



**January 14, 2016
6:30pm-8:00pm**

Present: Mayor Ekberg, Chief Villa, Chris Partman, Kim Karns, John Lindsay, Jerry Thornton, Jun Castillo

- Minutes for 12/10/15 meeting approved as amended.
- Mayor Ekberg
 - When going around the City doorbelling the Mayor found that speeding, code enforcement, schools and lack of follow-up on complaints where the three biggest issues he heard about from residents.
 - Explained City Council process for selecting a replacement Councilmember.
- Chief's update
 - King County Police Chiefs' Association Public Trust/Community Building Committee "Menu of Options" See attached
 - Chief asked for input from the COPCAB members about what the temperature of the community is about the Tukwila PD.- No responses form the members present.
 - 2016 Goals discussed, a draft was passed out for review, and then returned to the Chief, with a final copy coming in the next month or two to COPCAB members. **Note, see attached, for copies**
 - Discussed video "Run, Hide, Fight" link at: <https://www.youtube.com/watch?v=5VcSwejU2D0>
 - Chief passed around a Chief's coin with an explanation about the purpose and then presented one to Chris.
- Good of the Order
 - Chris – Community Police Academy starting Feb 23rd. It will be on Tuesday evenings at TCC. Pamphlets with applications passed out.

Meeting adjourned at 7:50pm

Next meeting will be on Thursday, 2/11/16 from 6:30pm-8:00pm. Please contact Chris Partman at Chris.Partman@tukwilawa.gov or call 2/06-271-6069 if you're unable to attend.

King County Police Chiefs' Association
Public Trust / Community Building Committee
"MENU OF OPTIONS"

This Menu of Options is intended to serve as a list of resources for Chiefs and the Sheriff to use when seeking meaningful ways in which to establish and build trust with our respective communities. This Menu of Options provides specific strategies tied to specific points of contact. The KCPCA has agreed to adopt the Statement of Values and to conduct annual Biased Policing Prevention training. The KCPCA recognized that not all the options would be a good fit for every community, so each Chief and the Sheriff can choose the resources that best fit the needs of their particular community.

1. POLICY

- a) Adopt a Statement of Values for all members of the King County Police Chiefs' Association. This Statement of Values highlights our commitment as Law Enforcement leaders to ensure all members of our communities are treated with equity and respect.

"The Sheriff and Police Chiefs in King County place a high value on creating a culture within our respective departments wherein everyone shares the common values of community trust, mutual respect, and protection of everyone's civil rights. We live out our values by ensuring adequate training, leading by example, and holding our personnel accountable."

- b) Adopt the Justice Based Policing model
Sue Rahr
Dave Bales
- c) Collect and analyze statistics relating to arrests, citations, and race.
Individual agency staff
- d) Utilize the Equity Lens Toolkit when enacting new policies
Kevin Milosevich
Benita Horn (Seattle Office of Civil Rights)

2. Training

- a) Conduct regular training in Biased Policing Prevention
 - “Race, the Power of an Illusion” video (Mike Villa)
 - “Because of the Color of their Skin” documentary by Wayne Perryman
 - Community Building training (John Hayes, Ed Holmes)
 - Fair and Impartial Policing (Ken Thomas)
 - Blue Courage (Samantha Daly - CJTC staff)

- b) Conduct cultural and community awareness training
 - Muslim (Mike Villa, John Hayes, Mohammed Jama)
 - Hispanic (Jamie Garcia)
 - African American (John Hayes, Wayne Perryman)
 - East African (Jim Pugel)
 - Eastern European (Mike Villa)
 - South Asian (Henry Simon)
 - Chinese (Alan Lal)
 - LGBTQ (Jim Ritter)

3. Hiring / Recruiting

- a) Ensure recruiting efforts attract a diverse candidate pool, with the goal of having a department that is reflective of the communities we serve.
 - Connect with Worksource for potential candidates (Chelsea Baylen)
 - Encourage candidates to attend interviewing classes (Chelsea Baylen)
 - Ensure our background investigators are clear on our expectations.
 - Disqualifiers – we should revisit automatic disqualifiers (e.g. should minimal marijuana use and old records of reckless driving be automatic disqualifiers? Ensure that we are taking into account the context in which candidates made their mistakes, so as to avoid screening out potentially great candidates. If we continue with automatic disqualifiers, make sure they are clearly stated on promotional materials

- b) Messaging – our recruiting efforts must include an emphasis on the fact that police work is very meaningful and honorable.
 - PublicSafetyTesting.com (Jon Walters)
 - Streamline hiring process
 - Enhance our websites
 - Participate in job fairs
 - Create posters with pictures of our diverse departments
 - Actively recruit promising candidates

4. Community Outreach

- a) Host Citizens' Academies, and invite your representatives from diverse communities. This can be used as a forum to share with the community what the PD is doing (and why) in relation to connecting with our citizens.

Chief Mike Villa
KCSO Jim Pugel
SPD Capt. John Hayes
Kevin Milosevich

- b) Develop mentoring program for youth of color

George Delgado
Adrian Diaz ("Explorer" program)

- c) Develop strong relationships with leaders from local churches / faith communities (go out to their places of worship to establish and build relationships).

Carol Cummings (Cops and Clergy program)
Ken Thomas
Mike Villa
Joel Ingebritson
Kevin Milosevich

- d) Develop Liaison Committees with our diverse communities, and assign Command personnel to go out into the community to participate in committee meetings.

John Hayes
Ken Thomas
Jim Pugel

- e) Develop / host workshops and open houses to educate and empower the community to work in collaboration with Law Enforcement. Reach out to community leaders, and conduct a series of regular, face-to-face discussions with the community to strategize, identify barriers and opportunities.

Chief Milosevich
Ed Prince

- f) Host a National Night Out focused on engaging our diverse communities in efforts to reduce crime.

Chief Mike Villa

- g) Engage with those struggling with mental health issues, to include our returning veterans. Be mindful on labels (e.g. “mental” or “220” as these can hinder fair and compassionate treatment)

Susan Schoeld
Jamie Garcia
SPD Lt. Rivera

- h) Participate in “Coffee with a Cop” program.

Steve Burns

- i) Pursue avenues to become part of the community (e.g. officers can serve as Little League coaches)

Wayne Perryman

- j) Develop relationships with our military veterans

Susan Schoeld
Chelsea Baylen

5. Partnerships

- a) Partner with School Districts in efforts to address the needs of our diverse communities
e.g. Participate in a civics class in collaboration with the School District focused on engaging a diverse group of high school seniors on police related issues.

e.g. Focus on elementary schools to reach the young diverse students in our school districts

Mike Villa

- b) Partner with the International Rescue Committee or other refugee placement organizations in outreach and education to assist our refugee community transitioning to their new environment here in the U.S.

Chief Mike Villa
Susan Schoeld

- c) Partner with our media outlets for proactive outreach opportunities

Chris Bennett
Ed Prince
Social media

- d) Partner with elected officials to reach out to our diverse communities.

Local City Councils
Dennis Law
Ed Prince

POINTS OF CONTACT

Dave Bales (dbales@cjtc.state.wa.us)
Chelsea Baylen (chelsea.baylen@kingcounty.gov)
Chris Bennett (ztwins@aol.com)
Chief Carol Cummings (carol.cummings@ci.bothell.wa.us)
Samantha Daly (sdaly@cjtc.state.wa.us)
George Delgado (GDelgado@desmoineswa.gov)
Adrian Diaz (Adrian.Diaz@seattle.gov)
Jamie Garcia (jgarcia@consejocounseling.org)
John Hayes (John.Hayes@seattle.gov)
Ed Holmes (ed.holmes@mercergov.org)
Joel Ingebritson (jpmadang@gmail.com)
Mohammed Jama (director@abubakrislamiccenter.com)
Dennis Law (Dlaw@rentonwa.gov)
Alan Lai (alanlai@comcast.net)
Kevin Milosevich (Kmilosevich@Rentonwa.gov)
Wayne Perryman (doublebro@aol.com)
Ed Prince (eprince@caa.wa.gov)
Jim Pugel (Jim.Pugel@kingcounty.gov)
Sue Rahr (srahr@cjtc.state.wa.us)
Jim Ritter (James.ritter@seattle.gov)
Susan Schoeld (Susan.Schoeld@kingcounty.gov)
Henry Simon (henry.simon@bothellwa.gov)
Ken Thomas (KThomas@kentwa.gov)
Mike Villa: M.Villa@TukwilaWA.gov
Jon Walters (Jon@PublicSafetyTesting.com)

The Committee recognizes that this Menu of Options and the points of contact will change over time.



**POLICE DEPARTMENT
2016 GOALS/EXPECTATIONS**

COMMUNITY VISION

The City of opportunity, the community of choice.

CITY MISSION

To provide superior services that support a safe, inviting and healthy environment for our residents, businesses and guests.

STRATEGIC GOALS & OBJECTIVES

- A Community of Inviting Neighborhoods & Vibrant Business Districts
- A Solid Foundation for All Tukwila Residents
- A Diverse & Regionally Competitive Economy
- A High-Performing & Effective Organization
- A Positive Community Identity & Image

KEY EMPHASIS AREAS:

- Reduce speeding in residential neighborhoods
- Increase community safety
- Build community trust and partnerships

I. Department Performance – Our Department/Work Group is meeting the City’s Mission Statement and Strategic Goals and Objectives in the following specific ways:

- a. Partnership examples that support a safe environment include the school district, TIBAC, Crime Free Multi-Housing and the Apartment Managers Network, DARE, Block Watches, central business district stakeholders, and COPCAB.
- b. Supporting a safe, inviting, and healthy environment is consistent with our department mission to “improve the quality of live for all through community partnerships and problem solving to promote safe, secure neighborhoods.”
- c. Our vision of “A World-Class Police Department Delivering Professional Law Enforcement Service” highlights our commitment to provide “superior services.” This is constantly being demonstrated by employees in the fulfillment of their daily duties.
- d. The department upholds the city core values through our hiring practices, training, clear expectations and evaluations, and internal processes that hold our employees accountable to these core values. The department adopted new core values in 2013 of Leadership, Excellence, Accountability, and Dedication.

II. 2016 Department Goals (with specific quarters identified)

Goal	Brief Implementation Plan	Target Date/Quarter	Lead/Support
Provide Crime Prevention Training to city staff	Investigations Division will develop and provide Active Shooter training to all city staff. Minimum of two sessions in the Council Chambers.	1 st Quarter	Rick Mitchell/ Mark Dunlap
Monitor violent crime in TIB	Analyze crime trends and compare 2014/2015 data to determine frequency of violent crime.	All Quarters	Bruce



**POLICE DEPARTMENT
2016 GOALS/EXPECTATIONS**

Goal	Brief Implementation Plan	Target Date/Quarter	Lead/Support
corridor and proactively respond to emerging trends			Linton/Trina Cook
Move into a new evidence facility	Develop timeline with Public Works, create workgroup to move evidence items from current location to new facility.	2 nd Quarter	Leon Richardson
Begin implementation of the new Records Management System	Partner with Spillman to develop deployment plan and prepare the current RMS for data transfer. Develop training timeline and hire part time IT staff. Purchase infrastructure.	4 th quarter	Leon Richardson/Trina Cook
Monitor and proactively address criminal activity at the Transit Stations	Analyze all crime statistics and calls for service data to determine overall criminal activity and trends at the stations. Continue emphasis, enforcement, and problem solving efforts. Evaluate surrounding area statistics to determine the impact to the city and department of the new sounder station and transit center at Westfield Mall. Implement department programs or directives for extra patrol, programs, and emphasis' for all transit stations.		Doug Johnson/Rory Mettlin
To have the safest residential neighborhoods in South King County region	Engage with blockwatches, neighborhood groups and stakeholders to identify and problem-solve law enforcement issue with the residential areas. Meet with every Blockwatch group. Conduct weekly directed patrol in neighborhoods and parks. Develop and recommend a plan to reduce speeding in residential neighborhoods.	All Qtrs	Eric Drever/Doug Johnson
Develop a replacement schedule for critical equipment as needed	Establish inventory replacement committee to evaluate and identify critical equipment. Establish realistic schedule for replacement. Fleet needs assessment	2 nd Quarter	Jon Harrison/Todd Rossi
Work with the city to increase communication with the public	300 business contacts Conduct Citizens Academy Conduct 2 civics engagement Establish social media presence Backfill the PIO position	4 th Quarter	Eric Drever



**POLICE DEPARTMENT
2016 GOALS/EXPECTATIONS**

Goal	Brief Implementation Plan	Target Date/Quarter	Lead/Support
Strengthen Investigations and Timely Arrests	<p>Monthly interactions with Patrol SGT's to develop strategies for improving work quality</p> <p>Conduct quarterly meetings between Investigations and Patrol.</p> <p>Target and monitor Detective caseload at average of 10 or less</p> <p>Investigations Commander conducts monthly review of case management, and consultation between first line supervisors and detectives.</p> <p>Sergeants continuously monitor and administratively adjust the assignment process.</p>	All Quarters	Rick Mitchell/ Doug Johnson
Identify and initiate a core training plan for each division	<p>Each commander identifies core trainings for each division by end of April 2016</p> <p>Recommend plans to Chief for consideration</p>	2 nd quarter	Eric Drever/Lisa Harrison
Further develop Hot Spots program	<p>Develop tracking mechanism to monitor progress and closure of each hot spot</p> <p>Broaden hot spots engagement between all work groups with the PD and the City.</p> <p>Identify and respond to at least one Hot Spot per quarter</p>	All Quarters	Eric Drever/ Doug Johnson
Evaluate Field Training Officer (FTO) program	<p>Quarterly meeting for FTO's and Supervisors</p> <p>Conduct evaluation and assessment of FTO program and personnel</p>	All Quarters	Doug Johnson/Eric Drever
Conduct an overview and assessment of the 21 st Century Policing Pillars	<p>Conduct department wide assessment to evaluate current practices in comparison to the 21st Century Policing Pillars</p>	4 th Quarter	Bruce Linton
Engage members of Tukwila's diverse community	<p>Implement COPS Grant program and the community outreach plan.</p> <p>Hire two Commissioned positions.</p> <p>Select and train Community Liaison Officers.</p> <p>Resource and equip the team as approved in the City budget amendment.</p>	4 th Quarter	Bruce Linton/ Eric Drever
Improve the Department's ability to respond to Public Records Requests	<p>Partner with City Attorney's Office to develop job description for new PDR position.</p> <p>Assist with the posting and selection of the City Attorney PDR person.</p>	1 st Quarter	Mike Villa/ Leon Richardson
Implement AIM Software	<p>Assess Department Personnel Administrative authority.</p>	1 st Quarter	Eric Drever



**POLICE DEPARTMENT
2016 GOALS/EXPECTATIONS**

Goal	Brief Implementation Plan	Target Date/Quarter	Lead/Support
	Train Administrative Staff on use of software.		
Finalize and Implement Lexipol policy manual	Review final Policy updates. Establish training for policy “go live.”	1 st Quarter	Eric Drever
Recertification as an Accredited Agency	Complete administrative collection of proofs. Facilitate Mock assessment. Prepare Request to WASPC for Certification at OCT WASPC Conference.	4 th Quarter	Eric Drever

III. Professional Goals

A. Professional Development/Training: The Department will continue to send its managers to the Mid-Management Course at the Washington State Criminal Justice Training Center. In addition to this, the department is committed to sending its supervisors, managers and other informal leaders to the International Association of Chiefs of Police leadership course “Leading Police Organizations (LPO)”. This is the premier leadership course being offered locally. It is a 120-course completed over three months with both classroom and independent study.

B. Involvement in regional/statewide organizations: Staff will continue to serve on the Valley Communications Operations Board, Valley Narcotics/DEA Enforcement Team, SCORE Operations Board, Valley Special Weapons and Tactics Team, PATROL Auto-Theft Task Force, Valley Civil Disturbance Unit, Valley Crisis Communications Unit, and Valley Investigations Team. The Chief will continue to serve on the King County Juvenile Justice Equity Steering Committee.

We will continue to actively participate in the King County Police Chiefs’ Association, Washington Association of Sheriffs and Police Chiefs, International Association of Chiefs of Police, and the Washington Chapter of the FBI National Academy Associates.

In 2015, we strengthened our working relationships by planning and conducting joint operations with ATF, DEA, Seattle Police and King County Sheriff’s Office. We continue to work with the KC Prosecutor’s Office and other local partners on the Buyer Beware sex trafficking initiative.

IV. Support Needed from City and Administration: Continued communication, commitment to goals, and funding for approved strategic plans and tactics.

Mike Villa, Chief of Police

David Cline, City Administrator

Date

Date