

Community Policing Board Implementation Update

Community Livability and Public Safety Committee | August 27, 2025



Agenda

Tonight's Purpose: Conduct interviews and finalize appointment recommendations for the Community Policing Board.

- Background
- Current Status
- Next Steps



Background

- December 2022 – Referred to Social Justice and Equity Commission
- May 2023 – Engagement began
- July 2024 – Recommendations approved
- March 2025 – Municipal code updated
- May 2025 – Recruitment opened
- August 27, 2025 – Candidate interviews



Background

Recruitment Process

- Opened May 15, 2025
- Closed June 11, 2025
 - Received 25 applications
- Initial review
 - Two Olympia Police Department representatives
 - Two Community Use of Force representatives
- Community Livability and Public Safety selected seven candidates for interviews



Community Policing Board Membership

- Four Community Member Representatives for Police Use of Force seeking transitional appointment to continue to serve on the new board.
 - Reiko Callner
 - Sarah Nagy
 - Elizabeth Drake
 - Adan Espino
- Three vacant board member positions



Qualifications

- Reputation for integrity and professionalism
- Commitment to the need for and responsibilities of law enforcement
- Ability to relate and engage effectively with all who have a stake in policing
- Appreciation for the City of Olympia's ethnic and socioeconomic diversity and experience working with and valuing perspectives of diverse groups and individuals
- Ability to exercise sound judgement, independence, fairness, impartiality and objectivity in an environment where controversy is common



Qualifications

- Must not be a current or former employee of the Olympia Police Department in the 20 years prior to appointment
- Have no other prior relationship with the Olympia Police Department that might create actual or perceived bias for or against the police department or its officers
- Ability to exercise professionalism and abide by the requirement to protect from disclosure confidential, nonpublic files and records to which members have been provided access



Interview Prep

- Finalize interview questions
- Interview seven candidates (approx. 15 min each)
- Discuss candidates
- Select top 3 to forward to full Council for approval



Next Steps

- Aug. 28 - Notify Top 3 candidates
- Perform background checks
- Sept. 30 – Forward recommendation to Council for final approval
- October – Convene Community Policing Board



Questions?

