



City of Tacoma

Community's Police Advisory Committee

Meeting Minutes

Monday, February 13, 2023

Hybrid Meeting

6:00 p.m.

The CPAC is comprised of Chair Allen McKenzie, Vice Chair Shayna Raphael, and Committee Members Stephen Hagberg, Jabari Hampton, Louis Cooper, Jeffrey Sargent, Angela Mealing, Andrew Nguyen, Ralette Churchill, Esther Evans

Members Present: Allen McKenzie, Stephen Hagberg, Angela Mealing, Shayna Raphael, Ralette Churchwell, Jabari Hampton, Jeffrey Sargent, Louis Cooper, Andrew Nguyen, Esther Evans

Members Absent: Jabari Hampton

Staff Present: Staff Liaison Chelsea Talbert; Executive Liaison Jacques Colon; Lieutenant GJ Roberts, TPD Chief of Staff Curtis Hairston,

Staff Absent: Staff Liaison Ted Richardson; Captain Gretchen Aguirre

Called to order at 6:01pm

Welcome and Introductions

Approval of the Agenda

Approval of the agenda for the CPAC meeting held on February 13, 2023

Passed at 6:01

Approval of the Minutes

Approval of the minutes of the January 9, 2023 CPAC meeting.

Motion passed at 6:02

Briefing Items

Welcome to the New Members

- 6:02 Allen welcomed Ralette and new members

City Manager's Office

- 6:03pm – Neighborhood and Community Services will presenting their work on the Community Trauma Response team to the CVS Council committee on February 23 at 4:30pm. It will likely be more like 5:30pm after the Human Rights Commission interviews. Staff can send out the link to watch: Webinar Link: www.zoom.us/j/85961604917 Passcode: 614650
- Per requested, TPD will present on officer mental health resources at the March CPAC meeting.
- UWT Legal Pathways program invited CPAC members to participate in a virtual panel on March 22 from 12:30 – 1:30. The conversation will focus on general information about the CPAC, what it does/has done, how it fits into the system, why it was formed, who the members are, and what drew them to this work. Please let me know if you are interested. Stephen has done this before and has volunteered but additional volunteers are great. Andrew volunteered to participate.
- The joint Community Boards and Commissions meeting with the Chief of Police is April 26th and it will be held at the Peace Community Center on Cushman and 21st St. Angela and Allen volunteered to participate.

Presentation - Tacoma Police Department Complaint Process

- 6:08 PM– Lieutenant GJ Roberts shared names and information for additional staff that support the complaint process. He clarified the difference between inquiry and complaint. GJ shared the classifying of complaint investigations (bureau level investigations and department level investigations) and how long they keep the files.
- 6:15 PM– Allen asked if CPAC can get access to department level investigations which are internally-generated vs. only community generated complaints. GJ said CPAC does not have access to internally-generated complaints. The City Manager's office doesn't review internal complaints unless there is discipline. GJ said most internally-generated complaints are sustained.
- 6:18 PM– GJ reviewed the complaint dispositions. Ralette asked for clarification around the "if sustained" language. GJ said that all complaints are retained no matter the outcome. They used to purge data every 39 months, but state law now requires them to keep it for 10 years. He then reviewed progressive discipline. There are several ways that complaints are received including in person, mail, email, online, 311, etc. Anonymous complaints can be made but there needs to be enough detail to investigate.
- 6:25 PM– Complaints can also be submitted through CPAC. Allen recommended adding complaints contact info to CPAC's website. GJ clarified that community members should call the South Sound 911 supervisor if they have a complaint against the 911 operator rather than a police officer. He then reviewed some of the common inquires and complaints. Off-duty conduct can also potentially result in a complaint and discipline.
- 6:31 PM– IAPRO/BlueTeam tracks all complaints, inquires, uses of force, pursuits, and vehicle accidents. It includes early intervention alerts that are automatically triggered. GJ reviewed the BlueTeam Process for Complaints and Inquiries with timelines.
- 6:37 PM– GJ reviewed the Bureau Level Complaint. GJ is not sure that all complaints are sent to CPAC. Staff will follow up with City Manager's office. Allen clarified that CPAC receives the complaints after a resolution letter is sent to the complainant from the City Manager, not

before. GJ says you can search how many complaints have been submitted and which officers have several complaints. There is a lot of data.

- 6:47 PM – Ralette asked about the use-of-force thresholds which is 7 or more within 6 months. Today, TPD rolled out a new use of force policy. The reporting requirements now require capturing lower levels of force (any type of force beyond compliant handcuffing). GJ says depending on where you work, 7 or more uses of force is reasonable. TPD did not adopt the Attorney General's entire use of force policy word-for-word but GJ says it is in-line with it. Allen asked to see TPD's policy.
- 6:52 PM – GJ shared that the gaps in complaint numbers CPAC has received may be related to the internal complaints that are not shared with CPAC. The numbers of missing complaints Allen read off were community-member complaints. Allen is concerned that CPAC receives complaints close to or beyond the 12-month mark for body-worn camera footage to be retained. GJ said any BWC footage attached to a citizen complaint will be retained for 10 years per the retention schedule. GJ is working on storing video footage for all footage related to complaints but the price to store videos may be a future barrier. GJ said some complaints may not be completed which may cause additional gaps.
- 6:58 PM – Ralette asked questions about when officers do not turn their cameras on but the outcome of complaints were not-sustained. GJ said ultimately, it's the Bureau Chief who decides discipline. Shayna noted that officers are not self-reporting when they forget to turn their camera on and instead it comes out during the complaint investigation like with Complaint 69. GJ shared that the officer for the specific complaint was coached by their supervisor and received low-level discipline. For Complaint 59, a 3rd party recorded the incident but because the officer was in their car, they did not turn on the camera.

Complaints Review

- 7:08 PM – Allen opened the floor to discuss the most recent batch of complaints. Shayna shared that she felt there was an undercurrent of officers escalating situations by adding in jabs or making inappropriate comments like with Complaint 56. Ralette said the officer should not have returned to that call. Ralette also flagged Complaint 66 as another situation that was not handled well. Allen will make a Public Records request for Complaint 66.
- 7:15 PM – GJ shared there are some extra rules for sharing information where officers need to be notified because they may have a right to seek an injunction to prevent public disclosure of the record.
- 7:17 PM – Chelsea demoed how to access the complaints on the website.

Public Comment

- 7:23 PM – Allen opened the floor for public comment. No member of the public wished to speak.

Tacoma Police Department Update

- TPD Chief of Staff Curtis Hairston shared there will be a catalytic converter engraving event coming up on March 17 at Titus-Will on Sprague. Over 300 people attended the last event which went from 8 AM to 4:30. Curtis shared it is a deterrent.

Oversight Subcommittee

- 7:27 – PM CPAC watched the Advisory vs. Oversight Informational Video. Shayna shared that the subcommittee will meet next week and are in the process of scheduling a time with the consultant to review next steps for oversight.

Policy Subcommittee

- 7:37 PM – Stephen shared that the subcommittee goals include reviewing 21st century policing document, getting and reviewing the draft policy manual rewrite by Lexipole, getting the draft Dash Cam policy and reviewing the body worn camera policy, reviewing officer training policies especially regarding wellness, and if time, interview questions for police oral boards. Allen added policy should look at TPD's new use of force policy too.

Outreach Subcommittee

- 7:38 PM – Jeffrey shared that the subcommittee established goal to connect community to TPD, make sure information is in multiple languages, attending events to engage the public. They are trying to get more organized and utilize the website more. They are also going to work on filling the youth seat. Jeffrey encouraged everyone to be a champion for CPAC especially at neighborhood meetings.
- Allen asked if the Outreach Subcommittee could compile a list of meetings and events.

Upcoming Important Dates

- Allen shared that on February 14 – Chief Moore will present TPD's Violent Crime Plan Report - Phase 2
 - Watch live at noon: www.zoom.us/j/89496171192 Passcode: 896569
 - Recording link (available 2/15): City of Tacoma - Calendar (legistar.com)
- 7:45 PM – Andrew said that at the North End Neighborhood Council there were questions about Officer Ford being involved in the Anti-Hate Crime work. He was involved in the death of Manny Ellis which has raised concerns for community members. Allen encouraged TPD to assess who their messenger is. GJ said TPD stands by officer Ford. Curtis added Officer Ford is with the LGBTQIA+ community liaisons work and will support victims of hate crimes. Andrew clarified that there were concerns about people not feeling safe to speak to officer Ford. Ralette said there are credibility issues and that there is a commitment to the officer but there is a greater commitment to the public. Ralette shared officer Ford does not have the community trust and credibility. Allen asked Curtis and GJ to conference about this and report back.

SUBCOMMITTEES

- Oversight Subcommittee: Louis Cooper, Shayna Raphael, Allen McKenzie, Ralette Churchill
- Outreach Subcommittee: Esther Evans, Andrew Nguyen, Jeffrey Sargent, Angela Mealing
- Policy Subcommittee: Jabari Hampton, Stephen Hagberg, Allen McKenzie, Ralette Churchill

Adjournment

Motion: Committee member Raphael

Second: Committee member Cooper

Motion passed 7:52 PM

/s/ Allen McKenzie

Allen McKenzie, Chair

A handwritten signature in black ink, appearing to read "Chelsea Talbert", is displayed on a light gray rectangular background.

Chelsea Talbert, Staff Liaison