



# **Approval of an Amendment to OMC Chapter 2.100 to Establish a Community Policing Board**

Community Livability and Public Safety Committee  
February 26, 2025

Stacey Ray, Assistant City Manager

# Agenda

---

1. Background
2. Review Proposed Ordinance Language for Community Policing Board
3. Next Steps to Establish a Community Policing Board

# Social Justice & Equity Commission Embarks on Review of Current Oversight System

---

**Recommend a framework for community involvement and oversight in policing that contributes to:**

- An accessible complaint process with minimal barriers to filing
  - Fair, thorough, and objective investigations without bias
  - Strengthened confidence and trust in the Police Department
  - Increased transparency and accountability
  - Improved policies, practices, and training using data
  - Better public understanding of the Police Department
- 

# Project Process

### Kick-off Sessions

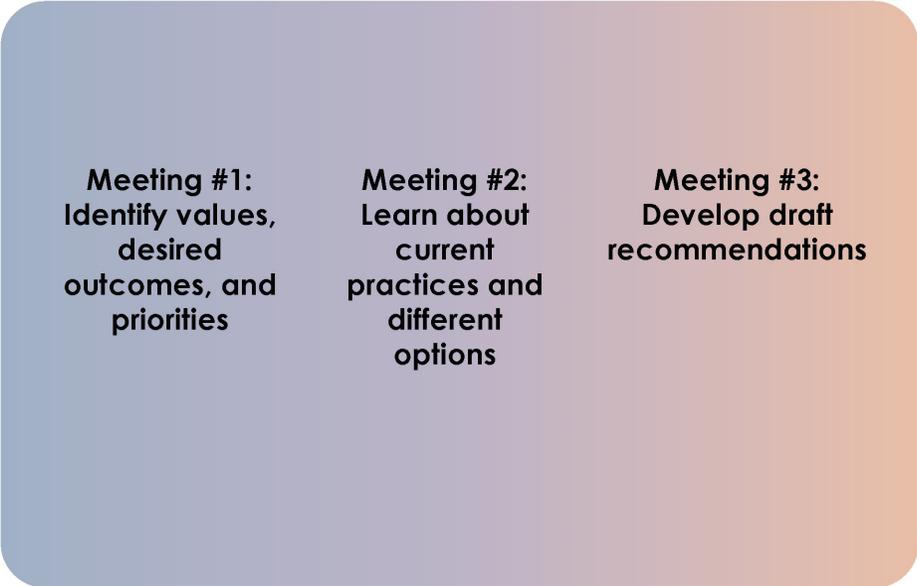
- Introduce the project goals and co-design process.
- Build relationships and foster collaboration.

Social Justice & Equity Commissioners

Community Members

Olympia Police Department

### Small Group Learning, Dialogue, & Initial Design Work



### Combined Large Group Design Sessions (2)

- Bring together the collective ideas and draft recommendations from each group.
- Integrate community input.
- Develop a comprehensive draft recommendation.

Large Group Session #1



Large Group Session #2

- Community Input**
- Host a survey to gather community input.

### SJEC Recommendation to Council

- The Social Justice & Equity Commission delivers a final recommendation to the City Council.

SJEC Recommendation to Council

# Oversight Attributes

## Impartial

Regardless of their scope of work, community members responsible for oversight must be impartial in meeting their duties, rather than acting as advocates.

## Transparent & Accessible

Community representatives involved in policing should share their work in multiple ways and be available to the public.

## Independent

Both real and perceived independence impact how community member work is valued.

## Community Engagement

Regularly engaging with the community and serving as a liaison between the PD and public is critical.

# Oversight Attributes

## Assessment of Measurable Outcomes

Municipalities should identify indicators of success and regularly assess community member involvement outcomes.

## Adequate Funding & Resources

Funding and resources are inherently linked to broader municipal budget priorities.

## Information Access

Those providing oversight need access to all information necessary to perform their scope of work.

# Guiding Values

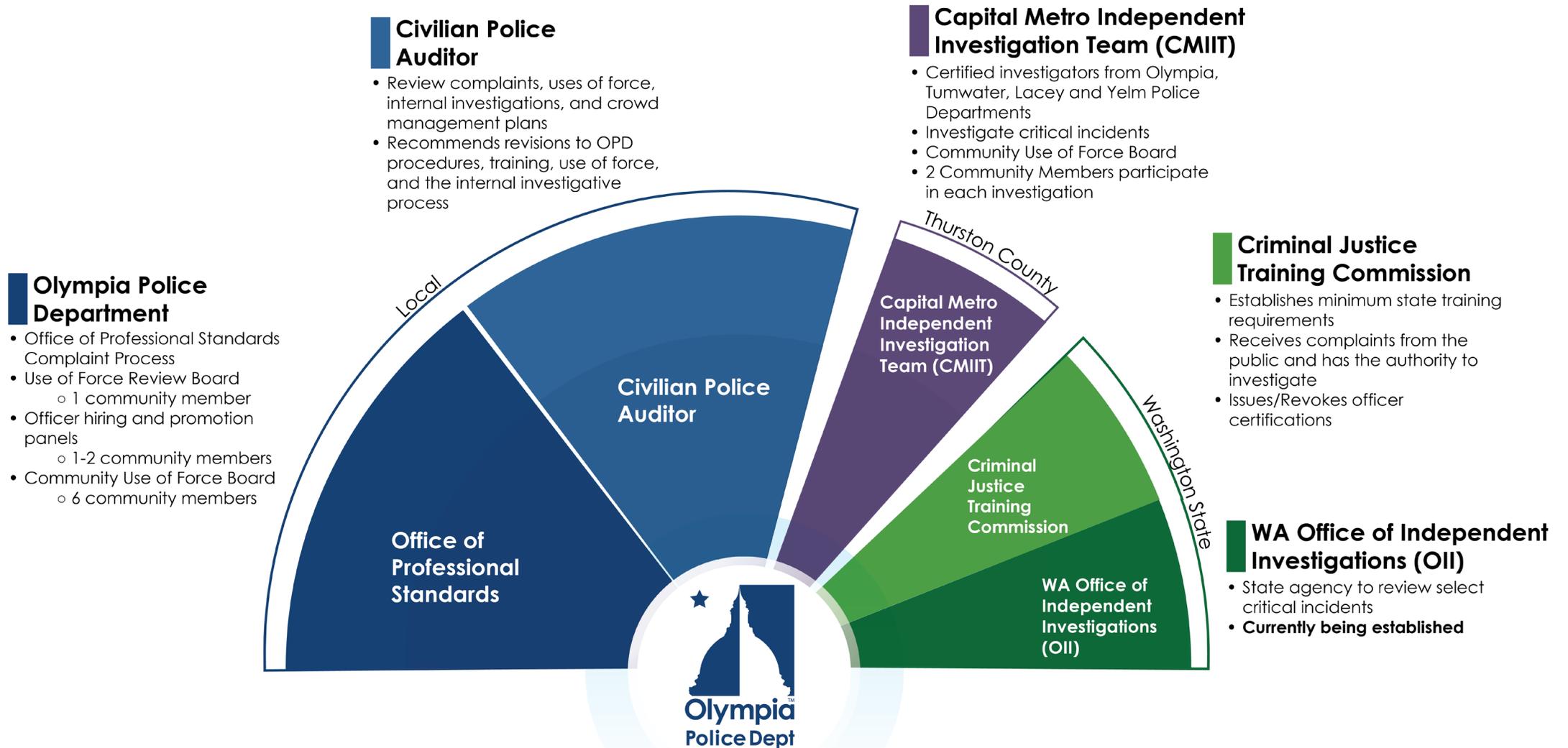
**Shared values from the community, subcommittee and OPD participants:**

- Accountability
- Transparency
- Integrity

Other shared values: empathy, community, and trust



# Current System of Oversight



# Approved Community Oversight of Law Enforcement System



## Civilian Police Auditor

- Review and make recommendations on annual OPD proposed policy and/or training changes
- Receive complaints directly from community members
- Review complaints, uses of force, internal investigations, and crowd management plans
- Meet with the Community Board to summarize complaints and uses of force audited and receive input on recommended operational, training and policy changes
- Recommends revisions to OPD procedures, training, use of force, and the internal investigative process
- Communicate and engage with the community

## Olympia Police Department

- Office of Professional Standards Complaint Process
- Use of Force Review Board
  - 2 community members
- Officer hiring and promotion panels
  - 1-2 community members

## Community Board

- 7 members that are advisory to the City Council
- Provide input on the Civilian Police Auditor's recommendations
- Two representatives serve on a Capital Metro Independent Investigation Team (CMIIT) as needed
- Two representatives serve on an Internal Use of Force Review Board as needed
- Support community education and engagement
- Involved in the recruitment and selection of the Auditor and advise on the Auditor's work plan

## Capital Metro Independent Investigation Team (CMIIT)

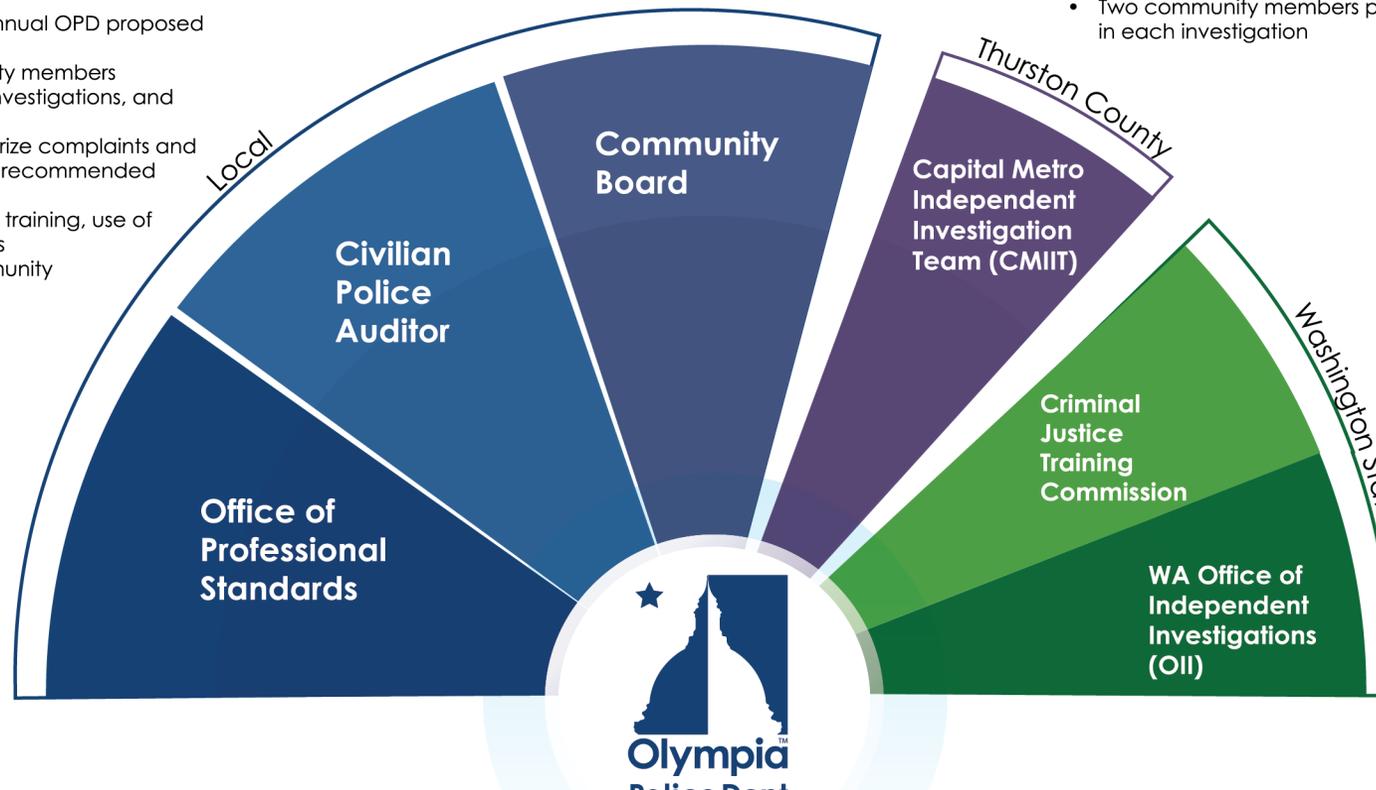
- Certified investigators from Olympia, Tumwater, Lacey and Yelm Police Departments
- Investigate critical incidents
- Community Use of Force Board
- Two community members participate in each investigation

## Criminal Justice Training Commission

- Establishes minimum state training requirements
- Receives complaints from the public and has the authority to investigate
- Issues/Revokes officer certifications

## WA Office of Independent Investigations (OII)

- State agency to review select critical incidents
- **Currently being established**



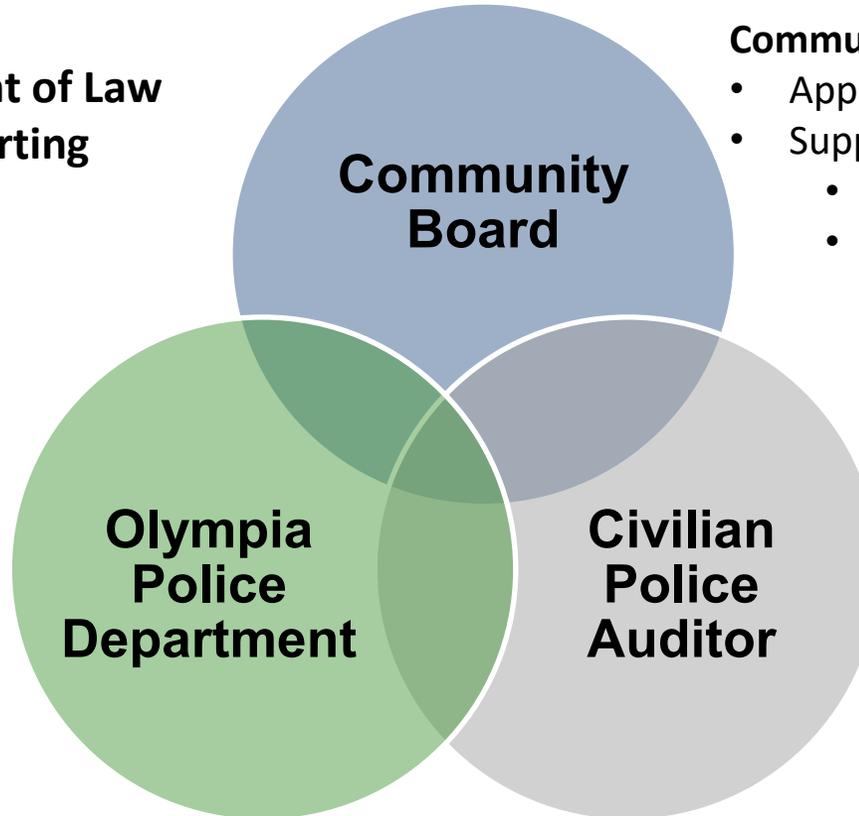
# Board, Auditor, OPD & Council Relationship

## City Council

**Community Involvement & Oversight of Law Enforcement Relationship and Reporting Authority**

### Police Department

- Accountable to City Manager
- Community Board Training
- Data & Analytics
- Office of Professional Standards
- Liaison with City Manager's Office
  - Public Engagement & Comm.
  - Community Board



### Community Board

- Appointed and accountable to the City Council
- Supported by Staff in City Manager's Office
  - Public Engagement & Communication
  - Liaison with Auditor, Council & OPD

### Police Auditor

- Appointed and accountable to the City Council
- Supported by Staff in City Manager's Office
  - Public Engagement & Communication
  - Liaison with Board, Council & OPD

# Community Policing Board: OMC Chapter 2.100

1. Purpose, Selection & Term of Service
2. Qualifications
3. Duties and Responsibilities

# Purpose, Selection & Term

## **Purpose**

- To ensure Olympia Police Department accountability and transparency

## **Selection**

- Board members will be selected by the Olympia City Council
- Board members will be representative of Olympia's diverse population

## **Term**

- Three years

# Qualifications

## Qualities, Skills, and Abilities – Required

- 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 be able to pass a background check
- 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
- Must reside within the city limits at the time of appointment or reappointment
- 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

# Duties

## Use of Force Investigations

- Serve as a community member assisting in independent investigations of use of deadly force that results in substantial harm or great bodily harm
- Participate in OPD Use of Force Review Boards convened to evaluate whether force was used lawfully, appropriately, and is consistent with training and policy

# Duties con't

## Collaborating with Police Auditor

- Assist the City Council with the recruitment and selection of the Police Auditor
- Advise the Police Auditor regarding their annual work plan
- Assess whether the Police Auditor met expectations regarding interactions with the Community Board
- Provide feedback to the Police Auditor on their draft use of force and misconduct complaint investigation audit reports
- Provide the community's perspective regarding recommendations for operational, training or policy changes
- Collaborate with the Police Auditor on community engagement

# Discussion & Action

1. Move to approve a recommendation of a draft Ordinance for a Community Policing Board and direct staff to forward to the City Council for adoption.
2. Move to approve a recommendation of a draft Ordinance, as amended, for a Community Policing Board and direct staff to forward to the City Council for adoption.
3. Do not move to approve a recommendation of a draft Ordinance for a Community Policing Board, and direct staff to bring back a draft ordinance for consideration at a future time.

# Next Steps Community Policing Board

---

- March 4: Code updates at City Council for consideration and approval
- May: Launch Community Policing Board member recruitment
- August: Interview and appointment process
- September: Onboarding