

**POLICE OVERSIGHT AGENCIES IN WASHINGTON STATE (REGARDLESS OF SIZE)  
AND  
A SAMPLE OF AGENCIES OUTSIDE WASHINGTON**

Created: April 8, 2024

Law Enforcement Jurisdiction and Oversight Agency	Oversight Agency's Primary Functions	Oversight Agency's Staff	Oversight Agency's Budget	To Whom Does Oversight Agency Report?	Notes
<b>Oversight Agencies in Washington State</b>					
<b>King County Sheriff's Office (Population Served: 2,265,311)*</b>					
<ul style="list-style-type: none"> <li>◇ Office of Law Enforcement Oversight</li> </ul>	<ul style="list-style-type: none"> <li>• Roll out to police shootings and sit on UOF Review Board.</li> <li>• Review classification and completed investigations.</li> <li>• Recommendations for policy, training, &amp; practices.</li> </ul>	<ul style="list-style-type: none"> <li>• 14 FTEs for 2023-2024.</li> <li>• Director.</li> <li>• Deputy Dir.</li> <li>• Community Engagement Mgr and Specialist.</li> <li>• 3 Policy Analysts.</li> <li>• 2 Investigation Analysts.</li> <li>• Admin.</li> </ul>	<ul style="list-style-type: none"> <li>• \$4,981,000.</li> </ul>	<ul style="list-style-type: none"> <li>• King County Council.</li> </ul>	<ul style="list-style-type: none"> <li>• Authority to conduct certain UOF investigations has been in collective bargaining since 2015.</li> </ul>
<b>Pasco Police Department (Population Served: 79,315)</b>					
<ul style="list-style-type: none"> <li>◇ Citizen's Advisory Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Review police polices &amp; strategies re: Community Oriented Policing.</li> <li>• Provide input on police services, training, and education of citizens about their role in community based philosophy.</li> </ul>	<ul style="list-style-type: none"> <li>• Unclear how many members.</li> </ul>	<ul style="list-style-type: none"> <li>• It does not appear that the Committee is in the City's budget.</li> </ul>	<ul style="list-style-type: none"> <li>• Chief of Police.</li> </ul>	<ul style="list-style-type: none"> <li>• Limited information available about work of Committee.</li> <li>• The CAC is included on PPD's org chart.</li> </ul>

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<b>Seattle Police Department (Population Served: 749,256)</b>					
◇ Office of Police Accountability	<ul style="list-style-type: none"> <li>Investigate misconduct allegations.</li> <li>Identify systemic issues.</li> </ul>	<ul style="list-style-type: none"> <li>28 FTEs.</li> </ul>	<ul style="list-style-type: none"> <li>\$5,469,162 proposed for 2024.</li> </ul>	<ul style="list-style-type: none"> <li>City Council.</li> </ul>	
◇ Community Police Commission	<ul style="list-style-type: none"> <li>Engage with community.</li> <li>Monitor policy implementation.</li> </ul>	<ul style="list-style-type: none"> <li>9 FTEs.</li> </ul>	<ul style="list-style-type: none"> <li>\$1,909,575 proposed for 2024.</li> </ul>	<ul style="list-style-type: none"> <li>City Council.</li> </ul>	
◇ Office of Inspector General	<ul style="list-style-type: none"> <li>Review quality of OPA investigations.</li> <li>Review OPA and SPD polices and audit management.</li> </ul>	<ul style="list-style-type: none"> <li>19 FTEs.</li> </ul>	<ul style="list-style-type: none"> <li>\$3,989,208 proposed for 2024.</li> </ul>	<ul style="list-style-type: none"> <li>City Council.</li> </ul>	
<b>Spokane Police Department (Population Served: 230,160)</b>					
◇ Office of Police Ombudsman	<ul style="list-style-type: none"> <li>Monitor IA complaint investigations.</li> <li>Receive complaints.</li> <li>Participate in IA interviews.</li> <li>Make policy and training recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>Police Ombudsman.</li> <li>Deputy Ombudsman.</li> <li>Administrative Specialist.</li> </ul>	<ul style="list-style-type: none"> <li>\$491,000.</li> </ul>	<ul style="list-style-type: none"> <li>Mayor and City Council.</li> </ul>	<ul style="list-style-type: none"> <li>Police Ombudsman Attorney (as needed).</li> <li>Mediation program.</li> </ul>
<b>Spokane County Sheriff's Office (Population Served: 549,690)</b>					
◇ Citizen Advisory and Review Board	<ul style="list-style-type: none"> <li>Review specific assigned or selected cases, use of force inquiries, disciplinary</li> </ul>	<ul style="list-style-type: none"> <li>15-19 volunteers.</li> </ul>	<ul style="list-style-type: none"> <li>It does not appear that the Board is in the City's budget.</li> </ul>	<ul style="list-style-type: none"> <li>Sheriff.</li> </ul>	

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	<p>actions, triage appropriate citizen complaints, and provide feedback as to outcomes and findings.</p> <ul style="list-style-type: none"> <li>Review policies and procedures and the community-based philosophy of operation.</li> </ul>				
<b>Tacoma Police Department (Population Served: 221,776)</b>					
<p>◇ Community's Police Advisory Committee</p>	<ul style="list-style-type: none"> <li>Review policy, procedure, rules, training, completed investigations, and programs at the request of City Council, City Manager, or Chief of Police.</li> <li>Promote awareness of complaint process.</li> <li>Review completed IA investigations to evaluate needs and effectiveness of polices, training, and programs.</li> <li>Convene community conversations on</li> </ul>	<ul style="list-style-type: none"> <li>11 volunteers.</li> <li>Staffing support by City Mgr's Office.</li> </ul>	<ul style="list-style-type: none"> <li>It does not appear that the Committee is in the City's budget.</li> </ul>	<ul style="list-style-type: none"> <li>City Council.</li> </ul>	<ul style="list-style-type: none"> <li>Meeting 4/8.</li> <li>Website indicates that the CPAC is a "policy focused board that helps to ensure transparency and accountability in the way that the Tacoma Police Department operates."</li> </ul>

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	services, programs, policy, procedures, rules, training, and issues of public safety. <ul style="list-style-type: none"> <li>• Provide community outreach and education.</li> </ul>				
<b>Sample of Oversight Agencies Outside of Washington State</b>					
<b>Davis Police Department (CA) (Population Served: 67,048)</b>					
◇ Independent Police Auditor	<ul style="list-style-type: none"> <li>• Review complaint investigations and post summary of the incident and their findings.</li> <li>• Receive complaints to forward to DPD.</li> <li>• Audit &amp; recommend changes to policies, procedures, and training.</li> <li>• Receive notice of critical incidents and has authority to respond to the scene.</li> <li>• Work with PAC on community outreach.</li> <li>• Assess PAC's work with the Auditor.</li> </ul>	<ul style="list-style-type: none"> <li>• 1 Independent Police Auditor (annual contract), though others from his office assist.</li> </ul>	<ul style="list-style-type: none"> <li>• \$60,000 - \$80,000/ year.</li> </ul>	<ul style="list-style-type: none"> <li>• Has regular interaction with City Mgr and Council Members can call with questions.</li> </ul>	<ul style="list-style-type: none"> <li>• Very few complaints or UOF, and Auditor noted it is as or more helpful to have input on hiring, promotions, etc.</li> </ul>
◇ Police Accountability Commission	<ul style="list-style-type: none"> <li>• Develop community outreach plan.</li> </ul>	<ul style="list-style-type: none"> <li>• 9 volunteers, plus 1 alternate.</li> <li>• Staffing support from City Mgr's Office.</li> </ul>	<ul style="list-style-type: none"> <li>• The City was considering a stipend for</li> </ul>	<ul style="list-style-type: none"> <li>• Advisory to City Council</li> </ul>	<ul style="list-style-type: none"> <li>• 1 outreach program/year, with Auditor &amp; PD handling</li> </ul>

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	<ul style="list-style-type: none"> <li>• Provide input &amp; recommend changes to Auditor and Council on audit of policies, procedures, and training.</li> <li>• Review Auditor's reports on misconduct. complaint investigations.</li> <li>• Assess the Auditor's work with the PAC.</li> <li>• Time permitting, respond to DPD or Council for input on matters outside Auditor/Commission priorities.</li> </ul>		Commission members, but not clear if it was finalized.	and report about effectiveness of work with Auditor goes to Council and City Mgr.	<p>most of presentation; focused on topic of interest, e.g., property crime, and then add info about oversight.</p> <ul style="list-style-type: none"> <li>• City Council can ask PAC to take on role and PAC reviewed surveillance policy and now reviewing surveillance. technology annually. Auditor helps PAC understand any technical or legal issues involved.</li> </ul>
<b>Eugene Police Department (OR)</b> <b>(Population Served: 77,923)</b>					
◇ Police Auditor	<ul style="list-style-type: none"> <li>• Receive, classify, and route complaints.</li> <li>• Monitor EPD investigations.</li> </ul>	<ul style="list-style-type: none"> <li>• Police Auditor.</li> <li>• 2 part-time auditors.</li> <li>• 1 full-time bilingual outreach staff.</li> <li>• Admin and community engagement staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Proposed budget for 2023 was \$819,639, reflecting an increase of almost \$210,000.</li> </ul>	<ul style="list-style-type: none"> <li>• City Council.</li> </ul>	<ul style="list-style-type: none"> <li>• Assurance for adequate budget and access to PD info provided in ordinance.</li> <li>• Proposed budget included 1.0 FTE for a DEI Officer to ensure that Auditor complaint and investigation processes are inclusive and reflect the community's diversity and commitment to equity.</li> </ul>

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◇ Civilian Review Board	<ul style="list-style-type: none"> <li>Review quality of completed investigations in public meeting.</li> </ul>	<ul style="list-style-type: none"> <li>7 volunteers.</li> </ul>	<ul style="list-style-type: none"> <li>It does not appear that the Board is in the City budget</li> </ul>	<ul style="list-style-type: none"> <li>City Council.</li> </ul>	<ul style="list-style-type: none"> <li>BWC is not viewed publicly.</li> <li>CRB reviews Auditor report to select cases to discuss publicly.</li> </ul>
◇ Police Commission	<ul style="list-style-type: none"> <li>Make recommendations on police policies, practices, and priorities.</li> <li>Input on service and resource needs.</li> <li>Work on police related projects directed by Council</li> <li>Provide forum to address public concerns related to police policies and practices</li> <li>Receive Auditor reports if trend indicates policy/training change needed</li> </ul>	<ul style="list-style-type: none"> <li>12 volunteers.</li> </ul>	<ul style="list-style-type: none"> <li>It does not appear that the Commission is in the City budget.</li> </ul>	<ul style="list-style-type: none"> <li>Advisory to City Council, City Mgr, and Police Depart.</li> </ul>	
<b>Cambridge Police Department (MA)</b> <b>(Population Served: 118,488)</b>					
◇ Police Review and Advisory Board	<ul style="list-style-type: none"> <li>Receive, investigate, and mediate complaints (though because no dedicated investigative staff, focus on reviewing completed investigations).</li> </ul>	<ul style="list-style-type: none"> <li>5 Cambridge residents appointed by City Mgr.</li> </ul>	<ul style="list-style-type: none"> <li>It does not appear that the Board is in the City budget.</li> </ul>	<ul style="list-style-type: none"> <li>Reports quarterly to City Mgr, Mayor, and City Council.</li> </ul>	<ul style="list-style-type: none"> <li>"Cambridge is a collaborative and relationship-based environment for civilian oversight with a cooperative and receptive department."</li> </ul>

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	<ul style="list-style-type: none"> <li>Review complaint investigations completed by Cambridge Police Department Professional Standards Unit.</li> <li>Issue recommendations on investigative findings, discipline, and policies and procedures.</li> <li>Board meets monthly and reviews completed complaints in Executive Session.</li> </ul>				
◇ PRPB Staff	<ul style="list-style-type: none"> <li>Staff handle day-to-day complaint processing, manage communications, arrange and staff Board meetings, provide training.</li> </ul>	<ul style="list-style-type: none"> <li>An Executive Secretary/Executive Director who splits their time also serving with the Cambridge Peace Commission.</li> <li>Office Mgr/Project Coordinator, who works for 3 other commissions, along with PRAB.</li> <li>No investigative staff given low number of complaints (7 filed with PRAB or PD in both 2015 and 2016).</li> </ul>	Averaged >\$81.000 for 2004 - 2016.	<ul style="list-style-type: none"> <li>State law requires Board Secretary to report directly to the City Mgr.</li> </ul>	

\*Population served estimates are for 2022, unless otherwise noted. Population estimate for Olympia in 2022 was 55,669.