



May 12, 2026

Olympia City Council

Honorable Mayor Payne and City of Olympia Councilmembers,

One of the duties of the Community Policing Board is to meet regularly with the Civilian Police Auditor to provide feedback and community perspectives on their work, including their annual report and recommendations. This letter is intended to share with you the Community Policing Board's conversation regarding the Auditor's 2025 draft annual report and recommendations, on which the board received a briefing at their March 12, 2026 meeting.

The Community Policing Board discussed the draft annual report with the Civilian Police Auditor and had the opportunity to ask questions about the data presented in the report and the Auditor's list of recommendations. Community Policing Board members had the following comments related to the Auditor's draft report:

- Addressed the use of acronyms and asked for clarification (IPA – Independent Police Auditor vs CPA – Civilian Police Auditor vs OIR Group – name of company). Acronyms are a barrier to accessibility and recommend avoiding using them or explaining them.
- Discussed what constitutes a “use of force.” OPD Policy 300 defines what is considered a use of force.
- Asked for clarification on how and when it is determined if there were injuries sustained by the subject against whom force was used. Discussed how injury is reported, response to subject complaints of injury, and who determines if there was an injury (Olympia Fire Department assessment, further medical assessment and treatment at hospital)
- Discussed major vs minor injury. Substantial bodily harm and great bodily harm, and how this is defined. This is defined in State law at RCW 9a.04.110
- Discussed the use of the “wrap” device. That this device is not considered a use of force, similarly to the use of handcuffs. Chief discussed the support for officers articulating the basis for the use of the wrap device. The board supports the auditor's recommendations around terminology used in the field about this device.
- Identified that some recommendations address training and attitude for supervisors. Board members asked about how that training will be facilitated, if it will be in house by members of the Olympia Police Department or external trainers. Chief Parker asked for the opportunity to do internal improvement first.
- Discussed recommendation number 12 and retraining officers on incorrect use of the term “excited delirium.” Chief Parker discussed the ongoing training around correcting the misuse of that antiquated terminology. Board members followed up with questions on the reasons for the change in terminology, and clarification that hyperactive delirium is a medical condition. Chief offered the board an opportunity for future training around hyperactive delirium and further understanding of how it is addressed in the field.

- Board discussed the report's recommendations about profanity and asked for clarification around policy changes and future expectations. Board members shared their agreement with the Auditor's recommendation. Chief acknowledged the challenges with culture change and commitment to it.
- Board expressed support for OIR's first recommendation around supervisor interviews of subjects on whom force was used. Board encouraged the being trauma informed in the conducting of interviews. Chief Parker discussed the use of a script for addressing consistent expectations with subject interviews.
- Board expressed concern and curiosity on recommendation #22 regarding the differentiation between self-reported demographics information vs "what is observed in the field" and further discussed with the Auditor and Police Chief the reasons for asking individuals how they identify as opposed to officer observations.
- The board addressed the need for this work to go forward with an emphasis on keeping the community aware of and involved in this work. The board invites and would like to explore further mechanisms for community participation and involvement in the work.

We thank the City Council for the opportunity to review and comment on the auditor's annual report.

Best Regards,



Sarah Nagy
Chair, Community Policing Board

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