



# Seattle Office of Inspector General

**2019 Work Plan | Lisa Judge, Inspector General**  
**Gender Equity, Safe Communities, New Americans & Education Committee**  
**January 23, 2019**

# Accountability Partners

CPC

Community  
Voice

OIG

Systemic  
Review

OPA

Individual  
Investigations

SPD

Public Safety



# Vision

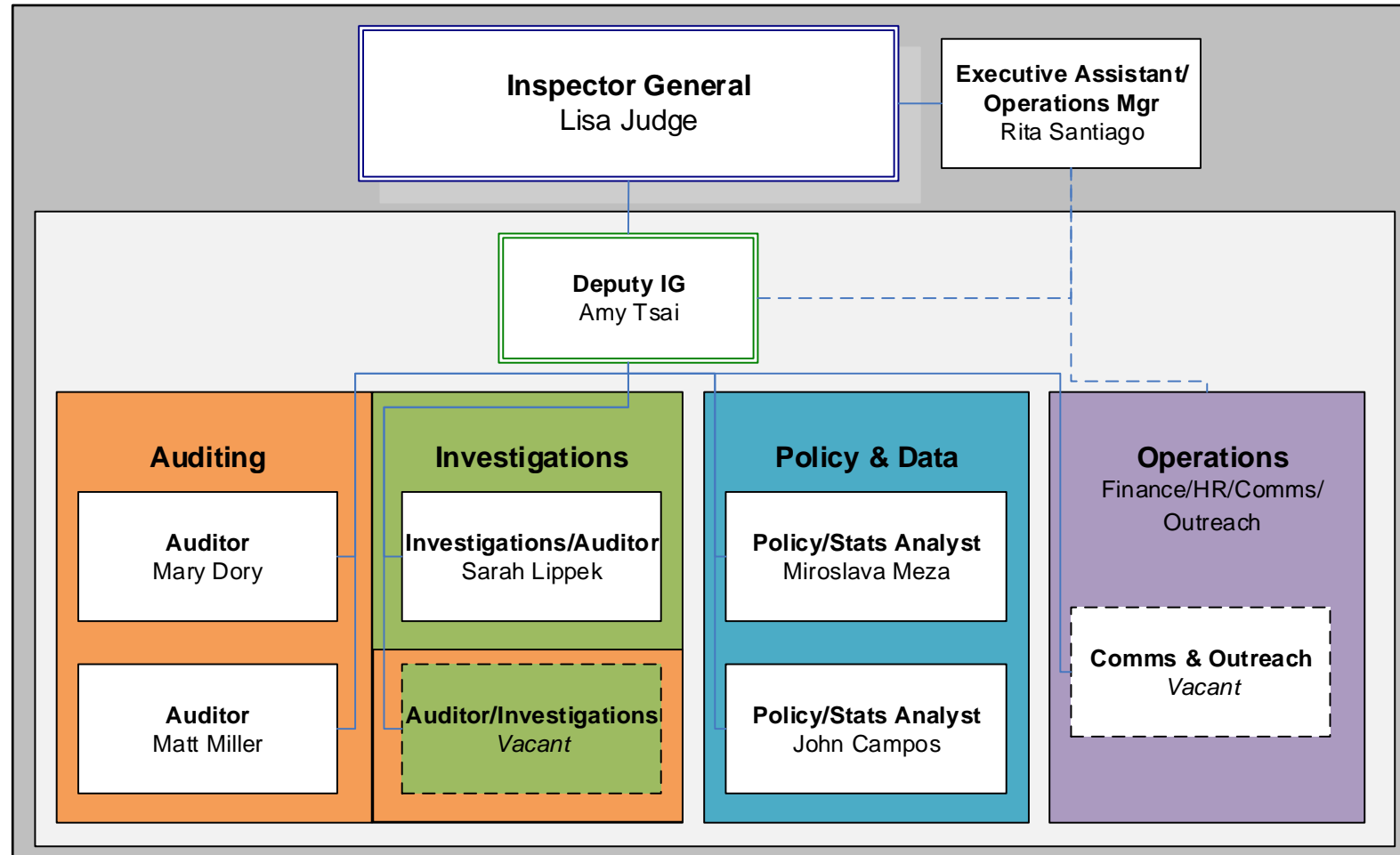
The Office of Inspector General objectively supports **constitutional, informed, compassionate** policing.



# About OIG

- **OIG is new.**
  - The office was established by the 2017 Accountability Ordinance (Ord. 125315). Work commenced in May 2018.
- **OIG is neutral.**
  - The credibility of OIG as an effective agent for reform requires a fundamental commitment of the team to objectivity and accuracy.
- **OIG is independent.**
  - OIG is organizationally and functionally independent. The Inspector General is appointed to a term of six years and is removable only for cause.
- **OIG is empowered.**
  - OIG has full and unfettered access to SPD operations.

# 2019 Org Chart



# Areas of Work

Auditing	Historical focus
OPA Classification and Investigation Review and OPA conflict investigations	Current focus
Policy Review and Best Practices	Future focus
Communications & Community Outreach	External focus

“to help ensure the fairness and integrity of the police system as a whole in its delivery of law enforcement services ...and oversee ongoing fidelity to organizational reforms implemented pursuant to the goals of the 2012 federal Consent Decree.” (Ord. 125315)



# OPA Classification and Investigation Review

- **Classifications**

- OPA was contacted 1,325 times in 2017
- Quarterly review migration ETA Q1 2019

- **Investigation certifications**

- 34% of contacts, or 448, were investigated in 2017

- **Conflict investigations**

- As needed, for complaints against OPA staff (in progress)

- **OPA evaluation areas for annual report**

- Effectiveness of the complaint system in achieving fair outcomes and respectful policing
- Trends in claims, lawsuits, and OPA complaint outcomes
- Impact of civilian and sworn investigators (after implementation)

# Auditing Process

- **Risk Assessment approach to topic identification**
  - Is OIG authorized to address the issue?
  - Is there a more appropriate entity?
  - Is it a high risk priority?
  - Does OIG have staffing capacity to address the issue?
- **Relationship to monitoring team**
  - Sharing expertise and experience
  - Collaboration on current sustainment efforts
  - Forward-looking to post-sustainment transition



# 2019 Planned Audits

- **Police Intelligence**
  - Required by SMC Chapter 14.12
  - Initiated in Q4 2018
  - Report expected in Q2
- **Surveillance Review**
  - Required by Ord 125679
  - Covers 2018 activities, due Jan. 2020
- **Mutual Aid/Special Commissions**
  - Initiated in Q1
- **Retention and Staffing**
  - To be initiated in Q2

# Special Projects

- **Interrogation Practices**

- Partnership with CPC, national Innocence Project, Innocence Project Northwest, ACLU and SPD
- Symposium in 2019

- **Peer Intervention**

- Collaboration with SPD beginning in 2018

- **Sentinel Event Review**

- Partnership with CPC and SPD
- Onboarding of OIG policy staff in Q1 2019

# Partnerships: Work Plan Requests by CPC

- **Accepted projects**

Topic	Anticipated Deliverables
Racial disparity review	Pattern analysis for annual report*
Interrogation practices	Special Project report and symposium
Federal taskforces	Incorporated in planned audits
Litigation trends	Pattern analysis for annual report

- **Preliminary look**

- Mass demonstrations use of force
- Force Review Board effectiveness (post-monitor)
- 911 Center dispatch and response times

- **Joint mid-year report**

# Partnerships: Work Plan Requests by OPA

- **Accepted Project**

Topic	Anticipated Deliverables
Special Commissions	Incorporated in Mutual Aid audit

- **Preliminary look**

- Supervisor handling of minor misconduct allegations (2020)
- Training rollout of use of force (ongoing review)

# General Discussions and Review

- Tracking of discipline recommendations and appeal processes for trend analysis\* (OIG will flowchart the disciplinary/appeals process in Q1)
- DAP and RMS exploratory analysis
- Force Review Board and use of Body-Worn Video
- APRS assistance with workflow and “audit” function
- Training curricula and facilities
- Hiring and recruitment
- Secondary employment\*
- Coordination with community services and resources
- Asset management
- Public records requests

# Highlights from 2018

- Full and unfettered access to SPD operations is critical to OIG success.
- Quarterly collaborations with Seattle accountability partners are underway.
- Staff resources in subject areas and operations will continue to present challenges.
- Having local and regional partners advances the dialogue around accountability.
- Building relationships between OIG and community to foster understanding and trust in 2019 will be critical.