



SEATTLE CITY COUNCIL

Public Safety Committee

Agenda

Special Meeting

Tuesday, April 29, 2025

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Robert Kettle, Chair
Rob Saka, Vice-Chair
Joy Hollingsworth, Member
Cathy Moore, Member
Sara Nelson, Member

Chair Info: 206-684-8807; Robert.Kettle@seattle.gov

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Council Chamber Listen Line: 206-684-8566

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SEATTLE CITY COUNCIL

Public Safety Committee

Agenda

April 29, 2025 - 9:30 AM

Special Meeting

Meeting Location:

Council Chamber, City Hall , 600 4th Avenue , Seattle, WA 98104

Committee Website:

<https://www.seattle.gov/council/committees/public-safety>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at

<https://www.seattle.gov/council/committees/public-comment>

Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

Please submit written comments to all Councilmembers four hours prior to the meeting at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

Please Note: Times listed are estimated

A. Call To Order

Meeting Start Time: 9:41 a.m.

Presiding Officer: Chair Kettle

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. [Appt 03129](#) **Appointment of Ken Nsimbi as member, Community Police Commission, for a term to December 31, 2026.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Eci Ameh, Interim Executive Director, Community Police Commission

2. [Appt 03128](#) **Appointment of Eci Ameh, as Executive Director of the Seattle Community Police Commission.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Eci Ameh, Interim Executive Director, Community Police Commission

3. Police Accountability Partners Update

Supporting
Documents:

[OIG Presentation](#)

[OPA Presentation](#)

[CPC Presentation](#)

Briefing and Discussion (40 minutes)

Presenters: Lisa Judge, Inspector General, Office of the Inspector General (OIG); Bonnie Glenn, Acting Director, Office of Police Accountability (OPA); Eci Ameh, Interim Executive Director, Community Police Commission (CPC)

4. Draft Legislation Amending the Chief of Police Investigations Ordinance

Supporting
Documents:

[Central Staff Memo](#)

[Central Staff Presentation](#)

[Draft Ordinance](#)

Briefing and Discussion (20 minutes)

Presenters: Lisa Judge, Inspector General, Office of the Inspector General (OIG); Bonnie Glenn, Acting Director, Office of Police Accountability (OPA); Karina Bull, Council Central Staff

E. Adjournment



Legislation Text

File #: Appt 03129, **Version:** 1

Appointment of Ken Nsimbi as member, Community Police Commission, for a term to December 31, 2026.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Ken Nsimbi</i>		
Board/Commission Name: <i>Community Police Commission</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 1/1/2024 to 12/31/2026 <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Beacon Hill</i>	Zip Code: <i>98168</i>	Contact Phone No.: [REDACTED]
Background: <i>I bring over 25 years of experience and a robust national network working deeply in our communities. I advocated for those who have lived experience of homelessness, and mass incarceration. Based in Seattle, I have contributed to county and community organizations and currently serve as a Special Programs Manager with the Care and Closure team under the Office of the King County Executive. My prior roles include leadership and management positions with Best Starts for Kids—focused on dismantling the School-to-Prison Pipeline—Youth Programs Manager with the King County Housing Authority, where I supported over 3,000 young people in accessing quality afterschool programs.</i> <i>My personal trauma in my interactions with the police and perspective as a first-generation immigrant fuel my advocacy for historically marginalized populations. I am deeply committed to advancing equity, promoting social justice, and ensuring the fair redistribution of power and resources. I am a champion of racial equity and excel at fostering partnerships with community and the police to drive meaningful change.</i>		
Authorizing Signature (original signature): <i>Robert E Kettle</i> Date Signed (appointed): <i>4/4/2025</i>		Appointing Signatory: <i>Robert E. Kettle</i> <i>Public Safety Chair, Seattle City Council</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.

Ken Nsimbi

Professional Summary

Dedicated Youth Advocate with 20 years of successful experience and a strong commitment to social justice, cultural competency, and work with diverse low-income youth, refugee populations and immigrants. Fluent in spoken and written English, Swahili and Luganda. Dynamic public speaker that is experienced in leading multiple projects and with the ability to plan, prioritize, and organize. Recognized consistently for performance excellence, positive energy and contributions to the success on any team.

Work History

King County Executive Office – Care & Closure Special Project Manager
Seattle, WA

05/2024 – Current

- Lead the implementation planning process and implementation plan for Care & Closure Recommendations while strengthening community infrastructure for youth impacted by the youth legal system.
- Keep up to date with emerging local and national trends and insights and provide advice with regards to identifying promising community-based alternatives.
- Manage briefings and presentations, translating challenging and complex concepts, data, and information for diverse audiences, both orally and in writing.
- Manage communications on a regular and timely basis, ensuring that all project participants are informed of project status, problems, and required actions.
- Develop and cultivate relationships with local, state, and national community, academic, and systems partners in the youth legal system. Develop and cultivate relationships with youth and families impacted by the child welfare, foster care, and youth services fields.
- Exercise excellent collaborative and communication skills to act as a liaison with various committees as well as public and political officials, including, county, state and federal agencies.

Skills

- Fundraising
- Relationship-Building
- Planning and Coordination
- Analytical skills
- Critical thinking
- Organization and Time management
- Detail-oriented
- Training & Development
- Self-motivated professional
- Computer proficiency
- Conflict resolution
- Leadership

Education

04/2012

University Of Phoenix

Seattle, WA

Bachelor of Science: Human Services -
Special Populations

Course emphasis: Cultural diversity and
special populations.

Certifications

- Government Alliance on Racial Equity
Training: Nora Liu & Shanna
Crutchfield; June 2019 – February 2020,
9 Months
- Dialectical Behavioral Therapy
Training Behavioral Research &

King County – Stopping the School to Prison Pipeline (SSPP) Manager
PPMIII Seattle, WA

01/2021 – 05/2024

- Lead the SSPP Team which includes the Evaluation Lead, Business and Finance Officer, SSPP Contract Monitor, and other key County staff related to the SSPP investment area, including the SSPP Policy Lead. This includes supervision of the SSPP Contract Monitor position.
- Closely monitor SSPP's budget and allocation for SSPP strategies.
- Work with key stakeholders to promote pathways of success and prevent deeper involvement into the criminal legal system for young people by offering an immediate connection to a relationship, guidance, and resources including mentoring, job training/employment services, and/or services requested by the young person and their family.
- Ensure that agencies receiving County funding are providing high quality, outcome-based services to young people and have the support needed to meet County contracting requirements.
- Execute service contracts including award, contract negotiation with service level, collect and review reports and client level data when applicable, approve invoices, impose sanctions as needed.
- Work with King County Superior Court to track BSK outcomes related to this strategy including outcomes by race and gender.

King County Housing Authority - Youth Programs Contract Manger
Seattle, WA

01/2016 – 12/2021

- Manage a contract budget of 2.4 million dollars through day-to-day supervision and monitoring of 7 youth provider partners and alignment initiatives across 15 King County Housing Sites.
- Develop and create programs that serve over 5000 K-12 grade and monitor effectiveness against individual participant needs.
- Recruit, interview and hire staff members offering exceptional talent, great skills and quality programming to our residents.
- Partner with residents, school districts, service providers, property and facility managers, and other community stakeholders to implement programs, resources, and services that are needed by our growing communities.
- Oversee staff development through in-depth trainings, workshops, seminars and other learning and professional development opportunities.
- Provide funding and act as liaison between local governmental agencies, community councils, schools and service providers through the negotiating of social service contracts for our residents.

King County Housing Authority - Racial Equity Co-Chair
Tukwila, WA

01/2019 - Current

- Educate and shape organizational culture, practices, and systems through an equity lens within the agency and the communities we serve.

Therapy Clinic, University of Phoenix;
May 2010, 4 hours

- Secondary Trauma Training: Laura van Dernoote Lipskey, MSW; November 2010, 8 hours
- Motivational Interviewing Training: Ron Jackson, MSW, LICSW; February 2011, 8 hours
- Mental Health First Aid Training Larry Clum, PhD, Union Gospel Mission; June 2013, 8 hours

- Support the developing of a sustainable infrastructure to support ongoing racial equity work; living our values in alignment with the REDI mission.
- Engaging agency wide training and policies to eliminate racial disparities.

New Horizon Ministries - Drop-In/Outreach Manager

Seattle, WA

01/2010 - 01/2016

- Directed and supervised a team of 12 staff and over 200 volunteers quarterly trainings and street outreach
- Developed mentorship programs for homeless youth with the purpose of equipping them to exit street life.
- Directed the Drop-in program that provided meals, showers, housing, treatment referrals, and case management services to over 80-100 youth a day.
- Advocate for homeless, underserved, immigrant and at-risk youth within medical, judicial, educational, and social service systems.
- Organized and led City wide outreach efforts, partnering with community members and businesses downtown Seattle streets to disengaged youth.

Urban Impact - Donor Relations Manager

Seattle, WA

01/2008 - 01/2011

- Responsible for raising \$450,000 at fundraising events with up to 500 people in attendance.
- Built sustainable relationships with schools, small business and community leaders.
- Cultivated relationships for the betterment of organizational objectives.

Alaska Airlines - Customer Service Agent/Recruitment Manager

SeaTac, WA

01/2006 - 01/2008

- Evaluated and facilitated hiring process for the company.
- Provided information to customers regarding products and services.
- Resolved/dealt with customer complaints.

Ballard Boys and Girls Club - Head Counselor

Seattle, WA

01/2003 - 01/2006

- Prepared lesson plans and coordinated programs and activities that focused on improving academic outcomes.
- Fostered emotional and educational growth in children.
- Developed and managed successful after school and summer youth programs.
- Identified needs of individual students and worked to help each child develop potential.
- Developed successful partnerships with schools and school districts.

Volunteer Experience

- Board of Directors – New Horizons Homeless Youth Shelter, Seattle WA, 2017- 2024
- Board of Directors - Bellevue Boys and Girls Club, Bellevue WA, 2021- Current
- Board of Directors – World Relief Seattle, Seattle WA, 2018 - 2021
- Youth Director – Rainier Beach Presbyterian Church, Seattle WA, 2016 - Current
- Commissioner – Seattle Human Rights Commission, Seattle WA, 2014- 2016
- Urban Community Development Leader – Antioch House, Seattle WA, 2004-2006

Awards

- Outstanding Team Contribution - Government Alliance on Racial Equity, 2020
- Outstanding Community Support Award - Center for Human Services, 2019
- Recycler of the Year Award – Washington State Recycling Association, 2018
- Community Partner Award - YearUp, 2017 Lillian Wald Award - Seattle Pacific University, 2013-2014 & 2014-2015
- Integrity Award - Alaska Airlines, 2008

Community Police Commission

15 Members: Pursuant to Ordinance 125315, all members subject to City Council confirmation, 3-year terms however, for initial terms should be as follows:

- 5 City Council-appointed
- 5 Mayor-appointed
- 5 Other Appointing Authority-appointed (specify): Commission

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	M		1.	Member	Lars Erickson	1/1/23	12/31/25	1	Mayor
			2.	Member		1/1/24	12/31/26		Mayor
			3.	Member	Raven Nicole Tyler	1/1/22	12/31/24	1	Mayor
2	F		4.	Member	Arlecier L.N. West	1/1/24	12/31/26	1	Mayor
6	M		5.	SPMA Rep	Anthony Gaedcke	1/1/23	12/31/25	1	Mayor
6	M		6.	Member	Joel C. Merkel	1/1/25	12/31/27	2	Council
			7.	Member	Le'Jayah Washington	1/1/22	12/31/24	2	Council
			8.	Member	Tascha Johnson	1/1/23	12/31/25	2	Council
			9.	Member	David Benchlouch	1/1/25	12/31/27	1	Council
	M		10.	Member	Ken Nsimbi	1/1/24	12/31/26	1	Council
2	F		11.	Member	Erica Newman	1/1/23	12/31/25	2	CPC
			12.	Member	Joseph Seia	1/1/23	12/31/25	1	CPC
			13.	Public Defense		1/1/24	12/31/26		CPC
			14.	Civil Liberties		1/1/24	12/31/26		CPC
2	M		15.	SPOG Rep	Mark Mullens	1/1/23	12/31/25	3	CPC

SELF-IDENTIFIED DIVERSITY CHART

SELF-IDENTIFIED DIVERSITY CHART					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1				1				2			
Council	1									1			
Other	1	1				2							
Total	4	2				3				3			

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 03128, **Version:** 1

Appointment of Eci Ameh, as Executive Director of the Seattle Community Police Commission.

The Appointment Packet is provided as an attachment.

City of Seattle



**Executive Director
Seattle Community Police
Commission**

**Confirmation Packet
April 2, 2025**

Eci Ameh

April 2, 2025

The Honorable Robert Kettle
Chair, Public Safety Committee
Seattle City Hall, 2nd Floor
Seattle, WA 98104

Dear Councilmember Kettle:

It is my pleasure to transmit to the City Council, on behalf of the Seattle Community Police Commission (CPC), the following confirmation packet for the CPC's nomination of Eci Ameh to serve as the Executive Director of the Seattle Community Police Commission. The materials in this packet are divided into two sections:

A. Eci Ameh

This section contains Ms Ameh's appointment, oath of office form, and resume.

B. Background Check

This section contains the report on Ms Ameh's background check.

The co-chairs' and commissioners' work with Ms. Ameh has confirmed that she is well qualified to serve as the Executive Director. After reviewing the merit-based criteria set forth in Section 3.29.320 of the 2017 Police Accountability Ordinance it is clear that she meets all required qualifications and characteristics of the Executive Director. The Commission voted unanimously to appoint Ms Ameh our Executive Director at our public meeting held on March 5, 2025.

Eci Ameh was selected as the CPC Deputy Director through a competitive recruitment process in the summer of 2024 in which she was clearly the most talented and qualified candidate. Ms Ameh has served as the Acting Executive Director of the Community Policy Commission (CPC) since September 2024, and the Interim Executive Director since January 2025. Ms Ameh holds a Juris Doctor from the University of San Francisco School of Law, and a bachelor's degree in Crime Control and Justice from the University of Washington. She has demonstrated a commitment to advancing pro-equity and anti-racist strategies throughout her career in public service within government structures. Her legal background includes public defense and teaching college-level courses on the criminal and juvenile justice system. She is an experienced people leader and has provided executive leadership at the city, county and state level.

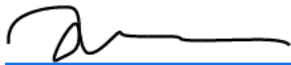
Ms. Ameh possesses extensive experience in advancing police accountability, as well as expertise in policy and legislative analysis. She is experienced in working in politically sensitive environments, advancing police accountability while centering equity and justice. Ms. Ameh's experience in criminal justice reform and police accountability reflects a commitment to centering community voices with a particular focus on those communities furthest from justice.

Since joining the CPC, Ms. Ameh has supported the CPC and guided the team through a time of transition. Over the past six months she has re-established purpose within CPC staff through thoughtful engagement and recruitment of new team members and commissioners. Ms. Ameh has rebuilt and strengthened relationships with communities as well as partners throughout the city. Additionally, through her leadership she has increased the efficiency and influence of the CPC, demonstrated by her work in integrating the CPC's feedback in the Council's recent legislation regarding the Seattle Police Department's crowd management policies.

If you have any questions about the attached materials or need additional information, please contact Pam Inch, Senior Executive Recruiter with the Seattle Human Resources Department, who will work with us to expediate your request.

We appreciate your consideration.

Sincerely,



Joel Merkel (Apr 3, 2025 16:09 PDT)

Joel Merkel

Co-Chair

Community Police Commission

SECTION

A

March 6, 2025

Dear Eci,

On behalf of the Seattle Community Police Commission (CPC), I am pleased to confirm your appointment as the **Executive Director, Seattle Community Police Commission**, effective **Wednesday, March 5, 2025**. Your appointment is contingent upon a criminal background review and confirmation by the Seattle City Council. Once confirmed you will serve an initial six-year term.

The following conditions apply to your appointment:

TERMS OF ASSIGNMENT: The **Executive Director** position is classified as an Executive 3 in the City payroll system and is exempt from the Civil Service System. As an exempt employee, you are at will and serve at the discretion of the Community Police Commission. Your work will be supervised by the CPC Co-Chairs.

SALARY: Your salary will be \$229,826.16 (\$110.07/hour based on 2088 hours). You will be paid on a bi-weekly basis. Pay days occur every other Friday. Your first pay date reflective of your new position will be **Friday, March 21, 2025**. Your position is exempt from the provisions of the Fair Labor Standards Act, which means that you do not receive overtime compensation. However, as a salaried employee you are not required to use accrued vacation leave or sick leave for occasional absences of four hours or less during any workday.

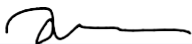
This position is not eligible for Executive Leave. Your existing Executive Leave balance does not carry over to this position.

EMPLOYMENT BENEFITS: As a reminder, the City of Seattle offers a comprehensive benefits package for you and your eligible dependents. Your City benefits will remain largely unchanged. However, as a department head, you will now receive 30 days of vacation each calendar year during which you serve. These 30 days will be available to you on your first day in this new position. These days do not carry over into succeeding years. Your existing vacation leave balance will be cashed out and will not carry over to this position.

Your sick leave accrual will remain the same and your sick leave balance will be transferred to your new position. You are eligible to use your sick leave immediately.

Eci, congratulations on your appointment as the **Executive Director, Seattle Community Police Commission**! If you have questions about your employment with the City, please contact Trina DeBiase, Sr. HR Business Partner, at 206-775-5154.

Sincerely,




Joel Merkel (Mar 6, 2025 14:10 PST)

Joel Merkel
CPC Co-Chair

cc: Personnel File
Pam Inch, Senior Executive Recruiter

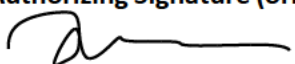
Acceptance of Offer:

Please indicate your acceptance of this out of class assignment offer by signing and dating below. The system will generate a copy for your files.

Signature:  _____ Date: 03/06/2025
Eci Ameh



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Eci Ameh		
Board/Commission Name: Seattle Community Police Commission		Position Title: Executive Director
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: Seattle Community Police Commission	Date Appointed: 3/5/2025	Term of Position: * City Council Confirmation to Six years from the date of Council Confirmation <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Legislated Authority: Ordinance 125315 Section 35 (Uncodified SMC 3.29.320)		
Background: <p>Eci Ameh has served as the Acting Executive Director of the Community Policy Commission (CPC) since September 2024, and the Interim Executive Director since January 2025, after serving as the commission's Deputy Director. She holds a Juris Doctor from the University of San Francisco School of Law, a bachelor's degree in Crime Control and Justice from the University of Washington and has demonstrated a commitment to advancing pro-equity and anti-racist strategies throughout her career in public service within government structures. Her legal background includes public defense and teaching college-level courses on the criminal and juvenile justice system. She is an experienced people leader and has provided executive leadership at the city, county and state level.</p> <p>Ms. Ameh possesses extensive experience in advancing police accountability, as well as expertise in policy and legislative analysis. She is experienced in working in politically sensitive environments, advancing police accountability while centering equity and justice. Ms. Ameh's experience in criminal justice reform and police accountability reflects a commitment to centering community voices with a particular focus on those communities furthest from justice.</p> <p>The co-chairs' and commissioners' work with Ms. Ameh has confirmed that she is well qualified to serve as the Executive Director. After reviewing the merit-based criteria set forth in Section 3.29.320 of the 2017 Police Accountability Ordinance it is clear that she meets all required qualifications and characteristics of the Executive Director. The Commission voted unanimously to appoint Ms Ameh the Seattel Community Police Commission Executive Director.</p>		
Authorizing Signature (original signature):  <u>Joel Merkel (Apr 3, 2025 16:09 PDT)</u>		On Behalf of the Appointing Authority: Joel Merkel, Co-Chair Seattle Community Police Commission



CITY OF SEATTLE • STATE OF WASHINGTON

OATH OF OFFICE

State of Washington

County of King

I, Eci Ameh, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Executive Director Seattle Community Police Commission; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of the City of Seattle; and that I will faithfully conduct myself as Executive Director Community Police Commission.

Eci Ameh

Subscribed and sworn to before me

(Seal)

this _____ day of _____, 2025

Scheereen Dedman, City Clerk

ECI AMEH

PROFESSIONAL LICENSE

Washington State Bar Association No. 44504

EDUCATION

University of San Francisco School of Law
Juris Doctor
Chancellor's Scholar
Intensive Advocacy Program

University of Washington
Bachelor of Arts
Major: Law, Societies, and Justice
Focus: Crime Control and Justice

PROFESSIONAL EXPERIENCE

Office of the Community Police Commission, Seattle, WA 8/2024 – Present

Acting/Interim Executive Director (9/2024 – Present)

Deputy Director (8/2024 – 9/2024)

Direct the functions of the Office of the CPC to advance the mission of the Office and Commission. Provide strategic leadership, direction, and support across CPC functions, including policy, community engagement, and communications. Hire, supervise, manage, and evaluate employee performance consistent with the City's Performance Management System. Manage the preparation of the CPC's proposed budget, authorize necessary expenditures, and execute contracts for professional and other services in accordance with the adopted budget. Represent the CPC in providing testimony and expertise to City departments and offices, commissions, and other organizations pertaining to issues of constitutional policing.

Office of Equity, Racial, and Social Justice, King County, WA 1/2022 – 8/2024

Deputy Director

Support the department director by leading business operations and project delivery to ensure efficient, effective, and accountable service delivery. Collaborate with the Director and senior staff to develop and manage the OERSJ budget, ensuring effective allocation of resources in a budget-constrained environment. Provide strategic leadership, direction, and support across OERSJ functions, including policy, communications, language equity, immigrant and refugee affairs, disability justice, civil rights, and community engagement, while collaborating with key partners and County departments. Serve as primary liaison to the King County Sheriff's Office (KCSO) and Prosecuting Attorney's Office. Represent OERSJ on the King County Sheriff's Office Transition Task Force to advise KCSO on implementing anti-racist and pro-equity strategies. Serve as department liaison for key Executive priorities and initiatives, high-risk, and politically sensitive projects.

Department of Executive Services, King County, WA 8/2020 – 1/2022

Deputy Director, Facilities Management Division

Direct the Finance section, Planning and Administrative Services, Real Estate Services, and Director's Office administration. Serve as liaison for the Facilities Management Division (FMD) on high visibility, complex, and politically sensitive projects and programs, including the Civic Campus Initiative, King County Customer Service Center, and Future of Work Steering Committee. Address personnel issues as they arise and ensure transparent communication both internally and externally. Represent FMD on various committees and work groups that include representatives from other County agencies, federal, state, and local governments, separately elected officials, special interest groups, and the public. Manage the development of the division budget with a focus on aligning strategic priorities with current resources.

ECI AMEH

Implement the Department of Executive Services and FMD Equity and Social Justice Strategic Plan and action items. Serve as Division Director in the absence of the director.

Office for Civil Rights, Seattle, WA

3/2020 – 8/2020

Deputy Director

Support the department director by leading business operations and project delivery to ensure efficient, effective, and accountable service delivery. Direct administrative and operational functions, strategic planning, budgeting and fiscal management, program and project planning, community engagement, and performance management. Serve as primary liaison to the City Attorney's Office. Represent the department in union contract negotiations. Support the executive team in the creation of a results-oriented roadmap for improving the effectiveness and scaling of equity and social justice strategies. Perform final case review and signing of all civil rights investigations. Serve as department liaison for key Mayoral priorities and initiatives, high-risk, and politically sensitive projects. Ensure effective and timely reporting of office outcomes. Report program accomplishments to the Director and Mayor's Office, City Council, and public.

Department of Enterprise Services, Olympia, WA

6/2018 – 3/2020

Director, Contracts and Legal Services Division

Serve as appointing authority, WA Chief Procurement Officer, and director of an operating division of 80 full-time employees. Provide effective budgeting and fiscal management for divisional budget. Design and direct strategies to advance equity and inclusion in public contracting by implementing data-based recommendations from the statewide disparity study. Serve as liaison to the Governor's Policy Office to ensure collaboration in achieving key gubernatorial priorities. Serve as DES representative to the Governor's Subcabinet on Business Diversity. Prepare and testify in legislative proceedings on behalf of the Department. Provide clear and reliable counsel and advice to the DES Director on the agency's legal risk landscape. Act with DES Director's full delegated authority to execute master contracts and other legal agreements. Provide direct supervision oversight to senior-level managers within the division. Direct the recruitment, hire, coaching, and performance management of agency employees.

Department of Commerce, Olympia, WA

4/2016 – 6/2018

Chief Legal Officer

Direct public contracting and procurement activities for a state agency that administers 2,500 contracts per biennium with an annual value of \$1.2 billion. Provide clear and reliable advice to executive management on contracts, procurement, procurement equity, ethics, and legal and policy matters. Develop sole source procurements, agency risk assessment activities, and issues of delegated contracting authority with Department of Enterprise Services. Review, draft, revise, and negotiate loans, grants, and other contracts. Serve as client representative to the Attorney General's Office, to include collaboration on formulation of legal strategies and leading internal operations with respect to litigation involving the Department. Spearhead Commerce's Diverse Spend Project, designed to collect data on the agency's pass-through spend with minority-, women-, and veteran-owned businesses. Serve as agency ethics advisor, including providing consultation and advice to agency staff on compliance with the Ethics in Public Service Act (RCW 42.52). Partner with Human Resources on ethics-related investigations and serve as agency liaison to the Executive Ethics Board. Resolve bidding protests on behalf of the agency.

DSHS Economic Services Administration, Olympia, WA

8/2014 – 4/2016

Communications Director

Direct and implement expert-level communication strategies that impact statewide implementation of policy, field operations, and service delivery at 58 Community Services Offices and a statewide customer service contact center. Develop and implement plan for expansion of Communications Office, including

ECI AMEH

establishment of a team of communications professionals, including communications strategy managers and support staff. Evaluate proposals for competitive solicitations. Determine staff training needs and provide communications training and other technical assistance to a team of 2,700 staff. Serve as division representative to state and local agencies, legislators, and community partners. Respond to requests for information and public disclosure requests. Plan and direct media relations and press activities for the division. Direct the development of internal communication. Provide oversight for the division intranet and agency internet sites.

DSHS Children's Administration, Olympia, WA

10/2011 – 8/2014

Statewide Racial Disproportionality Manager

Serve as principal advisor on racial disproportionality elimination efforts with Department of Social and Health Services. Develop and implement strategic plan and design tools to measure performance. Lead effective community outreach and engagement. Develop and review agency policy related to racial disproportionality, disparity, and cultural competence. Provide regular project updates on remediation plan to state legislators on behalf of DSHS. Design related staff education programs, including creating and executing training contracts. Foster strong partnerships and implement initiatives developed collaboratively with community partners from the Washington State Racial Disproportionality Advisory Committee, whose membership includes representatives from WA Native American tribes, foster parents and former foster youth, university educators, and members of the judiciary. Lead interdivisional team on racial disproportionality within state systems.

University of Washington, Tacoma, WA

1/2012 – 3/2014

Criminal Justice Program

Adjunct Faculty

Develop curricula and provide academic instruction in Racial Disproportionality Across Systems, Fundamentals of Criminal Law, and Juvenile Justice (300- and 400-level courses). Research relevant nationwide practice and current trends in criminal justice, public policy, and racial disparities in education, immigration, health, and economics. Provide expertise in applying diverse adult learning principles. Partner with administrators and faculty to recruit a diverse student body. Create methods of evaluation to improve course content and assigned materials.

OTHER EXPERIENCE

William L. Dwyer Inn of Court, Seattle, WA

9/2013 - Present

Master Member

Participate in an association of lawyers, judges, and other legal professionals from all levels and backgrounds who share a passion for professional excellence. Through regular meetings, members build and strengthen professional relationships; discuss fundamental concerns about professionalism and pressing legal issues of the day; share experiences and advice; exhort the utmost passion and dedication for the law; provide mentoring opportunities; and advance the highest levels of integrity, ethics, and civility.

Rainier Health and Fitness, Seattle, WA

3/2017 – 12/2023

Volunteer

Serve as a volunteer for a non-profit health organization creating a meaningful difference in the South Seattle community by making exercise fun, accessible, and affordable. RHF's mission is to encourage healthy lifestyles, strong bodies, and authentic community through an accessible, high-quality fitness center.

SECTION

B



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

March 10, 2025

TO: Pam Inch – Senior Executive Recruiter - SHR

FROM: Annie Nguyen – Citywide Employment Compliance Advisor - SHR

SUBJECT: Background check for **Enuwa Ameh**

The Seattle Human Resources has received a copy of Enuwa Ameh's background check provided by Global Screening Solutions. There were no findings that would impact their employment eligibility.

Cc: Personnel File

Seattle Department of Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 • TTY: 7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.





Legislation Text

File #: Inf 2670, **Version:** 1

Police Accountability Partners Update

Q1 2025 Update

Presentation to City Council Public Safety Committee



Seattle Office of
Inspector General

Compliance & Policy

Ongoing & Recurring Projects

- Force Review Board Observation
- Equity Assessment
- OPA Sworn/Civilian Staffing Assessment
- SPD Data Analytics Platform Assessment
- State Legislative Agenda

New Projects

- Alternative Responses to Crisis
- Crowd Management & World Cup Preparedness
- Assessment of SPD Officer-Involved Collisions Review Process
- SPD Mapping

Audits

Ongoing & Recurring Projects

- Vehicular Pursuits
- Extended Leave Usage Prior to Retirement
- Peer Review
- Annual Surveillance Usage Reviews
- Biannual 14.12

New Projects

- Controlled Substances Ordinance
- Surveillance Pilot Program
- Taser Effectiveness

Investigations

Ongoing & Recurring Projects

- Case Certification and Classification Review
- Programmatic Reviews
- Chief of Police Investigations

New Projects

- OPA Referral System
- Documentation System for OPA Communications
- OIG Contacts Tracking System

Reports and Upcoming Discussions

- 2024 Annual Report
- Excited Delirium Memo
- Report on Claims & Lawsuits
- Ordinance Revision Related to Chief of Police Investigations
- Use of Force Policy Review with SPD & Partners
- Community Engagement Collaborations with CPC & OPA

oig@seattle.gov



Seattle Office of
Inspector General



2025 ACCOUNTABILITY PARTNER UPDATE

APRIL 29, 2025

BONNIE GLENN, INTERIM DIRECTOR

OPA's MISSION & VISION

- **Mission**

To ensure SPD employees' actions comply with law and policy by conducting thorough, objective, and timely investigations, recommending improvements to policies and training, and engaging in collaborative initiatives that promote systemic advancements.

- **Vision**

To safeguard a culture of accountability within SPD.

OPA's ROLE & RESPONSIBILITIES

1. Process police misconduct complaints
2. Enhance police accountability culture
3. Educate the community about OPA
4. Making Policy and Management Action Recommendations

Independent, Hybrid Structure



Bonnie Glenn
Interim Director



Nelson Leese
General Counsel



Katie Maier
Assistant Director
of Operations



Dan Okada
Assistant Director
of Investigations

- **Civilian-led:** Interim director, deputy director, assistant directors, and investigation supervisors – 31 Total Staff
- **Independent:** Physically and operationally separate from SPD



2024 DATA

OIG & OPA Classification Concurrence by Case Type

OPA Classification	Reviewed by OIG	Level of Concurrence
Contact Log	73	100%
Batch Contact Logs	716	100%
Supervisor Action	162	98.77%
Expedited Investigation	126	97.6%

OIG Certification Issues by Category

OIG Certifications	Total Count	% of Total Cases
Partial: Not Objective	1	0.3%
Partial: Not Thorough	3	1.0%
Partial: Not Timely	10	3.5%
Subtotal	14	4.9%
Full: Timely, Thorough & Objective	274	95.1%
Total Certifications Issued by OIG	288	100%

Note: Percentages are rounded to the nearest tenth of a percent.

OIG Certification Review Outcomes by Investigation Type

Case Type	OIG Certifications	Full Certification	Partial Certification	Null Certification
Expedited Investigation	124	122	2	0
Investigation	164	152	12	0
Total	288	274 (95.1%)	14 (4.9%)	0 (0%)

PROJECTS & UPDATES

Recognition

NACOLE *Achievement in Oversight* Award

Community Engagement

- Youth Art Contest
- Mediation Video
- Community Events (tabling and attending)
- Complainant Impact Statement
- Citywide Digital Accessibility Project
- OPA Website Update (process, plain language)

SPD Engagement & Presentations

- Force Review Board
- Sergeant School
- Field Training Office
- SPOG Presentation
- Patrol Tactics Training
- Less Lethal Force Training
- Before the Badge



Uplifting Community Voice in Police Accountability



Seattle
Community Police
Commission



John T. Williams
Photo Credit to cripjustice.org



*John T. Williams Memorial
Totem Pole*

CPC's Culmination

Following the 2010 fatal police shooting of John T. Williams and other serious incidents involving communities of color, the DOJ investigated SPD, leading to a Consent Decree—an agreement to reform SPD practices.

The CPC was established as part of this process to ensure community voice in police accountability.

CPC's History



2012 – Mandated by consent decree

The federal Consent Decree mandated the creation of the Community Police Commission (CPC) to provide community input on needed reforms.



2013 – Established by City Ordinance

The City of Seattle established the CPC by ordinance to bring community voice into police accountability work.



2017 – Expanded by Accountability Ordinance

CPC was made permanent and given broader powers under the landmark 2017 police accountability legislation.



Today – Provides Ongoing Oversight

CPC serves as a permanent, independent body providing community-led oversight of SPD and the accountability system.

Our Mission, Vision, and Values

Mission: The Community Police Commission listens to, amplifies, and builds common ground among **communities affected by policing** in Seattle. We champion policing practices centered in **justice** and **equity**.

Vision: We envision our communities and Seattle's police aligned in shared goals of **safety, respect, and accountability**.



*Dorian Waller speaking to community
at the Filipino Advisory Council*

CPC's Legal Mandate

Statutory Purpose

CPC brings a community-based perspective into policing policies, practices, and oversight decisions.



CPC Staff at the Indigenous Advisory Board

What We're Tasked To Do:

- 30+ responsibilities defined in the Accountability Ordinance
- Track all recommendations across the accountability partners
- Community engagement is central to our work
- Work is carried out through volunteer commissioners

The Staff Behind the Work



Community Engagement Team

Dorian Waller – Community Engagement Director

Mergitu Argo – Community Engagement Specialist

Mario Teulilo – Community Engagement Specialist



Operations Team

Devina Wijaya Moser – Executive Assistant

Eci Ameh – Executive Director

Kiern High – Communications Director



Policy Team

Taryn Darling – Policy Director

Dani Sullivan – Senior Policy Advisor

Masooma Ibrahimi – Policy & Communications Advisor

The Staff Behind the Work

7 of 9 team members hired in the past 8 months, yet significant progress already underway:

- The revised crowd management legislation and almost every amendment passed to include community feedback presented by the CPC.
- In May, we're launching a training to build community capacity to shape Seattle's police accountability system.
- Goals identified in the last 3 years have been **accomplished** in the last 6 months.



The Commission Behind the Work

Co-Chair



Arlecier West

Appointed by: Mayor

Co-Chair



Joel Merkel

Appointed by: City Council

Co-Chair



Tascha Johnson

Appointed by: City Council



Anthony Gaedcke

Appointed by: Mayor



Mark Mullens

Appointed by: CPC



Le'Jayah Washington

Appointed by: City Council



Joseph Seia

Appointed by: CPC



Rabbi David Benchlouch

Appointed by: City Council



Erica Newman

Appointed by: CPC



Raven Nicole Tyler

Appointed by: Mayor



Lars W. Erickson

Appointed by: Mayor



Vacant

Appointed by: CPC



Vacant

Appointed by: CPC



Vacant

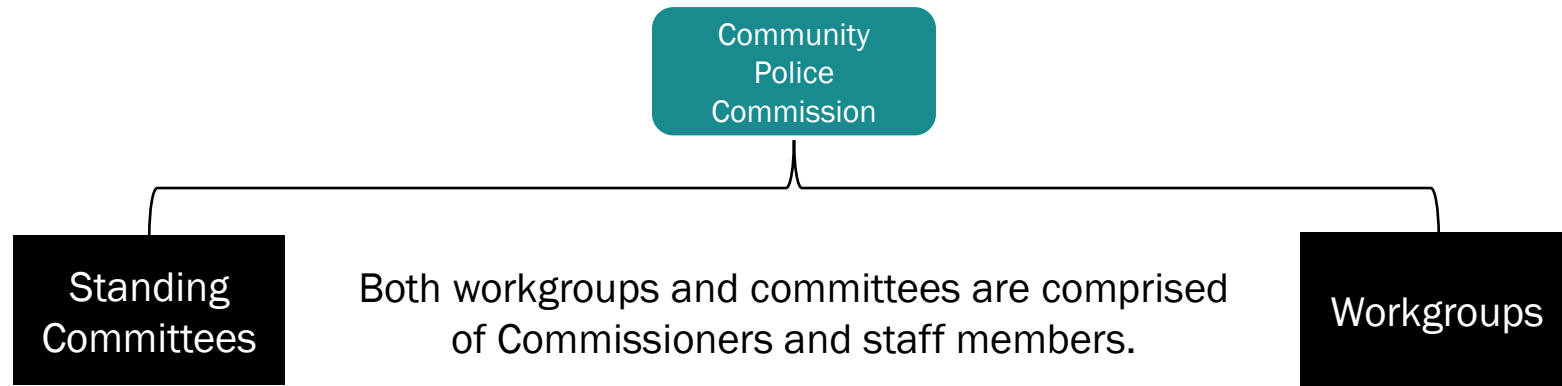
Appointed by: Mayor



In Progress

Appointed by: City Council

Committees and Workgroups



Community Engagement

Responsibilities:

Develop and track community engagement strategies and priorities, conduct outreach, and create culturally responsive public materials.

Police Practices

Responsibilities:

Reviews and proposes changes to SPD policies and training, public safety related legislation, and accountability partner reports.

Governance

Responsibilities:

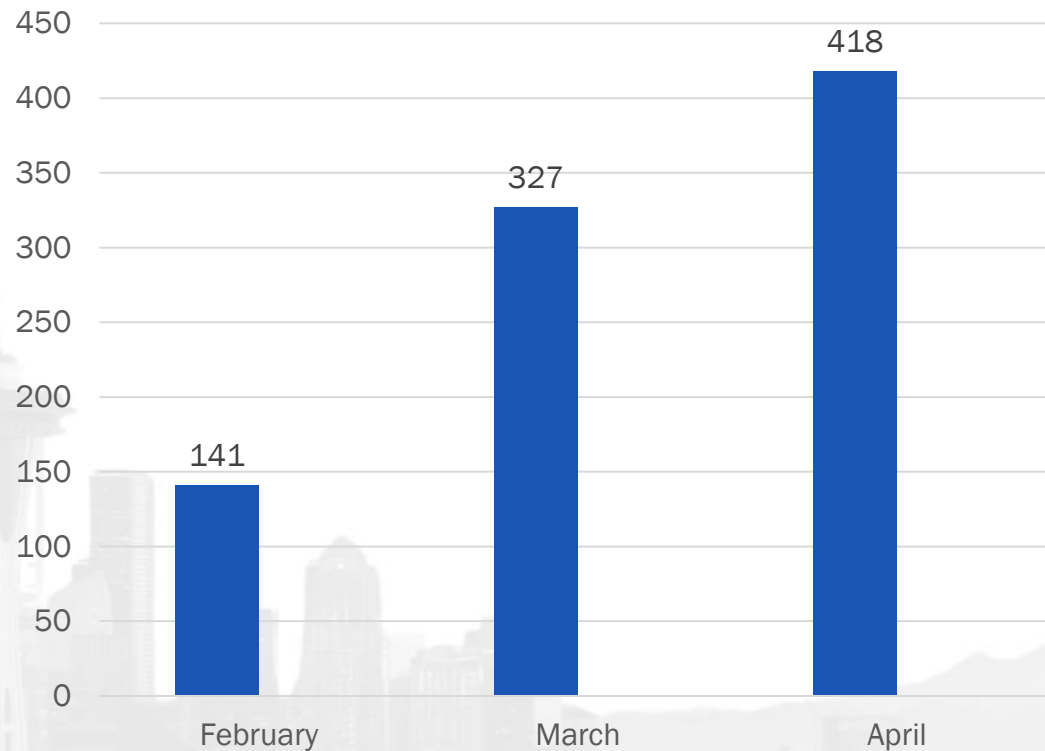
Focus on organizational structure and procedural efficiency.

Ad Hoc Issue-Based Workgroups Include

- Behavioral Health
- Complainant Appeals
- State Legislative Agenda

Amplifying Community Voices

Community Members Reached
By Month



Since February, CPC has reached over **800 community members** across **29 events**, showing up in every Council District and in communities most impacted by policing.

Ensured community concern and suggestions were incorporated in crowd management legislation.

- **125 community members** participated in CPC's survey on the crowd management legislation.

Stories That Shape Our Work

- Seini Puloka shared how CRT officers showed up with care during one of the hardest moments her family has faced.
- Community members continue raising concerns about SPD's handling of bias crimes, sexual assault, domestic violence, and Missing Indigenous Persons cases.
- There's a deep sense of fear and frustration, shaped by lived experience and the local and national climates.



Eci Ameh & Seini Puloka

Building Trust Through Storytelling

We're using storytelling to:

- Highlight oversight in action
- Uplift community voices
- Increase transparency and public trust
- Put Seattle back on the national map for police accountability

Sharing our work creates impact beyond the CPC, across departments and across the city.



CPC at the IACP Officer Safety & Wellness Conference

What's Next for the CPC?

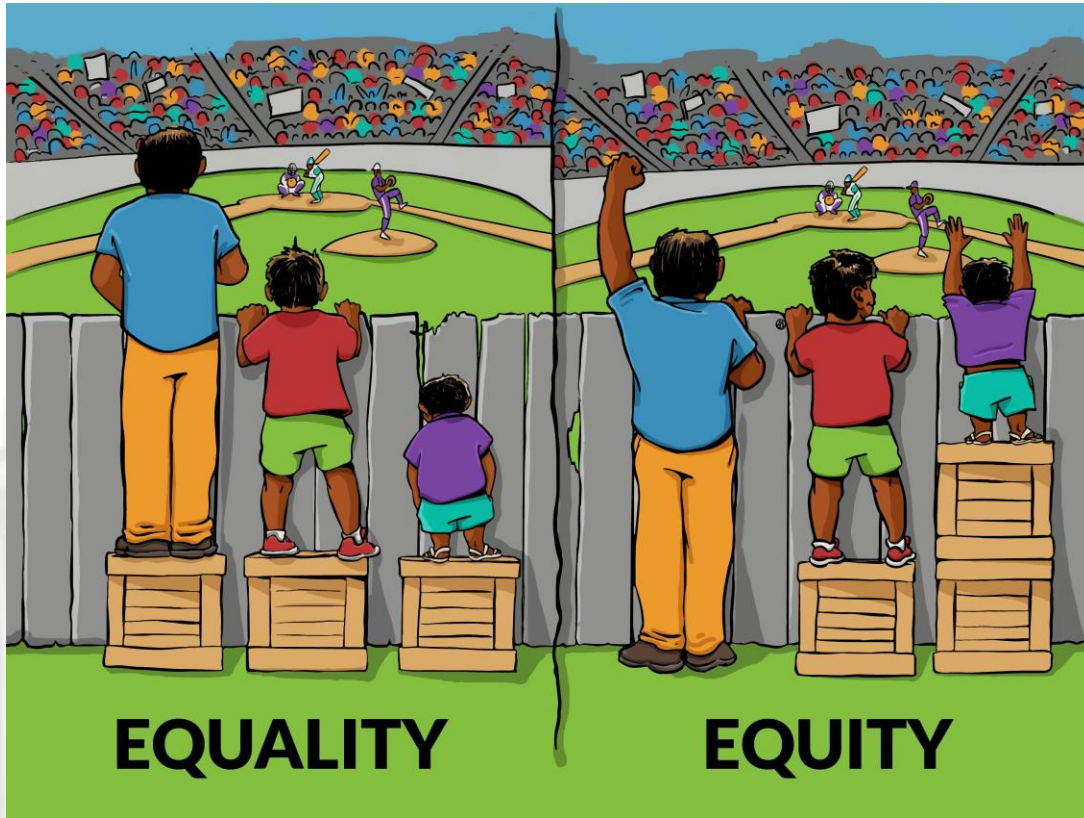
Looking ahead, CPC is centering its efforts on the following priorities:

- Rebuilding Partnerships
- Strengthening Communications
- Expanding Community Engagement
- Launching the District Liaison Program
- Reassessing Our Mandate
- Investing in Internal Growth
- Incorporate community voice in policy work.



CPC Staff at the LGBTQIA+ Advisory Board

Investing Where it Matters



In moments of budget pressure, community work is often the first thing cut.

Now is the time for Seattle to make a **public, visible commitment** to **community-led accountability.**

Stay Connected

Community Police Commission

Phone: (206) 233-5182

Email: OCPC@seattle.gov



[Seattle Community Police Commission](https://www.facebook.com/SeattleCommunityPoliceCommission)



[@seattle_cpc](https://www.instagram.com/seattle_cpc)



[Seattle Community Police Commission](https://www.linkedin.com/company/SeattleCommunityPoliceCommission)



[@SeaCPC](https://twitter.com/SeaCPC)



Legislation Text

File #: Inf 2671, **Version:** 1

Draft Legislation Amending the Chief of Police Investigations Ordinance

April 25, 2025

MEMORANDUM

To: Public Safety Committee
From: Karina Bull, Analyst
Subject: Chief of Police Investigation Process

On April 29, 2025, the Public Safety Committee (Committee) will discuss draft legislation, sponsored by Councilmember Kettle, that would amend the City's process for investigating complaints naming the Chief of Police (see Attachment 1). This memo provides background on Chief of Police investigations, summarizes the draft legislation, and identifies next steps.

Background on Chief of Police investigations

In 2017, [Ordinance 125315](#) (Accountability Ordinance) established the City's three-pronged police oversight system to (1) ensure that police services are delivered to the people of Seattle in a manner that fully complies with the Constitution and laws of the United States and the State of Washington; (2) ensure public and officer safety; and (3) promote public confidence in the Seattle Police Department (SPD).

In this system, the roles of the three accountability agencies, the Office of Police Accountability (OPA), the Office of Inspector General for Public Safety (OIG), and the Community Police Commission (CPC), are as follows:

- The OPA is an independent, civilian-led office within SPD that investigates misconduct complaints involving SPD employees to ensure that the actions of SPD employees are lawful and in compliance with SPD policies;
- The OIG is an independent office separate from the Executive that reviews and audits the management, practices, and policies of SPD and OPA, including OPA's handling of misconduct complaints; and
- The CPC is a community-based oversight commission that reviews closed OPA investigations and engages the community to develop recommendations on the police accountability system and identify opportunities for systemic improvements.

Although the Accountability Ordinance established standards and procedures for investigating misconduct complaints involving SPD employees, the ordinance did not include a process for ensuring that misconduct complaints naming the Chief of Police would be handled in a fair and transparent manner, free of potential conflicts of interest.

In 2022, [Ordinance 126628](#) created a specific process for OPA's handling of complaints naming the Chief of Police, including but not limited to: (1) conducting a comprehensive intake investigation (intake) for every complaint; (2) requiring civilian supervisors to conduct intakes; (3) recommending classification determinations on whether and how to proceed with investigations; (4) determining whether a City entity (i.e., OPA or the Seattle Department of Human Resources) or non-City entity would perform the investigation depending on the presence of real or potential conflicts of interest and type of allegation(s); and (5) assigning civilian staff to perform investigations.

This process also created an oversight role for OIG including but not limited to: (1) receiving notice of complaints; (2) reviewing and auditing intake and investigations, (3) finalizing classification determinations; (4) providing notifications to City entities and the complainant.

Since Ordinance 126628 went into effect in July 2022, OPA has received over 70 complaints naming the Chief of Police. After several years of implementation, OPA and OIG have signaled that certain aspects of the investigation process limit their ability to efficiently address these complaints. For example:

- **Comprehensive intakes for all complaints** – OPA must conduct a full examination of every complaint regardless of the content or allegations, including complaints that do not allege a plausible violation or present issues that have already been reviewed or adjudicated;
- **Staffing restrictions for conducting intakes** – Only two civilian supervisors are allowed to conduct intakes although there are potentially up to four civilian investigators who could also perform this work;
- **Inconsistent technical requirements** – The investigation standard (i.e., timely, thorough, and *neutral*) is different than the standard established by the Accountability Ordinance (i.e., timely, thorough, and *objective*), and there are varying timeline requirements (i.e., promptly or immediately) for OIG's notifications to City entities and the complainant; and
- **New complaints during an OIG-managed investigation** – There is not an established procedure for handling new complaints that arise during an ongoing investigation managed by OIG.

In addition, there are **limited reporting requirements**. While OIG must provide several notifications (e.g., notice of an open investigation) to City entities and the complainant, the only public reporting requirement is to include the number of complaints closed as a contact log¹ in OIG's annual report.²

¹ Under Ordinance 126628, a contact log is a type of classification that resolves a complaint without an investigation. This classification includes circumstances when: (a) the complaint does not involve a potential policy violation by an SPD employee; (b) there is insufficient information to proceed with further inquiry; (c) the complaint has already been reviewed or adjudicated by OPA and/or OIG; or (d) the complaint presents fact patterns that are clearly implausible or incredible, and there are no indicia of other potential misconduct.

² OPA included limited information on complaints naming the Chief of Police in its [2022 Annual Report](#) and [2023 Annual Report](#).

Summary of Draft Legislation

This legislation would amend Ordinance 126628 with the intention of streamlining and clarifying the intake and investigation process to provide staffing flexibility, support procedural efficiency, and increase transparency. The bill would:

- Allow OPA, with OIG's agreement, to close qualifying complaints as a contact log after an initial screening;
- Allow OPA to assign non-supervisory, civilian staff to intakes;
- Allow OIG to initiate and manage the investigation of a new complaint that arises during an ongoing investigation managed by OIG;
- Clarify that all investigations must be timely, thorough and *objective*;
- Establish a consistent requirement for OIG to *promptly* notify City entities and the complainant; and
- Require OIG to include information on complaints, intakes, and investigations naming the Chief of Police in quarterly reports for the Mayor, the President of the City Council, and the Chair of the Council's public safety committee, and in its annual report for the public.

Next Steps

This legislation is anticipated for introduction and referral on May 6, 2025. The Committee will continue discussing and may vote on this legislation at the next Committee meeting on May 13, 2025.

Attachment

1. Draft legislation – Chief of Police Investigations Ordinance

cc: Ben Noble, Director
Lish Whitson, Supervising Analyst

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to oversight of the police; revising the process for investigating complaints naming the Chief of Police; adding new Sections 3.29.515 and 3.29.590 to the Seattle Municipal Code; and amending Sections 3.29.510, 3.29.520, 3.29.530, 3.29.560, and 3.29.570 of the Seattle Municipal Code.

..body

WHEREAS, in 2017, Ordinance 125315 (Accountability Ordinance) established the City's three-pronged police oversight system to ensure the delivery of police services to the people of Seattle in a manner that fully complies with the Constitution and laws of the United States and the State of Washington, effectively ensure public and officer safety, and promote public confidence in the Seattle Police Department (SPD); and

WHEREAS, the Accountability Ordinance strengthened elements of the City's existing system, clarifying and establishing the roles of the Office of Police Accountability (OPA) as an independent, civilian-led investigative office organizationally within SPD, the Office of Inspector General for Public Safety (OIG) as an independent office separate from the Executive, and the Community Police Commission (CPC) as a strong community-based oversight commission; and

WHEREAS, the OPA ensures that the actions of SPD employees are lawful and in compliance with SPD policies by initiating, receiving, classifying, investigating, and making findings related to misconduct complaints involving SPD employees; and

WHEREAS, the OIG provides civilian auditing of the management, practices, and policies of SPD and OPA by reviewing OPA's handling of misconduct complaints and any activities that could involve potential conflicts of interest; actions of possible fraud, waste, abuse,

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

inefficiency, or ineffectiveness; undermine accountability or be unethical, or otherwise
compromise the public’s trust in the criminal legal system; and

WHEREAS, the CPC engages the community to develop recommendations on the police
accountability system, including but not limited to reviewing closed OPA investigations
to identify opportunities for systemic improvements; and

WHEREAS, the Accountability Ordinance established standards and procedures for
investigating misconduct complaints involving SPD employees, but did not contemplate
a process for ensuring that misconduct complaints naming the Chief of Police would be
handled in a fair and transparent manner, free of potential conflicts of interest; and

WHEREAS, in 2022, Ordinance 126628 established a specific process for OPA’s handling of
complaints naming the Chief of Police, including but not limited to (1) conducting
comprehensive intake investigations (intakes) for every complaint; (2) requiring civilian
supervisors to conduct intakes; (3) recommending classification determinations on
whether and how to proceed with investigations; (4) determining whether a City entity
(i.e., OPA or the Seattle Department of Human Resources) or non-City entity will
perform investigations depending on the presence of real or potential conflicts of interest
and type of allegation(s); and (5) assigning civilian staff to perform investigations; and

WHEREAS, Ordinance 126628 also established an oversight role for OIG in the handling of
complaints naming the Chief of Police, including but not limited to (1) receiving notice
of complaints; (2) reviewing and auditing intakes and investigations; (3) finalizing
classification determinations; and (4) providing notifications to identified City entities
and the complainant; and

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

WHEREAS, a lasting police oversight system benefits from an ongoing practice of re-examining and improving internal processes; and

WHEREAS, since Ordinance 126628 went into effect in August 2022, the OPA has received over 70 complaints naming the Chief of Police; and

WHEREAS, the current process for handling these complaints challenges OPA’s ability to operate in an efficient and timely manner by restricting intake staff to two supervisors and requiring a full examination of all complaints regardless of the content or allegations, and also includes limited reporting requirements; and

WHEREAS, the City Council intends to streamline and clarify this process to provide staffing flexibility, support procedural efficiency, and increase transparency to strengthen the City’s oversight system of SPD and obtain the trust and confidence of the community;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Section 3.29.510 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.510 OPA intake, classification, and investigation scoping

A. If the Chief of Police is named in a complaint, the initial screening process shall include the immediate creation of a case file and the immediate notification of the OPA Director or the OPA Director’s civilian appointed designee.

B. If the Chief of Police is named in a complaint, OPA shall notify OIG as soon as is practicable, but within 30 calendar days. OIG will ensure that OPA is pursuing its intake investigation (intake) without unnecessary delay. In the event that OIG determines that unnecessary delay is occurring, OIG shall promptly notify the President of the City Council, the

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

Chair of the Council’s public safety committee, and the complainant. Notification shall consist of: (1) the nature of the complaint, (2) the date the complaint was initiated or received, and (3) an explanation of why OIG has determined that unnecessary delay is occurring.

~~((C. A civilian investigator supervisor shall be assigned to complete the intake of the complaint, which shall consist of a thorough examination of the complaint and available information to determine whether an investigation should be conducted. This examination shall be designed to answer relevant factual questions and ensure the collection and preservation of time-sensitive evidence and, when possible, it will include an interview with the complainant.))~~

C. Following the initial screening and notification to OIG, OPA shall conduct an intake of the complaint or, with OIG’s agreement, close the complaint as a contact log.

D. If OPA opens an intake, the OPA Director shall assign a civilian of appropriate skill, training, and experience to complete the intake of the complaint, which shall consist of a thorough examination of the complaint and available information to determine whether an investigation should be conducted. The intake shall be designed to answer relevant factual questions and ensure the collection and preservation of time-sensitive evidence and, when possible, include an interview with the complainant.

~~((D.))~~ E. OPA shall consult with OIG ((when examining a complaint)) during the intake, with the goals of determining: (1) whether any laws or SPD policies would have been violated if the alleged actions are later proven to be true; and (2) whether criminal charges could result if the alleged actions are later proven to be true. ~~((This examination))~~ The intake shall result in OPA’s classification of the complaint for investigation, or as a contact log, as appropriate.

~~((E.))~~ F. If the OPA Director determines, upon conclusion of the ((examination)) intake, that investigation is appropriate, they will determine:

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

1 1. Whether OPA, the Seattle Department of Human Resources (SDHR), or a non-
2 City entity under subsection 3.29.540.C will perform the investigation. In making this
3 determination OPA shall consider and document whether there are any conflicts of interest, real
4 or potentially perceived, that could undermine the public trust if the investigation is conducted
5 by OPA or SDHR; and

6 2. Whether the investigation could result in a finding of a violation or violations
7 of local, state, or federal anti-discrimination laws and/or any applicable City and/or SPD policies
8 that prohibit harassment and/or discrimination.

9 ~~((F.))~~ G. If the OPA Director or a designee of the Director determines that the intake
10 warrants an investigation, then the Director or designee shall work with the ~~((assigned))~~ civilian
11 ~~((investigator supervisor))~~ assigned to the intake to prepare an investigative plan that includes, at
12 a minimum, information that will be necessary in the case that OIG must issue a request for
13 proposal for an investigation by a non-City entity.

14 Section 2. A new Section 3.29.515 is added to the Seattle Municipal Code as follows:

15 **3.29.515 OIG intake during an ongoing investigation**

16 If a complaint arises against the Chief of Police or an unrepresented SPD employee during an
17 ongoing investigation managed by OIG and there is a sufficient nexus to the ongoing
18 investigation, OIG shall notify OPA as soon as is practicable, but within 30 calendar days.
19 Notification shall consist of: (1) the nature of the complaint; (2) whether OIG has determined
20 that OIG will manage the new case and initiate an investigation to maintain the integrity of the
21 entirety of the matter; and, if applicable, (3) the OIG case number. OIG's determination for the
22 complaint is definitive.

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

Section 3. Section 3.29.520 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.520 OIG review of OPA intake, classification, and investigation scoping

A. OIG shall conduct a review of OPA’s intake investigation and classification to ensure that (1) the intake investigation was timely, thorough, and ~~((neutral))~~ objective, and (2) OIG concurs with the classification determination.

* * *

C. If investigation is appropriate, OIG shall review the OPA recommendation on whether that investigation should be (1) conducted by either OPA or SDHR; or (2) conducted by a non-City entity under subsection 3.29.540.C. OIG shall then determine whether it concurs with OPA’s recommendations. In making this determination, OIG shall consider the factors in subsection ~~((3.29.510.E.1))~~ 3.29.510.F.1. If OIG and OPA do not concur, the OIG determination shall prevail and shall be considered definitive for the complaint.

* * *

E. If OPA has determined the investigation could result in a finding of a violation or violations of local, state, or federal anti-discrimination laws and/or any applicable City and/or SPD policies that prohibit harassment and/or discrimination, then OIG shall review the OPA recommendation on whether the investigation should be conducted by SDHR or by a non-City entity under subsection 3.29.540.C. OIG shall then determine whether it concurs with OPA’s recommendations. In making this determination, OIG shall consider the factors in subsection ~~((3.29.510.E.1))~~ 3.29.510.F.1. If OIG and OPA do not concur, the OIG determination shall prevail and shall be considered definitive for the complaint.

* * *

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

Section 4. Section 3.29.530 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.530 (~~(Notification)~~) OIG notification and reporting on classification and investigation

A. Where the classification determination is a contact log, OIG shall include the finding in its annual report required under Subchapter II of this Chapter 3.29. No other notification or reporting is required for this classification.

B. When an investigation will be:

1. Conducted by OPA or SDHR, OIG shall (~~(immediately)~~) promptly notify the Mayor, the President of the City Council, the Chair of the Council’s public safety committee, the Executive Director and Co-Chairs of the Community Police Commission, the City Attorney, the City Director of Human Resources, and the complainant. Notification shall consist of: (1) the classification type; (2) whether OPA or SDHR will conduct the investigation; and (3) the rationale for the determination as supported by the factors in subsection (~~(3.29.510.E.1)~~) 3.29.510.F.1.

2. Conducted by a non-City entity, OIG shall (~~(immediately)~~) promptly notify the entities listed in subsection 3.29.530.B.1. Notification by OIG pursuant to this subsection 3.29.530.B.2 shall consist of: (1) the classification type; (2) the non-City entity by whom OIG has determined, either solely or with the concurrence of OPA, that the investigation be conducted; and (3) the rationale for the determination as supported by the factors in subsections (~~(3.29.510.E.1 and 3.29.510.E.2)~~) 3.39.510.F.1 and 3.29.510.F.2.

C. Notification pursuant to this Section 3.29.530 shall include no more information than would otherwise be available to the public on the OPA website, so as not to compromise the integrity of the investigation.

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

Section 5. Section 3.29.560 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.560 OIG review and notification of the intake investigation, classification, and investigation standards

A. OIG shall (~~(immediately)~~) promptly notify the entities listed in subsection 3.29.530.B.1 if it: (1) is unable to determine whether the OPA intake was timely, thorough, and (~~(neutral)~~) objective or if it determines that the OPA intake was not timely, thorough, and objective; or (2) disagrees with the OPA Director’s classification decision.

B. OIG shall conduct a review of any completed investigation, consistent with the requirements of Section 3.29.260, to determine whether the investigation was timely, thorough, and (~~(neutral)~~) objective.

C. To determine whether any completed investigation was timely, thorough, and (~~(neutral)~~) objective, OIG shall retain the authority to access any investigative materials that will support making the determination.

D. OIG shall (~~(immediately)~~) promptly notify the entities listed in subsection 3.29.530.B.1 if it is unable to determine whether an investigation was timely, thorough, and (~~(neutral)~~) objective or if it determines that an investigation was not timely, thorough, and (~~(neutral)~~) objective. In such case, OIG shall choose a new non-City entity to perform a new investigation.

Section 6. Section 3.29.570 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.570 Transmittal of investigative results

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

1 A. For any investigation completed by OPA, upon determination by OIG that the
2 investigation was timely, thorough, and ((~~neutral~~)) objective, OPA will transmit the investigation
3 file and findings to the Mayor.

4 B. For any investigation completed by SDHR, upon determination by OIG that the
5 investigation was timely, thorough, and ((~~neutral~~)) objective, OIG will transmit the investigation
6 and findings, as determined by SDHR, to the Mayor.

7 C. For any investigation conducted by a non-City entity, upon determination by OIG that
8 the investigation was timely, thorough, and ((~~neutral~~)) objective, OIG will transmit the
9 investigation and findings, as determined by the non-City entity, to the Mayor

10 Section 7. A new Section 3.29.590 is added to the Seattle Municipal Code as follows:

11 **3.29.590 OIG reporting**

12 A. OIG shall include information on complaints, intakes, and/or investigations naming
13 the Chief of Police in quarterly reports to the Mayor, the President of the Council, and the Chair
14 of the Council’s public safety committee. The reports shall include information for the prior
15 quarter and year to date, as follows:

- 16 1. The number of complaints initiated or received by the OPA and OIG;
- 17 2. The number of complaints closed as a contact log;
- 18 3. The number of complaints with completed intakes;
- 19 4. The number of complaints remaining open;
- 20 5. The number of opened and completed investigations; and
- 21 6. The number and percentage of intakes and investigations that OIG was unable
22 to determine were timely, thorough, and objective, or that OIG determined were not timely,
23 thorough, and objective.

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

1 B. OIG shall include information on complaints, intakes, and/or investigations naming
2 the Chief of Police in its annual report, required under Subchapter II of this Chapter 3.29. The
3 annual report shall include information listed in subsection 3.29.590.A.1 through 3.29.590.A.6
4 for the prior calendar year.

Attachment 1 - Draft legislation – Chief of Police Investigations Ordinance

Section 8. This ordinance shall take effect as provided by Seattle Municipal Code
Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2025,
and signed by me in open session in authentication of its passage this _____ day of
_____, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)



DRAFT LEGISLATION: Amendments to Chief of Police Investigations Process

KARINA BULL, LEGISLATIVE ANALYST

PUBLIC SAFETY COMMITTEE

APRIL 29, 2025

Outline

- Background – Accountability Ordinance and Chief of Police Investigations
- Policy Goals
- Summary of Draft Legislation
- Next Steps

Background – Accountability Ordinance (1/2)

- In 2017, [Ordinance 125315](#) (Accountability Ordinance) established the City's three-pronged police oversight system:
 1. **Office of Police Accountability** – independent, civilian-led office within SPD that investigates misconduct complaints involving SPD employees
 2. **Office of Inspector General for Public Safety** – independent office separate from the Executive that reviews and audits SPD and OPA
 3. **Community Police Commission** – community-based oversight commission that reviews closed OPA investigations
- This system did not include a process for investigating misconduct complaints naming the Chief of Police and ensuring that such complaints would be handled in a fair and transparent manner, free of potential conflicts of interest

Background – Chief of Police Investigations (2/2)

- In 2022, [Ordinance 126628](#) established a specific process for OPA's handling of complaints naming the Chief of Police that included oversight role for OIG
- Since July 2022, OPA has received over 70 complaints
- Issues with the current investigation process that limit OPA and OIG's ability to address these complaints in a timely, efficient, and accountable manner:
 - Comprehensive intakes for all complaints
 - Staffing restrictions for conducting intakes
 - Inconsistent technical requirements
 - New complaints during an OIG-managed investigation
 - Limited reporting requirements

Policy Goals

- Streamline and clarify the intake/investigation process for complaints naming the Chief of Police
- Provide staffing flexibility
- Support procedural efficiency
- Increase transparency

Summary of Draft Legislation

Amendments to Chief of Police investigation process:

- Allow OPA, with OIG's agreement, to close qualifying complaints as a *contact log* after an initial screening
- Allow OPA to assign *non-supervisory, civilian staff* to intakes
- Allow OIG to initiate and manage the investigation of a new complaint that arises during an ongoing investigation managed by OIG
- Clarify that investigations must be timely, thorough, and *objective*
- Establish a consistent requirement for OIG to *promptly* notify City entities and the complainant
- Require OIG to include investigation information in quarterly reports for the Mayor, the President of the Council, and the Chair of the Council's public safety committee, and in its annual report for the public.

Next Steps

- May 6 – Possible Introduction and Referral
- May 13 – Committee discussion and possible vote

Questions?

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to oversight of the police; revising the process for investigating complaints naming the Chief of Police; adding new Sections 3.29.515 and 3.29.590 to the Seattle Municipal Code; and amending Sections 3.29.510, 3.29.520, 3.29.530, 3.29.560, and 3.29.570 of the Seattle Municipal Code.

..body

WHEREAS, in 2017, Ordinance 125315 (Accountability Ordinance) established the City's three-pronged police oversight system to ensure the delivery of police services to the people of Seattle in a manner that fully complies with the Constitution and laws of the United States and the State of Washington, effectively ensure public and officer safety, and promote public confidence in the Seattle Police Department (SPD); and

WHEREAS, the Accountability Ordinance strengthened elements of the City's existing system, clarifying and establishing the roles of the Office of Police Accountability (OPA) as an independent, civilian-led investigative office organizationally within SPD, the Office of Inspector General for Public Safety (OIG) as an independent office separate from the Executive, and the Community Police Commission (CPC) as a strong community-based oversight commission; and

WHEREAS, the OPA ensures that the actions of SPD employees are lawful and in compliance with SPD policies by initiating, receiving, classifying, investigating, and making findings related to misconduct complaints involving SPD employees; and

WHEREAS, the OIG provides civilian auditing of the management, practices, and policies of SPD and OPA by reviewing OPA's handling of misconduct complaints and any activities that could involve potential conflicts of interest; actions of possible fraud, waste, abuse,

inefficiency, or ineffectiveness; undermine accountability or be unethical, or otherwise
compromise the public's trust in the criminal legal system; and

WHEREAS, the CPC engages the community to develop recommendations on the police
accountability system, including but not limited to reviewing closed OPA investigations
to identify opportunities for systemic improvements; and

WHEREAS, the Accountability Ordinance established standards and procedures for
investigating misconduct complaints involving SPD employees, but did not contemplate
a process for ensuring that misconduct complaints naming the Chief of Police would be
handled in a fair and transparent manner, free of potential conflicts of interest; and

WHEREAS, in 2022, Ordinance 126628 established a specific process for OPA's handling of
complaints naming the Chief of Police, including but not limited to (1) conducting
comprehensive intake investigations (intakes) for every complaint; (2) requiring civilian
supervisors to conduct intakes; (3) recommending classification determinations on
whether and how to proceed with investigations; (4) determining whether a City entity
(i.e., OPA or the Seattle Department of Human Resources) or non-City entity will
perform investigations depending on the presence of real or potential conflicts of interest
and type of allegation(s); and (5) assigning civilian staff to perform investigations; and

WHEREAS, Ordinance 126628 also established an oversight role for OIG in the handling of
complaints naming the Chief of Police, including but not limited to (1) receiving notice
of complaints; (2) reviewing and auditing intakes and investigations; (3) finalizing
classification determinations; and (4) providing notifications to identified City entities
and the complainant; and

1 WHEREAS, a lasting police oversight system benefits from an ongoing practice of re-examining
2 and improving internal processes; and

3 WHEREAS, since Ordinance 126628 went into effect in August 2022, the OPA has received
4 over 70 complaints naming the Chief of Police; and

5 WHEREAS, the current process for handling these complaints challenges OPA's ability to
6 operate in an efficient and timely manner by restricting intake staff to two supervisors
7 and requiring a full examination of all complaints regardless of the content or allegations,
8 and also includes limited reporting requirements; and

9 WHEREAS, the City Council intends to streamline and clarify this process to provide staffing
10 flexibility, support procedural efficiency, and increase transparency to strengthen the
11 City's oversight system of SPD and obtain the trust and confidence of the community;
12 NOW, THEREFORE,

13 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

14 Section 1. Section 3.29.510 of the Seattle Municipal Code, enacted by Ordinance 126628,
15 is amended as follows:

16 **3.29.510 OPA intake, classification, and investigation scoping**

17 A. If the Chief of Police is named in a complaint, the initial screening process shall
18 include the immediate creation of a case file and the immediate notification of the OPA Director
19 or the OPA Director's civilian appointed designee.

20 B. If the Chief of Police is named in a complaint, OPA shall notify OIG as soon as is
21 practicable, but within 30 calendar days. OIG will ensure that OPA is pursuing its intake
22 investigation (intake) without unnecessary delay. In the event that OIG determines that
23 unnecessary delay is occurring, OIG shall promptly notify the President of the City Council, the

Chair of the Council's public safety committee, and the complainant. Notification shall consist of: (1) the nature of the complaint, (2) the date the complaint was initiated or received, and (3) an explanation of why OIG has determined that unnecessary delay is occurring.

~~((C. A civilian investigator supervisor shall be assigned to complete the intake of the complaint, which shall consist of a thorough examination of the complaint and available information to determine whether an investigation should be conducted. This examination shall be designed to answer relevant factual questions and ensure the collection and preservation of time sensitive evidence and, when possible, it will include an interview with the complainant.))~~

C. Following the initial screening and notification to OIG, OPA shall conduct an intake of the complaint or, with OIG's agreement, close the complaint as a contact log.

D. If OPA opens an intake, the OPA Director shall assign a civilian of appropriate skill, training, and experience to complete the intake of the complaint, which shall consist of a thorough examination of the complaint and available information to determine whether an investigation should be conducted. The intake shall be designed to answer relevant factual questions and ensure the collection and preservation of time-sensitive evidence and, when possible, include an interview with the complainant.

~~((D-))~~ E. OPA shall consult with OIG ((when examining a complaint)) during the intake, with the goals of determining: (1) whether any laws or SPD policies would have been violated if the alleged actions are later proven to be true; and (2) whether criminal charges could result if the alleged actions are later proven to be true. ~~((This examination))~~ The intake shall result in OPA's classification of the complaint for investigation, or as a contact log, as appropriate.

~~((E-))~~ F. If the OPA Director determines, upon conclusion of the ((examination)) intake, that investigation is appropriate, they will determine:

1 1. Whether OPA, the Seattle Department of Human Resources (SDHR), or a non-
2 City entity under subsection 3.29.540.C will perform the investigation. In making this
3 determination OPA shall consider and document whether there are any conflicts of interest, real
4 or potentially perceived, that could undermine the public trust if the investigation is conducted
5 by OPA or SDHR; and

6 2. Whether the investigation could result in a finding of a violation or violations
7 of local, state, or federal anti-discrimination laws and/or any applicable City and/or SPD policies
8 that prohibit harassment and/or discrimination.

9 ~~((F.))~~ G. If the OPA Director or a designee of the Director determines that the intake
10 warrants an investigation, then the Director or designee shall work with the ~~((assigned))~~ civilian
11 ~~((investigator supervisor))~~ assigned to the intake to prepare an investigative plan that includes, at
12 a minimum, information that will be necessary in the case that OIG must issue a request for
13 proposal for an investigation by a non-City entity.

14 Section 2. A new Section 3.29.515 is added to the Seattle Municipal Code as follows:

15 **3.29.515 OIG intake during an ongoing investigation**

16 If a complaint arises against the Chief of Police or an unrepresented SPD employee during an
17 ongoing investigation managed by OIG and there is a sufficient nexus to the ongoing
18 investigation, OIG shall notify OPA as soon as is practicable, but within 30 calendar days.
19 Notification shall consist of: (1) the nature of the complaint; (2) whether OIG has determined
20 that OIG will manage the new case and initiate an investigation to maintain the integrity of the
21 entirety of the matter; and, if applicable, (3) the OIG case number. OIG's determination for the
22 complaint is definitive.

Section 3. Section 3.29.520 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.520 OIG review of OPA intake, classification, and investigation scoping

A. OIG shall conduct a review of OPA's intake investigation and classification to ensure that (1) the intake investigation was timely, thorough, and ~~((neutral))~~ objective, and (2) OIG concurs with the classification determination.

* * *

C. If investigation is appropriate, OIG shall review the OPA recommendation on whether that investigation should be (1) conducted by either OPA or SDHR; or (2) conducted by a non-City entity under subsection 3.29.540.C. OIG shall then determine whether it concurs with OPA's recommendations. In making this determination, OIG shall consider the factors in subsection ~~((3.29.510.E.1))~~ 3.29.510.F.1. If OIG and OPA do not concur, the OIG determination shall prevail and shall be considered definitive for the complaint.

* * *

E. If OPA has determined the investigation could result in a finding of a violation or violations of local, state, or federal anti-discrimination laws and/or any applicable City and/or SPD policies that prohibit harassment and/or discrimination, then OIG shall review the OPA recommendation on whether the investigation should be conducted by SDHR or by a non-City entity under subsection 3.29.540.C. OIG shall then determine whether it concurs with OPA's recommendations. In making this determination, OIG shall consider the factors in subsection ~~((3.29.510.E.1))~~ 3.29.510.F.1. If OIG and OPA do not concur, the OIG determination shall prevail and shall be considered definitive for the complaint.

* * *

Section 4. Section 3.29.530 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.530 ((Notification)) OIG notification and reporting on classification and investigation

A. Where the classification determination is a contact log, OIG shall include the finding in its annual report required under Subchapter II of this Chapter 3.29. No other notification or reporting is required for this classification.

B. When an investigation will be:

1. Conducted by OPA or SDHR, OIG shall ~~((immediately))~~ promptly notify the Mayor, the President of the City Council, the Chair of the Council's public safety committee, the Executive Director and Co-Chairs of the Community Police Commission, the City Attorney, the City Director of Human Resources, and the complainant. Notification shall consist of: (1) the classification type; (2) whether OPA or SDHR will conduct the investigation; and (3) the rationale for the determination as supported by the factors in subsection ~~((3.29.510.E.1))~~ 3.29.510.F.1.

2. Conducted by a non-City entity, OIG shall ~~((immediately))~~ promptly notify the entities listed in subsection 3.29.530.B.1. Notification by OIG pursuant to this subsection 3.29.530.B.2 shall consist of: (1) the classification type; (2) the non-City entity by whom OIG has determined, either solely or with the concurrence of OPA, that the investigation be conducted; and (3) the rationale for the determination as supported by the factors in subsections ~~((3.29.510.E.1 and 3.29.510.E.2))~~ 3.39.510.F.1 and 3.29.510.F.2.

C. Notification pursuant to this Section 3.29.530 shall include no more information than would otherwise be available to the public on the OPA website, so as not to compromise the integrity of the investigation.

Section 5. Section 3.29.560 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.560 OIG review and notification of the intake investigation, classification, and investigation standards

A. OIG shall (~~immediately~~) promptly notify the entities listed in subsection 3.29.530.B.1 if it: (1) is unable to determine whether the OPA intake was timely, thorough, and (~~neutral~~) objective or if it determines that the OPA intake was not timely, thorough, and objective; or (2) disagrees with the OPA Director's classification decision.

B. OIG shall conduct a review of any completed investigation, consistent with the requirements of Section 3.29.260, to determine whether the investigation was timely, thorough, and (~~neutral~~) objective.

C. To determine whether any completed investigation was timely, thorough, and (~~neutral~~) objective, OIG shall retain the authority to access any investigative materials that will support making the determination.

D. OIG shall (~~immediately~~) promptly notify the entities listed in subsection 3.29.530.B.1 if it is unable to determine whether an investigation was timely, thorough, and (~~neutral~~) objective or if it determines that an investigation was not timely, thorough, and (~~neutral~~) objective. In such case, OIG shall choose a new non-City entity to perform a new investigation.

Section 6. Section 3.29.570 of the Seattle Municipal Code, enacted by Ordinance 126628, is amended as follows:

3.29.570 Transmittal of investigative results

1 A. For any investigation completed by OPA, upon determination by OIG that the
2 investigation was timely, thorough, and ((~~neutral~~)) objective, OPA will transmit the investigation
3 file and findings to the Mayor.

4 B. For any investigation completed by SDHR, upon determination by OIG that the
5 investigation was timely, thorough, and ((~~neutral~~)) objective, OIG will transmit the investigation
6 and findings, as determined by SDHR, to the Mayor.

7 C. For any investigation conducted by a non-City entity, upon determination by OIG that
8 the investigation was timely, thorough, and ((~~neutral~~)) objective, OIG will transmit the
9 investigation and findings, as determined by the non-City entity, to the Mayor

10 Section 7. A new Section 3.29.590 is added to the Seattle Municipal Code as follows:

11 **3.29.590 OIG reporting**

12 A. OIG shall include information on complaints, intakes, and/or investigations naming
13 the Chief of Police in quarterly reports to the Mayor, the President of the Council, and the Chair
14 of the Council's public safety committee. The reports shall include information for the prior
15 quarter and year to date, as follows:

- 16 1. The number of complaints initiated or received by the OPA and OIG;
- 17 2. The number of complaints closed as a contact log;
- 18 3. The number of complaints with completed intakes;
- 19 4. The number of complaints remaining open;
- 20 5. The number of opened and completed investigations; and
- 21 6. The number and percentage of intakes and investigations that OIG was unable
22 to determine were timely, thorough, and objective, or that OIG determined were not timely,
23 thorough, and objective.

B. OIG shall include information on complaints, intakes, and/or investigations naming the Chief of Police in its annual report, required under Subchapter II of this Chapter 3.29. The annual report shall include information listed in subsection 3.29.590.A.1 through 3.29.590.A.6 for the prior calendar year.

Section 8. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2025,
and signed by me in open session in authentication of its passage this _____ day of _____, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)