

Port of Seattle

Police Civil Service Commission

Commissioner Oris Dunham
Commissioner Debrena Jackson Gandy
Commissioner Charles Blood

April 9, 2024
Police Civil Service Commission Special Session
Regular Meeting Minutes
Approved _____

Call to Order: Commissioner Oris Dunham called the April 9, 2024, meeting of the Port of Seattle Police Civil Service Commission Special Session to order at 10:10 AM.

Roll call/In Attendance:

Commissioner Debrena Jackson Gandy – Chair
Commissioner Oris Dunham
Commissioner Charles Blood
Chief Mike Villa, Port of Seattle Police Department
Marina Castillo, PCSC Administrative Support, Human Resources
Jessica Nadelman, PCSC Legal Counsel, Port of Seattle Attorney Services

Attending Virtually:

Ericka Singh, PCSC Secretary, Human Resources
Anne Purcell, PCSC Legal Counsel, Port of Seattle Attorney Services
Stephanie Brosio, PCSC Administrative Support, Human Resources
Candie Lorenzo, Sr. Talent Acquisition Representative
Mikel O'Brien, Director Labor Relations
Milton Ellis, Labor Relations Manager
Kim Johnson, Labor Relations Executive Assistant

- 1. Approval of Minutes:** Commissioner Dunham moved to approve the minutes from the July 11, 2023, meeting. The motion was seconded by Commissioner Jackson Gandy, and it was unanimously carried.
- 2. Approval of Agenda:** Commissioner Dunham moved to approve the agenda for the April 9, 2024. The motion was seconded by Commissioner Jackson Gandy, and it was unanimously carried.
- 3. Public Comments:** No public comments were offered.
- 4. Order of Business**

a. Staffing Update

Chief Villa provided promotions update for the Port of Seattle Police Department. Sean Gillebo was promoted to Deputy Chief. Three commanders have been promoted in the last year: Kyle Yoshimura, Andrew Depolo, and Darrin Benko. These recent promotions into leadership provides a diversity of experience and the experience that they bring into the command team is extraordinary. It has made the command team a strong leadership team and operating at a high level. There have been six sergeants promoted in the last year as well: Mike Nhoksayakham, Tony Kalahui, Kali Matuska, Adam Merritt, Vincent Gonzales, and Jesse Petersen. Jennifer Crippen promoted to Police Records Manager, a new position in the Police Department last year. Angela Artura promoted to Police Specialist Non-Sworn Supervisor and will be working in the department to oversee the department's budget. The financial aspect of the department was a piece that was needed, and she is a great candidate for this position. April Calabrese is the new 911 Communications Supervisor.

Question: Commissioner Dunham observed the leadership is very heavily male oriented. Is there a plan to balance that in the future?

Response: Certainly, currently there are two female commanders that are a part of our command team. The Department is above the national average of female officers. With that, as they advance through the ranks, will increase our representation of female command staff.

Acting Deputy Chief Tom Bailey reporting on the department's hiring processes. There has been a significant hiring process that has taken place over the last year, and it has been an incredibly successful partnership with Human Resources. The teams have been doing phenomenal work, attending career fairs, talking about the department, and creating a rich and deep list of candidates. In 2023, the department hired 36 people: 17 officers, 5 police specialists, 7 Traffic Support Specialists, 4 – 911 Dispatchers, 1 Records Manager, 1 Administrative Supervisors and 1 Patrol Administrative Assistant. In 2024, there have been 11 hires year-to-date: 9 Officers, 1 Traffic Support Specialists, and 1 – 911 Dispatcher.

In 2023, twelve people left, including 7 retirements. There are currently vacancies of the 182 Authorized FTEs: 10 commissioned officers and 6 non-commissioned staff (Police Specialists, Dispatch Supervisor and 4 Traffic Support Specialists).

Question: Commissioner Dunham inquired about the staffing at the waterfront.

Response: The department has 2 full-time officers 24 hours a day on the waterfront, including the dive & boat team. The staffing for waterfront has been consistent and remains consistent during the cruise season.

Question: Commissioner Jackson Gandy asked what has contributed to the consistent staffing and decrease in vacancies.

Response: The partnership with Candie Lorenzo in Human Resources has been excellent. The current officers are some of the best recruiters that the department has. The Port of Seattle PD is a destination department and we have gotten better at communicating that to the community and potential candidates.

b. Crisis Response Team

Viktoriya Shook, Licensed Clinical Social worker who is a part of the Crisis Response team at Port of Seattle Police Department. Viktoriya responds with officers to calls for service that have a social, emotional, mental health, unhoused component. Office Michele Bregel is the Crisis Coordinator. Officer Bregel responds with Viktoriya to the same calls but responds as an officer.

Services are provided if individuals are jailed to get connected to services and they also visit homeless encampments as needed to provide services to individuals. They coordinate with Chaplains, peer support teams, and local non-profit teams. Mobile Crisis Team is a team that they work closely with; they are funded by King County. As a new team, they have had to build their own network of services and build the resources to provide to individuals.

In 2023, the Crisis team had 480 encounters.

- 317 of those encounters receive a form of assistance or referral.
- 438 of the 480 encounters resolved without an arrest.

Year-to-Date in 2024, there have been 157 encounters:

- 97 receive a form of assistance or referral.
- 142 of the encounters resolved without an arrest.

The goal for each encounter is to avoid an arrest. There are situations where it is unavoidable, however, they have found that the resources and support have been the best possible outcome to avoid the arrest. 56% of encounters are unhoused individuals. 26% are housed/traveling passengers. 18% is unknown.

Question: Commissioner Jackson Gandy: Is there a time of the year where the encounters surge? The pace of encounters for 2024 is going to be significantly higher than 2023, how is the department anticipating?

Response: This year there has been a change in the schedule. Viktoriya and Officer Bregel started coming in at 5am, which is when most of the encounters occur with the unhoused individuals. This is likely contributing to the increase in number. Including that the longer the team works, the officers are becoming more familiar with their work and including them when responding to these crisis situations.

There were two examples of typical calls that they have responded to. One was a domestic violence situation with suicidal ideation. The person ended up being hospitalized. The officers dealt with the husband.

Another was a chronically homeless individual, former military and recently discharged from the hospital. He was connected to services, transported to a hotel until a treatment bed opened. Four weeks later, individual is still housed in clean and sober housing and doing well.

c. Chair & Vice Chair Elections

Commissioner Dunham motioned for Commissioner Jackson Gandy to be the new chairman. Commissioner Jackson Gandy seconded the motion. Commissioner Jackson Gandy will serve as chair for 2024.

Commissioner Jackson Gandy motioned for Commissioner Dunham to serve as Vice Chair. Commissioner Dunham seconded the motion. Commissioner Dunham will be Vice Chair for 2024.

There was discussion regarding the term of Commissioner Oris Dunham. Commissioner Dunham's term ends December 31, 2024. Administrative support will follow up with Commissioner Dunham and the recruiting process for Commissioner Dunham's replacement starting in 2025.

The meeting was adjourned by Commissioner Jackson Gandy at 10:56 AM