

An aerial photograph of a city skyline, likely New York City, with a large body of water in the background. The image is slightly blurred and has a soft, hazy atmosphere. The text is overlaid on the center of the image.

# Mid-year Report on Police Accountability

July 31, 2019

Gender Equity, Safe Communities, New Americans and Education  
Committee

# Accountability Partners

CPC

Community  
Voice

OIG

Systemic  
Review

OPA

Individual  
Investigations

SPD

Public Safety

# 2019: A Year of Collaboration

- City of Seattle oversight partners (CPC, OIG, OPA, SPD) convene quarterly to discuss common efforts to further-accountability
- CPC major activities involved cross-agency teams with oversight partners
- OIG, CPC, OPA, and SPD are collaborating on effective investigative interviewing
- OPA is working closely with SPD on management action recommendations



# I-940 and Independent Investigations

- Serious and Deadly Use of Force Investigation Taskforce (SDFIT)
- I-940 statewide training rulemaking
- I-940 investigations rulemaking

# SDFIT



## Subject

- Serious and Deadly Force Investigation Task Force

## Description

- Assess feasibility of establishing an investigation process external to SPD for cases involving serious and deadly uses of force
- Task Force includes community leaders, CPC, OIG, OPA, SPD, and other system partners

# SDFIT



## Recommendations under consideration

- A statement about the values and expectations for independent investigations post I-940 (*Approved*)
- Improving support for families of those impacted by police serious uses of force
- Proposal for how to conduct independent investigations without relying on other police departments
- Methods for identifying systemic improvement opportunities raised by police serious uses of force

## Status

- Recommendations are in draft stage
- Expected to be finalized August 16

# I-940 Training Rulemaking



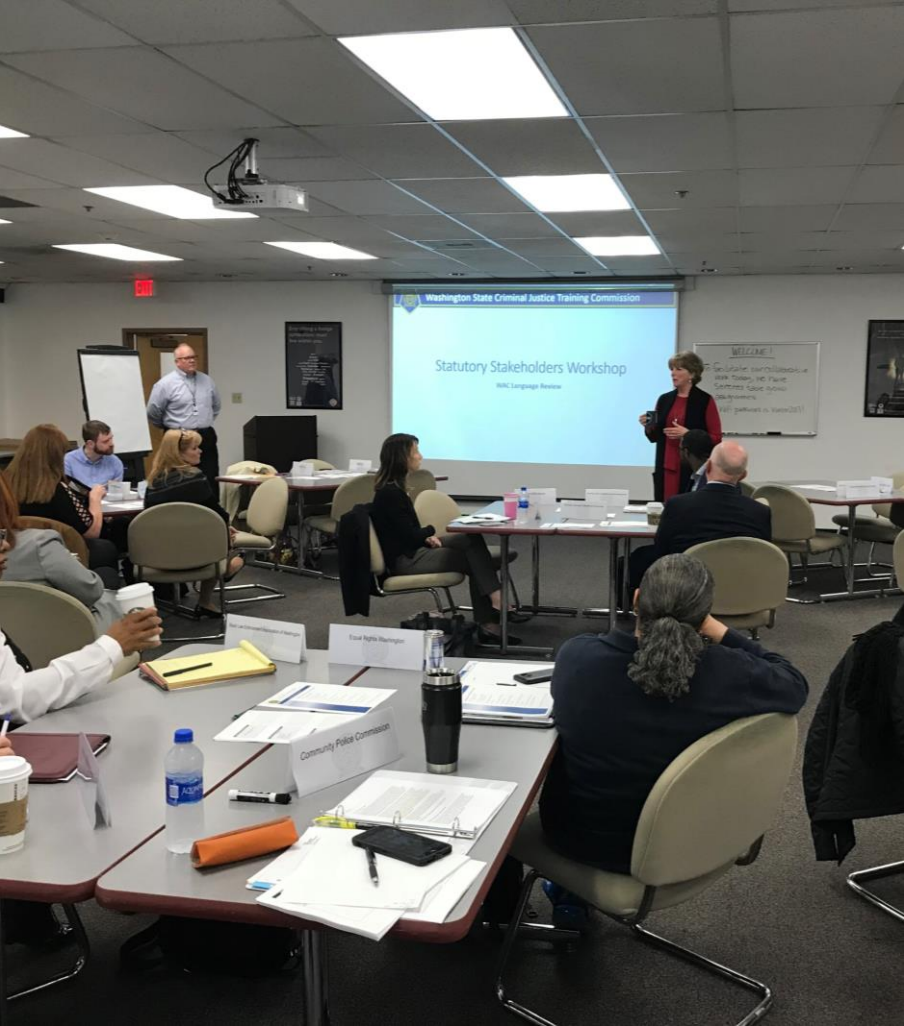
## Subject

- Rulemaking to align current training practices with the increased requirements in I-940

## Description

- CPC participated with other community groups in the Washington Criminal Justice Training Commission's (CJTC) rulemaking process

# I-940 Training Rulemaking



## Process

- CPC worked with community to develop line-by-line revisions to the rules
- Helped create outline for 200 hours of training required by I-940
- Used insights from public comment gathered by CPC from people with mental illness who are currently incarcerated

## Status

- New training rules approved by CJTC in June



# I-940 Investigations Rulemaking



## Subject

- Rulemaking to bring current investigation practices into alignment with independent investigation requirements in I-940

## Description

- CPC is participating with SPD, OPA, OIG, and other community groups in the CJTC rulemaking process

## Status

- Three meetings have been held between key stakeholders
- SDFIT recommendations may play a crucial role
- CJTC plans to have public meetings around the state in July and August
- Recommendations expected to be released in September

# Consent Decree Compliance

## Subject

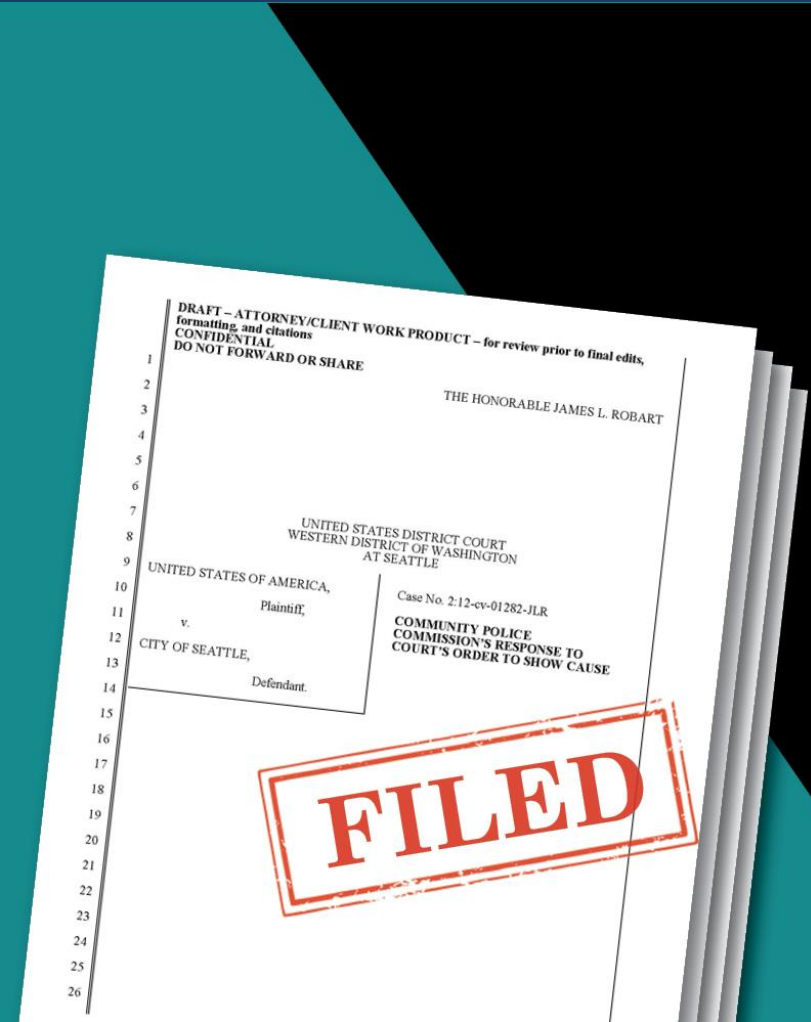
- CPC used its amicus status in the Consent Decree proceedings to inform the Court in February how current contracts impact police accountability reforms.

## Filing

- CPC filed a brief asking the Court to direct the City to address accountability issues in the contracts

## Status

- The Court found SPD in compliance in ten Consent Decree areas
- The Court found Seattle out of compliance in police accountability
- The Court ordered the City to work with the DOJ, monitoring team and CPC to assess the accountability system and make a plan to come back into compliance



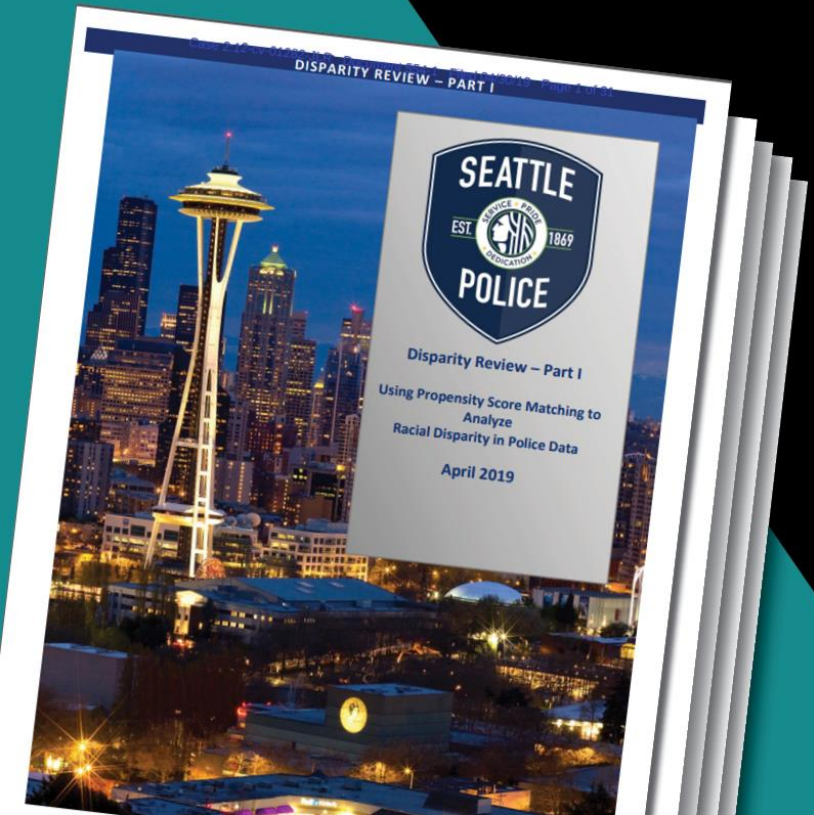
# Addressing Disparity in Policing

## Subject

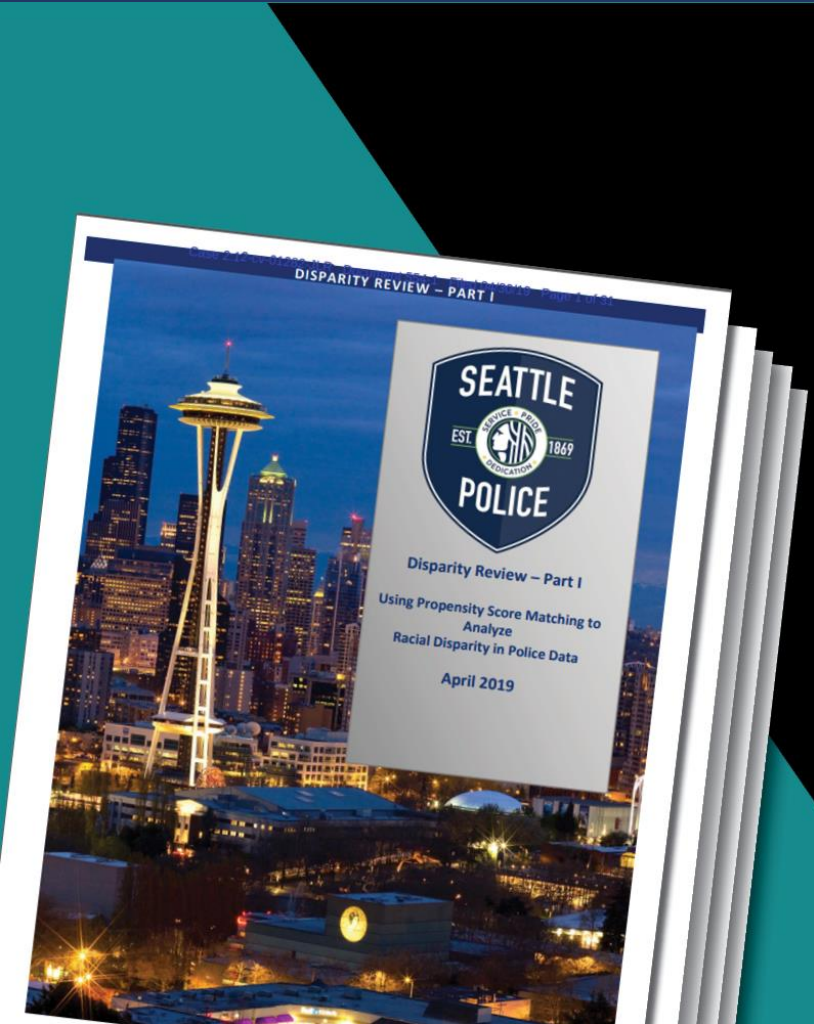
- Addressing disparities identified in SPD's Disparity Review – Part I

## Description

- The Disparity Review found disparities in police stops
- SPD Policy on bias-free policing states SPD shall consult with CPC and OIG to explore effective practices that would reduce disproportionate impact
- OIG and CPC each evaluated SPD's methodology during Phase 1 of the Disparity Review



# Addressing Disparity in Policing



## CPC Recommendations

- SPD should better disaggregate data in future Disparity Reviews
- SPD should create a plan to utilize CSOs in reducing disparity in policing
- SPD should engage communities about disparity
- SPD leadership should create a plan to address disparity

## Status

- CPC and SPD are working together to create focus groups to gain insights from impacted communities
- SPD stated it is premature to discuss changes to practices until Phase II of this report is done
- Initial results from Part II are scheduled to be available by October 31

# Officer Wellness



## Subject

- Increase officer wellness in ways that lead to better policing and are better for community

## Description

- CPC voted to create a work group to find ways to increase officer wellness in equitable ways

## Status

- CPC, SPD, OIG, OPA have begun initial conversations about how they will partner on this work
- CPC and Chief Best have been in contact about the aspects of the work CPC plans to do independently
- CPC has assigned commissioners to scope and guide the work

# Other CPC Priorities

## **Community Engagement**

- District liaison program, CPC 101, youth engagement

## **Police Practices**

- Surveillance, CSO program, hate crimes, public disclosure, 911 dispatch, crisis intervention, officer wellness

## **Collaboration**

- Trauma-informed training, recommendation tracking database, in-service trainings for SPD officers about the accountability system

## **CPC Internal Business**

- Permanent executive director search, new commissioner onboarding

# Office of Inspector General

Review, Recommend & Evaluate Effectiveness

Policy  
Best Practices  
Technical  
Assistance

Auditing

Misconduct  
Investigations  
Oversight  
Trend Analysis

# Joint Project: Police Interview Techniques



## Subject

- Police interview techniques

## Description

- OIG, CPC and SPD are leading an effort to train SPD, OPA, and OIG investigators in effective interviewing techniques
- Partnering with an international expert to develop a program and policy to enhance interview skills

## Recommendation

- Implement training program that supports culture of best practice interviewing

## Status

- Informational sessions began in 2018; Chief Best is committed to implementation by Q4 2020





# Audits & Assessments: In Progress

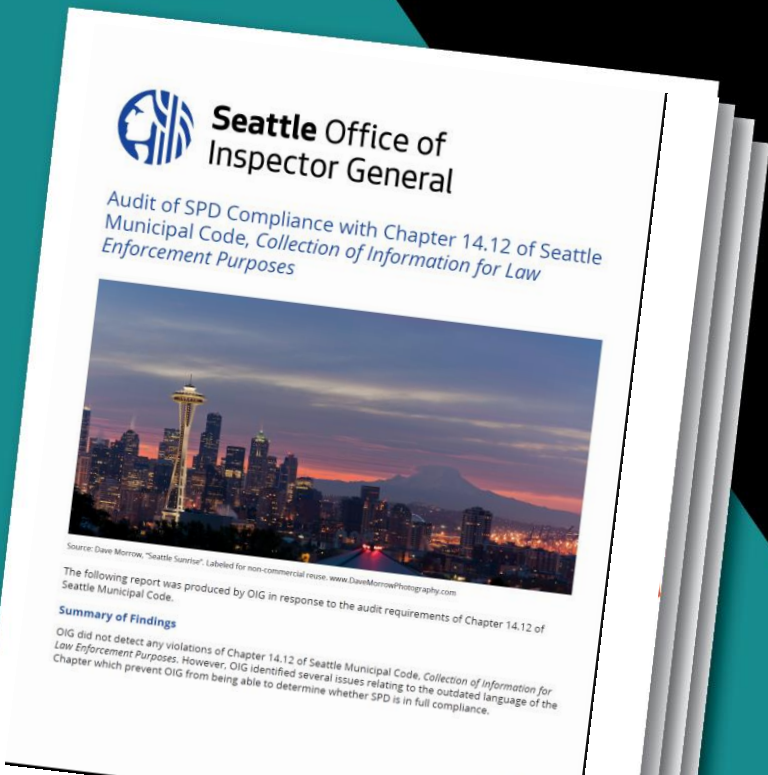
## Subject

OIG audits and assessments in progress include:

- Force Review Board assessment
- Mutual Aid audit
- Canine audit

## Description

- OIG project selection is risk-based and considers both areas of public interest and potential for public harm, allowing OIG to make the most strategic use of its resources



# Audits & Assessments: Completed

## Subject

- Firearms Inventory Review

## Description

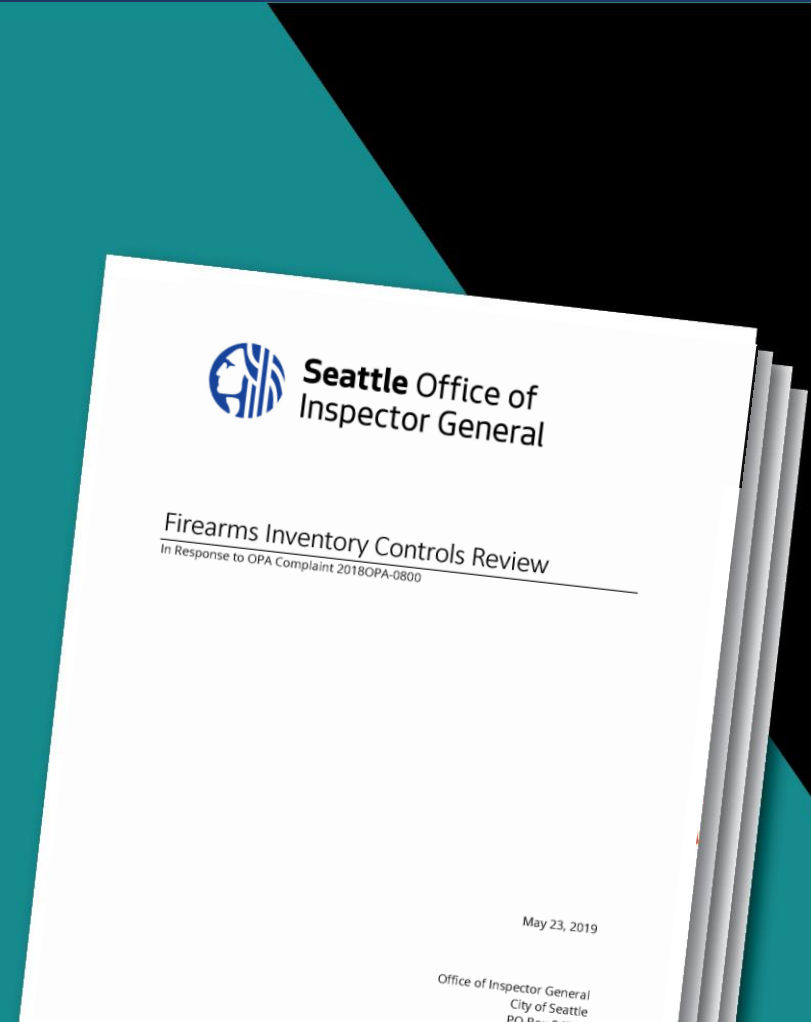
- OIG investigated asset management practices due to a complaint issue referral

## Non-Audit Recommendation

- OIG suggested refined internal control processes

## Status

- SPD concurs



# Audits & Assessments: Completed

## Subject

- SPD Compliance with Chapter 14.12, *Collection of Information for Law Enforcement Purposes*

## Description

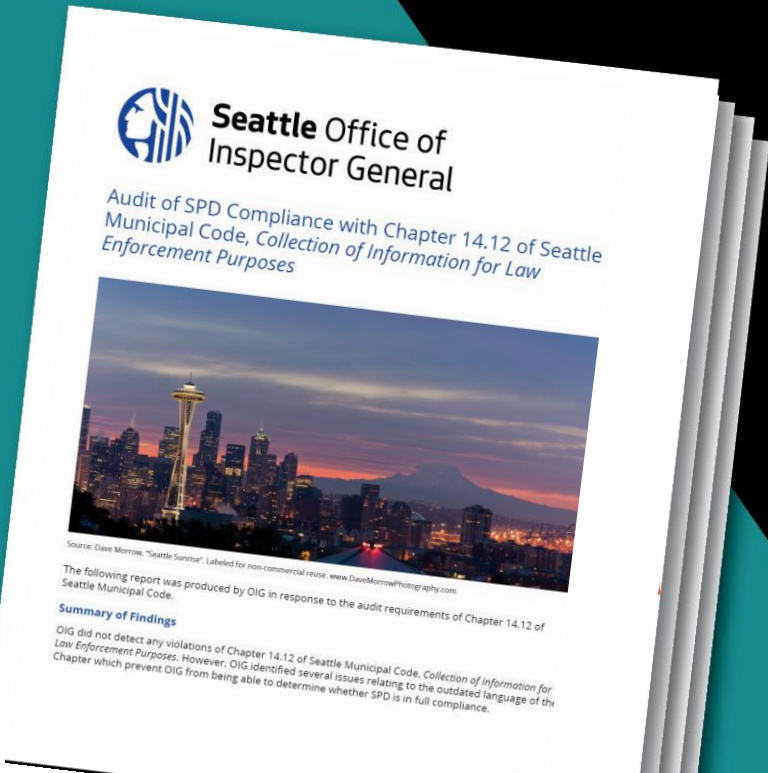
- The police accountability ordinance (Ord 125315) directs OIG to conduct audits of Chapter 14.12

## Recommendations

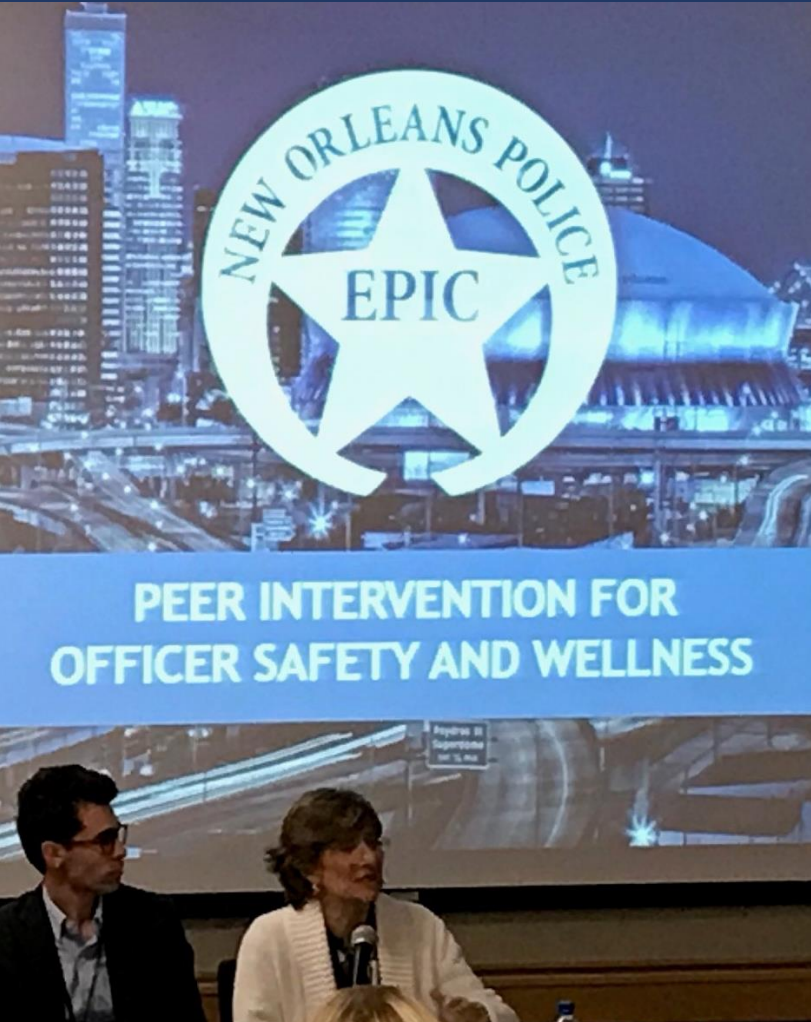
- SPD needs to refine policies and training to address ambiguous outdated language of Ch. 14.12

## Status

- SPD concurs



# Best Practice: Peer Intervention



## Subject

- SPD implementation of a peer intervention program

## Description

- The goal is to provide SPD members with tools, training and authority to intervene when they observe a fellow officer engaging in unprofessional or improper conduct
- One successful model is the New Orleans PD Ethical Policing is Courageous (EPIC) program

## Status

- Chief Best has committed to program implementation by Q4 2020

# Tech Assist: Process Improvements



## Subject

- OIG review of SPD Audit & Policy Research Section (APRS) internal processes

## Description

- Technical assistance to SPD acts as a force multiplier
- OIG is helping SPD with how to assess its own practices to improve effectiveness and quality control

## Status

- OIG and SPD recently completed an APRS process improvement collaboration and are working on others

# Complaint Handling Oversight

## Subject

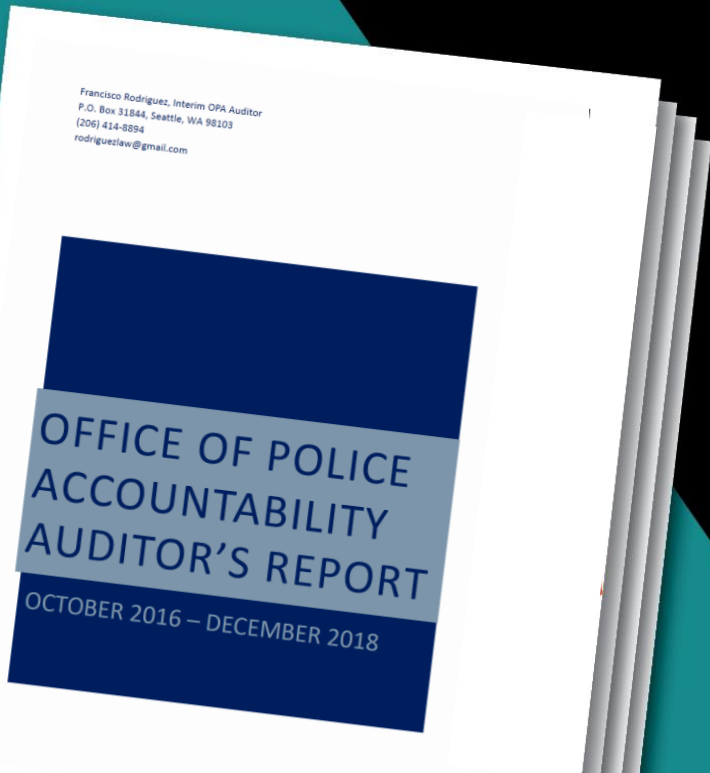
- OIG review of OPA complaint classifications and certification of OPA complaint investigations

## Description

- OIG provides regular oversight of OPA complaint handling, directing additional investigation if warranted

## Status

- OIG and OPA are coordinating to ensure clear, timely processes and data systems that meet OIG annual review needs



# Misconduct Investigation Review

## Subject

- Improve transparency of investigation and review-criteria

## Description

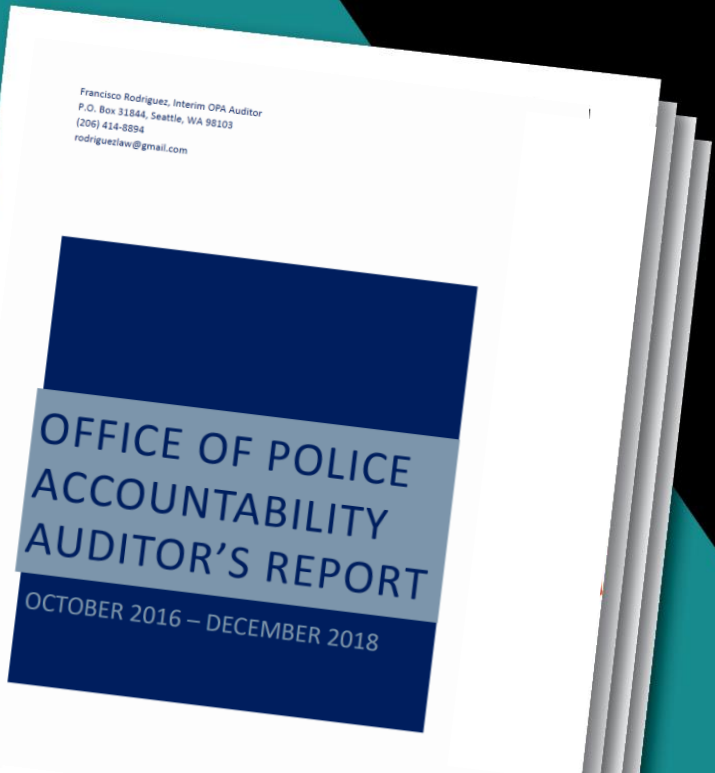
- The Interim OPA Auditor issued a final report with suggestions to improve OPA classification and investigation oversight

## Recommendation

- OIG/OPA are standardizing checklists for investigations and quality control review

## Status

- OIG/OPA meet biweekly to coordinate on internal processes





# OPA Management Actions

subject to the WA Public Records Act, which requires all information to be disclosed  
information disclosed, check No below, and OPA will protect your information  
this may still involve revealing some of your information.

information disclosed?  Yes  No

complaint resolution. It is a voluntary, confidential process facilitated by a trainer  
and officers talk and listen to each other.

for this complaint?  Yes  No

Director is required to report the racial, ethnic, and gender distribution of persons  
helpful to know the following information:

Racial/Ethnic Background

<input type="checkbox"/> Asian	<input type="checkbox"/> Native American	<input type="checkbox"/> 2 or More
<input type="checkbox"/> Black	<input type="checkbox"/> Pacific Islander	<input type="checkbox"/> Other
<input type="checkbox"/> Hispanic/Latino	<input type="checkbox"/> White	<input checked="" type="checkbox"/> Decline

Ident: enine  
2/13/20

ved \_\_\_\_\_

incident number (if known or applica  
y photographs or video relevant

## Subject

- Improving Management Action Recommendation (MAR) process flow between OPA and SPD

## Description

- OPA and SPD developed a transparent process for OPA issuance of MARs and SPD communications about the ongoing status of MAR implementation

## Status

- The new OPA/SPD MAR process is now in effect