



Community's Police Advisory Committee (CPAC) Annual Update

City of Tacoma | Center for Strategic Priorities
Community Vitality and Safety Committee
March 27, 2025

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Agenda

- Committee Overview
 - CPAC Members and Staff
 - Committee Responsibilities
- 2024 Committee Accomplishments
 - Presentations at Public Meetings
 - Complaint Review
 - Policy Review
 - Outreach
- 2025 Committee Goals
- Upcoming and Ongoing Work

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Committee Overview

Current Committee Members

Name	Position	Term Began	Term Ends
John Borden, VICE CHAIR	District 1	1/1/2024	12/31/2025
Tracy Jones	District 2	1/1/2024	12/31/2026
Adrienne Jones, CHAIR	District 3	1/1/2024	12/31/2026
Angela Mealing	District 4	11/23/2021	12/31/2025
Ralette Churchwell	District 5	1/1/2023	12/31/2025
Esther Evans	At-Large No. 1	1/1/2023	12/31/2026
Allen McKenzie	At-Large No. 2	1/1/2025	12/31/2027
Laurie Arnold	At-Large No. 3	2/25/2025	12/31/2028
Godot Gutierre	At-Large No. 4	2/25/2025	12/31/2027
Louis Cooper	At-Large No.5	1/1/2025	12/31/2025
VACANT	Youth Seat	11/28/2023	6/30/2024

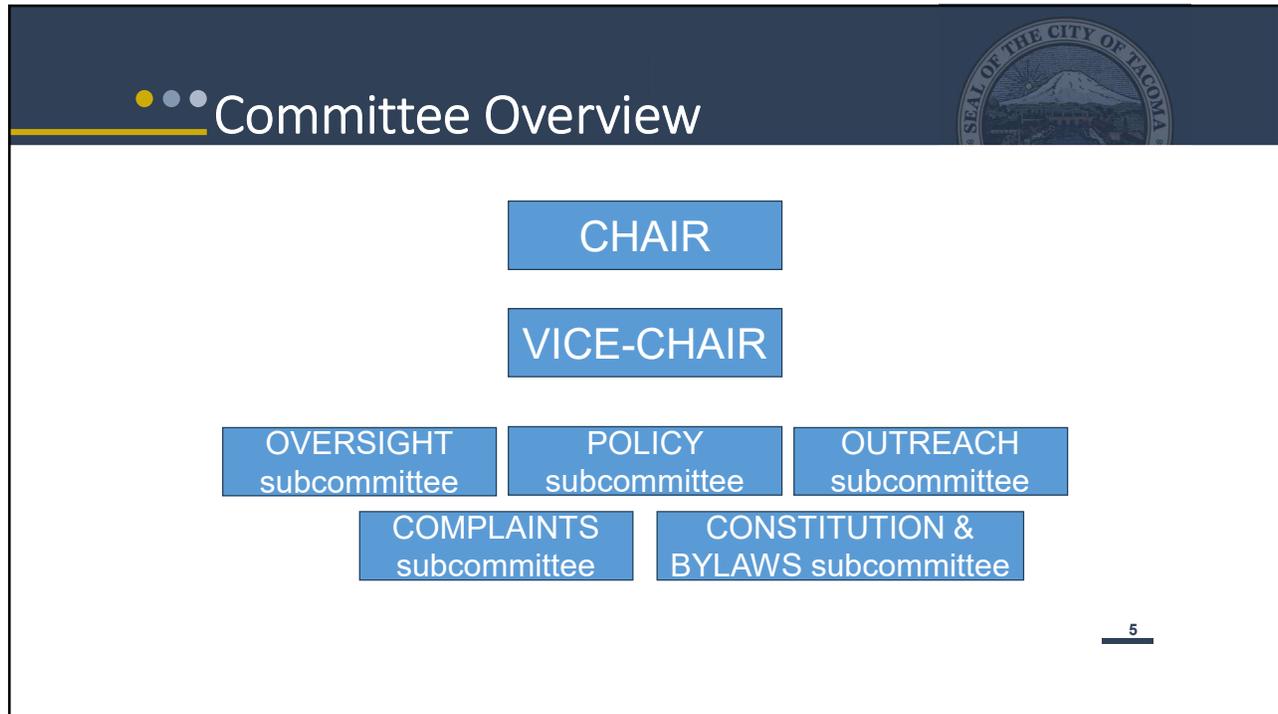
Staffing: City Staff Liaison, City Executive Liaison, 1-2 Tacoma Police Department Liaisons, City Council Liaison



Committee Overview

Committee Responsibilities

- Foster understanding between TPD and the community
- Promote awareness of the citizen complaint process
- Promote TPD services and resources
- Review and make recommendations on policies, procedures, rules, training, and programs
- Convene community conversations on services, programs, and issues of public safety
- Review completed internal investigations



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2024 Accomplishments

Presentations at CPAC Public Meetings

- Overview of Complaint Process
- Tacoma Policy Manual Rewrite
- Tacoma Police Department Community Engagement
- Discussion on role of the Mayor as CPAC liaison
- Discussion on CIRA proposal regarding trauma-informed policing
- Review of 2023 Complaint Demographics
- Community Safety Action Strategy

- Charter Review Committee recommendation on police oversight
- TPD Early Intervention System
- 21st Century Policing report discussion
- Overview of 2025-26 City Budget and TPD Budget
- Commendations of TPD
- Complaint Tracker Discussion
- Automated Enforcement Task Force Recruitment

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2024 Accomplishments



Complaint Review

In 2024, CPAC implemented a new process to recommend policy changes or ask specific policy questions based on conversation of the complaints.

- **CPAC reviewed 44 complaints**
- To date CPAC has **made 4 policy recommendations** via this process.

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2024 Accomplishments



Policy Review

In 2024 the CPAC policy subcommittee **reviewed and advised on 29 policies** in consultation with TPD leadership and Lexipol consultants, a few examples being:

- Aircraft Accidents, Animal Control, Automated License Plate Readers, Community Relations, Child Abuse, Lactation Break Policy, Obtaining Air Support, Service Animals, Vehicle Towing and Release, Volunteer Program, Wellness Program

All TPD policies, including ones CPAC has reviewed can be view here: [P103 Policy Manual - Tacoma Police Department - PowerDMS](#)

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2024 Accomplishments



Outreach

- Distributed over 1,000 CPAC flyers to community members.
- Attended several TPD hosted community events to promote CPAC.
- CPAC members attend multiple community events of their own accord to talk about the committee, the complaint process, TPD programs, and hear community members' concerns.



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2025 Goals



Results from March 15, 2025 CPAC Retreat:

- "Focus on the shift to oversight."
- "Review the current TPD policies/upcoming changes thereto real time not after the fact. Improve Lexipol review process."
- "Diligent review of complaints. Forever."
- "Increased community engagement and resource sharing."
- "Increase public access to data. Share the dashboard!"
- "Connect community to TPD. And the complaint process. And Community Liaison Officers."
- "Fill the youth seat."
- "Learn more about officer mental health and officer interview questions. + STATS"
- "Review officer training and commendation procedure."
- "Hold up good policing."

Goal setting work will continue at 2nd CPAC retreat in coming months.

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Upcoming and Ongoing Work



- Retreat # 2 date TBD – follow up to March 15 retreat
- Ad hoc subcommittee to update committee bylaws
- Onboarding of two new members appointed by Council on February 25, 2025
- CPAC involvement in oversight discussions
- Continued community outreach
- Continued review of TPD updates to the policy manual
- Continued and streamlined complaint review process

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