



Seattle Office of
Police Accountability

OPA's Public Safety Committee Presentation

February 27, 2024

GINO BETTS JR., DIRECTOR
BONNIE GLENN, DEPUTY DIRECTOR

Overview

1. Introduction
2. Responsibilities
3. Cases by Classification Type
4. Complainants and Employees
5. Allegations by Type and Location
6. Case Dispositions
7. Community Outreach and Engagement
8. Budget
9. Questions

History of Police Accountability

2010

**DOJ
Investigation**

2012

**Consent
Decree**

2017

**Accountability
Ordinance**

OPA's Role and Responsibilities

1. Police Misconduct Complaints
2. Enhance Police Culture
3. Community Awareness

Independent, Hybrid Structure

- **Civilian-led:** Director, assistant directors, managers, and investigation supervisors
- **Independent:** Physically and operationally separated from SPD

Complaint Process



Step 1: Complaint Received

Day 1

Four ways you can file a complaint



SUBMIT A WEB FORM

seattle.gov/opa



EMAIL US

opa@seattle.gov



CALL US

206-684-8797



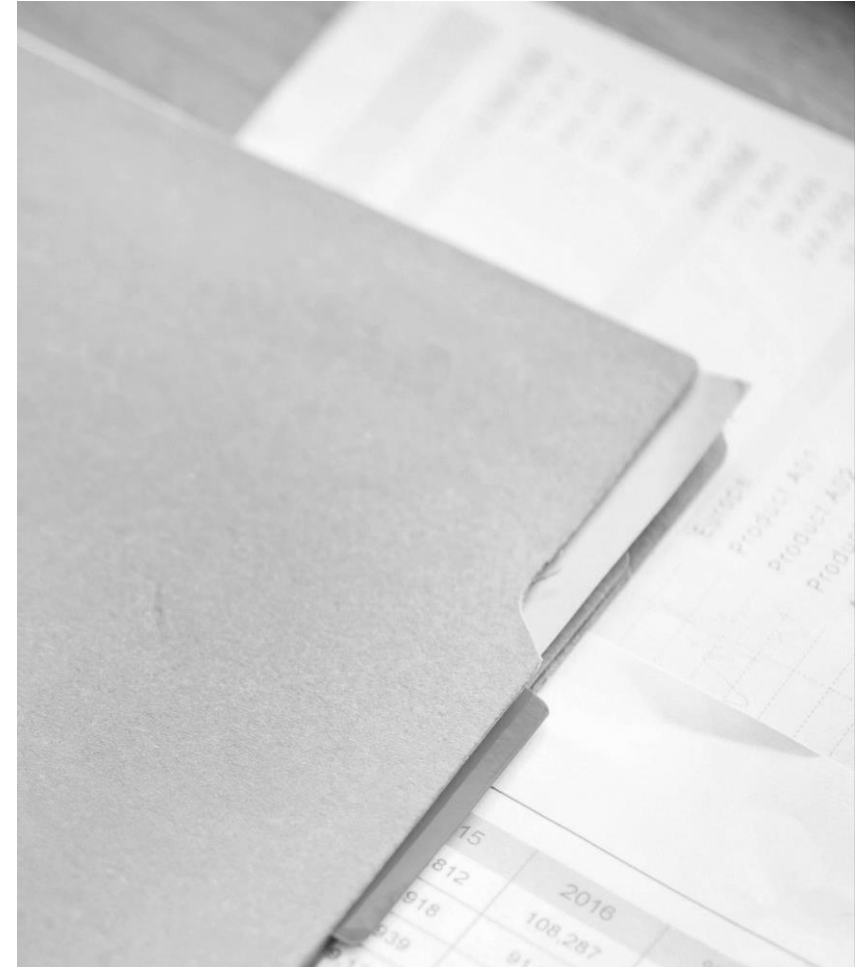
VISIT US

720 3rd Ave. Floor 18

Step 2: Intake Investigation

Day 1 - 30

- Who?
- What?
- When?
- Where?
- How?



Step 3: Classification

Day 1 - 30

- OPA supervisor review
- Classification
- Complainant notified

Classification Types
Contact Log
Mediation
Supervisor Action
Investigation
Rapid Adjudication

Step 4: Investigation

Day 30 - 180

The Investigation Process

1 OPA investigator gathers evidence and conducts interviews.



2 OPA Director reviews case and recommends findings to Chief of Police.



3 Chief of Police makes final decision.



4 OPA sends complainant letter summarizing the outcome.



Step 5: Recommended Findings

Day 180

- OPA's director reviews the case files and recommends finding for each allegation – **Sustained / Not Sustained**
- Those findings are sent to the employee's chain of command and union
- The complainant is notified about OPA's findings.



Step 6: Discipline

The Chief of Police decides the final discipline.

Discipline range:

- Oral Reprimand
- Written Reprimand
- Suspension Without Pay
- Demotion
- Termination



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Community Outreach and Engagement





2023 Community Engagement



Seattle University School of Law



Black Coffee Northwest



Asian Pacific Islander Heritage Month

74 events

**6,687 community
member
interactions**

18 presentations

Trust Building Initiatives



Discipline Meeting Transparency

Complainant Impact Statements

Complainant Feedback Surveys

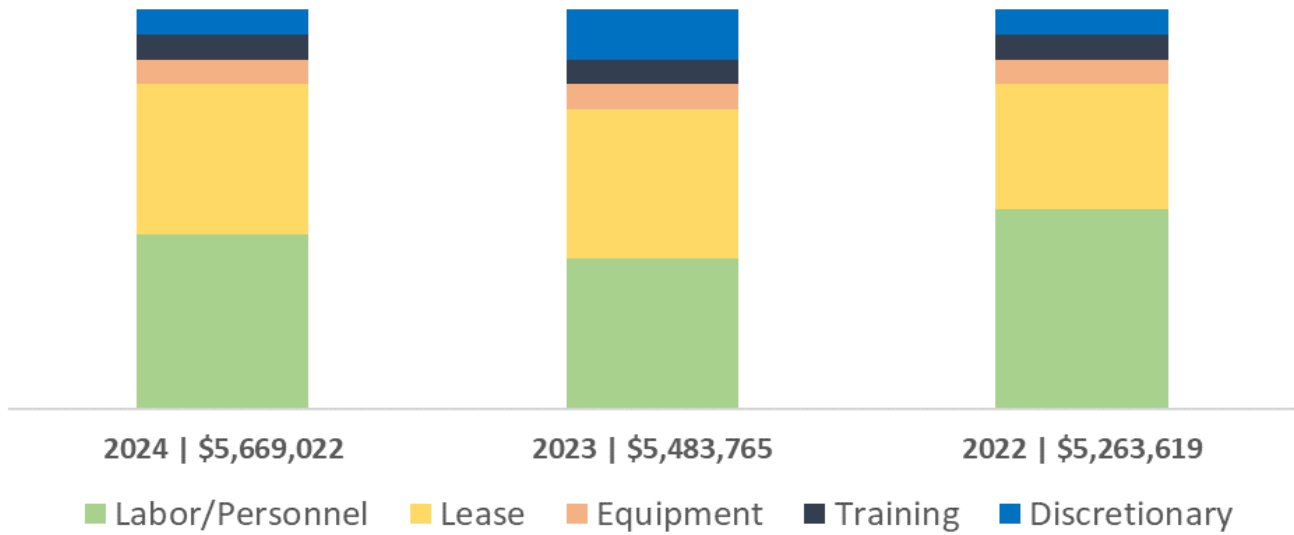
Targeted Community Surveys

OPA Budget



OPA's annual budget has largely remained constant.

OPA's Annual Budget Breakdown



Year Total	Personnel (31 FTEs)		Lease		Equipment		Training		Discretionary	
2024 \$5,669,022	\$5,180,924	91%	\$352,361	6%	\$28,410	1%	\$68,532	1%	\$38,795	1%
2023 \$5,483,765	\$4,953,243	90%	\$340,000	6%	\$28,195	1%	\$68,532	1%	\$93,795*	2%*
2022 \$5,263,619	\$4,864,910	92%	\$260,000	5%	\$26,382	1%	\$68,532	1%	\$43,795	1%

Questions?

