



SEATTLE CITY COUNCIL  
CENTRAL STAFF

# Appointment of the Inspector General

Gender Equity, Safe Communities, New Americans & Education Committee  
April 25, 2018

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# Overview

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- History of police accountability ordinance and Office of Inspector General for Public Safety (OIG)
- Inspector General hiring process
- Introducing the Inspector General appointee

# Trust and Accountability

1992 Civilian Auditor

2010 Community call to action

2012 Consent decree

2017 Police accountability ordinance



# A New Police Oversight System

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“[E]nsuring constitutional, accountable, effective, and respectful policing” (Ord. 125315)

## **OPA**

Addressing and  
investigating misconduct  
complaints

## **OIG**

Civilian auditing of  
SPD and OPA

## **CPC**

Community engagement  
and policy, practices,  
services input

## **SPD**

Building a culture of accountability

# OIG Purpose and Authority

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## Purpose

- Oversight of SPD and Office of Police Accountability (OPA) through auditing and review

## Authority

- Independence
- Access
- Other related departments

# OIG Duties and Work Products

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## Duties

- Audits (including police intelligence and surveillance)
- OPA Reviews
- SPD incident reviews with scene access
- With SPD and OPA, enhance accountability culture
- With CPC, community outreach and input

## Work Products

- Audits, reviews, studies (e.g., RES 31753)
- Annual work plan, annual report
- Joint CPC mid-year and diverse workforce reports

# Inspector General (IG) Qualifications

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## Qualifications

- Civilian, not a former SPD sworn officer
- Criminal, civil rights, labor, investigations or auditing background
- Lead and manage staff in auditing, analyzing, and recommending systemic improvements

## Desired Attributes

- Integrity, professionalism, commitment
- Leadership and effective stakeholder engagement
- Understanding and valuing diversity
- Sound judgment in the face of controversy

# IG Selection Process

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## Who

- Search Committee included Council, Mayor's office, SPD, and CPC
- Co-chaired by Community Police Commission and Chair González

## What

- 2017 OIG study missions helped shape job description and desired qualities
- With SDHR, questions and exercises screened for implicit and explicit bias

## When

- Process started June 2017 after passage of Police Accountability Ordinance
- Ten-month nationwide search with over 200 applicants



# Next Steps

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- Wed., April 25 – Inspector General appointment public hearing  
Appointment of Lisa Allison Judge as Inspector General, for a term from April 30, 2018 to December 31, 2024
- Mon., April 30 – Confirmation by Full Council