

**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>

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>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>	

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
	<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>				
<p><b>Tacoma Police Department (Population Served: 221,776)</b></p>					
<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>

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
	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>

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
	<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>

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
◇ 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>

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
	<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.