**TO:** Elizabeth Pauli, City Manager; Avery Moore, Chief of Tacoma Police Department (TPD)
**FROM:** Community's Police Advisory Committee (CPAC)
**COPY:** CPAC City Council Liaison Mayor Victoria Woodards; CPAC Executive Liaison Sonja Hallum; TPD Assistant Chief Chris Karl; CPAC Staff Liaison Ted Richardson
**SUBJECT:** CPAC Policy Recommendation – December 2024 meeting
**DATE:** January 14, 2025

**Complaint Number:** 23COM-0144

**Background:**
This correspondence provides CPAC policy recommendations to TPD following its review of the August 7, 2024, Intra-Departmental Memorandum, Subject: City Conduct Complaint 23COM-0144.

CPAC also reviewed Intra-Departmental Memoranda 23COM0011, 23COM-0034, 23COM-0039, and 23COM-0145, at its regular December meeting, but 23COM-0144 is the only one that generated a policy recommendation.

**Summary of Complaint and CPAC discussion:**

An officer improperly impounded the complainant's vehicle, which wasn't stolen, blocking or hazardous, without marking or tagging it. The complainant called and asked why the vehicle was impounded and whether policy required tagging or marking prior to impounded. The officer hung up on the caller. The call was recorded on BWC. Allegations of Unsatisfactory Performance and Courtesy were sustained. The officer stated he did not know the impound was improper.

CPAC discussed that it would be nice for the Committee and for the complainant to know what happened following the Sustained finding. Did the officer receive a reprimand, counseling, re-training? CPAC appreciated that the officer's decision to record the call on BWC created an evidentiary record, leading to the sustained Courtesy finding. However, since recording calls on BWC is discretionary rather than mandatory, CPAC is concerned that in the future this officer, or other officers, will choose not to record, in order to avoid catching a potential sustained complaint.

**CPAC Policy Recommendations**:

When a complaint is sustained, the letter to the complainant should describe what happened to the officer (counseling, re-training, reprimand, suspension) so the complainant knows TPD did something about it, and the behavior is unlikely to be repeated. If specifying what happened to the particular officer in the particular case is prohibited by the collective bargaining agreement, for now (until discipline disclosure is negotiated) at least the complainant should be made aware

in general terms of the possible disciplinary / counseling outcomes that *could* result from a sustained complaint. CPAC suggests, "Specific corrective action by the TPD is kept confidential per the Labor Agreement (or work rules, etc.). But usually in a case such as yours, the Officer receives retraining or counseling/counseling or reprimand/reprimand or suspension."

All investigative phone calls should be recorded on BWC. This makes it much clearer and easier to investigate what was and was not said, and should help ensure that officers treat callers with the same level of courtesy they would in the field. CPAC does not see any reason *not* to record all phone calls, provided of course the callers are informed they are being recorded and consent.

**TPD Response to CPAC Policy Recommendations**: (TPD to fill out for each complaint.)