

**TUMWATER PUBLIC HEALTH AND SAFETY COMMITTEE
MINUTES OF VIRTUAL MEETING
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CONVENE: 8:00 a.m.

PRESENT: Chair Leatta Dahlhoff and Councilmembers Michael Althausen and Angela Jefferson.

Staff: Fire Chief Brian Hurley, Police Chief Jon Weeks, Police Commander Jay Mason, Communications Manager Ann Cook, and Police Administration Supervisor Laura Wohl.

Others: Mayor Pete Kmet.

CHANGES TO AGENDA: There were no changes to the agenda.

APPROVAL OF MINUTES: OCTOBER 12, 2021:

MOTION: **Councilmember Jefferson moved, seconded by Councilmember Althausen, to approve the minutes of October 12, 2021 as presented. Motion carried unanimously.**

THURSTON COUNTY LEAD: Police Commander Mason reported the LEAD program originated within the Seattle Police Department approximately 10 years ago. The Law Enforcement Assistant Diversion (LEAD) program has been successful in many law enforcement agencies because of its ability to adapt to the needs of each community and law enforcement agency. Recent police reform changes, as well as the inability to book individuals into jail because of COVID have changed the environment substantially for the Police Department. LEAD is a program that can assist the Department as it maneuvers through a variety of changes.

Police Commander Mason introduced Joe Avalos and Jason Bean-Mortinson with Thurston Mason Behavioral Health Administrative Service Organization (TMBH-ASO). Both individuals have worked with the Tumwater Police Department to assist with adapting the program for the Department to ensure the program is successful for both the Tumwater community and for Tumwater police officers.

Mr. Avalos said he serves as the Chief Operating Officer of the TMBH-ASO and as the Director of the Olympic Health and Recovery Services (OHRS), which is contracted by Thurston County to deliver the LEAD program in Thurston and Mason Counties.

Mr. Bean-Mortinson said he serves as the Program Manager for the Thurston County LEAD program.

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The LEAD program has been successfully adapted by many communities throughout the nation and internationally. Mason County has implemented LEAD efforts over the last 18 months. The program has been successful to date. Efforts recently began to implement the LEAD program in Thurston County in July. Thurston County completed some pre-work with involvement by many stakeholders and workgroups. The initial scope of the program focuses on the City of Tumwater, City of Lacey, and the unincorporated areas of Thurston County. Since July, the program has received 40 referrals with many of the referrals from the Tumwater Police Department.

With input from Police Commander Mason and the Department, the team is exploring the possibility of expanding the program to other local jurisdictions to include the City of Yelm. The program focuses on harm reduction and long-term case management for individuals experiencing frequent contact with law enforcement or other first responders. Results to date have been promising with active engagement by participants with many able to establish stable housing, seek employment, and enter volunteer treatment services.

The program has some flexible funding sources and can assist individuals in obtaining IDs, obtain clothing to support employment interviews, provide rental assistance, and other services that support basic needs of individuals. Most clients are dealing with substance use, extreme poverty, no homes, and mental health issues. Because of the funding flexibility, the program is able to make amazing strides for many individuals.

Mr. Avalos added that many of the individuals participating in the program are ready to make a change in their lives. Peers and case managers are incrementally helping clients make decisions to improve their lives by participating in treatment or secure housing. Historically, that has not occurred over the last decade in Thurston County.

Mr. Bean-Mortinson said he has been providing treatment services and related support services in the community for the last 20 years. During those 20 years, he has often been frustrated because some individuals are unable to participate in a traditional treatment model, which limits their options. Many people are struggling and need additional support and some midway options to reach the point where they can commit and make changes.

To date, feedback from the participants has been positive. The goal of the program is adaptability with each jurisdiction. Several police officers have been actively participating and submitting many

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referrals. When people are homeless, it is often difficult to locate them to engage them in services. Services offered through the program are community-based with case managers visiting individuals at their location, which is often difficult when they might be living in the woods, near a restaurant, or near retail establishments.

The team composition includes a substance abuse paraprofessional capable of providing an assessment as the outreach coordinator, a certified peer case manager who work with the individuals on a long-term ongoing basis. The ideal situation is to have some degree of contact and engagement within 30 days of the original outreach. That can often require multiple outreaches to develop trust. Many individuals referred to the program are distrustful of the system and traditional options, which has required numerous contacts. Most of the individuals accept some help and engage in some services. Once an individual enters the program, stability typically occurs from 90 days to six months. However, the program is open-ended allowing people to remain engaged as long as they need support.

Mr. Avalos noted that because LEAD is delivered by OHRS, a connection is offered to other services provided by OHRS, such as the 24/7 crisis line, 24/7 mobile crisis team, designated crisis responders, and other housing-based programs to ensure individuals receive appropriate services.

Mr. Bean-Mortinson reported the program is also well established with traditional treatment providers. The teams work with local providers and have good relationships to help facilitate placement of individuals as needed.

Councilmember Jefferson asked about the biggest challenge facing program teams and ways community leaders could support the program. Mr. Bean-Mortinson explained that the largest challenge is connecting to individuals because it continues to be a major frustration for case managers. Many of the individuals are homeless or live in different jurisdictions. The crisis response unit in Olympia has assisted in identifying individuals who receive services in downtown Olympia. Another major challenge is the current housing market and the lack of affordable housing or other supportive housing options. Today, the availability of housing is insufficient to meet the need.

Councilmember Jefferson inquired as to the potential success of the program if housing was available. Mr. Bean-Mortinson advised that because the program is fairly new, many individuals are transitioning from homelessness. In other programs, the lack of housing after

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completing inpatient treatment is a major predictor for an individual's long-term success. Northwest Resources estimates approximately 20% of its clients have been successful in securing housing following discharge from inpatient treatment. A housing program offered to all clients increased the success rate to 80%. The lack of a safe place at night is a huge determining factor. More recently, some individuals are not following the traditional pathway of developing addiction issues that eventually progresses to homelessness. Rather, many individuals are experiencing economic challenges that have lead to homelessness and then they begin using drugs as a way of coping with homelessness. The program continues to experience challenges when transitioning a person to permanent housing. It is much easier to provide transition support and locate temporary placements; however, the long-term permanent and affordable option is extremely difficult to find.

Mr. Avalos added that during the legislative session, legislators allocated funding for rental assistance through the ASO's specifically for those individuals exiting inpatient facilities or needing long-term rental assistance. The funding source is available but inventory is lacking for placement of individuals. The community, as a whole, is competing for the same limited housing inventory.

Councilmember Althaus commented on the positive recidivism data at the beginning phase of the program. He asked how the program envisions the next five years in terms of both data results and in outreach/connections. Mr. Avalos advised that the team would be expanded in response to the Blake Decision, which changed possession laws and included funding to enhance programs, such as LEAD. The intent is to double the team by the first quarter of 2022. The five-year plan speaks to the importance of easy access to the LEAD team along with necessary support services within a reasonable timeframe, e.g., housing, treatment, supportive employment, etc., as the ultimate goal is sustained success with individuals achieving a happy and productive life without becoming homeless or addicted to drugs.

Mr. Bean-Mortinson stressed the importance of providing open and easy access to all community referrals within the expanded capacity. Currently, the program is limited in scope and accepting referrals on an as-approved basis. It would be important to open the program to the community.

Police Commander Mason noted that most models within the LEAD program are typically in a reactive mode by responding and reacting to individuals experiencing a crisis. The turning point is through

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future proactive outreach, which is currently beyond the scope. Referrals today from agencies represent only 10% of the need because of the importance of working through the new process slowly to ensure the program is effective. Additionally, identifying a proactive response is important for both the program and for law enforcement agencies to enable proactive engagement rather than in a reactive mode.

Chair Dahlhoff reported she is able to participate in the LEAD meetings as a representative of the City on the Thurston County Opioid Response Task Force. As part of the five-year goals, she recommended a review of referrals, eligibility, and partnerships with service providers, tribes, schools, and other nonprofits. She is also interested in learning more about Harm Reduction Model training to afford an opportunity for Tumwater staff, elected officials, and the community to learn more about the program. An educational component could help minimize stigma experienced by many individuals.

Mr. Avalos and Mr. Bean-Mortinson encouraged members to contact them with any questions and to provide feedback.

POLICING IN TUMWATER SUMMARY OF RECOMMENDATIONS UPDATE:

Police Chief Weiks reported the *Tumwater Police Department –A Report to the Community* was presented to the committee in January 2021. The report included a list of 16 recommendations. He provided an update on the status of each recommendation.

Section 1: Police Department Philosophy & Mission

Recommendation: Post the Police Department's Mission Statement and Philosophy on its website so that the public is more aware of the Department's guiding principles. *Status: The recommendation is on hold pending completion of the redesign of the City website.*

Section 4: Police Officer Hiring Process

Recommendation: The Tumwater Police Department should continue to look for opportunities to incorporate the recommendations similar to the Tumwater Fire Department IDEA (Inclusion, Diversity, Equity, Accessibility) Team into its hiring process to expand opportunities for diverse candidates. *Status: DEI is continuously evaluated by Public Safety Testing, the company conducting the Department's tests. Public Safety Testing incorporates those values within the testing process.*

Section 5: Police Officer Hiring Process

Recommendation: The City should commit to the standards of the ABLE Project including the requirements for training at a cost of \$16,000.

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Extend ABLE training to all Department personnel to establish cultural changes throughout the Department.

Status: Training costs were approved as a budget enhancement in mid-2021. The Department is on schedule to complete the training during the first quarter of 2022. Most of the Department's training is scheduled a year in advance. To accommodate the training, the Department adjusted the schedule to include ABLE training, as well as I-940 and Law Enforcement Training and Community Safety Act (LETCSA) training.

Section 6: Washington State Initiative 940 (LETCSA)

Recommendation: With the new requirements under LETCSA, and the need for intervention training, additional budget should be provided to enable officers to complete all required training in a timely manner at a cost of \$91,200. *Status: This funding was approved as a budget enhancement and training is underway. The Department's instructors completed the train the trainer program and reported the Tumwater Police Department had implemented most of the core principles of the I-940 training prior to I-940. The Department believes the training can be included as part of the regular training regiment moving forward.*

Section 7: Police Department Data Collection & Statistics

Recommendations: Annual presentation of police data to the City Council Public Health & Safety Committee. *Status: The committee will receive a presentation on police data in March 2022 and each March thereafter.*

Approval of a Police Management Analyst position as soon as revenues permit. *Status: The position was approved and the Department is currently in the recruitment process with the job opening posted. The position should be filled by the first part of March 2022.*

Section 8: Community Engagement Recommendations:

Recommendations: Tumwater Police Officers should continue to look for opportunities to interact positively with residents and businesses in our community to build trust and relationships. *Status: The recommendation is a component of the Department's core values and is part of the Department's expectations of officers each day. The Department believes strongly in community relationships and staff have been doing a good job of connecting with the community.*

The Department should increase its social media presence to improve communication with the community. Filling the frozen front office

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position would enhance this ability. *Status: The recommendation is a three-phased approach comprised of completing the City's website redesign, hiring of the Police Management Analyst, and approval of the frozen staff position.*

The Department should expand its Volunteer Program. *Status: The recommendation is currently under consideration as supervision and office space is necessary, which speaks to the need of budgeting and the allocation of time.*

Section 9: School Resource Officer (SRO) Program

Recommendations: Add an agenda item to the annual Tumwater School Board/City Council meeting to evaluate the efficacy of the SRO program. *Status: The recommendation will be addressed during the agenda setting process for the next regular joint meeting of the City Council and the Tumwater School Board.*

Because of the value of having access to human services to assist students and families, the City should continue to support TOGETHER! or other providers in making those services available and in partnership with the SROs.

Section 10: Code Enforcement

Recommendations: The Department should provide an annual update to the Public Health and Safety Committee about Code Enforcement. *Status: The committee will receive an update in January 2022 with updates on a rotating basis each January.*

Update the City webpage to clarify options for reporting code violations. *Status: The recommendation is pending the redesign of the website and hiring of the Police Management Analyst.*

Chair Dahlhoff inquired about the review process for the new website. Communications Manager Cook explained that the City is working with City's CMS providers. She offered to share some concept designs of the new website with Chair Dahlhoff.

Section 11: Complaints

Recommendations: The Mayor should annually review all complaints and disposition of those complaints and report this information to the City Council's Public Health and Safety Committee for review. *Status: the information will be forwarded to the Mayor during the first quarter each year followed by the Mayor providing a report to the Council.*

Update website to make complaint reporting more apparent. *Status: Action is pending website redesign.*

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Section 12: Police Equipment

Recommendations: Affirmed that the Department will not obtain any weapons, vehicles, or surveillance equipment from the military.
Status: The Department had previously implemented a policy prior to police reform legislation.

Conduct a study and report back to the Council in 2021 on the effectiveness, issues, and costs associated with vehicles and body cameras. *Status: The Department completed the work with the committee in May 2021. As technology and demands continue to move forward, the committee will receive periodic updates.*

Section 13: Use of Force

Recent Actions: Implemented use of Police Force Analysis System to add independent external review of the TPD uses of force and to provide in-depth trend analysis.

Updated Policy 404 regarding VNR applications - moved to deadly force encounters.

Updated Policy 404 regarding the duty to intervene requirement when members observe an officer using excessive force.

Recommendation: Update Policy 404 to specifically address choke holds. *Status: The Department updated Policy 404 in July 2021 to ban both chokeholds and vascular neck restraints in accordance with new laws.*

Upon completion of the annual review by the Police Chief and Commander of use of force, this information should be presented to the Council's Public Health and Safety Committee for review. *Status: The update is scheduled for the June committee meeting each year.*

Section 14: Mental Health Response

Recommendation: Explore regional model for alternative response to mental health and human service calls. *Status: The committee received an introduction of the recommendation with the LEAD program. The Department is taking a different approach by monitoring impacts of the new legislation and assessing available mental health resources. Over the next several months, efforts will increase in terms of alternative response.*

Section 15: No – Knock Warrants

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Recommendations: Update policy to reflect that the application for, and use of, a no-knock warrant may only be done with the approval of Police Chief.

Update policy to reflect that officers must be in uniform & clearly identify themselves as law enforcement officers when serving a no-knock warrant. *Status: The new legislation has banned no-knock warrants. The Department updated the policy to reflect the ban.*

Section 16: DWLS3

Recommendation: Include DWLS3 arrest data in annual report to the Public Health & Safety Committee. *Status: Data will be included with the annual March report to the committee.*

Councilmember Althaus asked how the report was communicated to the community. Police Chief Weiks advised that the report was forwarded to all individuals who participated in the Citizens Police Academy for the last seven years, as well as to some community groups. The report was posted on the City's website and the Department's Facebook page.

Mayor Kmet noted that the City Council never officially accepted the report and consequently the report has been utilized in support of internal operations. The issue is the committee's expectation as to the direction on the report.

Chair Dahlhoff commented that the report was shared during a round of meetings with some organizations and non-profits with a majority of the Council attending the first several meetings. She received positive feedback from many organizations as the representatives indicated they were not aware of the work the Police Department was undertaking. Her intent is not losing the work completed by the Police Department. She supports sharing the information with the community.

Mayor Kmet encouraged the committee to consider next steps in terms of sharing or publicizing the report to the community.

Councilmember Jefferson supported sharing the report with the community. She suggested adding a cover letter and an update on progress to date.

Mayor Kmet encouraged the committee to time the options for sharing the information during the first round of reports the committee is scheduled to receive in early 2022.

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Councilmember Jefferson inquired about the success by the Fire Department in implementing IDEA recommendations. Fire Chief Hurley offered to provide some hiring data that reflects improvement in the diversity of the applicant pool. Candidates that have been interviewed are much more representative of the community than in the past. He offered to schedule a presentation on the data to date. Because of the pandemic, the IDEA Team has not held any meetings. The intent is to reconvene the testing and recruitment committees to compile a report.

Mayor Kmet asked about Police Department's statistics in terms of diversity of the workforce. Police Chief Weiks advised that the Department's workforce align with the makeup of the community. Mayor Kmet recommended the Police Department consider including some information as part of the March presentation to the committee.

ADDITIONAL ITEMS: Chair Dahlhoff asked about the City's current status of COVID restrictions, vaccinations, and state and federal mandates. Mayor Kmet responded that he has directed the City Administrator to require vaccinations of all City employees. He is unsure as to the status as the City has been negotiating with several of the City's unions. He expects that all employees will be vaccinated by the end of the year, similar to the state policy. He does not anticipate any significant impacts to the organization; however, some employees may elect not to receive the vaccination.

ADJOURNMENT: **With there being no further business, Chair Dahlhoff adjourned the meeting at 8:58 a.m.**