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2026-27 Work Plan for Civilian Police Auditor, City of Olympia WA

CPA Role: Contribute to the City's model of police oversight by providing outside scrutiny of designated categories of internal investigation by the Olympia Police Department ("OPD"), and by responding to feedback and input from the Community Policing Board, City officials, and community stakeholders.

OIR Group: Based in southern California (and with a Seattle resident as part of the Olympia CPA team), OIR Group has twenty-five years of experience in providing independent oversight of law enforcement agencies in dozens of jurisdictions. It was selected as the City's current IPA in the spring of 2025.

Work Product:

1. Mid-Year and End of Year Reporting re Audits of OPD Investigations

Timeline: Q4 and Q2

A. After completing audit of OPD investigations into force incidents and allegations of misconduct, share draft reports regarding findings and recommendations with the Community Policing Board for feedback and community perspectives

B. Present final reports at agendaized presentation to the full City Council

2. Further Review of specific systemic issues identified in previous reporting period

Timeline: Concurrent with regular reporting cycle

Topic: Review integration between OPD and CRU during calls for service involving persons experiencing a mental health crisis. Auditor will select a random sampling of incidents involving integrated response and work with OPD to obtain reports and recordings. These materials, as well as discussions with knowledgeable agency personnel, will form the basis for an evaluation of protocols, policies, and "in-field" dynamics. Auditor findings and recommendations about the program will be included as part of a public reporting cycle.

3. Community Engagement

Timeline: Q1 and Q3, to follow public reporting cycle

Strategy: Collaborate with Community Policing Board and City staff on alternative ways to engage with the community and promote awareness of our work while receiving stakeholder feedback. (Examples may include listening sessions, online data sharing)