



# Seattle Police Accountability

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## **Office of Police Accountability: The Year Ahead**

Gender Equity, Safe Communities, New Americans & Education Committee

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# A New Office of *Police* Accountability

- OPA Transitions
  - New Director and employees
  - Expanded responsibilities under the Accountability Ordinance
  - Increased powers and independence
  - Strengthening relationships
- Examining OPA processes and efficiencies
- Identifying initial budgetary and staffing needs
- Ensuring all investigations are thorough, objective and timely

# 2018 Work Plan Highlights

- Implementation of the Accountability Ordinance
  - Reorganization, staffing, and civilianization
  - Building OPA's community engagement
  - Emphasizing SPD policy review and recommendations
  - Reviewing OPA processes and efficiencies
- Short-term and long-term strategic planning



# Implementation of the Accountability Ordinance

# Police Accountability Ordinance 125315

## Chapter 3.29 **CIVILIAN AND COMMUNITY OVERSIGHT OF POLICE**

- The police are granted extraordinary power to maintain the public peace
- Public trust in the appropriate use of those powers is bolstered by having a police oversight system that **reflects community input and values**
- OPA helps to “ensure the actions of SPD employees are **constitutional** and in compliance with federal, state, local laws, and with City and **SPD policies**, and to promote **respectful and effective policing**, by initiating, receiving, classifying, investigating, and making findings related to **complaints of misconduct...**”
- OPA has the authority to “to **identify systemic problems** in SPD policies, training, supervision, and management” identified during investigations or in the course of OPA’s other responsibilities under the Ordinance.

# Staffing and Civilianization: Reorganization

- Complaint Navigators
- Civilian policy, community engagement, audit and complaint tracking, communications, legal, and project management specialists
- Civilianizing investigations supervisors positions

# Staffing and Civilianization: Sworn Supervisors

- Civilianization of supervisor positions consistent with SPMA CBA
- Currently producing required Human Resource documents
- Evaluating qualifications, experience, and skills required for successful civilian investigations supervisors
- Researching and developing training curriculum for civilian supervisors

# Community Engagement

- Recruiting Complaint Navigators
- Development and implementation of community engagement plan
- Working with the CPC to build community connections and trust
- Holding listening groups with community members
- Using community knowledge and expertise to inform OPA's practices, recommendations to the Department, and strategic planning and development



# SPD Policy Review and Recommendations

- Building policy review team
- Engaging with CPC and SPD to plan collaborative and resource-sensitive process for policy review and comment
- Management Action Recommendations (MARs)
- Providing feedback, lessons learned, and expertise to SPD outside of formal MARs
- Force Review Board proceedings

# Reviewing OPA Processes and Efficiencies

- Working internally to map out Ordinance implementation and working externally with the CPC
- Actively implementing on a rolling basis
- Committed to reviewing the OPA Manual for content and for consistency with the accountability ordinance and updated practices
- Plan to revise the OPA Manual as appropriate and necessary



# Strategic Planning

# Planning for the Future

- Solidifying relationships and working with accountability partners to develop strategic plans for the short and long terms
- Integrating community knowledge and expertise into strategic plan
- Evaluating OPA's unique opportunity for growth
- Identifying resource needs and advocating for them
- Building on OPA's role as a thought leader in police accountability and reform



# **Seattle** **Police Accountability**

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