



Community Oversight of Law Enforcement Recommendations

City Council Meeting
July 9, 2024

Stacey Ray, Interim Assistant City Manager

Chrissy Carroll, Community Work Group Member

Olivia Hickerson, Community Work Group Member

Mark Hodgson, Chair, Social Justice & Equity Commission

Robin Rosen-Evans, Vice-Chair, Social Justice & Equity Commission

Agenda


- Welcome & Introductions
- Process & Recommendations Overview
- Council Action
- Wrap-up & Acknowledgements

Tonight's Objective:

City Council consideration and action on the Social Justice & Equity Commission's recommendations on community involvement and oversight in policing.

Project Purpose

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
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Project Process

Kick-off Sessions

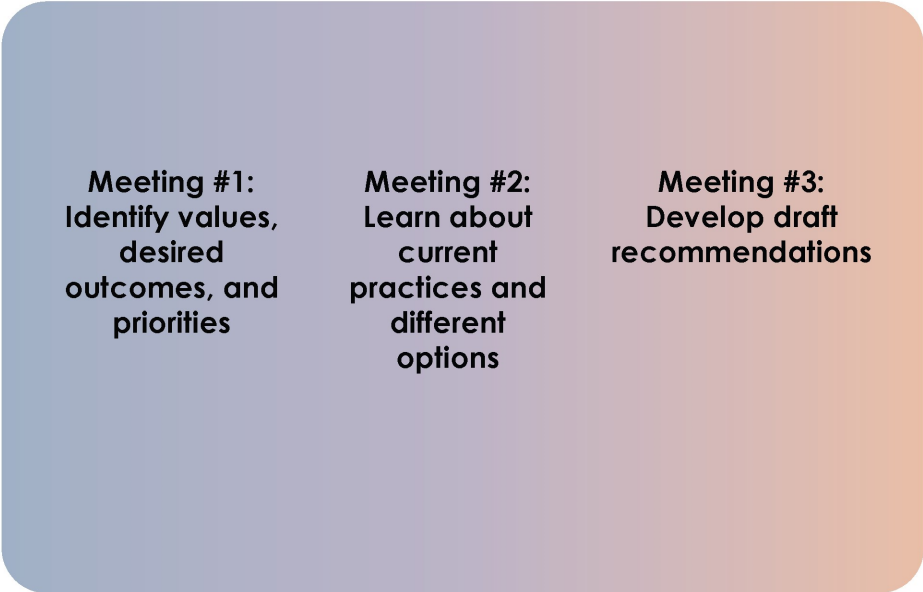
- Introduce the project goals and co-design process.
- Build relationships and foster collaboration.

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

Purpose & Key Enhancements

Purpose: Build trust and legitimacy in the City of Olympia's public safety system by enhancing and maintaining the community's role to ensure police accountability and transparency.

Key Enhancements:

- Expand the involvement of community members
- Expand the scope of what the Civilian Police Auditor reviews and includes in their assessment and report
- Enhance transparency and accessibility in the reporting of data and findings
- Educate the community about policing and oversight
- Ongoing assessment and refinements over time

Proposed 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)

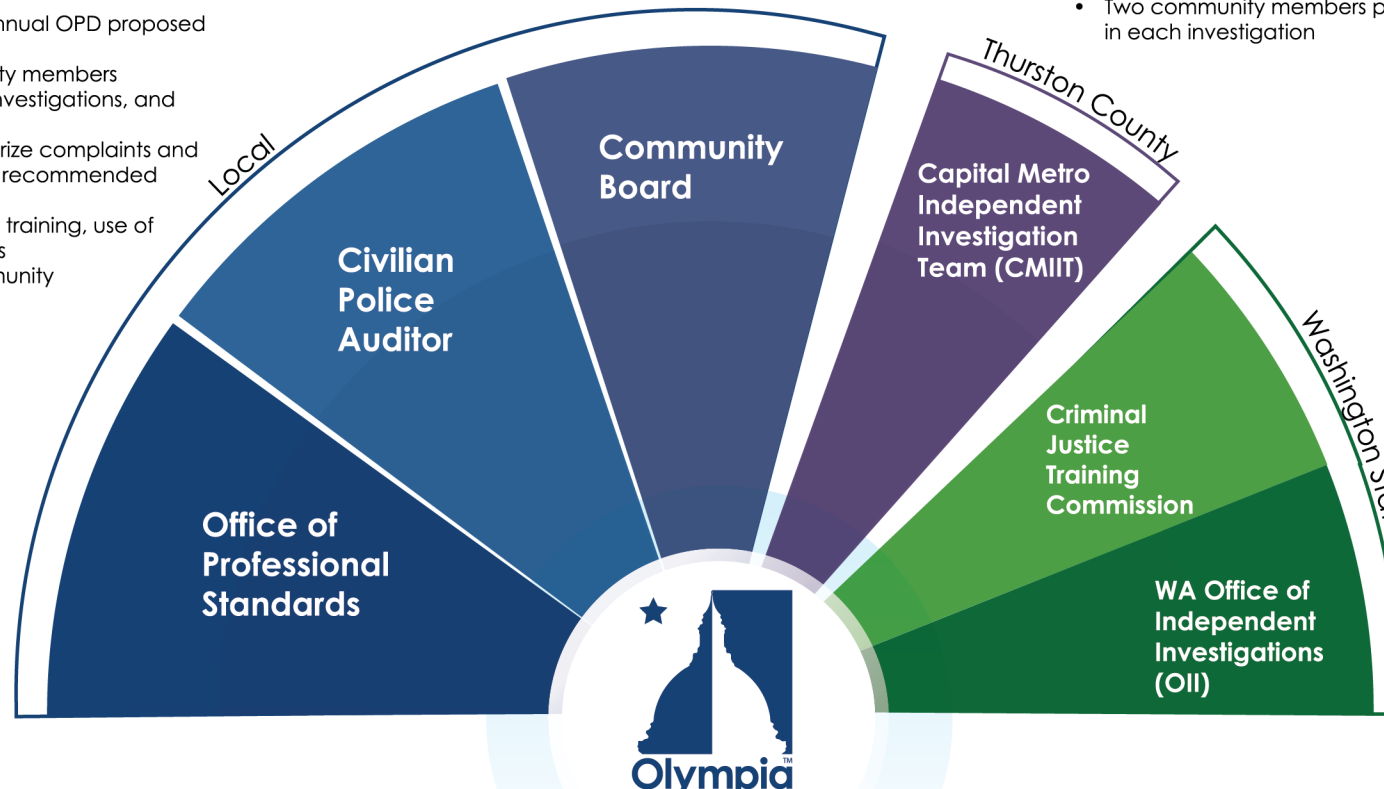
- Certified investigators from Olympia, Tumwater, Lacey and Yelm Police Departments
- Investigate critical incidents
- Community Use of Force Board
- Two community members participate in each investigation

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**



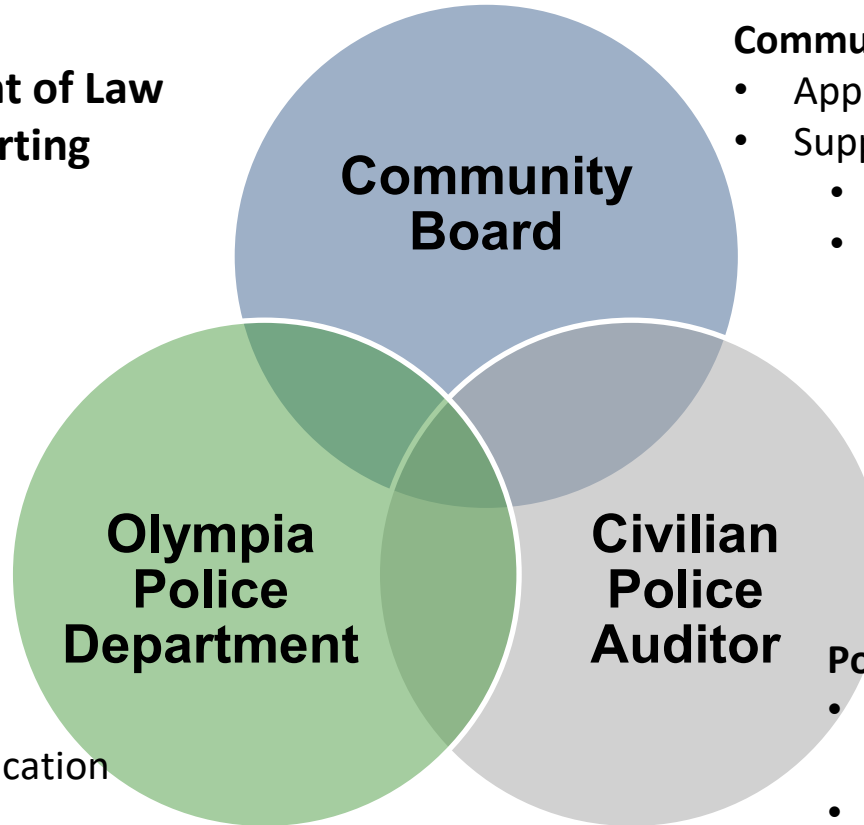
Board, Auditor, OPD & Council Relationship

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 & Communication
 - 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

City Support & Staffing Proposal

Civilian Police Auditor (Contract) – City Council:


- Annual Work Plan
- In-take/auditing of complaint and use of force investigations
- Review OPD policies and training
- Community Board engagement

Program Specialist & Staff Liaison (1.0 FTE) – City Manager’s Office :

- Staff liaison and support for the Community Board
 - Support and collaborate with the Auditor and OPD
 - Public engagement and communication
 - Data analytics and visualization (in collaboration with OPD)
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Next Steps

If recommendations are approved by Council, next steps include:

- Code updates
 - Recruitment, hiring & onboarding staff
 - Development of procedures & processes
 - Launching an RFP/RFQ for a Police Auditor
 - Recruitment and onboarding for transitioning/new Community Board members
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Commissioner & Community Member Highlights



Speaking tonight on behalf of the Community Work Group:

- Chrissy Carroll, Community Member
- Olivia Hickerson, Community Member

Speaking tonight on behalf of the Social Justice & Equity Commission:

- Mark Hodgson, Chair, Social Justice & Equity Commission
- Robin Rosen-Evans, Vice-Chair, Social Justice & Equity Commission

Options for Consideration

1. Approve the recommendations for community involvement and oversight in policing.
2. Do not approve the recommendations for community involvement and oversight in policing.
3. Do not approve the recommendations and return them to the Social Justice & Equity Commission for further development.



Project Team:

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