



City of Tacoma

Community's Police Advisory Committee

Meeting Minutes

Saturday, February 4, 2023

Eastside Community Center

9:00 A.M.

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

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

Members Absent: N/A

Staff Present: Staff Liaison Ted Richardson; Staff Liaison Chelsea Talbert

Staff Absent: Executive Liaison Jacques Colon, Lieutenant GJ Roberts, TPD Chief of Staff Curtis Hairston

Called to order at 9:05 A.M.

Welcome and Introductions

Approval of the Agenda

Approval of the agenda for the CPAC Retreat on February 4, 2023

Passed at 9:06 A.M.

Introduction and Icebreakers

- 9:06 A.M. - Allen welcomed everyone and asked everyone to go around and share their name and why they joined CPAC and their favorite under-the-radar Tacoma spot
- CPAC members shared their favorite spots: Thea Foss **Park**, Port of Tacoma Observatory Tower, Tho Tuong BBQ on 38th Street, Tip of Point Defiance near Gig Harbor lookout where you can see

the seals during low tide, Mountaineer Tree at Point Defiance which is the largest tree in Pt. Defiance, Fern Hill School on the 3rd floor, McKinley Park, Dusty's Hideaway, Intentions Juice Bar, Quickie Too, Chambers Bay, Lighthouse Park in Northeast Tacoma, Thai of Fife, Swan Creek Park, Corina Bakery.

- CPAC members discussed that they feel positive about the chance for real change with Chief Avery.
- Allen said when you complete Citizen's Academy, you can sit on the board for new hire interviews. Members shared there are still significant flaws with the process including only being able to ask specific questions and not being able to follow up.

Handbook and Expectations

- 9:40 A.M. - Allen asked if anyone had questions about the handbook. He shared that he is happy with the content generally. Stephen wrote the handbook.
- 9:42 A.M. - Allen opened the floor for discussion around how CPAC members would like to show up this year. Members shared expectations are to show up, show up on time, standard naming for zoom with CPAC and district along with name, show up with courtesy and respect toward each other and public, subcommittees have scheduled meetings, collaboration between subcommittees, review complaints ahead of meetings, staff provides requested information that CPAC, don't be shy in sharing what you think and making suggestions
- Allen encouraged members to make a note of complaints they would like more information about. Members would like to know how many complaints the City Manager has disagreed with or sent back to TPD.
- CPAC members would like a spreadsheet of complaints that are open. They would also like to see more support for community members who are making complaints. Members agreed that complaints should never leave an officers file. Members asked if there is a tracking system for complaints against officers and a flag for officers who are receiving a high number of complaints. Members also shared frustrations with feeling like and being perceived as a rubber stamp and no teeth but are asked to step in by the City/City Council when there are high-profile situations.
- Members weren't aware that they do not receive complaints beyond community-initiated complaints. They will ask GJ about officer-initiated and other complaints at the next CPAC meeting. They will also ask how many complaints are associated with specific officers. Members expressed a desire to help be the bridge between community members and TPD when making complaints for example helping to communicate with complainants, so they don't have to talk to TPD directly.
- Members shared additional frustrations about not have teeth and muscle. There are also challenges with staying up to date with info because there is a paywall with many news sources. Members shared that they use Facebook pages and Twitter to stay up to date with what is happening in the community. Public Records Sorcerer was identified as a helpful source.
- CPAC Members will email Allen with the news sources they find helpful, and he will put together a list to share.
- Members also expressed interest in learning more about TPD like touring the facility, attending a truncated Citizen's Academy, and doing ride-alongs .
- Ted will make sure everyone has the correct link to the meeting and send out updated survey results. Ted also said that if there are policies or things CPAC is curious about that staff can ask TPD to present it to CPAC
- Shayna requested the body-worn camera policy be shared out with CPAC as well as the dash camera policy.

- Members discussed that TPD might get software that automatically runs car license plates. They shared concerns about equity issues with how it will be determined whose plates to run, for example people who look “suspicious”, racial-profiling, or will all plates be run? Is the hot-spot policing also police presence in low-income areas and getting data only in those areas fueling more police presence there
- February 14th, 2023 is the next crime update during Study Session
- Handbook will be updated after the meeting.
- 10:33 A.M. Jeff made a motion for a 5 break. Stephen seconded. CPAC voted to take a break.

Goal setting for 2023

- 10:45 a.m. - Allen called the meeting back in session. Ted provided members with the 2022 retreat goals to review.
- Members discussed focus on shift to oversight, review of current TPD policies, diligent review of complaints and would like to operate through a lens of teeth and vision
- Allen shared a future agenda item could be follow up to the statewide TPD adoption of the model use of force policy.
- Lexipole is rewriting policy for police departments. CPAC would like to request to be involved in that while it is still in draft form.
- Members agreed that every CPAC agenda will have time to review complaints built in even if there isn't a new batch
- Staff will share the 21CP Report.
- Increased community engagement is a goal. It would be helpful to hear from the City's legal department to learn more about what is possible for community engagement and outreach (parameters of social media use, etc.).
- Members discussed increasing public access to data and documents by adding more information to the City website. Information can be shared at neighborhood council meetings. CPAC can also work to drive traffic to the CPAC webpage. Also discussed creating a video to help show how to
- CPAC would like to be the community's mouthpiece and encourage communication between CPAC and community to share back to police.
- Ted will find the list of organizations that Tanisha created and will share it with the outreach committee to update.
- Members brainstormed ways to fill the youth seat – Peach Jar, high schools, all possibilities, TPD Explorer Program (why not below 16?)
- Discussion of how to improve officer mental health, learn about available and mandatory officer trainings, and officer interview process. Invite someone from TPD to speak to CPAC about resources provided for officer mental.
- The committee discussed which goals align with committees and decided to move forward with three Policy, Oversight, Outreach. Stephen continuing to share data and trends.
- Data, trends and analysis will drive all the work, so it does not need to be a subcommittee
- CPAC agreed on the following goals for 2023
 - Focus on shift to oversight
 - Review current TPD policies / upcoming changes thereto real-time not after-the-fact
 - Diligent review of complaints
 - Increased community engagement and sharing of resources
 - Increase public access to data
 - Connect community to TPD

- Fill the youth seat
- Learn about officer mental health and officer interview questions
- Review officer trainings and commendation procedure

Committee Assignments

- Esther, Andrew, Jeffrey, and Angela volunteered for the Outreach Committee
- Louis, Shayna, Allen, and Ralette volunteered for Oversight Committee
- Jabari, Stephen, Allen, and Ralette volunteered for the Policy Committee
- The Chairs of each subcommittee will meet with the Chair and Vice Chair of CPAC monthly. Subcommittees will also meet monthly. Other expectations of chairs were discussed.

Subcommittee report backs

- 12:44 P.M. - Allen brought the group back and asked for a brief synopsis of what subcommittees discussed.
- Outreach is going to work on connecting the community to the police department, getting a meeting with the Police Chief, work on public access to data, and fill the youth seat.
- Outreach will meet the 2nd Thursday of the month at 6 P.M.
- Oversight is going to meet with an attorney from the City and the policy expert, firm up timeline for the recommendation.
- Oversight will meet the 2nd Wednesday of the month at 6 P.M.
- Policy will review 21 CP document, push to review the draft policies from Lexipore, and review policies for dash camera and use of force. They will also press to get some officer training policies for police related to trauma and mental health. They will also ask about interview questions for police officers.
- Policy will meet the 4th Friday of the month from 12 – 1 P.M.
- Chairs will meet the 1st Monday of the month at 2:30 P.M.
- Chair, Vice Chair, and City Staff will meet the 3rd Monday of the month at 2:30 P.M.

Closing

12:52 Allen thanked everyone

Adjournment at 12:53 P.M.

Motion: Louis

Second: Stephen

Allen McKenzie

Allen McKenzie, Chair



Chelsea Talbert, Staff Liaison

