Police Oversight Model Recommendation

Recommendation on Police Oversight Model - Project Overview

Last Revised: 03/15/2023

WHAT	**The Social Justice and Equity Commission will recommend a model of civilian oversight of law enforcement for the City Council's consideration.**
PURPOSE	The purpose of this work is to establish a model of Civilian Oversight of Law Enforcement that meets the needs of the Olympia Community. The recommended model should result in the following outcomes: • A complaint process that is accessible to all and that few, if any, barriers exist to filing a complaint. • Investigations are fair, thorough, objective, and without bias. • Confidence and trust in the Olympia Police Department • Transparency and accountability • Improved policies, practices, and training through the analysis of patterns and data • Improve public's understanding of police policy, training, and practices.
HOW	The recommendation will be developed using a community-based process to solicit input about policing experiences and educate the community about options for police oversight. The City's Project Manager will solicit, retain, and guide the work of a consultant to: • Develop and implement a Stakeholder Engagement Process • Research the current Police Auditor oversight model. • Research and evaluate models for consideration. • Present findings and recommendations The consultant will present their research findings to City staff and the Commission. The consultant will facilitate a discussion(s) with the Social Justice and Equity Commission to articulate the purpose and expectations of an oversight model; and develop a recommendation for the City Council's consideration.
WHO	The process will: • Be managed by Assistant City Manager, Debbie Sullivan • Supported by SDMC Consulting with expertise in Civilian Police Oversight Models, policy analysis, and co-design collaboration with individuals who are under-represented. • Supported by Strategic Planning & Performance Manager, Stacey Ray to collaborate with SDMC on stakeholder engagement.

	• Include outreach to and engagement with community groups most impacted by policing, under-represented community members, City Council, Olympia Police Department leadership and officers, and other organizations. • Consider Olympia's form of government, classification, and legal authority. • Provide the Social Justice and Equity Commission with the background, research, and analysis needed to develop a recommendation for Council's consideration.
WHEN	**Phase 1: Design & Implement Stakeholder Engagement Process** May 2023 **Phase 2: Research Current Police Oversight Model** May 2023 **Phase 3: Research & Evaluate Civilian Oversight Models** July 2023 **Phase 4: Present Findings & Develop Recommendation** September 2023

OUTCOMES	• Shared understanding and support of the purpose for civilian oversight from stakeholders, including those most impacted by policing, under-represented community groups, City Council, Olympia Police Department and officers, and other organizations.
	• Insight into policing concerns in Olympia.
	• A recommend a model that results in:
	  ○ A complaint process that is accessible to all and that few, if any, barriers exist to filing a complaint.
	  ○ Investigations are fair, thorough, objective, and without bias
	  ○ Confidence and trust in the Olympia Police Department
	  ○ Transparency and accountability
	  ○ Improved policies, practices, and training through the analysis of patterns and data
	  ○ Improve public's understanding of police policy, training, and practices.

	○ Effectively addresses use of force complaints, policies, and procedures related to racial minorities, people experiencing a mental health crisis, and people with disabilities.
PEOPLE & ROLES	**Project Manager (Debbie Sullivan, Assistant City Manager – Office of Strategic Initiatives)** Serve as the main project contact for internal and external stakeholders; coordinate with the consultant team; coordinate with the Social Justice and Equity Commission staff liaison; coordinate project team meetings; provide predictable and regular updates to the City Manager. **Social Justice and Equity Commission (Tobi Hill-Meyer, Staff Liaison)** The Commission will participate in the stakeholder engagement process, review, and comment on the research findings, and develop an oversight model recommendation for Council's consideration. **Olympia Police Department** Participate in the selection of the consultant, participate in engagement process, review and comment on oversight model recommended by Commission, attend Social Justice & Equity Commission and stakeholder meetings as needed. **Legal** Review the recommended oversight model(s) to ensure they can be legally implemented in the City of Olympia. **Community Livability and Public Safety Committee** Review the findings of the stakeholder engagement and research, discuss the options under consideration with the Commission, and approve the Commissions' recommended model and forward to the full Council for consideration. **City Council** The City Council will participate in the stakeholder engagement process. They will also receive the Commission's recommendation and approve an oversight model.

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