



Community Oversight of Law Enforcement Recommendations

City Council Study Session
June 11, 2024

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Social Justice & Equity Commission

Agenda


- Welcome & Introductions
- Process & Recommendations Overview
- Recommendations –Social Justice & Equity Commission
- Wrap-up & Acknowledgements

Tonight's Objectives:

- Discussion and City Council input on the draft recommendations

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

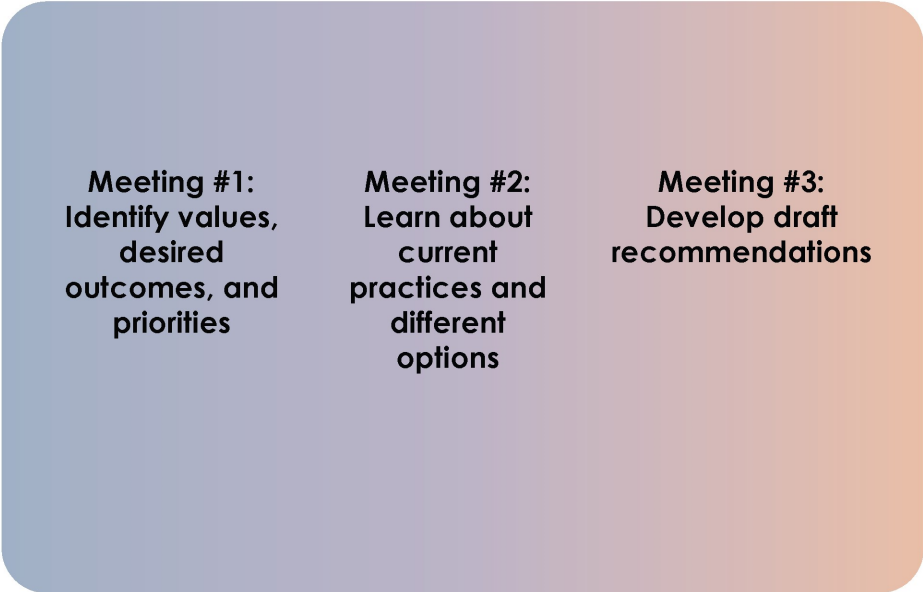
- Introduce the project goals and co-design process.
- Build relationships and foster collaboration.

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

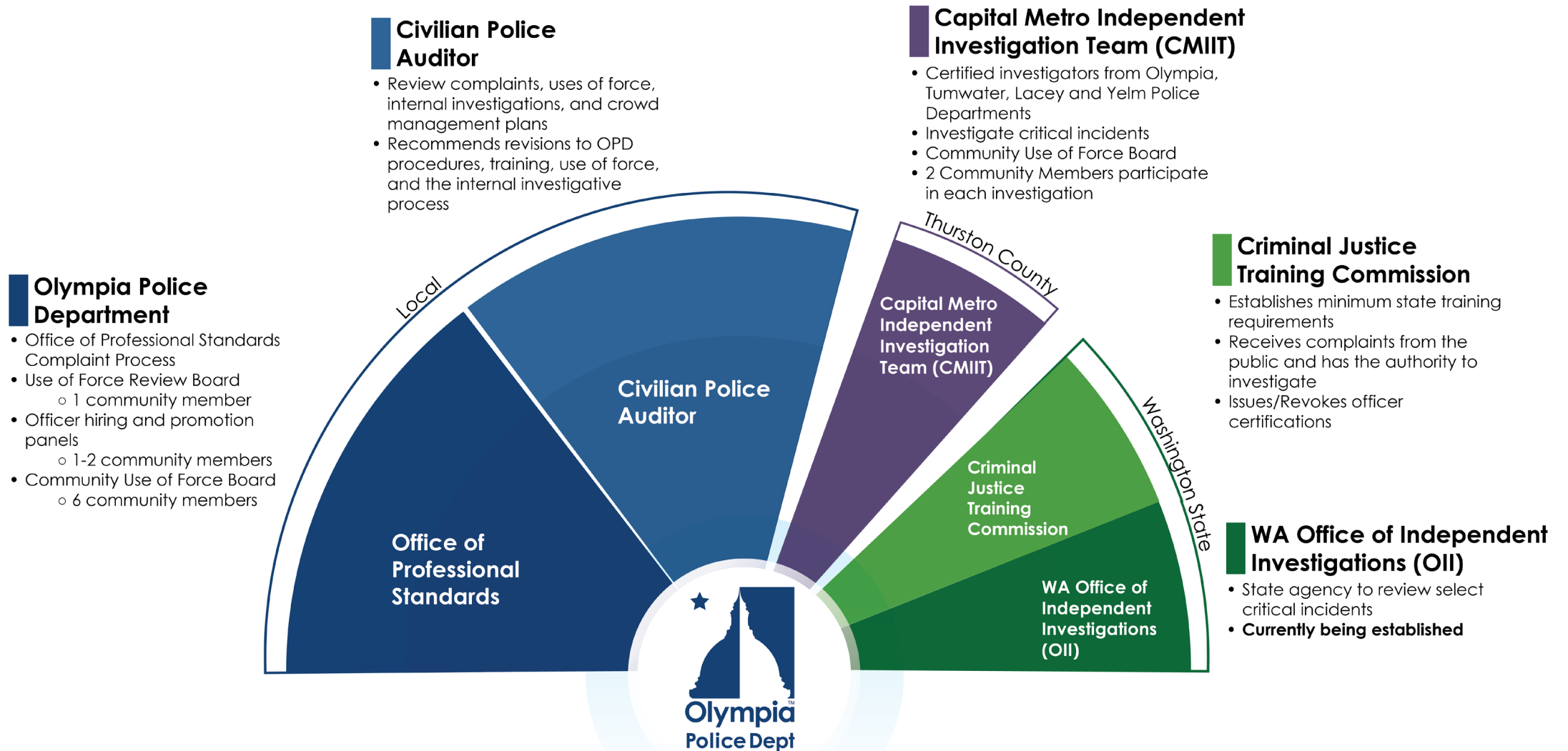
- The Social Justice & Equity Commission delivers a final recommendation to the City Council.

SJEC Recommendation to Council

Current System of Community Involvement & Oversight



Current System of Oversight



Uses of Force & Complaints Audited

	Calls for Service	Arrests	Uses of Force (% of arrests)	Misconduct Complaints (% of arrests)
2021	49,012	2,224	46 (2%)	12 (0.5%)
2022	53,355	3,348	70 (2%)	19 (0.56%)
2023	56,173	3,108	44 (1.4%)	19 (0.6%)
2024 (through the end of February)			6	1

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.

Draft Recommendations



Guiding Values

Shared values from the community, subcommittee and OPD participants:

- Accountability
- Transparency
- Integrity

Other shared values: empathy, community, and trust



Contributing Information Sources

- Social Justice & Equity Commissioners
- Community work group members
- Olympia Police Department members
- Best practices (ex. National Association for Civilian Oversight of Law Enforcement)
- Research on other cities
- Community member comments and survey responses
- Conversations with Councilmembers
- Interviews with current Community Use of Force Board members
- March 11 SJ&E Commission meeting with the Police Auditor and Police Chief

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

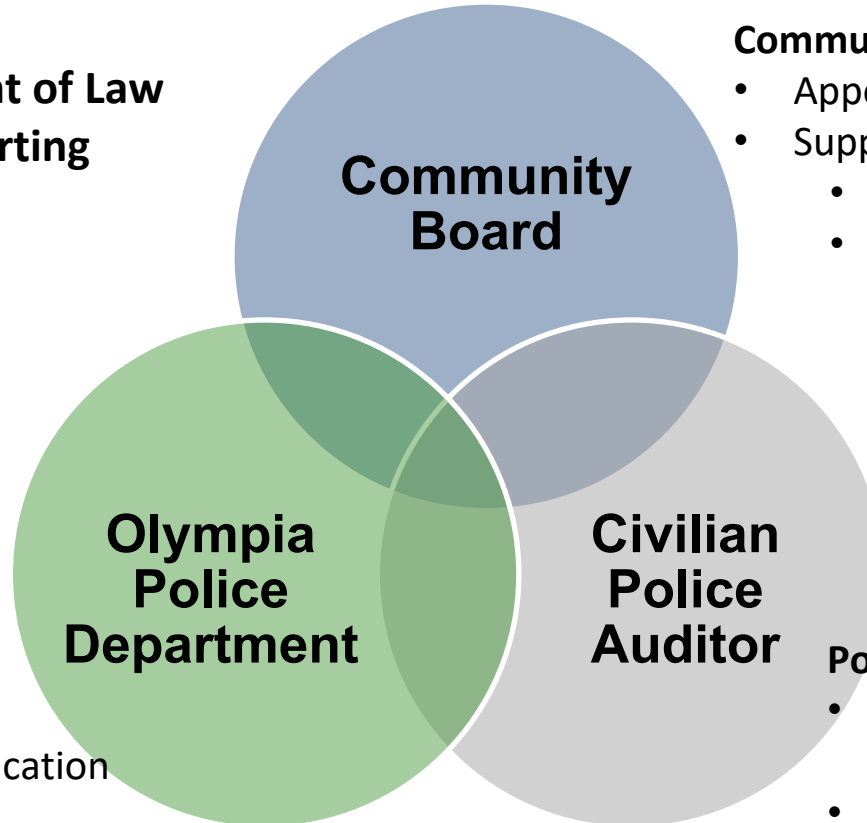
Board, Auditor, OPD & Council Relationship

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

Commissioner Highlights

Genevieve Chan, Co-Chair:

- Recruitment, qualifications, and characteristics of Community Board members
- Enhanced communication with the community

Additional Commissioner Highlights:

- Training for Community Board members and the Civilian Police Auditor
- Qualifications for a Civilian Police Auditor
- Regular community involvement and oversight system assessment



Implementation



Implementation Considerations

Topics raised by process participants and community members to inform the future development of specific processes and procedures:


- Transition to and Regular Assessment of a New System
- Community Board
- Civilian Police Auditor
- Olympia Police Department
- Communication & Education

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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Implementation Timeline

	2024						2025					
RECOMMENDATIONS	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Code Updates	Update Codes											
New Program Specialist (1.0 FTE)	Recruit, Hire, and Onboard											
Processes & Procedures	Develop Standard Operating Procedures and Training & Onboarding Curriculum											
Community Board				Recruit						Appoint Members		
Police Auditor							Launch RFP				Selection Process	

Next Steps & Acknowledgements

Tuesday, July 9: Council consideration, formal action, and participant recognition

If recommendations are approved by Council, next steps include:

- Code Updates
- Recruitment, Hiring & Onboarding
- Development of Procedures & Processes



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