



# City of Tacoma

## Community's Police Advisory Committee

### Meeting Minutes

Saturday, February 3, 2024

Special Meeting

9:00 AM

**The CPAC is comprised of Chair Allen McKenzie, Vice-Chair Louis Cooper, and Committee Members Stephen Hagberg, Angela Mealing, Ralette Churchill, Esther Evans, Shepherd Southworth, Adrienne Jones, John Bordon, and Tracy Jones**

**Members Present:** Allen McKenzie, Stephen Hagberg, Louis Cooper, Angela Mealing, Ralette Churchill, Esther Evans, Adrienne Jones, John Bordon, Tracy Jones

**Members Absent:** Shepherd Southworth

**Staff Present:** Staff Liaison Ted Richardson, Staff Liaison Chelsea Talbert, Executive Liaison Jacques Colon, Council Liaison Mayor Victoria Woodards

**Staff Absent:** N/A

Called to order at 9:11

**Welcome and Introductions**

**Approval of the Agenda**

Approval of the agenda for the CPAC meeting held on Saturday, February 3, 2024

Passed at 9:11

**Approval of the Minutes**

**Welcome and Icebreaker**

- 9:11 AM – The Chair welcomed CPAC members and opened the floor for members to introduce themselves, share why they joined, and to share what they would do with one hour free in Tacoma. Each member introduced themselves and shared their answers.

### **Handbook and CPAC Duties**

- 9:29 – The Chair opened the floor for discussion on the handbook and CPAC’s duties as assigned.
- The Chair shared that the policy subcommittee is working with the Tacoma Police Department (TPD) to rewrite TPD policies through the Lexipol policy review process.
- The Chair also gave an overview of the complaint review process including that the municipal code prevents CPAC from reviewing evidence in specific complaints.
- CPAC’s duties also include fostering a relationship between TPD and the community. The Chair expressed a desire to work closer with TPD to help support community engagement.
- A member asked if CPAC will have access to body worn camera footage. The Chair shared that anyone has the ability to request footage but that the municipal code prevents CPAC from reviewing and providing feedback on specific incidents. City staff shared that CPAC is able to make recommendations to Council about policy and trends. Another member asked if that was the intent of the original formation of CPAC and what needs to change to get to that intent. Members discussed their role and ability in the complaint process.
- The Chair shared a summary of possible changes to CPAC including:
  - the roles and responsibilities of the new CPAC support staff person
  - the Mayor will be a liaison to the Council with Councilmember Bushnell as an alternate.
    - The Chair shared there is an expectation that the Mayor will be a lot more involved but is not sure of the extent of involvement.
    - The Chair also highlighted that the City of Tacoma has a Council-Manager form of government, and that the City Manager holds a lot of power that is often presumed to be held by the Mayor. Staff answered questions about the charter review process and forms of government.
- The Chair shared that the City Manager is open to CPAC’s involvement in the hiring process for the new position. City staff shared that the City Manager would be open to CPAC being involved in the writing of the job description and participating on the hiring panel.
- The Chair shared that his understanding is that the new civilian position may help move the oversight recommendation work forward. A member shared there is significant community advocacy happening to move oversight forward before 2026 contract negotiations with TPD unions and they reiterated that oversight could be bargained at any time.
- The Chair opened the floor for discussion around if and how CPAC would like to respond to the outcome of the oversight recommendations.
  - The Chair stated that he would like to consult with the Mayor before taking action.
  - Members expressed desire to continue the conversation to write a letter to Council and request a response.
  - Members expressed concerned about performative allyship and accountability.
  - A member asked if there is engagement with CPAC beyond CPAC members and other members affirmed that there is often engagement from the City Manager and TPD leadership.
  - Staff confirmed that staff at the City listen to CPAC and appreciate the opportunity to hear CPAC’s perspective.
  - Members discussed having a conversation with the Mayor about responding to the outcome of CPAC’s recommendation.

- A member asked how to facilitate discussion and proposed writing a letter to Council asking for discussion. Staff encouraged CPAC to discuss together what conversation and relationship building could look like.
- Members discussed desired training for the new position including implicit bias training.
- The Chair said while it is not clear why decisions were made not to bargain CPAC's oversight recommendations that the new position did not need to be bargained with Local 6 because it was created by the City and reports to the City Manager. Members discussed nuances with working conditions and what needs to be bargained.
- Members expressed frustration with asking for updates during the bargaining process and not receiving any communication until the process was complete. Additional frustrations were shared that CPAC would have altered their recommendation if they knew the focus would be on administrative action.
- A member asked if the City of Tacoma is actually committed to working toward oversight. Staff shared that from the City Manager's office, there is a commitment to working towards oversight and that there is a recognition that Council serves as the policymaking branch, and the City Manager's office is the administrative branch charged with acting on the policy guidance of Council. Members expressed a desire for accountability to the community. Staff shared an appreciation for CPAC's work pushing toward accountability.
- Members expressed concern about CPAC's name being used when it is convenient for the City; for example, when Council, City Manager, and TPD leadership named CPAC in statements following the trial outcomes for the officers involved in the death of Manny Ellis.
- Members discussed a desire to get community involved and discussed barriers to being civically engaged because CPAC can't do their work without community. Members discussed community engagement methods.

### **The Committee took a break from 10:35 – 10:43**

#### **Member Expectations**

- 10:43 AM – The Chair reviewed member expectations including that members should attend and participate in meetings and join at least one subcommittee. The Chair also stated he expects members to be respectful of each other at all times and then opened the floor for discussion. Members agreed to come to each other one-on-one to handle conflict and check their own bias. Members also agreed to assume good intentions, extend compassion, give grace, and not take things personally. Members also discussed raising objections, voice concerns, speak your truth, and make the ask for what you need. Members discussed being curious about the role and their duties as well as making sure that the committee speaks as a whole and that individuals are explicit when sharing their own opinions and statements that are not on behalf of CPAC.

#### **Goal Setting for 2024**

- 10:58 AM – Staff shared previous goals of CPAC. Members discussed previous presentations about officer wellness and a desire to see statistics. They also discussed policy review and a desire to understand which CPAC recommendations were and were not incorporated as well as process improvements. CPAC discussed diligent review of complaints and making policy recommendations. Community engagement was also stated as a priority. Members discussed access to data and connecting community to TPD. A member shared that from their perspective there has been increased engagement with CLOs and a desire to continue to work with CPAC. Members discussed the importance of having a good relationship with TPD and that CPAC is not

here to bash the police. Members discussed goals around policy. Members also discussed youth recruitment.

### **Subcommittee Conversation**

- Members stated a desire to retain the current subcommittees. Member discussed not having capacity for additional subcommittees and a plan to revisit over time if there is need to expand to an additional subcommittee.

### **Election for Chair and Vice Chair**

- 11:30 AM - Allen McKenzie nominated and confirmed for Chair, no nays
- Nominations for Vice Chair
  - Stephen- 1 votes
  - Louis- 5 votes
  - Adrienne- 2 votes
- Louis Cooper nominated and confirmed for Vice-Chair, no nays

### **Subcommittee Conversation**

- Outreach
  - Adrienne
  - Angela
  - Tracy
  - Esther
- Policy
  - John
  - Ralette
  - Stephen
  - Adrienne
- Oversight
  - Ralette
  - Allen
  - Louis

### **Continued Conversation on the role of CPAC and goals for 2024**

- 12:06PM – The Chair requested the Mayor’s view of her liaison role with CPAC and how to express views on oversight next steps.
- The Mayor shared thanks to CPAC members and stated the role of CPAC has always been important and CPAC’s role is going to be even more important. The Mayor wants to work with CPAC to achieve what they see their role should be and what the community’s view for CPAC is. The Mayor wants to help CPAC, not the reverse, and encouraged thinking of her role as the policy liaison to accompany the staff liaisons. The Mayor has two years left of her term and wants to leave CPAC in a better place than now. The Mayor seeks to build her role together with CPAC and is open to hearing what her role might be. At next meeting, the Mayor can attend and committee members work with her to form her role.
- In terms of a CPAC letter to Council, Mayor wants to talk first about what CPAC wants to say and achieve but is not here to stop them doing or saying anything.

- The Mayor asked for questions. The Chair asked what happened with bargaining process. The Mayor shared that Council is responsible for negotiating strategy and that City staff bring lots of inputs to Council, but ultimately strategy decision lies with Council and that what is put forth, is weighed and as they decide the strategy for what is bargained and how.
- Members expressed a desire for a meeting with Mayor to be a sit down. Members shared thanks and that they look forward to working together.
- CPAC members introduced themselves to the Mayor.

#### **Subcommittee Breakouts**

- 12:22PM – Outreach, Policy, Oversight

#### **Subcommittee Report Outs**

- 12:52 PM - Reconvened as full meeting

#### **Policy Subcommittee**

- 12:53 – Stephen Chair for six months, John second six months. 4<sup>th</sup> Friday at noon. Continue working on CALEA policies. Committing to reviewing policies earlier in the two weeks than later.

#### **Outreach Subcommittee**

- 12:53 - Esther is Chair, meeting is third Tuesday of month at 6:30pm. Best if in person and try to move it around the city in local businesses.

#### **Oversight Subcommittee**

- 12:55 - Ralette is Chair, second Wednesday of each month 6pm.

#### **2024 Subcommittee Membership:**

- Oversight Subcommittee: Louis Cooper, Allen McKenzie, Ralette Churchill
- Outreach Subcommittee: Esther Evans, Adrienne Jones, Tracy Jones, Angela Mealing
- Policy Subcommittee: John Border, Stephen Hagberg, Adrienne Jones, Ralette Churchill

#### **Adjournment**

**Motion: Adrienne Jones**

**Second: Stephen Hagberg**

Motion passed: 1:05

Allen McKenzie, Chair

Chelsea Talbert, Staff Liaison