

DRAFT MINUTES

Community Police Commission (CPC)

July 15, 2020, 9:00am – 10:30am
Via Zoom Conference Call

CPC Attendees: Prachi Dave (Co-chair), Rev. Harriett Walden (Co-chair), Rev. Aaron Williams (Co-chair), Suzette Dickerson, Colleen Echohawk, Erin Goodman, Brandy Grant, Ester Lucero, Alina Santillan, Mark Mullens, Joseph Seia

CPC Staff: Nick Christian, Jesse Franz, Shayleen Morris, Jeanette Martin

Review Agenda / Announcements

The CPC voted to approve the 7/15/2020 CPC meeting agenda.

“Approve the 7/15/2020 CPC meeting agenda.”

Moved: Erin Goodman

Seconded: Brandy Grant

Yes: 11

No: 0

Abstentions: 0

Not present, did not vote: 6

The CPC voted to approve the 7/8/2020 CPC Minutes.

“Approve the CPC meeting minutes from 7/8/2020.”

Moved: Erin Goodman

Seconded: Suzette Dickerson

Yes: 11

No: 0

Abstentions: 0

Not present, did not vote: 6

Action Items Review

Action Item: A Commissioner asked staff to invite Councilperson Lewis to a Commission meeting to review his proposal. Co-Chair reported an email has been sent to Councilperson Lewis inviting him to meet with the CPC. CPC has not yet received a response.

Action Item: Co-Chair Walden and Commissioner Mohamed agreed to contact to Deborah Jacobs at King County’s OREO, a comparable organization to CPC in King County, to find how each organization could one another in addressing issues of police misconduct. Co-Chair Walden reported Ms. Jacobs of King County’s OREO has been contacted offering our support as her goes through the investigation of the King County detective who posted “all lives splatter” the social media..

Action Item: Request the Mayor meets monthly with the Commission to maintain transparency and accountability. Co-Chair reported discussions with the Mayor’s Office are in process to establish monthly meetings and the Mayor will be joining the July 22nd CPC commission meeting.

Action Item: Commissioner Brandy Grant will research the implementation of a dashboard to provide transparency to the emerging and ongoing issues and decisions. Commissioner Grant has discussed alternatives with CPC Staff including looking at Emergency Management dashboards. Research is being conducted to determine compatibility to CPC’s needs.

DOJ/Monitor Update

Monitor Update – The Monitor had no updates.

DOJ Update – Report not available.

Other Business

CPC Commissioner Seats (Standing Agenda Item)

The CPC reviewed the status of commission seats.

Co-Chair Updates (Standing Agenda Item)

CPC Updates on current work –

- **Community Engagement** - CPC staff updated the status on the community engagement efforts of scheduling Commissioner town hall meetings. CPC staff reported only eight of seventeen commissioners had responded to the survey sent requesting communities where Commissioners wanted to hold the town meetings, partner organizations to join and available times for the meetings. Also, staff sent out individual emails and is waiting for response. CPC staff stated they could suggest Commissioner assignments for the town hall meetings, as a possible alternative to moving along this effort although Commissioner response would be greatly appreciated particularly given resignation of Roxana Garcia, the Community Engagement Director. Co-Chair Dave thanked CPC Staff, Nick Christian for her efforts and offered to share the names of community organizations that may be potential partners in the town halls.

- **Governance Committee Report** – Commissioner reported there is agreement to hold the solicitation of the Strategic Plan RFP until the permanent Executive Director has been chosen recognizing CPC is in the beginning stages of considering the prospective consultant that led the selection of the OIG’s Executive Director. Co-Chair Dave confirmed this approach on both the Strategic Plan RFP and recruitment as well as mentioned CPC is conferring with the City of Seattle’s Human Resources on the proposed recruitment process.
- **Resignation of Roxana Garcia, Community Engagement Director** – Commissioners gave a heartfelt gratitude for her work and commitment to the Seattle community as a voice of courage and change during her tenure with the Commission and wished her the best on her journey.

Emerging Issues

CPC Staff reported on emerging issues followed by Commission questions and discussion.

- **Majority of Council supports reducing SPD funding by at least 50 percent, Mayor and Chief propose their own counter plan.**
- **Debates about how cuts to SPD staffing could work**
 These cuts by the City Council could result in the layoff of more than 50 percent Black, Indigenous and other non-white officers if Seattle Council. SPD says it will be forced to fire their newest officers first, and the newer officers tend to be more diverse. However, Councilmember Lisa Herbold responded by saying the Department does not have to fire its newest officers first. She said Monday, “Chief Best can request the Public Safety Civil Service Commission Executive Director give the Department permission to lay off “out of order” when doing so is in “the interest of efficient operations of his or her department.”

Shayleen Morris, CPC Staff, stated this is an opportunity to look at a potential cultural shift of last in and first out to one that considered keeping the last hired who have not yet been indoctrinated as a means to better instill values of fairness and equity in newer Officers. Commissioner Dickerson noted there may be contractual limitations. CPC Staff Jesse Franz stated he had not found specific language in the SPOG agreement that would limit such action. Commissioner Mullins commented that there is an advantage to having a combination of newer and more tenured Officers noting past experiences he has had when a squad lacked the experience of tenured Officers. This position was echoed by Commissioner Santilian having been on police rides noting the inexperience of the younger officers. Commissioner Bachler stated: 1) cited City of Personnel lay off rules dictates last hired and first fired action; and also, 2) the Police union duty is for fair representation and would fight for tenure officers in such an action to remove tenured Officers for . His recommendation to the CPC should considered these points before adopting a position.

Commissioner Mullins asked what the end goal of cutting the Police Department is? Co-Chair Walden cited the City Charter stating City shall provide adequate Police services and discussion of reducing the force may be in contradiction of the Charter stating these are operational issues to be considered in addition to being in violation of the Consent decree.

Co-Chair Prachi responded Decriminalize Seattle had presented the idea of the 50% reduction with funding to be reutilized by community-based organizations that are not as well funded. She noted that the concept of participatory budgeting could be an approach to see how and where these funds would be allocated.

Commissioner Echohawk stated this is not a CPC plan, but Decriminalize Seattle's, of courses we want to deep dive. As we think about reimagining, CPC should be respectful of Decriminalize Seattle efforts and not assume it did not take into consideration operational issues.

CPC Staff Shayleen Morris announced that the Defunding sub-committee will meet this this Friday and encourages those who may have an interest but not on the sub-committees to attend.

Sub-Committee Updates

CPC Staff reported on the sub-committee meetings.

- Demonstration Management – meetings will be meeting bi-weekly on Fridays. The first meeting was held of July 9th. As suggested by Co-Chair Walden and CPC Staff Jesse Franz, the sub-committee will be reviewing past CPC and SPD and policies.
- Strengthening police accountability – The first meeting will be held Friday July 17th. Items for review include SPOG contract negotiations and CPC court filings.
- Legislative Agenda – The first meeting will be held next Wednesday, July 21st.
- Defunding Sub-Committee – The first meeting will be held Friday, July 17th. CPC Staff Shayleen Morris is open to meeting more than once as needed sine the deadline for recommendations is coming up.

CPC Staff ask for consideration of Commissioners who are interested in joining the sub-committees to recognize due to the workload on the three staff remaining on board, that the work is a heavy lift and in some instances, Commissioners are assisting.

Discussion on the Mayor's Plan to Restructure SPD

The primary summary of the plan include: 1) freeze hiring of additional sworn SPD personnel; 2) reductions of specialty units of sworn and transfer to civilian models; 3) holding current civilian vacancies; 4) reducing budget by 10%, the equivalent of 30,000 hours (14.3 FTE); 5) transfer emergency operations 911 outside of SPD; 6) transfer parking enforcement out of SPD to SDOT; 7) transfer Office of Emergency Management out of SPD; and 8) transfer Office of Police Accountability out of SPD.

Co-Chair asked for comment from CPC Staff on the plan. CPC Staff not knowing the full intent of the plan and given any restructuring of an organization that has complete control over public safety is it difficult not knowing what the back up systems would look like. However, particularly

with the transfer of some of these services, this does present an opportunity for the sub-committees to think about how the gaps would be filled and lift up the voice of the community in that process.

Commissioner Harrell asked a question regarding the transfer some of the operations are being shifted to civilian models. Also asked if there are other functions that could be recommended for transfer by the Defund Sub-committee? CPC Staff responded that the Defund sub-committee will look into these, but we are not yet aware of where funding will be reallocated. The sub-committee will take a deeper dive in to the implications but would not make recommendations unless we can at least suggest where funding could be allocated. This is why it is important to utilize the work done by CPC Community Engagement staff having already partnered with community organizations to continue this work in lifting their voices.

Another question asked by Commissioner Harrell is whether the City has put out RFPs for the work to be done? CPC Staff responded that we are not aware from the City side, but the community has been building their capacity to perform the transferable work mentioned for many years.

Commissioner Mullins raised the point that 911 is currently chaired by civilians. Only the supervisory part is SPD. A Commissioner responded that the call center may not need police oversight for this work. Commissioner Mullins provided various situations where having civilians responding to 911 calls without experience provided by Police training could have detrimental results.

Commissioner Bachler's is the Mayor's plan is to move the 911 call center to another department independent of the SPD. It sounds like that is not enough but we may need to get a new batch of staff. He is not sure that would cause angst.

CPC Staff respond Nick Christian suggested Commissioners look to the work sub-committees to further pursue answer these questions. She noted from community conversation, it asks is not to just defund but to reinvest. Transferring funding from one department to another without asking better ways to do a job: reimagining the job and where it lives is not sufficient. "Yes" to maybe defund, but does it mean reinvesting to community appropriately? The other side of the community ask is to shift resources and allow us to reimagine the way we can live and to have faith in each other; and to have faith in the way we can move together.

SUMMARY OF ACTION ITEMS

None