives, but other objectives do not have tasks and an action plan associated with them. Tasks should be identified for all objectives that do not have tasks currently associated with them.
- D. Develop measures of success /evaluation measures for each objective in the Action Plan.
- E. Revisit and update the Action Plan on a periodic or ongoing basis, at least quarterly.

Structure

- F. Reconfigure working groups to support strategic priorities.
- G. Consider engaging community members in working groups.
- H. Engage in critical conversations with commissioners about their commitment and participation on the Commission. Explore what brings them to the Commission personally and professionally, what is getting in the way of their participation, what they need to participate fully, and whether it is realistic for them to be on the Commission.
- I. Examine whether the internal structure of the CPC is supporting the work to be done.
- J. Examine the role of the CPC within the accountability system to ensure that the CPC is functioning effectively.

Working Climate/Systems

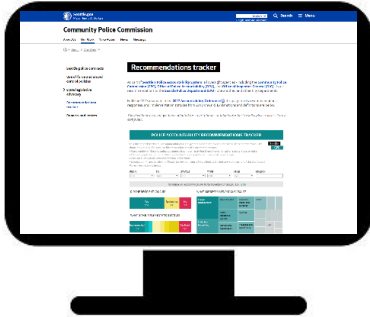
- K. Carve out space for commissioners to have real and deep conversations outside of public scrutiny.
- L. Continue to explore ways to make awareness-building and education of the police accountability system accessible to commissioners.
- M. Spend time in deliberate conversation about organizational culture, patterns of communication, relationships and organizational dynamics to better understand what is working well and to make necessary changes to improve organizational effectiveness.

Stakeholders

- N. Conduct a stakeholder assessment to understand other entities in the city who are working on related issues.
- O. Consider partnering with or building upon the work and research done by partners.

Police Accountability Recommendations

Overview Of All CPC Recommendations



All CPC, OPA and OIG recommendations issued since 2018 are detailed and tracked in the CPC [Police Accountability Recommendations Tracker \(PART\)](#).

Visit seattle.gov/community-police-commission/our-work/recommendations-tracker for a complete and up-to-date compilation of recommendations, responses, and statuses.

CPC RECOMMENDATIONS TO THE SEATTLE POLICE DEPARTMENT

In 2021, the CPC issued 15 recommendations to SPD, City leaders, and other agencies through letters and reports. The table below displays a summary of each recommendation, SPD’s most recent response and its current implementation status. Most of these recommendations focus on SPD’s Use of Force and Crowd Management policies. SPD accepted three recommendations, while declining the rest due to various differing reasons.

Topic (and link to original recommendation)	CPC recommendation summary ²	SPD response and updates summary ³
SPD’s Use of Force and Crowd Management Policies	Protect the sanctity of human life as the primary guideline of how and when force is applied.	ACCEPTED Added more robust language in the introduction to Manual Section 8.000
	Partner with community to redefine the “objectively reasonable” standard of force and “proportional” standard of force toward a policy that limits force to the least amount necessary.	DECLINED Definitions are from case law; SPD welcomes suggestions from the CPC to further refine them.
	Collaborate with community to determine non-violent approaches and strategies in response to 1st Amendment activities and share with community the strategies that will be implemented.	DECLINED OIG’s Sentinel Event Review will focus on this; SPD must be mindful of public safety threats; welcomes specific suggestions.
	Create clear, strong and high standards for when police can declare unlawful assemblies and riots; thoroughly	DECLINED Standards set by state and local law; practical considerations preclude

² 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.

³ 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.

	document; have outside agency review; publicize documentation.	viability of these requests; welcomes specific suggestions.
	Prohibit the use of all head and neck controls.	DECLINED 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.
SPD's Use of Force and Crowd Management Policies	Prohibit use of canines as use of force on humans (pain or compliance); not tracking, search/rescue and explosives/drugs.	DECLINED Understand concerns; canines can provide a valuable alternative to a higher use of force; tracking legislation.
	Develop more reporting/processes to address trauma community members may face after having a firearm pointed at them or others.	DECLINED Welcome specific reporting suggestions.
	Create more clear and high standards for uses of force on restrained, young, elderly, pregnant, "frail" people and those with disabilities.	DECLINED This consideration is implicit in policy 8.050; welcomes specific suggestions.
	Remove taser sparks and warnings from de-escalation tactics; prohibit taunting and insults; validate the experience of the people you are addressing and meet them where they are.	ACCEPTED Prohibited taunts and insults; there is a misunderstanding about Taser sparks.
	Do not use weapons that are not in policy and do not introduce new weapons without community vetting.	DECLINED Seattle Charter places responsibility on chief to determine Department's rules; pepper ball launcher was approved by Chief Best.
SPD's Use of Force and Crowd Management Policies	Do not charge SPD officers with investigating the actions of their fellow officers.	DECLINED The chain of command review is rooted in principle of organizational reform achieved through internal commitment to iterative review; process is strong and complements external oversight.
	Humanize language to prompt culture change ("subject" to "person," "tools" to "weapons," "less-lethal tools" to "potentially lethal weapons"); remove references to "us versus them."	DECLINED Changed "tools" to "weapons" in some places; SPD does not agree with other recommended changes.

	Publicize annual schedule of when SPD policies will be reviewed and deadlines for feedback.	DECLINED Have previously shared schedule with CPC; CPC used to maintain a separate schedule of priority policies for review.
	Disclose within 60 days how SPD incorporated community feedback and these recommendations.	ACCEPTED Response letter achieves that level of feedback; SPD will provide more explanation after revisions are filed with the Court.
	Extend similar protections to protest medics as proposed for journalists and legal observers.	DECLINED SPD did not include medics because there is no uniform way to identify them, SPD will not interfere if they are not disrupting police activity, and it is incumbent upon SPD to summon medical aid.

All CPC, OPA, and OIG recommendations issued since 2018 are detailed and tracker by the CPC's Police Accountability Recommendations Tracker (PART).
 Visit www.seattle.gov/community-police-commission/our-work/recommendations-tracker for a complete and up-to-date compilation of recommendations, responses, and statuses.



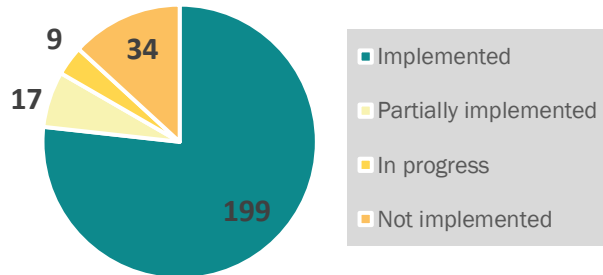
Accountability Ordinance Implementation

Overview Of All Accountability Ordinance Items

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.

The accountability ordinance largely remains unchanged compared to 2020, with one exception. The OPA has a new joint protocol with Finance & Administrative Services (FAS) and the City's Attorney's Office (SCAO) to ensure that claims investigated by FAS involving possible misconduct are reviewed, meeting Accountability Ordinance citation 03.29.400.F, chapter 3.29.

STATUS OF ACCOUNTABILITY ORDINANCE PURPOSES, DUTIES, AND RESPONSIBILITIES

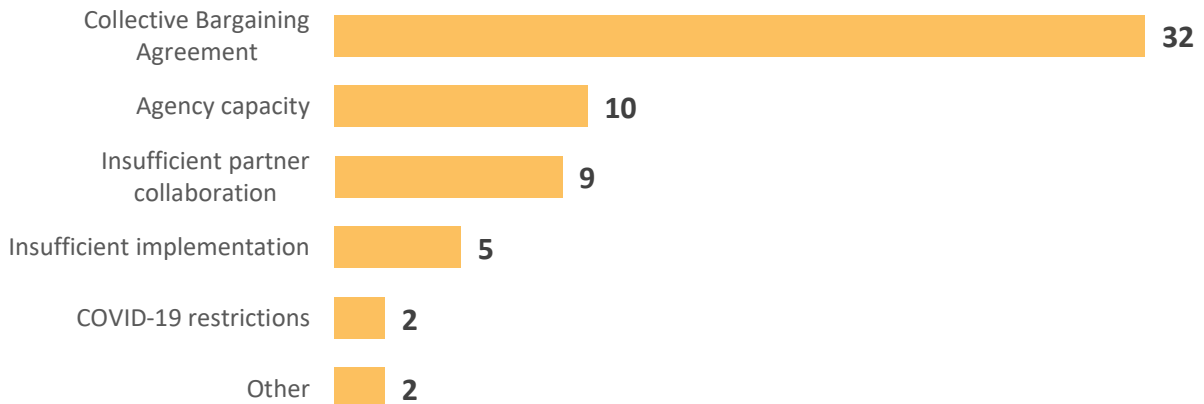


Visit the CPC [Accountability Ordinance Tracker](#) for a complete and up-to-date compilation of Ordinance items and their status.

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 recently as early 2021. Among the ordinance reforms impeded by the most recent Collective Bargaining Agreements (CBA) 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 misconduct⁴.
- 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:

Accountability Ordinance purpose, duty or responsibility summary ⁵	Status and Notes [AUTHOR]
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 the OPA manual details policies and practices; update the 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]

⁴ The only route of appeals would be the City of Seattle [Public Safety Civil Service Commission](#)

⁵ Summary of original Ordinance language, for brevity, written by CPC staff. See the complete Accountability Ordinance for complete original language.

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]
8. OPA shall notify employees, captain and bargaining unit of named employees within 30 days of a complaint.	PARTIALLY IMPLEMENTED - The SPOG contract requires OPA to include the name of complainants. It supersedes the ordinance. Otherwise, implemented. [OPA]
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.	NOT IMPLEMENTED - OPA is not able to implement this requirement due to the CBAs. [OPA]
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.	NOT IMPLEMENTED - OPA is not able to implement this requirement due to the CBAs. [OPA]
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.	NOT IMPLEMENTED - OPA is not able to implement this requirement due to the CBAs. [OPA]
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.	NOT IMPLEMENTED - OPA is not able to implement this requirement due to the CBAs. [OPA]
13. If OPA initiates further investigation because new information arises in the interview or due process hearing, or OIG directs additional investigation, OPA shall extend the 180-day period by 60 days.	NOT IMPLEMENTED - OPA is not able to implement this requirement due to the CBAs. [OPA]
14. Termination is presumed discipline for material dishonesty based on the same evidentiary standard used for any other allegation of misconduct.	NOT IMPLEMENTED - 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]
15. All OPA staff working with SPD supervisors on minor violations and public access to the accountability system shall be civilians.	NOT IMPLEMENTED - OPA is not able to implement this requirement due to the CBAs. [OPA]

<p>16. Within 12 months, OPA intake and investigator personnel shall be entirely civilian or a civilian/sworn mix, in whatever configuration best provides for continuity, flexibility, leadership and expertise and supports public trust.</p>	<p>NOT IMPLEMENTED - The CBAs ratified by the city in 2018 allowed for only two civilian investigators in the OPA. [OPA]</p>
<p>17. The OPA director and chief shall collaborate so sworn staff rotations maintain continuity, expertise, professionalism and orderly case management and effectiveness of OPA and SPD.</p>	<p>NOT IMPLEMENTED - 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 - 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 the 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 - The accountability system in-service training was implemented but has since been paused and is not currently being offered. [CPC]</p>
<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, it shall provide IG with itemization of data withheld and the legal basis.</p>	<p>IN PROGRESS - 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 - OPA has not updated its manual and has not provided a draft yet. [OIG]</p>
<p>22. Issue a subpoena if evidence or testimony is not provided voluntarily; IG may ask for the City Attorney to pursue enforcement through court.</p>	<p>NOT IMPLEMENTED - 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 - OIG paused work on hiring and retention for 2021. It is uncertain if SPD's budget will allow for significant hiring soon. 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 - 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 the mayor, seven by the council, and seven by CPC (including public defense, civil liberties, SPOG, SPMA representatives).</p>	<p>PARTIALLY IMPLEMENTED - At the end of 2020, the CPC had filled 17 out of 21 commissioner seats. [CPC]</p>
<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 - 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 - 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 - 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 - 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 - 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 - 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 - 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] OPA follows this provision. [OPA]</p>
<p>33. OPA Director, IG, CPC co-chairs and chief shall meet quarterly to review and verify positions on the status of recommendations.</p>	<p>PARTIALLY IMPLEMENTED - 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 - SPD did not establish policy review schedule and protocol in consultation with all accountability partners. The schedule and</p>

	protocol are not visible to the public and have not allowed for meaningful reviews that sufficiently engage the community. [CPC]
35. SPD disciplinary, grievance, appeal policies and processes shall be timely, fair, consistent and transparent.	NOT IMPLEMENTED - The CBAs ratified by the city in 2018 did not implement all aspects of this reform. [SPD]
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.	NOT IMPLEMENTED - 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]
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.	NOT IMPLEMENTED - The CBAs ratified by the city in 2018 did not implement this reform. [SPD]
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.	NOT IMPLEMENTED - The CBAs ratified by the city in 2018 did not implement this reform. [CPC]
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.	NOT IMPLEMENTED - The CBAs ratified by the city in 2018 did not implement this reform. [SPD]
40. SPD employees may not use accrued time balances to be compensated while under unpaid suspension.	NOT IMPLEMENTED - The CBAs ratified by the city in 2018 did not implement this reform. [SPD]
41. SPD shall develop/implement recruitment, hiring, testing, training, mentoring, assignment and promotional practices that emphasize skills consistent with	PARTIALLY IMPLEMENTED - SPD has not yet implemented community service preference points and other relevant recruitment and training practices. [CPC]

<p>accountability and equity, Consent Decree goals; consult with CPC and OIG.</p>	
<p>42. SPD may employ civilians to perform management and operation functions.</p>	<p>NOT IMPLEMENTED - 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 multilingual or have experience/background with diverse communities, social work, mental health, domestic violence and community service.</p>	<p>PARTIALLY IMPLEMENTED - 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 - The SPOG CBA ratified by the city in 2018 did not implement this reform. However, SPD tracks secondary employment of its employees in its data systems. [SPD]</p>
<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 and must allow for removal.</p>	<p>NOT IMPLEMENTED - 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 conduct, to immediately transfer employees out of specialty units. The CBA requires a detailed explanation, reviewed, and approved by the SPD 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 to maintain OPA's operational effectiveness. Chief/director</p>	<p>NOT IMPLEMENTED - The SPOG CBA ratified by the city in 2018 did not implement this reform. [SPD]</p>

<p>should solicit volunteers, or chief will provide a list of sergeants to fill positions.</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 - 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 - 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>
<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 - 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) 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 - 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] 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 - 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>
<p>52. PSCSC is created with three members; two appointed by the mayor and one by the council; selected using merit-based criteria; staggered terms; three-year terms; may receive compensation; other term details.</p>	<p>NOT IMPLEMENTED - One of the current commissioners was elected by employees, instead of appointed by the 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 10 years may not be PSCSC commissioners.</p>	<p>NOT IMPLEMENTED - 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 - 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 - Multiple language preference points program has been developed and implemented (and is in current practice), community service preference points are in development. [PSCSC]</p>
<p>56. No SPD applicant may receive more than a single 10% credit.</p>	<p>IN PROGRESS - 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 - The SPOG CBA ratified by the city in 2018 did not implement this reform. [SPD]</p>
<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 - The Seattle Fire Department complies with all Public Safety Civil Service Commission requirements, labor agreements and other relevant authority pertaining to removal or cause. [SFD] 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 - This provision speaks to PSCSC (Public Safety Civil Service Commission) practices, not SPD practices. [SPD] 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 - 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>



Calendar Events

January 2021

1/08/2021 – State Legislative Agenda Committee meeting

- Office of Intergovernmental Relations (OIR) presentation on lobbying.
- Discussion of roles and responsibilities for staff and commissioners.

1/22/2021 – State Legislative Agenda Committee meeting

- Bill discussion – Arbitration, Independent Investigations, Community Oversight Boards.

1/29/2021 – Town Hall on Seattle Police Policy Changes to Use of Force and Crowd Control

- Special Meeting – Seattle Police Policy Recommendations Working Meeting.
- [Letter to SPD on Proposed Changes to Use of Force and Crowd Control Policies \(SPD Response Letter, February 3\)](#).
- The CPC hosted a public Town Hall to discuss the potential revisions community members would like made to SPD's Use of Force and Crowd Control policies. The Town Hall consisted of a Q&A portion with SPD personnel and questions from the virtual audience. Stemming from the Town Hall, CPC staff met publicly with CPC commissioners to finalize drafted recommendations to the policies, which resulted in a letter with said recommendations submitted to SPD.

February 2021

2/19/2021 – State Legislative Agenda Committee meeting

- Q&A with OIR's Robin Koskey.
- Update on Bills CPC voted to support.

2/25/2021 – Special Meeting – Collective Bargaining Recommendations

- [Letter to Labor Relations Policy Committee \(LRPC\) on Collective Bargaining](#)
- The CPC hosted a special meeting with community stakeholders and an additional meeting with the community at large to provide information and gather feedback

about SPD's collective bargaining process. From those two special meetings, the CPC submitted recommendations to the LRPC concerning the bargaining process and contracts.

March 2021

3/05/2021 – State Legislative Agenda Committee meeting

- Update on bills CPC voted to support.
- Identify commissioners for statements of support for commission-approved bills.

3/12/2021 – State Legislative Agenda Committee meeting

- Discussion of Office of Police Accountability's legislative priorities.
- Update on bills CPC voted to support.
- Identify commissioners for statements of support for commission-approved bills.

3/19/2021 – State Legislative Agenda Committee meeting

- Update on bills CPC voted to support.
- Identify commissioners for statements of support for commission-approved bills.

3/26/2021 – State Legislative Agenda Committee meeting

- Update on bills CPC voted to support.
- Discussion of commissioners testifying in second committees.

April 2021

4/07/2021 – [Letter to Seattle Police Monitor on 2021 Plan and Draft Assessment Methodology](#)

- [Monitor response](#) (May 2) and [CPC rebuttal](#) (June 2)
- The Seattle Monitor requested feedback from the accountability system partners on their Draft Plan and Assessment Methodology. The CPC reviewed and responded to the monitor with feedback and outstanding questions.

4/09/2021 – State Legislative Agenda Committee meeting

- Update on bills CPC voted to support.
- Discussion on upcoming end of the legislative session

4/15/2021 – Police Practices Committee meeting

- Introductions.
- Committee lead identification.
- Initial projects.
- Demonstration management case review.

4/16/2021 – State Legislative Agenda Committee meeting

- Update on bills CPC voted to support.
- Scheduling of legislative wrap-up meeting.

4/21/2021 – [Publication of CPC’s Police Accountability Recommendation Tracker \(PART\)](#)

- The CPC published a publicly accessible dashboard that tracks recommendation, responses and implementation statuses issued by the accountability partners from 2018 to date.

4/22/2021 – Police Practices Committee meeting

- Role expectations.
- Demonstration management discussion.
- Potential collaboration with Mayor’s Office.

4/23/2021 - State Legislative Agenda Committee meeting

- Update on bills CPC voted to support.
- Scheduling and agenda for legislative wrap-up meeting.

4/30/21 – State Legislative Agenda Committee meeting

- Final update on bills CPC voted to support.
- Scheduling and agenda for legislative wrap-up meeting.

May 2021

5/10/2021 - Seattle Peace & Safety Meeting

- Community members voicing solutions to peace and safety in the community.

5/12/2021 - New York Community Crime Review Board

- Board-level meeting on NYC issues presented to the NY CCRB.

5/17/2021 – We R Seattle

- Community members working together to seek the voice of the quiet voices in diverse communities.

5/20/21 - African American Community Advisory Council meeting

- Seattle Police Department Demographic Community meeting.

June 2021

6/07/2021 - [Letter to Community on Police Accountability Recommendations Tracker \(PART\) Development and Collaboration](#)

- The CPC published a letter to the Seattle community detailing the mandate and authority given to the CPC to track all recommendations made in the accountability system and the resulting tracker that helps to communicate those recommendations and their statuses to the public.

6/07/2021 – Seattle Peace & Safety meeting

- Community members voicing solutions to peace and safety in the community.

6/08/2021 – We R Seattle

- Community members working together to seek the voice of the quiet voices in diverse communities.

6/17/2021 – East Pct Community meeting

- Met with community members from East Pct affected by the CHOP/Riots.

6/21/2021 – Seattle Peace & Safety

- Community members voicing solutions to Peace and Safety in the community.

6/22/2021 – Police Practices Committee meeting

- Review of committee roles and expectations.
- Agenda development.

6/23/2021 – U-District Rotary Club Presentation

- Presented to the Rotary Club an introduction to the role of Community Engagement & Community Police Commission.

6/23/2021 – Behavioral Health Committee meeting

- Discussion of workplan developed by co-leads.
- Bola Wrap discussion.
- Meeting schedule decision.

6/25/2021 – Mt. Baker Community

- Mt. Baker Community businesses and neighbors reaching out to SPD and City Council to voice concerns about crime around the light rail.

6/25/2021 – New York Community Crime Review Board

- Board-level meeting on NYC issues presented to the NY CCRB.

July 2021

7/09/2021 – Letter to Councilmember Herbold in Support of Council Bill 120105

- The CPC communicated support to CM Herbold regarding Council Bill 120105 – ban the use of less-lethal weapons by SPD. While the CPC supported the bill, this letter also communicated the CPC's desire for continued partnership with the council to ensure complete integration of all CPC recommendations submitted in August 2020.

7/12/2021 – Seattle Peace & Safety

- Community members voicing solutions to peace and safety in the community.

7/13/2021 – [Accountability System midyear Report to Public Safety and Human Services Committee \(Presentation\)](#)

- By Ordinance, the accountability partners (OIG, OPA, CPC) present to the council the work completed and planned for 2021. During this presentation, CPC discussed successful legislation, the reports published, community engagement efforts, COVID-19 challenges, CPC workgroup updates and the publication of the Police Accountability Recommendation Tracker (PART).

7/14/2021 – Police Practices Committee meeting

- Discussion of previous recommendations on SPD's Crowd management and Use-of-Force Policies.
- CPC Response to SPD policy update.

7/28/2021 – Behavioral Health Committee meeting

- Presentation on SPD's implementation of House Bill 1310.
- Discussion of workplan developed by co-leads.

August 2021

8/03/2021 – [CPC Section in Seattle Police Monitor 2021 Semi-annual Report](#)

- The Seattle Police Monitor semi-annual report that communicates to the Seattle community and the accountability system the status of SPD's compliance and implementation of the Consent Decree. The accountability partners (OIG, OPA, CPC) each submitted a section to the monitor detailing their respective work completed and planned for the remainder of 2021.

8/10/2021 – Police Practices Committee meeting

- Management Action Reports 101.
- Discussion on potential MAR work.
- Current events.

8/25/2021 – Behavioral Health Committee meeting

- Discussion to present workplan to full commission for approval.
- Community engagement strategy.

September 2021

9/14/2021 – Police Practices Committee meeting

- Seattle Police Monitor response letter.
- Overview of MARs.

9/14/2021 – CPC Community Engagement meeting

- Community Engagement meetings on behalf of CPC. Sept 14, 2021- Introduction to CPC Community Engagement Plan & Listening to the voices of the people.

9/22/2021 – [CPC Publication of CPC's Accountability Ordinance Tracker](#)

- The Accountability Ordinance was unanimously adopted in 2017 by the council. It mandates police disciplinary reforms, created the OIG, made the CPC permanent and expanded the powers and scope of civilian-led accountability agencies. This dashboard tracks the "purpose, duties, and responsibilities" of the ordinance.

9/22/2021 – Behavioral Health Committee meeting

- Discussion of workplan.
- Discussion of Terry Caver MAR from OPA.
- Discussion of SPD welfare check settlement.

October 2021

10/06/2021 – North Precinct Advisory Council

- Presentation from King County Attorney's office.
- Monitoring team.

10/12/2021 – Police Practices Committee meeting

- Presentation: Sentinel Event Review – East Precinct Barricade.

10/12/2021 – CPC Community Engagement Meeting

- Community Engagement meetings on behalf of CPC. Oct. 12, 2021- Consent Decree Monitoring Team presentation.

10/27/2021 – Behavioral Health Committee meeting

- Introduction of SPD partners – CIT, Officer Wellness, Social Emotional Learning.
- Discussion of 2020PA-0519.

November 2021

11/09/2021 – Police Practices Committee meeting

- Discussion of MAR review options.
- SER/Sunset Electric Letter.

11/09/2021 – CPC Community Engagement meeting

- Community engagement meetings on behalf of CPC.

11/24/2021 – Behavioral Health Committee meeting

- Editorial Outline.
- Budget questions follow-up.

December 2021

12/8/21 – OIG workplan

- CPC reviewed and submitted recommendations regarding OIG's 2022 workplan.

12/14/2021 – Police Practices Committee meeting

- Working meeting MAR Review form.
- Working meeting selection criteria for MAR.

12/14/2021 – CPC Community Engagement meeting

- Meeting with CIT presentation highlights of 2020 Annual Report and highlights of 2021 work.

12/12-16/2021 – NACOLE Conf. Civilian Oversight as a Part of Public Safety

- All staff attended. The executive director presented on Day 1 Panel: "Trauma, Resilience, and Oversight: Understanding the impact of Trauma and Building Resiliency".

About Us

2021 Commissioners

- [1] **Asha Mohamed** – Somali Youth and Family Club
- [2a] **Rev. Aaron Williams*** (2020 Co-Chair) – University Presbyterian Church
- [2b] **Rev. Patricia Hunter** – Seattle First Baptist Church and Mount Zion Baptist Church
- [3] **La-Rond Baker*** – King County Department of Public Defense (Co-Chair)
Resigned 8/20/21.
- [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 (Co-Chair)
Resigned 8/20/21.
- [8] **Vacant**
- [9] **Austin Field*** - King County Department of Public Defense and UW Student Legal Services
- [10] **Rev. Harriett Walden** (2021 Co-Chair) – Mothers for Police Accountability
- [11] **Katherine Seibel*** (2021 Co-Chair)
- [12] **Joseph Seia** – Pacific Islander Community Association of Washington
- [13] **Esther Lucero*** – Seattle Indian Health Board
- [14] **Le’Jayah Washington** – King County Equity Now
- [15] **Ofc. Mark Mullens** – Seattle Police Officers Guild
- [16] **Vacant**
- [17] **Alina Santillan** – Seattle Arts & Culture for Anti-Racism
- [18] **Lt. Scott Bachler*** – Seattle Police Management Association
- [19] **Colleen Echohawk*** – Chief Seattle Club
- [20] **Tascha R. Johnson** – CHOOSE 180
- [21] **Erica Newman** – Metropolitan King County Council

2021 Staff

Brandy Grant, Executive Director*

Shayleen Morris, Policy Director*

Felicia Cross, Community Engagement Director

Nia Franco, Senior Policy Advisor*

Emily Trbovich, Administrative Assistant*

Luiza Barbato Montesanti, Policy Analyst*

Jesse Franz, Communications Advisor*

Jhileah Jackson, Administrative Assistant*

**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.*