

# Port of Seattle

## Police Civil Service Commission

Commissioner Oris Dunham  
Commissioner Debrena Jackson Gandy  
Commissioner Charles Blood

**April 5, 2022**  
**Police Civil Service Commission**  
**Regular Meeting Minutes**  
**Approved July 5, 2022**

**Call to Order:** Commissioner Debrena Jackson Gandy called the April 5, 2022, meeting of the Port of Seattle Police Civil Service Commission to order at 10:04 AM.

**Roll call/In Attendance:**

Commissioner Debrena Jackson Gandy – Chair  
Commissioner Oris Dunham  
Commissioner Charles Blood  
Ericka Singh, PCSC Secretary, Human Resources  
Anne Purcell, PCSC Legal Counsel, Port of Seattle Attorney Services  
Brandy Brown, PCSC Administrative Support, Human Resources  
Stephanie Brosio, PCSC Administrative Support, Human Resources  
Kimberley Johnson, PCSC Administrative Support, Human Resources  
Deputy Chief Mark Thomas, Port of Seattle Police Department  
Derek Bender, Sr. Talent Acquisition Representative

1. **Approval of Minutes:** Commissioner Jackson Gandy moved to approve the minutes from the January 4, 2022, meeting. The motion was second by Commissioner Dunham and it was unanimously carried.
2. **Approval of Agenda:** Commissioner Dunham proposed to add Item 6E for a Legislative Update from the Police Department. Commissioner Dunham moved to add 6E to the agenda. The motion was second by Commissioner Jackson Gandy and it was unanimously carried. Item 6E has been added to the April 5, 2022, agenda.
3. **Public Comments:** No public comments were offered.
4. **Order of Business**
  - a. **New Police Civil Service Commissioner**

Commissioner Jackson Gandy and Commissioner Dunham welcomed and introduced the newest Police Civil Service Commissioner to the Police Civil Service Commission.

**b. Hiring Update – Sergeant Molly Kerns**

Lateral Oral Boards completed in January, February and March. Entry Oral Boards completed in January and March, with another scheduled in May. Traffic Support Specialists Oral Boards are scheduled for April 15. Police Specialists Oral Board held in January with another scheduled for April 24.

One Internal Entry Hire began the Academy in February. Expected to graduate in 5 months to begin field training.

There are currently 44 vacancies of the 177 authorized FTE's for the department. 28 commissioned and 16 non-commissioned staff.

The department is participating in a recruiting event on May 14 to focus on the Duwamish Neighborhood. In March the department attended a recruiting event held at JBLM. The recruiting brochures are currently being translated into other languages to extend their recruiting efforts in the community.

So far in 2022 there have been 7 new hires: 3 Officers, 2 Police Specialists, and 2 Traffic Support Specialists. There are currently 2 Dispatchers (911) starting on April 17 and 19. Two Officer applicants with conditional offers and 10 Officer applicants in backgrounds.

Commissioner Jackson Gandy requested an update regarding the vacant Chief of Police position. Ericka Singh, Talent Acquisition Manager, reported that they are currently working with Bob Murray & Associates. Currently, they are working on getting community feedback. A summary report of the community feedback is expected around the end of April. It is currently anticipated to fill the position in second or third quarter of this year. Additional information will be provided to the Commission as the process moves forward.

**c. Policing Assessment Update -Deputy Chief Mark Thomas**

The final meeting for the Police Assessment Implantation Team (PAIT) was on March 20, 2022. The report is currently being finalized for the Executives. The team identified work that had already been completed. Of the 52 recommendations, 23 of them had even been completed or had made progress toward completion.

The Police Department will continue to work on implementation of recommendations guided by the PAIT report. Tasks will be assigned out through the department. There has been recognition that this will take a significant amount of time to go through each of the recommendations. There has been

significant support from across the Organization. Collaboration with departments across will occur to ensure progress continues to be made. Overall, the department is in a good place to move forward on the recommendations.

Recommendations of 23 have been fulfilled or are near completion:

- Body Worn Cameras: The department has the equipment and are currently in labor negotiations with the Union on the implementation.
- Updating Policies related to the Legislative Changes. These have been completed in the last year and is considered finished.
- De-escalation Training has been incorporated for items that apply directly to the department.
- Diverse Hiring Panels that include people from outside the Police Department.

The department is also hiring for a Mental Health Professional to support the Crisis Coordinator who is also a Police Officer, to provide additional resources to individuals who may not have any other place to go. The long-term goal is to have a Crisis Coordinator as part of each of the squads to better equip responses to homeless individuals and those who may be in a mental health crisis. Commissioner Dunham also provided a contact at the Bellevue Police Department who could be a resource as the department continues to implement this recommendation.

**d. Special Team: Criminal Investigation Division (CID) – Commander Tom Bailey and Sergeant Darrin Benko**

The CID provides investigation for crimes committed within the jurisdiction of the Port of Seattle. The team consists of a detective sergeant, 5 general detectives, 2 drug interdictions detectives, a detective assigned to the FBI Joint Terrorism Task Force and a detective assigned as an evidence and forensic technician, a civilian administrative specialist and two drug sniffing K9's.

The CID conducts general investigations, filing criminal cases, drug interdiction investigations, police department backgrounds and works with federal, state, and local partners on cases ranging from fraud to homicide. The CID participates in the Valley Independent Investigative Team, which investigates officer involved shootings and major uses of force in the South King County.

**e. Legislative Update**

There have been 3 bills that have been passed to attempt to fix some of the legislation that was passed back in 2021 regarding HB1735 (use of force), HB1737 (improving public safety) and HR1719 (use of military equipment by law enforcement). The status of HB1788 (vehicular pursuit) is currently unknown.

Regarding how use of force is used, one of the big impacts was the inability to use force for someone who was determined to need involuntary commitment. Use of

force can now be used to take someone into an involuntary committal situation. These Bills that have passed do not change the use of de-escalation tactics and crisis intervention prior to the use of force.

The other change in 2021 was that police in Washington lost the ability to do an investigative stop, also known as a Terry Stop. If an officer asks you to stop, there is a legal obligation to follow that command. While that obligation remained, there was no way to enforce that request/command unless there was Probable Cause. Reasonable suspicion was not enough, therefore there was no way to pursue an individual. With the passage of the house bills, the Terry Stop was reinstated.

Another change was HB1719. In 2021 all caliber greater than 50-caliber was banned. One of the less lethal rounds is a 40mm rubber round. This causes pain and bruising and is considered less lethal. When the 2021 legislation passed, it took away officers' ability to use a safe and less lethal tool, since it is larger than a 50-caliber round. HB1719 clarified that 40mm less lethal tools are legal and should be used when appropriate.

HB1788 is a correction to vehicle pursuits, which was all but eliminated in 2021. This would bring back the ability to do a vehicle pursuit. It is currently in limbo. Most recently it has not passed, but there may be additional updates to come.

No other business was presented.

The meeting was adjourned by Commissioner Jackson Gandy at 11:03 AM