



# City of Tacoma

## Community's Police Advisory Committee

### Meeting Minutes

Wednesday, May 29, 2024

Hybrid Meeting

6:00 p.m.

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

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

**Members Absent:** Esther Evans, Shepherd Southworth

**Staff Present:** Staff Liaison Ted Richardson, Staff Liaison Chelsea Talbert, Lieutenant Jeffrey Katz, TPD Chief of Staff Michelle Woodrow, Executive Liaison Jacques Colon

**Staff Absent:** Mayor Victoria Woodards, Captain Gretchen Aguirre

Called to order at 6:05pm

#### **Welcome**

- 6:07 – Louis made a motion to amend the agenda to move the charter discussion first then withdrew the motion after Adrienne encouraged focusing on the complaints as it is the original intention of this meeting.
- Ted reminded everyone this is special meeting and only the items on the notice of special meeting can be discussed.

#### **Review of Complaints**

- 6:09 – CPAC discussed complaint 23COM-0047 that was filed in May which was investigated and signed off by Chief of Police in August yet the City Manager did not send a notification to the

complainant until December. There seems to be a pattern of several months occurring between Chief of Police sign off and action by City Manager (however it has improved in more recent months). Members discussed similar complaints related to police officers almost hitting community members with a police vehicle. Ralette will find the complaint numbers for similar complaints. Members discussed the statement about the person experiencing mental health issues and concerns about bias and why that statement was included. Michelle offered her interpretation of the complaint which was that the details were included because the officer included it in their statement. CPAC members reiterated concerns about officer bias. Members also asked if interviews of officers related to complaints are recorded and if there are cameras in police vehicles now.

- 6:28 – Lt Katz shared there are 154 cameras installed in police vehicles and 39 vehicles that are waiting for equipment to be received. 60-70% of police vehicles have cameras. Body cameras can be in buffering mode, sleep mode, or on. Police vehicle cameras have similar functions and recordings are only saved when an officer turns the camera on or the lights or a collision automatically activate it. If the vehicle in the complaint did have a camera, it would not have been recording during the incident in the complaint. Lt. Katz also shared that interviews related to complaints are not recorded and details are often requested via a written report after a supervisor sends the officer questions to answer.
- 6:32 – Allen shared concerns related to the written word process. Lt. Katz shared that for more serious investigations, there is a different process. Lt. Katz affirmed he is sensitive to the issues raised and that even if the intention was to provide a factual run down, the appearance of prejudice against people with disabilities is a problem. He appreciates this is brought to his attention.
- 6:40 Ralette asked if questions during an investigation can be curated or are boiler plate. Lt. Katz affirmed that there is not a standard bank of questions, and any question can be asked to support the investigation into complaints. Adrienne elevated it is important to remember this will be read by the person who filed the complaint, and it is important to include quotes and what is opinion vs. statement of fact. Ralette recommended sending this complaint back for review.
- 6:44 PM - CPAC members discussed that complaint 23COM-0064 includes contradictory information related to attempts to contact the complainant as well as another example of several-month delay in communication to complainants after the findings were signed off. Adrienne recommended intake questions when someone makes a complaint including asking for phone numbers and best time to contact. Adrienne also said that South Sound 911 should have this included in the service level agreement with the provider. Ralette elevated that this is a pattern of discourteous behavior by officers.
- 6:51 – Chelsea encouraged CPAC members to think about how the themes can be shared with Mayor as council liaison. Michelle asked how TPD is notified of observations. Allen stated this is a priority for the committee this year too. Louis and Ralette emphasized that there is hesitancy to put a lot of work into recommendations that will fall on deaf ears. Michelle said if CPAC sends feedback or advice to Chief Moore, she and Chief Moore will ensure there is a response.
- 6:57 – Louis asked what Lt. Katz role is with the committee and Lt. Katz shared it is to answer questions about complaints, be a liaison for CPAC, answer any questions that are TPD-related, and discuss and bring forward things that come up in CPAC meetings. Lt Katz said if there is a message sent by CPAC to Chief of Police, that could help bridge the gap. Lt. Katz discussed a conversation he relayed to leadership related to restorative justice conversations however the weight of communication directly from CPAC would be powerful. Louis asked if that

conversation was heard by TPD and Lt. Katz said it was heard but that his act of elevating the conversation will not move it forward as it requires much more to create change. Adrienne asked if it is clear that the recommendation would help support creating relationships and change. Lt. Katz said there is a lot to discuss as police officers are not a monolith. Lt. Katz said that union leadership shared they would support voluntary mediation discussions but there are a lot of details that would need to be clarified. Adrienne and Louis volunteered to partner with Lt. Katz on future conversations related to this topic.

- 7:07 – Ralette discussed process questions about how to best identify and elevate patterns. Michelle encouraged CPAC members to identify patterns, why they see the pattern, and make recommendations in written word. Ralette volunteered to connect CPAC's recommendations with 21 CP recommendations. Chelsea encouraged evaluation of this process after 3 or 6 months to ensure efforts and responses meet expectations of CPAC.
- 7:17 – CPAC members discussed complaint 23COM-0065 and bias around interactions with folks who are known to TPD from previous interactions.
- 7:21 CPAC members discussed complaint 23COM-0066 related to a request for designated crisis responders.
- 7:27 – CPAC discussed complaint 23COM-0067 which includes allegations of bias however the main complaint was with Denny's and not TPD. Adrienne flagged that this was exonerated which means the facts were correct however the investigation found the remark about Hosmer was not discriminatory. Members discussed that Hosmer is an area of low socio-economic opportunity and has more people of color than the rest of Tacoma. Ralette stated this is similar to a conversation that the policy subcommittee had about certain things that should not be said to black people and this is about emotional intelligence. Louis affirmed that this is an example of language that can escalate interactions and that it is important for police officers to exercise emotional intelligence to know what to say and when to say it. Ralette said this is another example of white supremacy and coded language. Adrienne said it is a huge issue to ask people who have not been racially discriminated against to determine if discrimination happened. Allen answered a question that CPAC is prohibited from following up with complainants.
- 7:42 – Louis made a motion to continue reviewing complaints, then move to discussion about the letter, and return to complaints. The motion was unanimously adopted.
- 7:44 – CPAC members discussed complaint 23COM-0068 where the complainant was contacted while they were trying to sleep. Adrienne said this highlights that it is important to ask complainants what time works for them to call back. Ralette said it is common sense to ask that questions and this is another example of patterns from TPD.
- 7:47 – CPAC members discussed 23COM-0074 which was sustained and an example of the importance of body-worn cameras. CPAC members shared hope that there is action taken when a complaint is sustained. Michelle anticipated something like counseling, or a corrective action likely occurred because the goal is to make officers, better officers. Lt. Katz will check. Adrienne asked if there is data around how many complaints are sustained, and what action was taken. Lt. Katz said the raw data is available. Ralette encouraged members to review the 21 CP report which has a brief summary of complaint data.
- 7:58 – CPAC members discussed complaint 23CPM- 00076.

### **Policing Oversight City Charter**

- 8:00 PM – CPAC members discussed the draft letter to council related to charter recommendations. Adrienne asked if the union contract between Local 6 and the City of Tacoma

has a supremacy clause that the contract supersedes the charter. There was discussion about labor implications and bargaining process.

- “ARTICLE 1 - SUBORDINATION OF AGREEMENT It is understood that the parties hereto and the employees of the City are governed by the provisions of applicable state law, the City Charter, City Ordinances, City policies, rules, or procedures, and Department policies, rules, or procedures. When any provisions of the City Charter, City Ordinances, or City or Department policies, rules, or procedures conflict with or are different than the provisions of this Agreement, the provisions of this Agreement are paramount and shall prevail.”
- [https://www.cityoftacoma.org/UserFiles/Servers/Server\\_6/File/Human%20Resources/Labor%20Relations/Local%206%20Tacoma%20Police%202024-2026%20CBA%20FINAL.pdf](https://www.cityoftacoma.org/UserFiles/Servers/Server_6/File/Human%20Resources/Labor%20Relations/Local%206%20Tacoma%20Police%202024-2026%20CBA%20FINAL.pdf)
- Adrienne made the motion to send the letter to council from CPAC. Louis seconded. The motion passed unanimously. Louis shared gratitude to CPAC members for moving forward with the letter.
- 8:17 PM – Adrienne made a motion to adjourn. Tracy seconded. The motion passed unanimously.

### **Adjournment**

Motion passed 8:17 pm

*Allen McKenzie*

Allen McKenzie, Chair

*Chelsea Talbert*

Chelsea Talbert, Staff Liaison