

AMENDMENT 1 to CB 118969

This Amendment 1 to CB 118969 would expand on historical and community origins of constitutional policing, clarify provisions on investigation timelines, remove a Seattle residency percentage requirement for the Community Police Commission, designate the Public Safety Civil Service Commission as the disciplinary appeal procedure, clarifies the effective date relative to collective bargaining, and other streamlining clarifications.

Amendment 1 will also reorder and renumber sections for consistency between subchapters.

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

1
2
3
4
5 ..title

6 AN ORDINANCE relating to civilian and community oversight of the police; adding a new
7 Chapter 3.29 to the Seattle Municipal Code (SMC); recodifying Subchapters VII, VIII,
8 and IX of Chapter 3.28 of the SMC as Subchapters I, II, and III of Chapter 3.29;
9 amending or repealing sections in Chapters 3.28, 4.08, and 14.12 of the SMC; and
10 concerning Ordinance 118482.

11 ..body

12 WHEREAS, The City of Seattle has a long history of police reform, ~~with and the~~
13 ~~recommendations of~~ blue ribbon panels dating back to the 1990s ~~and resulted in the~~
14 creation ~~of the current police oversight structure which includes of various oversight~~
15 ~~entities such as~~ the Office of Professional Accountability (OPA), ~~OPA Review Board,~~
16 ~~and the~~ OPA Auditor, ~~and the OPA Review Board; and~~
17 ~~but accountable policing is an elusive goal as evidenced by events in more recent history~~
18 ~~involving allegations of unconstitutional use of force and biased policing, including the~~
19 ~~death in 2010 of First Nations woodcarver John T. Williams and other episodes that led~~
20 ~~the community to call for a federal investigation into the policing practices of the Seattle~~
21 ~~Police Department (SPD); and~~

1 WHEREAS, The City of Seattle ~~has been operating under a federal consent decree since 2012,~~
2 ~~but also separately~~ recognizes the need to have effective, constitutional policing and a
3 police department that has the trust, respect, and support of the community; and

4 WHEREAS, having constitutional policing requires a strong oversight system that takes into
5 account the voice and values of the community that is being policed; and

6 WHEREAS, an essential element of a strong oversight system is a disciplinary system that
7 prevents misconduct by engaging in thorough and timely civilian-led investigations that
8 engender public trust and confidence; and

9 WHEREAS, a disciplinary system, with the Chief as the final arbiter, that metes out fair,
10 impartial, and swift discipline commensurate to the wrongdoing will reduce misconduct
11 and ensure and maintain a culture of accountability and adherence to policy and
12 constitutional law; and

13 WHEREAS, it is The City of Seattle’s intent to ensure by law a comprehensive and sustainable
14 independent oversight system that guarantees a police department that has the trust and
15 confidence of the community and respects the constitutional rights of the people of
16 Seattle; and

17 WHEREAS, policing that aligns with Seattle community values, needs, and expectations has
18 been an ongoing but accountable policing is an elusive goal as evidenced highlighted by
19 events in more recent history involving allegations of unconstitutional use of force and
20 biased policing, including the death in 2010 of First Nations woodcarver John T.
21 Williams and other episodes that led the community groups in 2010 to call for a the
22 federal investigation that ensued into the policing practices of the Seattle Police
23 Department (SPD); and

1 WHEREAS, The City of Seattle has been operating under a Settlement Agreement and
2 Memorandum of Understanding with the United States Department of Justice (MOU)
3 since 2012, but also separately recognizes the need to have effective, constitutional
4 policing and a police department that retains the trust, respect, and support of the
5 community; and

6 WHEREAS, beginning in January 2014, the Community Police Commission reviewed and
7 endorsed recommendations for improvements to the accountability system previously
8 issued by the OPA Auditor and issued additional recommendations for broadening the
9 scope and strengthening the independence and sustainability of the civilian-led system,
10 all of which served as the foundation of the current legislation; and

11 WHEREAS, Councilmember M. Lorena González as Chair of the Gender Equity, Safe
12 Communities, and New Americans Committee in early 2017 led a series of study
13 missions accompanied by Committee Vice-Chair Tim Burgess, the Community Police
14 Commission, Mayor’s Office, and City Council staff to the cities of New York, Los
15 Angeles, and New Orleans, to learn about their inspector general systems and
16 community ~~engagement roles in and perspectives about~~ police oversight systems; and

17 WHEREAS, The City of Seattle’s proposed accountability system with a civilian-led misconduct
18 investigations unit, an independent police inspector general, and a strong community-
19 based oversight commission, has many strengths other models of oversight do not, and
20 addresses systemic weaknesses with which other systems have struggled; and

21 WHEREAS, Charter Amendment 19, providing for geographic representation based on seven
22 neighborhood districts, was approved by nearly 66 percent of Seattle voters in the fall of
23 2013 to ensure that Seattle, as a growing major metropolitan area, has a governance

1 structure that reflects a commitment to geographic inclusion and that all areas of the city
2 have an identifiable representative; and

3 WHEREAS, district representation is a fundamental feature of representative democracy, and
4 has been a basic building block of local, state and national governments throughout the
5 United States including all 50 state legislatures and, including the U.S. House of
6 Representatives for over 200 years; and

7 WHEREAS, most large U.S. cities like Seattle which is 143 square miles and home to over
8 680,000 residents are represented by districts to ensure geographic representation to
9 recognize the right of all residents to have a voice in their governance; and

10 WHEREAS, the Community Police Commission was created by federal consent decree in 2012
11 with the intent to show geographic representation as a body that is “representative of the
12 many and diverse communities in Seattle, including members from each precinct of the
13 city...” (Memorandum of Understanding between the United States and The City of
14 Seattle, dated July 27, 2012); and

15 ~~WHEREAS, a Commission charged with significant oversight function and one that is intended~~
16 ~~to serve as a community voice for the entire City should include voices from all corners~~
17 ~~of the City selected in an orderly manner so that no geographic area is left out and that all~~
18 ~~parts of the City share responsibility for their governance; and~~

19 WHEREAS, the United States Supreme Court has repeatedly ruled in favor of adequate, orderly,
20 geographically-based representation to ensure the strength of our democracy including
21 the most recent *Evenwel et al v. Abbott, Governor of Texas*, 578 U.S. ____ (2016), with
22 the opinion authored by Justice Ruth Bader Ginsburg, which upheld the one-person, one-
23 vote principle ensuring jurisdictions must design districts based on total population and

1 that all people regardless of current voting registration status are entitled to equal
2 representation; and

3 WHEREAS, a ~~Community Police~~ Commission charged with significant oversight function and
4 one that is intended to serve as a community voice for the entire City should include
5 voices from all corners of the City selected in an orderly manner so that no geographic
6 area is left out and that all parts of the City share responsibility for their governance; ~~and~~

7 ~~WHEREAS, while many jurisdictions across the country are under consent decrees or otherwise~~
8 ~~wrestling with the question of how best to have effective oversight of police that hears~~
9 ~~the voice of the community served by the police, The City of Seattle has an opportunity~~
10 ~~to take the lessons it has learned from other jurisdictions and from its own history to~~
11 ~~establish a community focused oversight system that can serve as a model for other~~
12 ~~jurisdictions;~~ NOW, THEREFORE,

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

14 Section 1. The City Council (“Council”) makes the following findings of fact and
15 declarations:

16 A. The history of police reform efforts in Seattle dates back decades, including, for
17 example, 1988 grant-funded work by the Seattle Police Department (SPD) to implement
18 community policing that was held up as a model partnership between the community and police
19 by the National Institute of Justice in 1992.

20 B. The City of Seattle began civilian police oversight in 1992 by providing for a civilian
21 auditor with legal expertise to independently review police department internal investigations.
22 Adopting, ~~a~~ the 1999 recommendations of the Citizens’ Review Panel, The City of Seattle
23 extended civilian oversight in 2002 by creating a three-part civilian oversight system. SPD’s

1 Internal Investigations Unit was replaced by a civilian-led OPA, the civilian auditor became the
2 OPA Auditor, responsible for reviewing OPA investigations, and a three member OPA Review
3 Board was created to review the quality of the complaint-handling process, advise The City of
4 Seattle on police department policies and practices, and conduct public outreach.

5 ~~blue ribbon commission that recommended the creation of the Office of Professional~~
6 ~~Accountability which was then started in 2000, and other blue ribbon, task force, and reform~~
7 ~~efforts that made legitimate progress in their times yet still could not achieve a lasting police~~
8 ~~culture that would keep the trust of the people of Seattle.~~ C. In 2007, The City of Seattle
9 convened two police accountability review panels and implemented many of their
10 recommendations to further strengthen civilian police oversight by clarifying the roles of the
11 OPA Director and the OPA Auditor, expanding the OPA Auditor’s roles, and increasing OPA
12 Review Board membership to seven.

13 BD. __ On December 2, 2010, 35 civil rights and community-based organizations
14 requested that the Civil Rights Division of the United States Department of Justice investigate
15 whether SPD had engaged in a pattern or practice of violations of civil rights by using
16 unnecessary and excessive force against residents, citing a series of incidents over the previous
17 18 months, particularly against persons of color, including a death from a police shooting.

18 CE. In 2011, the Department of Justice ~~began~~ conducted an investigation of SPD and,
19 found a pattern and practice of excessive force warranting federal intervention. Based on based
20 on its investigation findings, DOJ initiated a lawsuit against The City of Seattle, *United States of*
21 *America v. City of Seattle*, 12 Civ. 1282 (JLR), in the United States District Court for the
22 Western District of Washington (“federal court”).

1 ~~DE~~. The federal court found that ~~the~~The City of Seattle and SPD fully cooperated with
2 the investigation (Document 5, Stipulation and Joint Findings of Fact and Conclusions of Law,
3 filed August 17, 2012).

4 ~~EG~~. The City of Seattle entered into a Settlement Agreement and Memorandum of
5 Understanding (collectively, “consent decree”) with the Department of Justice which the ~~Court~~
6 federal court approved on September 21, 2012, that included federal court oversight to ensure
7 The City of Seattle implemented required improvements and corrections to SPD policies,
8 practices, training, and systems.

9 ~~FH~~. From 2014 to 2016, multiple police-involved deaths of African Americans and
10 others across the nation ~~achieved~~received significant national attention and raised local
11 community concerns to a new level. In a national climate of tense relations between the public
12 and police, under the leadership of Mayor Edward B. Murray ~~and~~, the Seattle City Council, and
13 stakeholders such as the City Attorney’s Office, CPC, and the OPA Auditor, the importance of
14 building an effective police oversight system with a sustainable community role has taken on
15 new urgency.

16 ~~GI~~. President Obama’s White House Task Force on 21st Century Policing released a
17 comprehensive report in May 2015 that identified best practices and included recommendations
18 on how policing practices can promote crime reduction while building public trust. In January,
19 2016, Seattle Police Chief Kathleen O’Toole joined First Lady Michelle Obama during President
20 Obama’s final State of the Union address, chosen for what the White House described as The
21 City of Seattle’s nationally recognized efforts to align SPD policies with current best practices
22 and improve SPD ties with our community.

1 In January 2016, Seattle Police Chief Kathleen O’Toole was invited to sit with the First
2 Lady during President Obama’s final State of the Union address, chosen for what the White
3 House described as her nationally recognized efforts to change SPD policies and build
4 community ties. J. As stated in The City’s Memorandum of Understanding with DOJ,
5 “effective and constitutional policing requires a partnership between the police department, its
6 officers, community members, and public officials . . . [O]ngoing community input into the
7 development of reforms, the establishment of police priorities, and mechanisms to promote
8 confidence in SPD will strengthen SPD and facilitate police/community relationships necessary
9 to promote public safety.”

10 K. The goals of this ordinance are to institute a comprehensive and lasting police
11 oversight system that ensures that police services are delivered to the people of Seattle in a
12 manner that fully complies with the Constitution and laws of the United States and State of
13 Washington, effectively ensures public and officer safety, and promotes public confidence in
14 SPD and the services that it delivers. To accomplish these goals, The City of Seattle has
15 committed to strengthen elements of Seattle’s existing system including building a strong
16 community-based entity with authority to review and weigh in on police policies and assess the
17 responsiveness of SPD, The City of Seattle, and accountability system professionals to
18 community concerns, which has been missing in previous reform efforts.

19 L. On April 6, 2017, the federal Monitor in his ninth systemic assessment on use of
20 force, remarked that the department has “changed in fundamental ways” and that officers used
21 force that was consistent with SPD policy 99.27 percent of the time from September 2015
22 through October 2016. In that report, the Monitor noted, “Chief Kathleen O’Toole, and her
23 command staff, have worked tirelessly since she became chief in June 2014 to implement

1 comprehensively the force related provisions of the Consent Decree.” The Monitor went on to
2 state, “...the credit for this major milestone goes first and foremost to the men and women of the
3 Seattle Police Department. Their ability to meaningfully and effectively implement the use of
4 force policies and apply the related use of force training on the streets of Seattle – while facing
5 the unpredictable challenges that are part and parcel of law enforcement – is worthy of
6 substantial praise....[P]olice officers in Seattle are frequently tasked with addressing individuals
7 and situations that the rest of the social service fabric has failed, left out, or left behind. Their
8 ability to innovate, change approaches, and change the course of the Department while
9 addressing these fundamental duties is commended.”

10 HM. The police have extraordinary enforcement powers to maintain the public peace,
11 and the protective measures put into place to ensure that their actions remain constitutional and
12 in the public interest must be correspondingly strong.

13 N. Having a collaborative relationship between all police oversight entities, with specific
14 roles and responsibilities for each, strengthens police accountability in a manner that is not
15 possible for each entity alone.

16 O. The provisions of this ordinance are necessary ~~It is the goal of this ordinance to~~
17 institute a lasting police oversight system that ensures that police services are delivered to the
18 people of Seattle in a manner that fully complies with the United States Constitution, the
19 Washington State Constitution, and laws of the United States, ~~and~~-State of Washington, and City
20 of Seattle;- effectively ensures public and officer safety;- and promotes public confidence in
21 SPD and the services that it delivers.

22 Section 2. Section 3.28.805 of the Seattle Municipal Code, last amended by Ordinance
23 122744, is repealed:

1 ~~((3.28.805 Definitions.~~

2 A. ~~“OPA complaint” refers to a complaint assigned to the Office of Professional~~
3 ~~Accountability for investigation.~~

4 B. ~~“OPA investigation” and “complaint investigation” refer to an investigation of an~~
5 ~~OPA complaint conducted by the Office of Professional Accountability.))~~

6 Section 3. Section 3.28.810 of the Seattle Municipal Code, last amended by Ordinance
7 122744, is repealed:

8 ~~((3.28.810 Office of Professional Accountability — Director.~~

9 ~~The Director of the OPA is responsible for the investigative and administrative functions of the~~
10 ~~police disciplinary process and shall manage the overall investigative, training, and~~
11 ~~administrative functions of the OPA. The OPA Director shall:~~

12 A. ~~Be a civilian with legal, investigative, or prosecutorial experience;~~

13 B. ~~Be appointed by the Mayor and confirmed by the City Council;~~

14 C. ~~Be appointed for a three year term, with the possibility of being reappointed to a~~
15 ~~second or third three year term, for a maximum of nine years.~~

16 D. ~~Report directly to the Chief of Police;~~

17 E. ~~Be paid at a salary consistent with the level of responsibility established in this~~
18 ~~section and as provided by ordinance;~~

19 F. ~~Direct the OPA investigative process, classify all complaints, certify in writing~~
20 ~~the completion and recommended findings of all OPA cases, and convey these recommendations~~
21 ~~to the Chief of Police, who is the final Police Department decision maker in disciplinary actions;~~

22 G. ~~Attend employee due process hearings with the Chief of Police concerning~~
23 ~~possible employee discipline resulting from OPA recommendations;~~

1 ~~H. — Provide analysis and recommendations to the Chief of Police regarding~~
2 ~~disciplinary action in order to promote consistency of discipline;~~

3 ~~I. — Provide recommendations to the Chief of Police, Mayor and City Council~~
4 ~~regarding the resources of the OPA, including but not limited to budget and staffing; and~~

5 ~~J. — Provide recommendations to the Chief of Police, Mayor and City Council~~
6 ~~regarding Police Department policies and practices related to police accountability and~~
7 ~~professional conduct.))~~

8 Section 4. Section 3.28.815 of the Seattle Municipal Code, enacted by Ordinance 120728,
9 is repealed:

10 ~~((3.28.815 OPA Deputy Director.~~

11 ~~The Chief of Police shall, with a recommendation from the OPA Director, appoint the OPA~~
12 ~~Deputy Director from among the sworn Captain ranks of the Seattle Police Department. The~~
13 ~~OPA Deputy Director, as overseen by the Director, shall oversee the day to day management of~~
14 ~~the OPA investigative process, employing the best and most effective OPA investigations~~
15 ~~practices.))~~

16 Section 5. Section 3.28.820 of the Seattle Municipal Code, last amended by Ordinance
17 120728, is repealed:

18 ~~((3.28.820 OPA procedures manual.~~

19 ~~The Police Department shall produce an OPA procedures manual, which shall include~~
20 ~~instructions for filing a complaint with OPA, and which shall be made available to members of~~
21 ~~the public, as well as Police Department personnel.))~~

22 Section 6. Section 3.28.905 of the Seattle Municipal Code, last amended by Ordinance
23 122744, is repealed:

1 ~~((3.28.905 Appointment of the OPA Review Board.~~

2 A. ~~— The City Council shall appoint the seven members of the OPA Review Board.~~

3 ~~The first term of any member shall be no longer than two years. Members may be reappointed to~~
4 ~~up to three subsequent two year terms; no individual may serve more than four terms. Members~~
5 ~~shall serve staggered terms such that no more than four members' terms shall expire in any year.~~
6 ~~Should any member take office at any time after commencement of a regular term, the expiration~~
7 ~~of that term shall remain unaffected. The City Council may remove a member from office for~~
8 ~~cause by filing a statement of reasons for removal. Members shall be compensated as provided~~
9 ~~by ordinance. The compensation of members and other resources necessary for the OPA Review~~
10 ~~Board shall be appropriated in the budget of the Legislative Department.~~

11 B. ~~Each OPA Review Board member shall at the time of appointment and throughout his~~
12 ~~or her term:~~

13 1. ~~Have a reputation for integrity and professionalism, as well as the ability to~~
14 ~~maintain a high standard of integrity in the office;~~

15 2. ~~— Have a commitment to and knowledge of the need for and responsibilities~~
16 ~~of law enforcement, as well as the need to protect constitutional rights of all affected parties;~~

17 3. ~~— Have a commitment to the statement of purpose and policies in this~~
18 ~~chapter;~~

19 4. ~~— Have a history of demonstrated leadership experience and ability;~~

20 5. ~~— Have the potential for gaining the respect of complainants, departmental~~
21 ~~personnel, and the citizens of this City;~~

22 6. ~~Be able to work effectively with the City Council, departmental personnel,~~
23 ~~public agencies, private organizations, and citizens;~~

1 ~~7. Be able to work with diverse groups and individuals, as shown by previous~~
2 ~~experience;~~

3 ~~8. Be able to maintain fairness and objectivity in an environment where~~
4 ~~controversy is common.~~

5 ~~9. Be a high school graduate or recipient of a general equivalency diploma;~~

6 ~~10. Be a United States citizen or lawfully authorized for employment in the~~
7 ~~United States;~~

8 ~~11. Be at least 21 years of age;~~

9 ~~12. Not have been convicted of or plead guilty to a felony, crime of violence,~~
10 ~~or offense involving moral turpitude, or any plea thereto; and~~

11 ~~13. Be able to comply with the appearance of fairness doctrine.~~

12 ~~In addition, at any given time, at least one member of the OPA Review Board shall be a~~
13 ~~graduate of an accredited law school and a member in good standing of the Washington State~~
14 ~~Bar Association; at least one other member shall have significant experience in community~~
15 ~~involvement, organizing and outreach; at least one other member shall have at least five years~~
16 ~~experience as a sworn law enforcement officer; and at least one other member shall have at least~~
17 ~~five years experience in a field or fields related to law enforcement or criminal justice.~~

18 ~~C. The Chief of Police shall cause a thorough background check of nominees for~~
19 ~~OPA Review Board identified by the Council and shall report the results to the Council.~~

20 ~~D. The OPA Review Board shall annually elect one of its members to be the Chair of~~
21 ~~the OPA Review Board. In the event that all members of the Review Board are newly appointed,~~
22 ~~the City Council may appoint an interim Chair until the Review Board can conduct the~~
23 ~~election.))~~

1 Section 7. Section 3.28.910 of the Seattle Municipal Code, last amended by Ordinance
2 122744, is repealed:

3 ~~**(3.28.910 OPA Review Board Responsibility.**~~

4 ~~A. The OPA Review Board shall review the OPA’s complaint handling process.
5 Based on its review of OPA complaint forms and files on closed OPA complaints, and on the
6 Review Board’s public outreach and research on best practices, the Review Board shall assess
7 the apparent fairness, thoroughness and timeliness of the OPA complaint handling process as a
8 whole. The Review Board shall not comment on the discipline of any officer or lack thereof, or
9 on the liability of anyone involved in a specific complaint. The Review Board shall present its
10 assessments of the OPA’s complaint handling process in semiannual reports to the City. These
11 reports shall include a general description of the OPA files and records reviewed.~~

12 ~~B. The OPA Review Board shall organize and conduct public outreach on behalf of
13 itself, the OPA and the OPA Auditor. The Review Board shall solicit public comments on the
14 fairness, thoroughness and timeliness of the OPA complaint handling process and on the
15 professional conduct of Seattle police officers. The Review Board shall invite the OPA, OPA
16 Auditor and Police Department to participate in its outreach efforts.~~

17 ~~C. The OPA Review Board shall advise the City on Police Department policies and
18 practices related to police accountability and professional conduct. The Review Board shall base
19 its recommendations on its review of the OPA complaint handling process and of the OPA
20 Director’s and OPA Auditor’s reports, on any public comments it has received, and on its own
21 research on national trends and best practices in police accountability and civilian oversight of
22 law enforcement. The Review Board shall present its recommendations in its semiannual reports.~~

1 ~~D. The OPA Review Board shall recommend to the OPA Auditor topics for the~~
2 ~~Auditor’s review of Police Department policies and practices related to police accountability and~~
3 ~~professional conduct.~~

4 ~~E. The OPA Review Board shall submit its semiannual reports to the City Council,~~
5 ~~Mayor, Chief of Police, City Attorney and City Clerk.))~~

6 Section 8. Section 3.28.920 of the Seattle Municipal Code, last amended by Ordinance
7 122126, is repealed:

8 ~~((3.28.920 Access to and confidentiality of files and records.~~

9 ~~A. For the purpose of reviewing the OPA complaint handling process, the OPA~~
10 ~~Review Board shall have access to unredacted complaint forms of all OPA complaints and~~
11 ~~unredacted files of all closed OPA investigations, except for information the OPA would be~~
12 ~~required to withhold from persons not members of criminal justice agencies pursuant to the~~
13 ~~Criminal Records Privacy Act (Chapter 10.97 RCW) as it now exists and may hereafter be~~
14 ~~amended. The OPA Review Board shall have access to summary information necessary for its~~
15 ~~reporting obligations as set forth in Section 3.28.910 of this chapter.~~

16 ~~B. In discharging their responsibilities, OPA Review Board members shall protect~~
17 ~~the confidentiality of Department files to which they have been provided access. OPA Review~~
18 ~~Board members shall not disclose information in these Department files and records except in the~~
19 ~~reports required by ordinance. OPA Review Board reports shall not contain identifying~~
20 ~~information about anyone involved in an OPA complaint or OPA investigation other than the~~
21 ~~OPA Director. “Identifying information” is defined as name, badge number, physical~~
22 ~~description, address, telephone number, email address, photographs or drawings, or any other~~
23 ~~unique identifying numbers such as driver’s license, employee, vehicle or social security~~

1 ~~numbers. In the event of a public disclosure request pursuant to the Public Disclosure Act (RCW~~
2 ~~42.17.250 et seq.), the OPA Review Board shall not disclose any information contained in OPA~~
3 ~~complaint forms or in files on closed OPA investigations, and shall transmit all such requests to~~
4 ~~the OPA Director for response.~~

5 C. ~~Indemnification and defense of OPA Review Board members is governed by~~
6 ~~Chapter 4.64 SMC. It is outside the scope of OPA Review Board members' assignments to~~
7 ~~disclose information in Department files and records other than as allowed in subsection B of~~
8 ~~this section.)~~

9 Section 9. A new Chapter 3.29 is added to the Seattle Municipal Code as follows:

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

11 **3.29.010 Purpose – Enhancing and sustaining effective police oversight**

12 A. The police are granted extraordinary power to maintain the public peace, including
13 the power of arrest and statutory authority under RCW 9A.16.040 to use deadly force in the
14 performance of their duties under specific circumstances. Public trust in the appropriate use of
15 those powers is bolstered by having a police oversight system that reflects community input and
16 values.

17 It is The City of Seattle's intent to ensure by law a comprehensive and sustainable
18 approach to independent oversight of the Seattle Police Department (SPD) that enhances the
19 trust and confidence of the community, and that builds an effective police department that
20 respects the civil and constitutional rights of the people of Seattle. The purpose of this Chapter
21 3.29 is to provide the authority necessary for that oversight to be as effective as possible.

22 B. Oversight of SPD shall be comprised of an Office of Police Accountability (OPA) to
23 help ensure the actions of SPD employees are constitutional and in compliance with federal,

1 state, local laws, and with City and SPD policies, and to promote respectful and effective
2 policing, by initiating, receiving, classifying, investigating, and making findings related to
3 complaints of misconduct; an Office of Inspector General for Public Safety (OIG) to help
4 ensure the fairness and integrity of the police system as a whole in its delivery of law
5 enforcement services by providing civilian auditing of the management, practices, and policies
6 of SPD and OPA and oversee ongoing fidelity to organizational reforms implemented pursuant
7 to the goals of the 2012 federal Consent Decree in *United States of America v. City of Seattle*,
8 12 Civ. 1282 (JLR); and a Community Police Commission (CPC) to help ensure public
9 confidence in the effectiveness and professionalism of SPD and the responsiveness of the police
10 accountability system to public concerns by engaging the community to develop
11 recommendations on the police accountability system and provide a community-based
12 perspective on law enforcement-related policies, practices, and services affecting public trust;
13 all for the purpose of ensuring constitutional, accountable, effective, and respectful policing.

14 C. An accountability system requires a strong, effective Chief to implement oversight
15 recommendations and to create the culture change from within the police department that is
16 necessary to support lasting reform. The Chief by City Charter is “the chief peace officer of the
17 City, and...shall maintain the peace and quiet of the City.” The City Charter also dictates that the
18 Chief manages SPD and prescribes the Department’s rules and regulations, consistent with law.
19 In performing those duties, the Chief is responsible and accountable to the Mayor and City
20 Council for the administration and management of SPD and is the final decision-maker, subject
21 to appeal rights, in all matters related to misconduct, including discipline. Nothing in this
22 Chapter 3.29 shall be interpreted or applied so as to limit or restrict the responsibilities of the
23 Chief under the City Charter.

1 **3.29.020 Definitions**

2 As used in this Chapter 3.29:

3 “Budget Control Level” means the level at which expenditures are controlled to meet
4 state and City budget law provisions.

5 “Chief” means the Chief of Police.

6 “Council” means the City Council.

7 “CPC” means the Community Police Commission.

8 “Inconclusive” means the term as it is defined in the OPA Manual.

9 “Lawful and Proper” means the term as it is defined in the OPA Manual.

10 “Management Action” means the term as it is defined in the OPA Manual.

11 “Misconduct” means a violation of law or SPD policy.

12 “Not Sustained” means the term as it is defined in the OPA Manual.

13 “OIG” means the Office of Inspector General for Public Safety.

14 “OPA” means the Office of Police Accountability.

15 “OPA Manual” means the Office of Police Accountability Internal Operations and
16 Training Manual.

17 “Public safety committee” means the City Council committee responsible for public
18 safety matters.

19 “Rapid Adjudication” means a complaint resolution for certain types of alleged
20 misconduct whereby the employee self-reports or immediately acknowledges a policy violation
21 occurred, waives the right to an investigation, and signs an agreement acknowledging the
22 violation and accepting the imposition of pre-determined discipline or other resolution.

23 “SPD” means the Seattle Police Department.

1 “Supervisor Action” means the term as it is defined in the OPA Manual.

2 “Sustained” finding means the term as it is defined in the OPA Manual.

3 “Training Referral” means the term as it is defined in the OPA Manual.

4 ~~“Type III Force” means the term as it is defined in SPD policy.~~

5 “Unfounded” means the term as it is defined in the OPA Manual.

6 **3.29.030 Independent and collaborative oversight**

7 A. OPA, OIG, and CPC have an obligation to exercise independent judgment and offer
8 critical analysis in the performance of their duties under this Chapter 3.29. These oversight
9 entities shall exercise their responsibilities under this Chapter 3.29 without interference from any
10 person, group, or organization, including the Chief, other SPD employees, or other City officials.
11 City employees and agents who violate these provisions may be subject to dismissal, discipline,
12 or censure consistent with City and state laws.

13 B. OPA, OIG, CPC, and the Chief shall each advise the Council, Mayor, City Attorney,
14 and each other on issues related to the purposes of this Chapter 3.29, and recommend and
15 promote to policymakers changes to policies and practices, collective bargaining agreements,
16 City ordinances, and state laws in order to support systemic improvements and other
17 enhancements to SPD performance and in furtherance of community trust.

18 C. OPA, OIG, CPC, and SPD shall engage in collaborative conversations with each other
19 on a quarterly basis and as otherwise reasonably requested by each other in order to effectuate
20 coordinated oversight, including meeting collectively to review the extent to which the purposes
21 and requirements of this Chapter 3.29 are being met.

22 Section ~~1049~~. Subchapter VII of Chapter 3.28 of the Seattle Municipal Code is recodified
23 as Subchapter I of Chapter 3.29 and amended as follows:

1 **Subchapter ~~(VII)~~ I Office of ~~(Professional)~~ Police Accountability**

2 Section 1~~1~~. Section 3.28.800 of the Seattle Municipal Code, last amended by Ordinance
3 122744, is renumbered, recodified in Subchapter I of Chapter 3.29, and amended as follows:

4 ~~((3.28.800))~~ **3.29.100 Office of ~~(Professional)~~ Police Accountability established ~~((created —~~**
5 **)) = Functions and authority ((=))**

6 A. There is ~~((created within the Seattle Police Department))~~ established an
7 independent Office of ~~(Professional)~~ Police Accountability ((hereinafter “OPA”) to receive
8 and investigate complaints of misconduct by Seattle Police Department personnel)) to fulfill the
9 purposes set forth in Section 3.29.010. ((The responsibilities of the OPA include the following
10 areas: regularly advising the Chief, as well as the Mayor and City Council, on all matters
11 involving the Police Department’s investigatory and disciplinary functions and on Police
12 Department policies and practices related to police accountability and professional conduct;
13 evaluating the internal investigation process; and, making recommendations on strategies and
14 policies to improve complaint gathering and investigative procedures.))

15 B. There shall be a civilian OPA Director responsible for carrying out the duties set
16 forth in this Subchapter I. There shall be a civilian OPA Deputy Director to perform such duties
17 and have such powers as the OPA Director may prescribe and delegate to implement and
18 efficiently and effectively manage the duties set forth in this Subchapter I.

19 C. OPA shall establish and manage processes to initiate, receive, classify, and
20 investigate allegations of police misconduct.

21 D. OPA policies and practices shall be applied uniformly regardless of rank or
22 position. OPA policies and practices shall apply equally to all SPD employees regardless of rank
23 or position, and shall be detailed in the OPA Manual, which shall be posted publicly online.

1 DE. OPA complaint processes shall: be fair, impartial, consistent, thorough, timely,
2 understandable, and accessible for the public, employees, and complainants; provide effective
3 solutions; improve SPD standards; help reduce misconduct or policy violations; and enhance
4 employee conduct.

5 EF. OPA shall have the authority to address complaints of police misconduct ~~in~~
6 ~~accordance with the OPA Manual~~ through investigation, Supervisor Action referral, mediation,
7 Rapid Adjudication, or other alternative resolution processes, as well as through Management
8 Action findings and Training Referrals. Management Action findings may be made for either
9 Sustained or Not Sustained complaints of misconduct.

10 FG. OPA’s jurisdiction shall include all types of possible misconduct. In complaints
11 alleging criminal misconduct, OPA shall have the responsibility to coordinate investigations with
12 criminal investigators external to OPA and prosecutors on a case-by-case basis to ensure that the
13 most effective, thorough, and rigorous criminal and administrative investigations are conducted.

14 GH. OPA shall ~~have the authority to~~ identify systemic problems in SPD policies,
15 training, supervision, and management identified in the course of OPA’s investigation of
16 possible misconduct or policy violations, or in the course of OPA’s other obligations under this
17 Chapter 3.29.

18 HI. OPA shall enhance an SPD culture of police accountability through means
19 including, but not limited to, the following:

20 1. Supporting SPD supervisors and strengthening supervisors’ involvement in the
21 accountability system, including supervisors’ responsibilities to mentor employees and to
22 investigate, document, and address minor policy violations, performance, and customer service
23 concerns at the precinct and unit level;

1 2. Collaborating with Assisting SPD and OIG in the development and delivery of
2 SPD in-service training related to the accountability system and helping ensure that this training
3 is part of the curriculum for all new employees; and

4 3. Working with OIG and Collaborating with SPD to make disciplinary processes
5 as fair, impartial, objective, certain, timely, consistent, understandable, transparent, and effective
6 as possible.

7 H. OPA shall be responsive to community needs and concerns through means
8 including, but not limited to, the following:

9 1. Maintaining frequent and regular communications with complainants and
10 named employees about the status of their investigation, including information to complainants
11 about disciplinary appeal and grievance processes;

12 2. Using OPA complaint navigators, community-based organizations, and other
13 approaches that reflect or take into account the diversity of Seattle’s communities in order to
14 provide additional channels for filing complaints and support understanding of the system and
15 how to access it;

16 3. Obtaining information about community perspectives and concerns germane to
17 OPA access and OPA’s oversight responsibilities, including using the expertise of CPC;

18 4. Conducting community outreach to inform the public about the police
19 accountability system and how to access it, in consultation with CPC, and receiving feedback
20 from CPC on issues that surface as a result of the community outreach activities; and

21 5. Providing technical assistance on OPA matters to CPC, as reasonably
22 requested and consistent with the purposes of this Chapter 3.29.

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1 Section ~~1212~~. A new Section 3.29.105 of the Seattle Municipal Code is added to
2 Subchapter I of Chapter 3.29 as follows:

3 **3.29.105 Office of Police Accountability – Independence**

4 A. OPA shall be physically housed outside any SPD facility and be operationally
5 independent of SPD in all respects. OPA’s location and communications shall reflect its
6 independence and impartiality, except that OPA shall be organizationally in SPD in order to
7 ensure complete and immediate access to all SPD-controlled data, evidence, and personnel
8 necessary for thorough and timely investigations and complaint handling.

9 ~~B. The OPA Director shall have authority for the hiring, supervision, and discharge~~
10 ~~of all civilian staff, and for the supervision and transfer back to SPD of any sworn staff assigned~~
11 ~~to OPA.~~

12 ~~B.~~ The OPA Director shall submit an annual budget request to the Mayor. The OPA
13 Director may advocate for resources directly to Councilmembers or the Council during the
14 budget process and throughout the year.

15 ~~D.~~ Only the OPA Director or the OPA Director’s designee shall comment publicly
16 on the specifics of any ongoing OPA investigation.

17 Section ~~1313~~. A new Section 3.29.110 of the Seattle Municipal Code is added to
18 Subchapter I of Chapter 3.29 as follows:

19 **3.29.110 Office of Police Accountability Director – Qualifications**

20 The OPA Director shall be a civilian with significant legal, investigative, human resources, law
21 enforcement oversight, or prosecutorial experience; shall not have been formerly employed by
22 SPD as a sworn officer; and should also have the following additional qualifications and
23 characteristics:

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1 A. A reputation for integrity and professionalism, and the ability to maintain
2 a high standard of integrity and professionalism in the office;

3 B. A commitment to ~~and knowledge of~~ the need for and responsibilities of
4 law enforcement, including enforcement, ~~and~~ community care-taking, and the need to protect the
5 ~~basic~~ constitutional rights of all affected parties;

6 C. A commitment to the statements of purpose and policies in this Chapter
7 3.29;

8 D. A history of leadership experience;

9 E. The ability to relate, communicate, and engage effectively with all who
10 have a stake in policing, including, but not limited to, the general public, complainants,
11 disenfranchised communities, SPD employees, and relevant City and other officials including the
12 Mayor, Council, City Attorney, Chief, Inspector General, and CPC;

13 F. An understanding of the City’s ethnic and socio-economic diversity and
14 proven experience working with and valuing the perspectives of diverse groups and individuals;
15 and

16 G. The ability to ~~exercise sound judgment, independence, fairness, and~~
17 ~~objectivity, and to~~ carry out the duties of the OPA Director in a manner that reflects sound
18 judgment, independence, fairness, and objectivity in an environment where controversy is
19 common.

20 Section ~~414~~. A new Section 3.29.115 of the Seattle Municipal Code is added to
21 Subchapter I of Chapter 3.29 as follows:

22 **3.29.115 Office of Police Accountability Director – Appointment and removal**

1 A. The OPA Director shall be appointed and reappointed in accordance with the
2 process described in this Section 3.29.115. All appointments and reappointments shall be
3 confirmed by a majority vote of the full Council. If the Council does not act within 30 days of
4 notice of an appointment or reappointment, the appointment or reappointment shall be deemed
5 confirmed.

6 B. For appointments, the Mayor shall select from up to three qualified finalists
7 identified by a search committee through a national process using merit-based criteria. CPC
8 Commissioners shall constitute at least 25 percent of the search committee, one of whom shall
9 serve as one of the search committee co-chairs. The Mayor shall either appoint from among the
10 finalists or initiate a new search. ~~The appointee shall be confirmed by a majority vote of the full~~
11 ~~Council.~~The Mayor shall receive input from CPC and the Inspector General prior to
12 reappointments.

13 BC. The OPA Director may be appointed and reappointed for up to three four-year
14 terms for a total of 12 years. ~~The terms shall be set to commence in years separate from the~~
15 ~~Mayor's term of office.~~Each term ~~year~~ shall commence on ~~July-January 1~~, except ~~for that~~ the
16 ~~first term of the~~first OPA Director appointed pursuant to this Chapter 3.29 shall serve an interim
17 term, which will that commences immediately following Council confirmation; the interim term
18 shall not count as a full term for the purposes of calculating term limits under this Section
19 3.29.115. .The first four year term served by the first OPA Director appointed pursuant to this
20 Chapter 3.29 shallThe first full term shall begin in the first year after the commencement of the
21 Mayor's term of office, to ensure that these terms do not run concurrently. include and not be
22 limited by time served in office after confirmation but prior to July 1.If the OPA Director

1 assumes office mid-term due to a prior vacancy, the OPA Director may complete that term and
2 then be reappointed for up to three four-year subsequent terms.

3 ~~CD.~~ Each appointment and reappointment shall be made whenever possible
4 sufficiently prior to the expiration of the ~~latest~~ incumbent's term of office, or the effective date of
5 an incumbent's resignation, ~~permitting to permit~~ Council action ~~to approve or disapprove on~~ the
6 appointment or reappointment at least 45 days before the expiration of the present term or the
7 effective date of the resignation, so as to ~~have~~ increase the likelihood of a seamless transition
8 without a gap in oversight. If the Mayor does not make an appointment or reappointment ~~or does~~
9 ~~not initiate a new search~~ within 90 days of the first day of the expiration of a term ~~or~~ of a
10 vacancy, or of a rejection by the Council, the public safety committee shall appoint the OPA
11 Director ~~subject to confirmation by a majority vote of the full Council. If the Council rejects the~~
12 ~~Mayor's appointee, the Mayor shall appoint a new OPA Director within 90 days and such~~
13 ~~appointment shall be consistent with this Section 3.29.115, and subject to confirmation by a~~
14 ~~majority vote of the full Council. If the Council does not act on the Mayor's appointee within 30~~
15 ~~days of the submittal of the nomination to the Council, the appointee shall be deemed to have~~
16 ~~been confirmed.~~

17 ~~DE.~~ In the event of a vacancy, the Mayor shall designate an interim OPA Director
18 within ten days after the first day of the vacancy to serve until a new OPA Director is appointed.
19 If the Mayor does not designate an interim OPA Director within ten days of the first day of the
20 vacancy, the City Attorney's Office shall provide notice to the Council President and the interim
21 OPA Director shall be designated by the Council President. The interim OPA Director may be
22 either an OPA employee or an individual from outside OPA, but must substantially meet ~~key the~~
23 qualifications ~~in this of~~ Section 3.29.115 110. An OPA Director whose term is ending may

1 continue on an interim basis until a successor has been confirmed by a majority vote of the full
2 Council. An interim term shall not count as a full term for the purposes of calculating term limits
3 under this Section 3.29.115.

4 ~~EF~~. To strengthen the independence of the OPA Director, the Mayor may remove the
5 OPA Director from office only for cause, and in accordance with the following provisions:

6 1. The Mayor shall give written notice, specifying the basis for the intended
7 removal, to the OPA Director, the Council President, the Chair of the public safety committee,
8 the Inspector General, the Chief, and the CPC Executive Director.

9 2. Within ten days after receipt of the notice, the OPA Director may file with
10 the ~~City~~ Council President and the Chair of the public safety committee a request for a hearing
11 on the cause for removal. The OPA Director's request for a hearing shall be delivered at the
12 same time to the Mayor, the Inspector General, the Chief, and the CPC Executive Director. If
13 such request is made, the Council shall convene a de novo hearing on the cause for removal in
14 the public safety committee not sooner than 30 days and not more than 60 days following the
15 OPA Director's request for a hearing, at which the OPA Director may appear, ~~be represented by~~
16 ~~publicly funded counsel~~, and be heard. The Council shall vote to approve or reject the removal
17 within 30 days of the hearing.

18 3. If no request for a hearing is made, the Council shall vote to approve or reject
19 the removal within 30 days of receiving the Mayor's notice of the intended removal, following
20 input from the Inspector General and CPC.

21 4. A majority vote of the full Council is required to approve removal.

22 ~~FG~~. The Seattle Department of Human Resources shall obtain from an outside law
23 enforcement agency a thorough background check of the Mayor's nominees for OPA Director.

1 including records of arrest, charges, or allegations of criminal conduct or other nonconviction
2 data for the purpose of determining the individual’s fitness to perform the duties of OPA
3 Director, and report the results to the Mayor, prior to submittal of the nomination to the Council
4 for confirmation.

5 ~~GH~~. The Mayor shall be responsible for the performance evaluation of the OPA
6 Director, and shall seek the input of the public, ~~City~~ Council, City Attorney, OIG, Chief, SPD
7 employees, and CPC. CPC shall provide input in accordance with ~~SMC-subsection~~ 3.29.360.L.

8 Section ~~4515~~. A new Section 3.29.120 of the Seattle Municipal Code is added to
9 Subchapter I of Chapter 3.29 as follows:

10 **3.29.120 Office of Police Accountability Director – Authority and responsibility**

11 The OPA Director shall have the authority and responsibility to:

12 A. Manage all functions and responsibilities of OPA.

13 B. Hire, supervise, and discharge OPA civilian staff, and supervise and transfer ~~back~~
14 ~~to SPD~~ out of OPA any sworn staff assigned to OPA. OPA staff shall collectively have the
15 requisite credentials, skills, and abilities to fulfill the duties and obligations of OPA set forth in
16 this Chapter 3.29.

17 C. Manage the complaint process so that all complaints of police misconduct or
18 policy violations are initiated, received, referred, classified, investigated, and appropriately
19 resolved.

20 D. Oversee and strengthen the effectiveness of OPA investigations, Supervisor
21 Action referrals, mediation, Rapid Adjudication, and other alternative resolution processes, as
22 well as Management Actions and Training Referrals. The OPA Director shall, in consultation

1 with CPC and OIG, ~~to implement improvements to~~ make and maintain a fair and effective
2 mediation program and a fair and effective Rapid Adjudication process.

3 E. Ensure OPA ~~processes, policies and practices~~ are detailed in, and in compliance
4 with the OPA Manual.

5 ~~F. — Update, which shall be the OPA Manual updated~~ at least annually. Such updates
6 shall be done in accordance with a process established by the OPA Director that provides for
7 consultation and input by OIG and CPC prior to final adoption of any updates.

8 G. Classify complaints; direct OPA investigative processes; address any additional
9 investigative work requested or directed by OIG; certify in writing the completion and
10 recommended findings of all OPA investigations and convey these recommendations to the
11 Chief; participate in meetings related to recommended findings and discipline and in due process
12 hearings; testify as needed in disciplinary appeals; and where requested, advise the Chief as to
13 discipline and the Chief and City Attorney with regard to disciplinary appeals.

14 H. Comply with all OPA deadlines, including investigation deadlines, ~~tolling of~~
15 ~~investigation deadlines, and extensions to investigation deadlines in order to complete~~
16 ~~investigations in a timely manner that best serves the public, complainants, and SPD employees.~~

17 I. Work with OIG, SPD, CPC, and the City Attorney's Office to help reduce or
18 prevent misconduct through identification of patterns or trends arising through complaints,
19 investigations, and lawsuits.

20 J. ~~Respond to~~ Be present at the scene of all SPD officer-involved shootings and other
21 serious use of force incidents pursuant to its duties set forth in Section 3.29.125 or designate
22 OPA staff member(s) to do so.

1 K. Conduct administrative investigations in compliance with the OPA Manual and
2 the purposes of this Chapter 3.29. Ensure that investigators and investigative supervisors receive
3 orientation and training when they begin working at OPA, including on administrative
4 investigations, commensurate with their duties.

5 L. Consult with CPC regularly to ensure that OPA materials are readily
6 understandable and that informational materials are culturally and linguistically appropriate and
7 widely available to Seattle’s diverse residents both in English and in translation.

8 M. Collaborate with the Chief, other SPD leadership, and OIG to strengthen the
9 involvement of supervisory personnel in the accountability system to enhance a culture of
10 accountability throughout SPD.

11 N. Provide input to the Council on the performance of the Inspector General in
12 advance of the Council’s performance evaluation of the Inspector General.

13 Section ~~4616~~. A new Section 3.29.125 of the Seattle Municipal Code is added to
14 Subchapter I of Chapter 3.29 as follows:

15 **3.29.125 Office of Police Accountability – Classifications and investigations**

16 A. Allegations of unnecessary or excessive force, biased policing, and violations of
17 law shall not be classified as Supervisor Action.

18 B. It shall be a condition of employment for all SPD employees to fully and timely
19 participate in an investigation whenever requested by OPA and failure to do so may result in
20 discipline by the Chief, up to and including termination. Complainants may remain anonymous
21 and must be given the choice of an in-person interview. Unless the OPA Director determines
22 exigent circumstances require otherwise, all SPD employee interviews shall be conducted in-
23 person. All interviews shall be audio-recorded and transcribed, except any interviews conducted

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1 before a Rapid Adjudication disposition. If an interview is transcribed both the recording and the
2 transcription shall be retained in the OPA case file.

3 C. OPA shall have the authority to observe and review all administrative
4 investigation processes at SPD to ensure they are not in conflict with OPA’s authority and are
5 consistent with the purposes of this Chapter 3.29.

6 D. ~~When responding to an incident scene,~~ OPA representative(s) shall have access to
7 ~~the any incident~~ scene as necessary to ascertain and assess whether possible violations of SPD
8 policies may have occurred. Following such incidents, OPA representative(s) may attend and
9 participate in any SPD administrative investigation unit interviews or meetings held to review
10 Force Investigation Team (FIT) information or discuss the incident, and may at that time identify
11 any areas of concern related to possible violations of SPD policies. OPA may ~~respond to the~~
12 ~~scene and~~ participate in SPD administrative investigation unit interviews or meetings of any
13 other incident, at the OPA Director’s discretion.

14 E. When necessary, the OPA Director may issue a subpoena at any stage in an
15 investigation if evidence or testimony material to the investigation is not provided to OPA
16 voluntarily, in order to compel witnesses to produce such evidence or testimony. If the
17 subpoenaed individual or entity does not respond to the request in a timely manner, the OPA
18 Director may ask for the assistance of the City Attorney to pursue enforcement of the subpoena
19 through a court of competent jurisdiction.

20 F. Every OPA investigation shall have an investigation plan approved by the OPA
21 Director or the OPA Director’s designee prior to the initiation of an investigation. OPA
22 investigation plans shall include the prioritization of the investigation within OPA’s ongoing
23 body of work, the witnesses to be interviewed, the perishable evidence to be prioritized, other

1 material evidence to be obtained, and the approach to addressing each allegation of possible
2 policy violation or misconduct. If OPA is unable to investigate an allegation in the manner the
3 OPA Director believes appropriate due to resource constraints in light of other investigation
4 priorities, the investigation plan and case file should indicate that this intentional decision is
5 being made regarding allocation of investigative resources.

6 G. In cases where a Sustained finding has been recommended by the OPA Director
7 and hearing from the complainant would help the Chief better understand the significance of the
8 concern or weigh issues of credibility, the OPA Director may recommend that the Chief meet
9 with the complainant prior to the Chief making final findings and disciplinary decisions.

10 H. ~~As set forth in~~ Consistent with subsection 3.29.220.A.14D., the OPA Director
11 shall establish in the OPA Manual a protocol for referral to OIG for classification and
12 appropriate complaint-handling, such as Supervisor Action, investigation, or alternative
13 resolution, any complaints involving OPA staff that cannot be handled within OPA due to a
14 potential conflict of interest.

15 I. OPA shall have discretion to investigate any specific SPD policy violation it
16 chooses, but with SPD supervisors generally handling minor performance issues and OPA
17 prioritizing its investigative resources on allegations that concern public trust and maintaining
18 systemic oversight of all SPD accountability systems.

19 Section ~~4717~~. A new Section 3.29.130 of the Seattle Municipal Code is added to
20 Subchapter I of Chapter 3.29 as follows:

21 **3.29.130 Office of Police Accountability – Classification and investigation timelines**

22 A. OPA shall notify ~~the~~ named employee(s), the Captain or equivalent of the named
23 employee(s), and the bargaining unit of the named employee(s) within 30 days of receiving

1 directly or by referral a complaint of possible misconduct or policy violation. The notice shall by
2 default not include the name and address of the complainant ~~if the complainant is a member of~~
3 ~~the public, unless the complainant gives OPA written consent for disclosure after OPA~~
4 communicates to the complainant a full explanation of the potential consequences of disclosure.

5 The notice shall confirm the complaint and enumerate allegations that allow the named
6 employee(s) to begin to prepare for the OPA investigation; however, if OPA subsequently
7 identifies additional allegations not listed in the 30-day notice, these may also be addressed in the
8 investigation.

9 B. The time period in which investigations must be completed by OPA ~~in order for~~
10 ~~discipline to be imposed~~ is 180 days. The time period begins on the date OPA initiates or
11 receives a complaint, ~~a complaint is filed with OPA, or a complaint should have been referred to~~
12 ~~OPA by an SPD employee or an SPD administrative investigation unit such as force review or~~
13 ~~collision review~~. The time period ends on the date the OPA Director issues proposed findings.

14 ~~1.~~ C. SPD employees shall timely refer incidents involving possible policy
15 violations and misconduct to OPA. Members of any SPD unit or board with authority to conduct
16 administrative investigations or review compliance with policy also have a responsibility for
17 ensuring complete and timely referral to OPA of any incident they review that involves such
18 potential misconduct or policy violation.

19
20 ~~2.~~ Where D. If an SPD employee fails to timely refer a complaint to OPA the
21 failure to refer shall also constitute misconduct subject to complaint and investigation, and
22 discipline under this Chapter 3.29 and the authority of the Chief.

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1 3. ~~———— If the failure by an SPD employee to timely refer results in OPA being~~
2 ~~unable to complete an investigation within 180 days, OPA shall initiate a complaint and~~
3 ~~investigation of the failure to timely refer with an investigation timeline of the later of (a) 180~~
4 ~~days following the end of the 180-day period for the underlying, untimely referred alleged~~
5 ~~misconduct or (b) 180 days following the determination that the 180-day deadline was missed~~
6 ~~due to a failure to timely refer.~~

7 C.E. ~~Each time~~If an OPA interview of a named or witness employee must be
8 postponed due to the unavailability of the interviewee or the interviewee’s labor representative,
9 the additional number of days needed to accommodate the schedule of the employee or the
10 employee’s bargaining representative shall ~~be added to~~not be counted as part of the 180-day
11 investigation period.

12 D.F. If the OPA Director position becomes vacant due to unforeseen exigent
13 circumstances, the 180-day period shall ~~toll for~~be extended by 60 days to permit the designation
14 of an interim OPA Director and the initiation of the appointment process for a permanent OPA
15 Director ~~without prejudicing ongoing OPA investigations.~~

16 E.G. In cases involving possible criminal actions, ~~the 180-day period shall be tolled if~~
17 an OPA administrative investigation is not commenced or is paused due to a criminal
18 investigation, that time shall not be counted as part of the 180-day investigation period, and shall
19 be documented in an administrative intake or investigation follow-up log in the investigation file.

20 The OPA administrative investigation shall be paused as long as is necessary so that neither the
21 OPA administrative nor the criminal investigation of the same incident is compromised. The
22 180-day clock shall resume whenever any administrative investigation steps are taken by OPA.

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1 F.H. Investigations required by OIG for review and certification shall be provided to
2 OIG as soon as possible after the investigator submits them, to afford sufficient time for OPA to
3 conduct additional investigation if requested or directed by OIG, or to investigate new material
4 evidence appropriately raised by the named employee during a due process hearing. Any further
5 investigation shall be re-submitted to OIG for review in a timely manner, so as not to lessen the
6 quality of the investigation due to the passage of time and to meet all contractual deadlines so
7 that additional investigation does not foreclose the possibility of discipline being imposed.

8 G.I. To ensure the integrity and thoroughness of investigations, and the
9 appropriateness of disciplinary decisions, if at any point during an OPA investigation the named
10 employee or the named employee's bargaining representative becomes aware of any witness or
11 evidence that the named employee or the employee's bargaining representative believes to be
12 material, they shall disclose it as soon as is practicable to OPA, or shall otherwise be foreclosed
13 from raising it later in a due process hearing, grievance, or appeal. Information not disclosed
14 prior to a due process hearing, grievance, or appeal shall not be allowed into the record after the
15 OPA investigation has concluded if it was known to the named employee or the named
16 employee's bargaining representative during the OPA investigation, and if OPA offered the
17 employee an opportunity to discuss any additional information and suggest any additional
18 witnesses during the course of the employee's OPA interview.

19 H.J. If further investigation is ~~needed-initiated~~ because new information is brought
20 forward during an OPA interview or a due process hearing, or because of any additional
21 investigation ~~is directed by OIG or new evidence is surfaced from such additional investigation,~~
22 ~~OPA shall have an additional~~ the 180-day investigation time period shall be extended by 60 days

1 ~~for each instance that requires additional investigation, to complete that work and provide it for~~
2 ~~final review by OIG.~~

3 Section ~~1818~~. Section 3.28.812 of the Seattle Municipal Code, last amended by
4 Ordinance 122744, is renumbered, recodified in Subchapter I of Chapter 3.29, and amended as
5 follows:

6 ~~((3.28.812))~~ **3.29.135 Office of ~~(Professional)~~ Police Accountability—Explanations of**
7 ~~((Certain Complaint Dispositions))~~ **certain complaint dispositions**

8 A. If there is disagreement between the Chief and the OPA Director as to the OPA
9 Director’s recommendations on findings, the Chief and the OPA Director shall engage in a
10 supplemental meeting to discuss the disagreement, which shall occur after ~~the an~~ employee due
11 process meeting has taken place.

12 ~~((A.))~~ B. If the Chief ~~(of Police)~~ decides not to follow ~~(the OPA’s))~~ one or more
13 of the OPA Director’s written recommendations on ~~(the disposition of an OPA complaint))~~
14 findings following an OPA investigation, the Chief shall ~~((make))~~ provide a written statement of
15 the material reasons for the decision ~~within 30 days of the Chief’s decision on the disposition of~~
16 the complaint. ~~((The statement shall not contain the officer’s name or any personal information~~
17 about the officer.)) If the basis for ~~((not sustaining the complaint))~~ the action is personal,
18 involving family or ~~((medical information))~~ health-related circumstances about the ~~((officer))~~
19 named employee, the statement shall refer to “personal ~~((information))~~ circumstances” as the
20 basis. ~~((The Chief shall make the written statement within ((60)) 30 days of ((his or her final))~~
21 the Chief’s decision ~~((on the disposition of the complaint))~~. The written statement shall be
22 provided to the Mayor, the Council President and the Chair of the public safety committee, the
23 City Attorney, the OPA Director, the Inspector General, and the CPC Executive Director, and be

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1 included in the OPA case file and in a communication with the complainant and the public. If
2 any findings or discipline resulting from an investigation are changed pursuant to an appeal or
3 grievance, this responsibility shall rest with the City Attorney.

4 ~~((B-))~~ C. If ~~((no discipline results from an OPA complaint because))~~ an
5 investigation time limit ~~((specified in a collective bargaining agreement between the City and the~~
6 ~~subject employee's bargaining unit))~~ as set forth in Section 3.29.130 has been exceeded, within
7 ~~((60))~~ 30 days of the final ~~((disposition of the complaint investigation))~~ certification of the
8 investigation by the OPA Director, the OPA Director shall make a written ~~((explanation))~~
9 statement of the nature of the allegations in the complaint and the reason or reasons why the time
10 limit was exceeded. This requirement applies whether the OPA Director ~~((recommends that))~~
11 recommended the complaint be sustained, not sustained, or ~~((declines))~~ declined to make a
12 recommendation because the time limit ~~((has))~~ had been exceeded. The written statement shall
13 be included in the OPA case file and provided to the Mayor, the Council President and the Chair
14 of the public safety committee, the City Attorney, the Inspector General, and the CPC Executive
15 Director, and included in a communication with the complainant and the public.

16 ~~((C-))~~ D. The written ~~((explanations))~~ statements required by ~~((Subsections A and B~~
17 ~~of this Section))~~ this Section 3.29.135 shall not identify named employees or divulge personal
18 information about ~~((the subject officer or officers))~~ named employees or anyone else involved in
19 the complaint and shall be subject to any applicable ~~((confidentiality requirements))~~ disclosure
20 limitations in state or federal law. The ~~((explanations))~~ statements shall not affect any discipline
21 decisions; ~~((as specified in Seattle Municipal Code 3.28.810 Subsection F,))~~ the Chief ~~((of~~
22 ~~Police))~~ remains the final ~~((Police Department))~~ SPD decision-maker in disciplinary actions.

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1 ~~((D.))~~ E. ~~((The written explanations required by Subsections A and B of this~~
2 ~~Section shall be provided to the Mayor and City Council.))~~ The OPA Director shall include
3 summaries of ~~((these explanations))~~ the written statements required by this Section 3.29.135 in
4 the OPA Director’s annual report~~((reports required by Seattle Municipal Code 3.28.825)).~~ The
5 summaries ~~((shall not identify or divulge personal information about the subject officer or~~
6 ~~officers or anyone else involved in the complaint and))~~ shall be ~~((subject to))~~ consistent with any
7 applicable confidentiality requirements in state or federal law.

8 F. Termination is the presumed discipline for a finding of material dishonesty based
9 on the same evidentiary standard used for any other allegation of misconduct.

10 Section ~~1919~~. A new Section 3.29.140 of the Seattle Municipal Code is added to
11 Subchapter I of Chapter 3.29 as follows:

12 **3.29.140 Office of Police Accountability – Staffing**

13 A. The OPA Director and the Deputy Director shall be civilians and, within 18
14 months of the effective date of the ordinance introduced as Council Bill 118969, all investigative
15 supervisors shall be civilian.

16 B. All OPA staff working directly with SPD supervisors to support the handling of
17 minor violations and public access to the accountability system shall be civilians.

18 C. Within 12 months of the effective date of the ordinance introduced as Council Bill
19 118969, intake and investigator personnel shall be entirely civilian or a mix of civilian and
20 sworn, in whatever staffing configuration best provides for continuity, flexibility, leadership
21 opportunity, and specialized expertise, and supports public trust in the complaint-handling
22 process.

1 D. All staff shall have the requisite skills and abilities necessary for OPA to fulfill its
2 duties and obligations as set forth in this Chapter 3.29 and for OPA’s operational effectiveness.
3 No civilian staff shall be required to have sworn experience and no civilian staff shall have been
4 formerly employed by SPD as a sworn officer.

5 E. The OPA Director and the Chief shall collaborate with the goal that the rotations
6 of sworn staff into and out of OPA are done in such a way as to maintain continuity and
7 expertise, professionalism, orderly case management, and the operational effectiveness of both
8 OPA and SPD, pursuant to subsection 3.29.430.H.

9 F. The appropriate level of civilianization of OPA intake and investigator personnel
10 shall be evaluated by OIG pursuant to Section 3.29.220.

11 G. OPA investigators and investigative supervisors shall receive training by
12 professional instructors outside SPD in best practices in administrative and police practices
13 investigations. OPA investigators and investigative supervisors shall also receive in-house
14 training on current SPD and OPA policies and procedures.

15 Section ~~2020~~. Section 3.28.825 of the Seattle Municipal Code, last amended by
16 Ordinance 122744, is renumbered, recodified in Subchapter I of Chapter 3.29, and amended as
17 follows:

18 ~~((3.28.825 Reports.))~~ **3.29.145 Office of Police Accountability – Reporting**

19 A. OPA shall maintain a website consistent with City Information Technology
20 standards. OPA’s website shall contain its OPA Manual and comprehensive, substantive, and
21 timely information on matters of public interest concerning SPD’s accountability system,
22 including information about OIG and CPC and links to their websites.

1 B. OPA shall post online, in a timely manner, summaries of completed
2 investigations, including the allegations, analysis, and findings. OPA shall post on its website
3 and distribute, by electronic subscription, a compilation of completed investigation summaries
4 from the prior quarter, noting any investigations for which discipline has been appealed.

5 C. At the time they are issued, OPA shall post online and copy to OIG and CPC
6 letters sent to SPD recommending Management Actions. OPA shall timely post online and copy
7 to OIG and CPC updates on the outcomes of its Management Action recommendations,
8 including SPD written responses to OPA Management Action recommendations and the status of
9 these recommended changes to SPD policies or practices.

10 D. OPA shall work with the City Attorney’s Office to publicly release information
11 about ~~closed~~ OPA cases as promptly and with as much transparency as legally and practically
12 possible.

13 E. Each year in June and December, OPA shall provide to OIG status reports
14 regarding (a) all OPA cases that were referred by OPA for possible criminal investigations
15 during the previous six months and (b) all OPA cases that were referred by OPA for possible
16 criminal investigations in earlier periods and for which investigations remained open at any time
17 during the current reporting period. These status reports shall include the nature of the criminal
18 allegation, the case number, the named employee(s), the date of complaint, the timeliness of the
19 criminal investigation, and the current status of the case.

20 ~~F. OPA shall report to complainants and the public on the outcome of any~~
21 ~~disciplinary appeals or grievance processes that result in the modification of final findings and~~
22 ~~discipline determinations.~~

1 GF. The OPA Director shall produce annual reports that are readily understandable
2 and useful to policymakers. The annual report shall describe the work of OPA in fulfilling
3 OPA’s purpose, duties, and responsibilities detailed in this Chapter 3.29. The report shall include
4 OPA Director recommendations for changes in policies and practices, collective bargaining
5 agreements, City ordinances, and state law and summarize the implementation status of any
6 previous OPA recommendations, and, for any that have not been implemented, the reasons. The
7 annual report shall also summarize information received from community outreach that has
8 informed OPA’s work. The annual report shall be posted online and electronically distributed to
9 the Mayor, City Attorney, Council, Chief, Inspector General, and CPC, as well as to the City
10 Clerk for filing as a public record.

11 ~~((A-)) ((The Director shall issue at least two reports per year to the Mayor and City
12 Council describing the work of the OPA and making recommendations for policy changes as
13 determined by the Director. Each year at least one of the Director’s reports shall report))~~ The
14 annual report shall also include, but not be limited to, the following statistics and information:

15 ~~((1. — The total number of complaints received by the Office of Professional
16 Accountability;~~

17 ~~2. — The number of complaints by classification and nature of allegation;~~

18 ~~3. — The percentage of complaints resulting in each kind of finding, namely,
19 sustained, not sustained, unfounded, supervisory intervention or exonerated;~~

20 ~~4. — The nature of disciplinary action taken in sustained cases;))~~

21 1. — The number and percentage of all complaints by classification and nature
22 of allegation received by OPA;

1 2. The number and percentage of all complaints and allegations sustained
2 and the specific disciplinary or other remedial action taken in sustained cases;

3 3. The number and percentage of cases that were not certified as thorough,
4 timely, and objective by OIG, including actions taken by the OPA Director to reduce the number
5 of not certified cases;

6 4. The number and percentage of cases that were appealed or grieved, and
7 the number and percentage of these cases in which findings and/or discipline determinations
8 were changed, and the nature of those changes, as a result of appeals or for other reasons;

9 5. The number and percentage of all complaints and allegations not
10 sustained, and the categorization of all not sustained findings, e.g., unfounded, inconclusive, or
11 lawful and proper;

12 6. The number and percentage of all complaints handled directly by frontline
13 supervisors, referred for Supervisor Action, Management Action, training, or alternative
14 resolution;

15 ~~((5-))~~ 7. The ~~((geographic))~~ precinct, sector, and shift distribution of
16 incidents underlying complaints;

17 ~~((6-))~~ 8. The racial, ethnic, ~~((and))~~ gender, and geographic distributions of
18 complainants, ~~((as))~~ to the extent this information is provided voluntarily by complainants;

19 ~~((7-))~~ 9. The racial, ethnic, gender, assignment, shift, and service seniority
20 distributions of ~~((officers))~~ named employees who are subjects of complaints;

21 ~~((8-))~~ 10. The number of ~~((officers))~~ named employees who have received
22 ~~((three))~~ two or more sustained complaints within one year; ~~((and~~

23 9. The timeliness of OPA complaint handling.))

1 11. Patterns and trends in all OPA complaints, including year-to-year
2 comparisons of demographic data that can help identify problems, deter misconduct, and inform
3 SPD policy and practice improvements; and

4 12. The accessibility, transparency, timeliness, thoroughness, responsiveness,
5 and effectiveness of OPA and SPD processes, including but not limited to, OPA investigations;
6 complaints referred by OPA for Supervisor Action; complaints handled directly by frontline
7 supervisors; Supervisor Action referrals; mediations, Rapid Adjudication, and other alternative
8 resolution processes; and Management Actions and Training Referrals.

9 ~~((B. — The OPA Director and OPA staff may meet with citizens and community groups~~
10 ~~to solicit community input on policies and practices related to police accountability.))~~

11 ~~((C.))~~ HG. The OPA Director shall make available to ~~((the OPA Auditor and OPA~~
12 ~~Review Board))~~ OIG and CPC information necessary for their respective ~~((auditing and~~
13 ~~reporting))~~ functions ~~((as))~~ set forth in this ~~((chapter))~~ Chapter 3.29, in a timeframe allowing for
14 the timely performance of their duties.

15 Section ~~2421~~ 3.28.830 of the Seattle Municipal Code, last amended by
16 Ordinance 120728, is renumbered, recodified in Subchapter I of Chapter 3.29, and amended as
17 follows:

18 ~~((3.28.830))~~ **3.29.150 Office of Police Accountability – Confidentiality of files and**
19 **records (-)**

20 ~~((The Director shall, in the case of unsustained complaints, prepare a summary of the~~
21 ~~investigation, including a description of the number of witnesses interviewed, the investigative~~
22 ~~methods employed, and a brief explanation of why the complaint was not sustained. The Director~~
23 ~~shall provide a copy of the summary to the complainant.))~~ The OPA Director shall protect the

1 confidentiality of ~~((Department))~~ OPA and SPD files and records to which ~~((s/he))~~ OPA has been
2 provided access to the extent permitted by applicable law and collective bargaining agreements,
3 in accordance with the provisions of this ~~((chapter))~~ Chapter 3.29, and in the same manner and to
4 the same degree as ~~((s/he))~~ the OPA Director would be obligated to protect attorney-client
5 privileged materials under legal and ethical requirements. The OPA Director shall also be bound
6 by the confidentiality provisions of the Criminal Records Privacy Act, ~~((RCW Chapter 10.97))~~
7 chapter 10.97 RCW, and ~~((Public Disclosure Act (RCW Section 42.17.250 et seq.))~~) disclosure
8 limitations under state and federal law. The OPA Director shall not identify the ~~((subject of an))~~
9 named employee in an OPA investigation in any public report required by this ~~((chapter))~~
10 Chapter 3.29.

11 Section ~~2222~~. Subchapter VIII of Chapter 3.28 of the Seattle Municipal Code is
12 recodified as Subchapter II of Chapter 3.29 and amended as follows:

13 **Subchapter ~~((VIII))~~ II Office of ~~((Professional Accountability Auditor))~~ Inspector General**
14 **for Public Safety**

15 Section ~~2323~~. A new Section 3.29.200 of the Seattle Municipal Code is added to
16 Subchapter II of Chapter 3.29 as follows:

17 **3.29.200 Office of Inspector General for Public Safety established – Functions and**
18 **authority**

19 A. There is established an independent Office of Inspector General for Public Safety
20 (OIG) to fulfill the purposes set forth in Section 3.29.010.

21 B. There shall be a civilian Inspector General responsible for carrying out the duties
22 set forth in this Subchapter II.

1 C. There shall be a civilian Deputy Inspector General to perform such duties and
2 have such powers as the Inspector General may prescribe and delegate to fulfill and effectively
3 manage the duties set forth in this Subchapter II, including acting on behalf of the Inspector
4 General when necessary. The Inspector General shall obtain from an outside law enforcement
5 agency a thorough background check of the Deputy Inspector General, including records of
6 arrest, charges, or allegations of criminal conduct or other nonconviction data for the purpose of
7 determining the individual’s fitness to perform the duties of the Inspector General, prior to the
8 Deputy Inspector General’s appointment to the position, as well ~~as~~ and for ~~of~~ any ~~other~~ staff who
9 ~~are assigned to perform will have access to confidential OPA classification, OPA investigation,~~
10 ~~or Police Intelligence Auditor information, some or all of the functions of the OPA Auditor and~~
11 ~~the Police Intelligence Auditor.~~

12 D. OIG oversight activities shall objectively ensure the ongoing integrity of SPD
13 processes and operations and that SPD is meeting its mission to address crime and improve
14 quality of life through the delivery of constitutional, professional, and effective police services
15 ~~consistent with best practices~~, and meeting its mission in a way that reflects the values of
16 Seattle’s diverse communities.

17 E. OIG shall conduct risk management reviews and performance audits, including
18 analysis of sample and aggregate data, to identify systemic problems and to establish patterns
19 and trends, of any and all SPD and OPA operations, and criminal justice system operations that
20 involve SPD or OPA.

21 F. OIG shall review OPA’s misconduct complaint-handling and investigations, other
22 OPA activities, and the effectiveness, accessibility, timeliness, transparency, and responsiveness
23 of the complaint system.

1 G. OIG may also conduct audits and reviews for any areas that may (a) involve
2 potential conflicts of interest; (b) involve possible fraud, waste, abuse, inefficiency, or
3 ineffectiveness; (c) undermine accountability or ~~ethical standards~~be unethical; or (d) otherwise
4 compromise the public’s trust in the police or the criminal justice system.

5 H. OIG shall have the authority to review and audit policies and practices of other
6 City departments and offices in areas related to policing and criminal justice matters.

7 I. OIG shall enhance an SPD culture of police accountability through means
8 including, but not limited to, the following:

9 1. Collaborating with the Chief, the OPA Director, and other SPD leadership to
10 strengthen the involvement of supervisory personnel in the accountability system;

11 2. Assisting SPD in the development and delivery of SPD in-service training
12 related to the accountability system and helping ensure that this training is part of the curriculum
13 for all new employees; and

14 ~~23. Working with the OPA Director and~~Collaborating with SPD to make
15 disciplinary processes as fair, impartial, objective, certain, timely, consistent, understandable,
16 transparent, and effective as possible.

17 J. OIG shall be responsive to community needs and concerns through means
18 including, but not limited to, the following:

19 1. Obtaining information about community perspectives and concerns germane to
20 OIG’s oversight responsibilities, including using the expertise of CPC;

21 2. Conducting community outreach to inform the public about OIG’s role and
22 scope of responsibilities, in consultation with CPC, and receiving feedback from CPC on issues
23 surfaced as a result of its community outreach activities;

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1 3. Consulting with CPC regularly to ensure that OIG materials are readily
2 understandable, and that informational materials are culturally and linguistically appropriate and
3 widely available to Seattle’s diverse residents both in English and in translation;

4 4. Providing technical assistance on OIG matters to CPC, as reasonably requested
5 and consistent with the purposes of this Chapter 3.29; and

6 5. Maintaining and promoting use of a hotline and other technologies to receive
7 anonymous reports from the public and City employees regarding matters germane to this
8 Chapter 3.29.

9 K. OIG shall review evidence-based research and successful police practices in other
10 jurisdictions and make recommendations based on such reviews to City policymakers for
11 increasing the effectiveness of SPD and related criminal justice system processes.

12 Section ~~2424~~. A new Section 3.29.210 of the Seattle Municipal Code is added to
13 Subchapter II of Chapter 3.29 as follows:

14 **3.29.210 Office of Inspector General for Public Safety – Independence**

15 ~~A. — The Inspector General shall have authority for the hiring, supervision, and~~
16 ~~discharge of all OIG staff.~~

17 B.A. — The Inspector General shall submit an annual budget request to the Mayor. The
18 OIG budget shall be appropriated in a Budget Control Level that is independent of any other City
19 department. The Inspector General may advocate for resources directly to Councilmembers or
20 the Council during the budget process and throughout the year.

21 B. — Except as prohibited by law, OIG shall have timely, full, and direct access to all
22 relevant City employees, facilities, documents, files, records, and data in OPA, SPD, and other
23 City departments and offices that are necessary to perform its duties set forth in this Chapter

1 3.29. Should any City department decline to provide OIG access to documents or data, the
2 declining department shall provide the Inspector General with an itemization describing the
3 documents or data withheld and the legal basis for withholding access to each item.

4 C. OIG shall have authority to observe reviews, meetings, and trainings, such as SPD
5 administrative investigation unit meetings, disciplinary hearings, or discussions of misconduct
6 complaint investigations.

7 Section ~~2525~~. Section 3.28.855 of the Seattle Municipal Code, last amended by
8 Ordinance 122744, is renumbered, recodified in Subchapter II of Chapter 3.29, and amended as
9 follows:

10 ~~((3.28.855 OPA Auditor's Authority and Responsibility.))~~ **3.29.220 Office of Inspector**
11 **General for Public Safety – Inspector General – Authority and responsibility**

12 ~~((A. The OPA Auditor shall review OPA complaint classifications and complaint~~
13 ~~investigations. Every week the OPA shall notify the Auditor of the complaint classifications~~
14 ~~made and complaint investigations completed in the previous week, and shall make the case files~~
15 ~~available to the Auditor. The Auditor may recommend to the OPA that it change a complaint~~
16 ~~classification or further investigate a complaint, or, as specified elsewhere in this section, require~~
17 ~~further investigation. If within 10 days after being notified that a case file has been completed the~~
18 ~~Auditor has not advised the Department of concerns with the investigation, the OPA shall~~
19 ~~forward the case file to the subject officer's chain of command for review and recommendations.~~
20 ~~The OPA Auditor may review a completed case file after the OPA has referred the case file to~~
21 ~~the subject officer's chain of command, but in these instances the OPA Auditor shall not require~~
22 ~~further investigation.~~

1 ~~B. — The OPA Auditor may audit any and all OPA records. The purpose of such audits~~
2 ~~is to support the Auditor's recommendations on the thoroughness, fairness and timeliness of~~
3 ~~OPA investigations, and on any other Police Department or City policies and practices related to~~
4 ~~police accountability and police professional conduct. The Auditor shall issue public reports on~~
5 ~~the results of such audits. The Auditor shall determine the topics, scope and frequency of such~~
6 ~~audits after consulting at least annually with the OPA Director and OPA Review Board.~~

7 ~~C. — OPA Auditor May Require Further Investigation of OPA Complaints.~~

8 ~~1. — The OPA Auditor shall use best efforts to complete audits under~~
9 ~~subsections A and B of this section without unreasonably delaying review of the case file by the~~
10 ~~subject officer's chain of command. After reviewing the file, the OPA Auditor may request the~~
11 ~~Office of Professional Accountability to conduct further investigation. The OPA Auditor shall~~
12 ~~provide a written statement to the OPA Director identifying the reasons for his or her request for~~
13 ~~further investigation. Criteria the OPA Auditor should consider include but are not limited to: (1)~~
14 ~~whether witnesses were contacted and evidence collected; (2) whether interviews were thorough;~~
15 ~~and (3) whether applicable OPA procedures were followed. In the event the OPA Director~~
16 ~~disagrees with this recommendation, he or she shall within five days provide the OPA Auditor~~
17 ~~with a written explanation of the reasons. After giving due consideration to the OPA Director's~~
18 ~~explanation, the Auditor may require the OPA to conduct the specified further investigation.~~

19 ~~D. — Secure Temporary Space. The Department shall, upon request of the OPA~~
20 ~~Auditor, provide secure temporary space for the OPA Auditor to conduct the audits close to the~~
21 ~~records to be reviewed.~~

22 ~~{E. — Reserved.}~~

1 ~~F. — OPA Auditor’s Access to Records; Restriction on Access When Criminal~~
2 ~~Investigation Pending; Return of Records.~~

3 ~~1. — The OPA Auditor shall have access to all OPA files and records, provided,~~
4 ~~however, that the OPA Auditor shall not have access to files designated by the OPA as relating~~
5 ~~to an active criminal investigation of an officer until such time as the Department has given the~~
6 ~~subject officer written notification of the investigation. The OPA Director shall provide the OPA~~
7 ~~Auditor with quarterly status reports regarding OPA cases in which criminal investigations are~~
8 ~~also being undertaken. These status reports shall include the number of ongoing OPA criminal~~
9 ~~investigations and the month during which each investigation was originated, and the number of~~
10 ~~new criminal investigations initiated that quarter.~~

11 ~~2. — OPA files and records made available to the OPA Auditor are the property~~
12 ~~of the Police Department and shall not, by operation of this sub chapter, become the property of~~
13 ~~the OPA Auditor. The OPA Auditor shall make every reasonable effort to maintain the security~~
14 ~~of files belonging to the Department while in the OPA Auditor’s possession. Any requests made~~
15 ~~to the OPA Auditor for OPA files or records, whether through litigation discovery or pursuant to~~
16 ~~public disclosure, shall be referred to the Chief of Police for response.~~

17 ~~3. — Upon completion of an audit, the OPA Auditor shall return to the OPA all~~
18 ~~section files, reports, and records to which he or she has been provided access pursuant to these~~
19 ~~audit procedures and standards. Following completion of an audit, the OPA Auditor may,~~
20 ~~however, continue to have access to closed OPA files.~~

21 ~~G. — OPA Auditor Access to Caseload, Workload and Procedural Information. The~~
22 ~~OPA Auditor is authorized to request any information on OPA cases, workload, or procedures~~

1 ~~that he or she finds necessary in order to conduct an ongoing analysis of the Department's OPA~~
2 ~~process. The Department shall make the requested information available to the Auditor.))~~

3 The Inspector General shall have the authority and responsibility to:

4 A. Manage all functions and responsibilities of OIG.

5 B. Hire, supervise, and discharge OIG employees. OIG staff shall collectively have
6 the requisite credentials, skills, and abilities to fulfill the duties and obligations of OIG set forth
7 in this Chapter 3.29; no OIG staff shall have been formerly employed by SPD as a sworn officer.

8 C. Review OPA and SPD handling of allegations of misconduct, including directing
9 audits and reviews of OPA classifications and investigations, directing any additional OPA
10 investigation, and making certification determinations on whether OPA investigations are
11 complete.

12 D. Handle ~~misconduct~~ complaints involving OPA staff where a potential conflict of
13 interest precludes OPA from handling the complaint.

14 E. Perform the police intelligence auditor functions defined in Chapter 14.12.

15 F. Create OIG's annual workplan, in consultation with OPA, CPC, and the Chair of
16 the public safety committee, and transmit a copy to the Council by January 1. The Inspector
17 General may modify the OIG workplan during the year to accommodate emergent issues, but in
18 doing so, shall take into account budget constraints of OIG and its need to balance a range of
19 priorities in adding areas to its workplan.

20 G. Review SPD handling of incidents involving death, serious injury, serious use of
21 force, mass demonstrations, serious property or vehicle damage, or other issues as determined by
22 OIG. This may include auditing, monitoring, or other review of SPD's administrative
23 investigations or reviews of incidents to assess the quality, thoroughness, and integrity of the

1 investigations; assessing the integrity of specific findings from the investigations; and reviewing
2 after-action reports.

3 1. ~~To fulfill~~ OIG's monitoring obligations of incidents, t
4 Inspector General or OIG representative(s) designated by the Inspector General, shall have full
5 ~~authority to respond~~ access to any incident scene and have access to the scene to the extent that
6 ~~they request it requested~~ related to its OIG's authority as set forth in this Chapter 3.29.

7 2. OIG representative(s) may also attend and participate in SPD
8 administrative investigation unit interviews and meetings held to review Force Investigation
9 Team (FIT) information or discuss any incidents, including those to which scenes OIG has
10 ~~responded, at the Inspector General's discretion, related to its authority as set forth in this~~
11 ~~Chapter 3.29.~~

12 3. Whether at the scene of an incident or in subsequent SPD
13 administrative investigation unit interviews or meetings concerning any incident, OIG
14 representative(s) may identify areas of concern related to its OIG's authority as set forth in this
15 Chapter 3.29.

16 H. Monitor the implementation by SPD, OPA, City elected officials, and other City
17 departments and offices of recommendations made by the Inspector General, the OPA Director,
18 and CPC.

19 I. Through semi-annual review, assess the thoroughness, fairness, consistency, and
20 timeliness of OPA complaint-handling for those cases not investigated, including cases directly
21 handled by or referred to supervisors, mediated, or resolved through alternative resolution, and
22 ~~for~~ the timely and substantive follow-through on OPA recommendations for Management
23 Actions and Training Referrals.

1 J. OIG shall review and comment on any revisions proposed by OPA to the OPA
2 Manual in accordance with a process established by the OPA Director that provides for
3 consultation and input prior to final adoption of any revisions.

4 K. Issue a subpoena if evidence or testimony necessary to perform the duties of OIG
5 set forth in this Chapter 3.29 is not provided voluntarily, in order to compel witnesses to produce
6 such evidence or testimony. If the subpoenaed individual or entity does not respond to the
7 request in a timely manner, the Inspector General may ask for the assistance of the City Attorney
8 to pursue enforcement of the subpoena through a court of competent jurisdiction.

9 L. Provide input to the Mayor on the performance of the OPA Director in advance of
10 the Mayor's performance evaluation of the OPA Director.

11 Section ~~3626~~. A new Section 3.29.230 of the Seattle Municipal Code is added to
12 Subchapter II of Chapter 3.29 as follows:

13 **3.29.230 Office of Inspector General for Public Safety – Review of OPA classifications**

14 A. OIG shall conduct audits of random samples of classifications of all misconduct
15 complaints from the prior quarter to validate that OPA classifications were appropriately
16 assigned for OPA investigation, Supervisor Action, or an alternative resolution, and that
17 allegations and employees associated with the complaints were properly identified.

18 B. In conducting the quarterly audits, if the Inspector General determines that further
19 review of classifications is warranted, the Inspector General may instead require that the OPA
20 Director submit each proposed classification decision to OIG for review and input prior to OPA
21 making a final classification determination, until such time as OIG determines that review of
22 each classification is no longer needed.

1 Section ~~2727~~. A new Section 3.29.240 of the Seattle Municipal Code is added to
2 Subchapter II of Chapter 3.29 as follows:

3 **3.29.240 Office of Inspector General for Public Safety – Review of OPA investigations**

4 A. OIG shall review certain OPA investigations as described below prior to
5 certification by the OPA Director to determine whether the investigation ~~was~~ should be certified
6 by the OIG as thorough, timely, and objective, ~~and in compliance with the OPA Manual.~~

7 1. After OPA believes an investigation to be complete, OIG shall review all
8 investigations involving misconduct allegations concerning violations of law; honesty; use of
9 force; use of force reporting; bias-free policing; integrity; ethics; professionalism; use of position
10 or authority for personal gain; conflicts of interest; gifts and gratuities; off-duty conduct;
11 retaliation; harassment; responsibilities of employees regarding complaints of misconduct;
12 discretion and authority; primary investigations; stops, detentions and arrests; or search and
13 seizure.

14 2. Additionally, OIG shall have discretion to direct at the time of
15 classification or during the investigative process that any other investigation not including the
16 allegations listed in subsection 3.29.240.A.1 be submitted by OPA for review and certification.

17 3. Other than investigations that involve Type III Force as defined in ~~this~~
18 ~~Chapter 3.29SPD policy~~, if OIG determines that the quality of investigations is such that
19 individual ~~investigation~~ review of investigations is no longer needed, OIG may instead require
20 the OPA Director to submit only certain investigations or certain categories of investigation for
21 review by OIG and otherwise conduct random investigation audits. Should those audits raise
22 concerns, OIG shall have the discretion to reinstitute individual investigation review in whatever
23 manner and duration is needed to address the concerns.

1 B. The OPA Director shall submit all required or requested initial and subsequent
2 investigations to OIG for OIG's review sufficiently in advance of ~~contractual investigation~~
3 deadlines in order to allow ~~the deadlines to be met in the event OIG for directs~~ additional
4 investigation ~~as requested or directed by OIG and still ensure discipline may be imposed should~~
5 ~~a sustained finding result~~. OIG shall complete its review of initial and subsequent investigations
6 in a timely manner, so as to also meet ~~contractual investigation~~ deadlines.

7 C. If OIG determines that the investigation is thorough, timely, and objective, OIG
8 shall certify the investigation as complete. After such certification, OPA Director shall issue
9 recommended findings to the Chief.

10 D. If OIG finds that the investigation is not ready to be certified, OIG may request or
11 direct further investigation. Upon completion of any additional work requested or directed by
12 OIG, the case shall be re-submitted to OIG for certification before the OPA Director may issue
13 proposed findings.

14 E. If additional investigation is requested by the Chief after a due process hearing,
15 the case shall be re-submitted to OIG for re-certification following the additional investigation.

16 F. After reviewing the investigation, OIG shall document in writing the investigation
17 as (a) certified as thorough, timely, and objective; (b) not certified because the investigation is
18 not thorough, timely, and objective but additional investigation is not requested or directed, and
19 the reason; or (c) not certified because the investigation is not thorough and objective, along with
20 any requested or directed further investigation to be conducted by OPA or a request to meet with
21 the OPA Director to discuss possible further investigation.

22 1. Should additional investigation be requested or directed by OIG, upon
23 completion of the additional investigatory work, the investigation shall be re-submitted for

1 certification. The certification memorandum by OIG shall be included as an exhibit in the case
2 file indicating the date of review, whether the case has been certified, whether further action is
3 requested or directed, and if not certified, the reasons.

4 2. Criteria OIG should consider in reviewing investigations include, but are
5 not limited to: (a) whether witnesses were contacted, interviewed, and all other material evidence
6 was timely collected; (b) whether interviews were thorough and unbiased and conflicting
7 testimony was sufficiently addressed; (c) whether additional clarifying information would
8 strengthen the investigation; (d) whether the written summary and analysis are objective and
9 accurately reflect the evidence; and (e) whether applicable OPA procedures were followed and
10 the intake and investigation were conducted in accordance with the OPA Manual.

11 G. If ~~OIG has not advised OPA of concerns with the investigation~~ within ten days
12 after being notified by OPA that an investigation has been preliminarily completed, ~~OIG has not~~
13 ~~advised OPA of concerns with the investigation~~, the OPA Director may certify the case and issue
14 findings. In these instances, OIG is precluded from requiring further investigation.

15 H. If OIG determines an investigation is not thorough, timely, or objective, and that
16 additional investigation cannot or did not remedy the concern, the OPA Director must include
17 this determination in the recommended findings and the Chief may take OIG's non-certification
18 into account in making a final findings determination.

1 Section ~~2828~~. Section 3.28.850 of the Seattle Municipal Code, last amended by
2 Ordinance 122744, is renumbered, recodified in Subchapter II of Chapter 3.29, and amended as
3 follows:

4 ~~((3.28.850))~~ 3.29.250 Office of ~~((Professional Accountability Auditor established.))~~

5 **Inspector General for Public Safety – Qualifications**

6 ~~((A. There shall be an Office of Professional Accountability Auditor (hereinafter
7 “OPA Auditor”) who shall be appointed by the Mayor, subject to confirmation by the City
8 Council, to provide review and assessment of Office of Professional Accountability (hereinafter
9 “OPA”) complaints and of Police Department policies and practices related to police
10 accountability and professional conduct. The OPA Auditor shall serve a term of three years and
11 may be reappointed to two subsequent three-year terms by the Mayor, subject to confirmation by
12 the City Council. No individual may serve more than three three-year terms as OPA Auditor.
13 Should an OPA Auditor take office at any time after commencement of a regular term, the
14 expiration of that term shall remain unaffected. The OPA Auditor may be removed from office
15 for cause by the Mayor by filing a statement of reasons for removal with the City Council. The
16 OPA Auditor shall be compensated as provided by ordinance or by appropriation in the City’s
17 annual budget.~~

18 ~~B.)~~ The Inspector General shall be a civilian with a background in criminal, civil rights, labor
19 law, governmental investigations, and/or the management of governmental auditing; shall not be
20 required to have law enforcement experience; and shall not have been formerly employed by
21 SPD as a sworn officer. The Inspector General shall have a demonstrated ability to lead and
22 manage staff in auditing, evaluating, and conducting investigations; conducting financial and
23 performance audits; analyzing and assessing complex aggregate data for patterns and trends; and

1 in recommending systemic improvements to policies and practices to support constitutional
2 policing, ongoing system effectiveness, and police excellence. The ~~((OPA Auditor))~~ Inspector
3 General should ~~((possess))~~ also have the following additional qualifications and characteristics
4 ~~((at the time of appointment and throughout his or her term))~~:

5 ~~((1-))~~ A. A reputation for integrity and professionalism, ~~((as well as))~~ and the
6 ability to maintain a high standard of integrity and professionalism in the office;

7 ~~((2-))~~ B. ~~((A commitment to and knowledge))~~ Knowledge ~~A commitment to ((of))~~
8 the ~~((need for and))~~ responsibilities of law enforcement, ~~((as well as the need))~~ including
9 enforcement, community care-taking, and a commitment ~~the need~~ to protect the ~~((basic))~~
10 constitutional rights of all affected parties;

11 ~~((3-))~~ C. A commitment to the statements of purpose and policies in this ~~((chapter))~~
12 Chapter 3.29;

13 ~~((4-))~~ D. A history of ~~((demonstrated))~~ leadership experience ~~((and ability))~~ ;
14 ~~((5. — The potential for gaining the respect of complainants, Police Department~~
15 ~~personnel, and the citizens of this City;~~

16 ~~6-))~~ E. The ability to ~~((work))~~ relate, communicate, and engage effectively with all who
17 have a stake in policing, including, but not limited to, the general public, complainants,
18 disenfranchised communities, SPD employees, and relevant City and other officials including the
19 Mayor, ((City)) Council, City Attorney, Chief ((of Police)), OPA Director, ((other Police
20 Department personnel, OPA Review Board, other public agencies, private organizations, and
21 citizens)) and CPC;

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1 ~~((7-))~~ F. ~~((The ability, as shown by previous experience, to work with))~~ An
2 understanding of the city’s ethnic and socio-economic diversity, and proven experience working
3 with and valuing the perspectives of diverse groups and individuals; and

4 ~~((8-))~~ G. The ability to ~~((maintain))~~ exercise sound judgment, independence,
5 fairness, and objectivity in an environment where controversy is common.

6 ~~((C.— In addition to the qualifications and characteristics set forth in subsection B~~
7 ~~above, the OPA Auditor shall possess the following qualification: the OPA Auditor must be a~~
8 ~~graduate of an accredited law school and member in good standing of the Washington State Bar~~
9 ~~Association and, prior to appointment, have at least five years of experience in the practice of~~
10 ~~law or in a judicially related field.~~

11 ~~D.— The Chief of Police shall cause a thorough background check of nominees for~~
12 ~~OPA Auditor identified by the Mayor and shall report the results to the Mayor.))~~

13 Section ~~2929~~. A new Section 3.29.260 of the Seattle Municipal Code is added to
14 Subchapter II of Chapter 3.29 as follows:

15 **3.29.260 Office of Inspector General for Public Safety – Appointment and removal**

16 A. The Inspector General shall be appointed and reappointed in accordance with the
17 process described in this Section 3.29.260. ~~The~~All appointees and reappointments shall be
18 confirmed by a majority vote of the full Council. If the Council does not act within 30 days of
19 notice of an appointment or reappointment, the appointment or reappointment shall be deemed
20 confirmed.

21 A.B. For appointments, the public safety committee shall select from up to three
22 qualified finalists identified by a search committee through a national process using merit-based
23 criteria. CPC Commissioners shall constitute at least 25 percent of the search committee, one of

1 whom shall serve as one of the search committee co-chairs. The public safety committee shall
2 either appoint from among the finalists or initiate a new search. ~~The appointee shall be confirmed~~
3 ~~by a majority vote of the full Council.~~ The public safety committee shall receive input from CPC
4 and the OPA Director prior to reappointments.

5 ~~B.~~—The Inspector General may be appointed and reappointed for up to two six-year
6 terms for a total of 12 years. Each term shall commence on January 1~~The terms shall be set to~~
7 ~~end in years separate from the OPA Director’s term of office. Each term year shall commence on~~
8 July 1, except ~~for that~~ the first ~~term of the first~~ Inspector General appointed pursuant to this
9 Chapter 3.29 shall serve an interim term that, which will commences immediately following
10 Council confirmation; the interim term shall not count as a full term for the purposes of
11 calculating term limits under this Section 3.29.260. To ensure that the Inspector General’s term
12 ends on a year offset from the expiration of the OPA Director’s term, ~~the first full term of the~~
13 ~~first Inspector General appointed pursuant to this Chapter 3.29 shall be a five-year term, and will~~
14 ~~include and not be limited by time served in office after confirmation but prior to July 1. The~~
15 ~~first Inspector General appointed pursuant to this Chapter 3.29 may serve two subsequent six-~~
16 ~~year terms shall begin in the first year after the commencement of the OPA Director’s term of~~
17 office, to ensure that these terms do not run concurrently.

18 C. Each appointment and reappointment shall be made whenever possible
19 sufficiently prior to the expiration of the latest incumbent’s term of office, or the effective date of
20 an incumbent’s resignation, permitting Council action to appoint or reappoint on the appointment
21 or reappointment at least 45 days before the expiration of the present term or the effective date of
22 the resignation, so as to have increase the likelihood of a seamless transition without a gap in
23 oversight. If the public safety committee does not make an appointment or reappointment ~~or does~~

1 ~~not initiate a new search~~ within 90 days of the first day of the expiration of a term ~~or~~ of a
2 vacancy, or of Council rejection of the committee's appointee. the Mayor shall appoint the
3 Inspector General ~~subject to confirmation by a majority vote of the full Council. If the Council~~
4 ~~rejects the committee's appointee, the committee shall appoint a new Inspector General within~~
5 ~~90 days and such appointment shall be consistent with this Section 3.29.260, and subject to~~
6 ~~confirmation by a majority vote of the full Council. If the Council does not act on the~~
7 ~~committee's appointee within 30 days of the submittal of the nomination to the Council, the~~
8 ~~appointee shall be deemed to have been confirmed.~~

9 D. In the event of a vacancy, the Council President shall designate an interim
10 Inspector General within ten days after the first day of the vacancy to serve until a new Inspector
11 General is appointed. If the Council President does not designate an interim Inspector General
12 within ten days of the first day of the vacancy, the City Attorney's Office shall provide notice to
13 the Mayor and the interim Inspector General shall be designated by the Mayor. The interim
14 Inspector General may be either an OIG employee or an individual from outside OIG, but must
15 substantially meet ~~key the~~ qualifications in Section 3.29.250. An Inspector General whose term
16 is ending may continue on an interim basis until a successor has been confirmed by the Council.
17 An interim term shall not count as a full term for the purposes of calculating term limits under
18 this Section 3.29.260.

19 E. To strengthen the independence of the Inspector General, the Council may
20 remove the Inspector General from office only for cause, and in accordance with the following
21 provisions:

1 1. Upon a majority vote of the full Council initiating removal, the Council
2 President shall give written notice, specifying the basis for the intended removal, to the Inspector
3 General, the Mayor, the OPA Director, and the CPC Executive Director.

4 2. Within ten days after receipt of the notice, the Inspector General may file with
5 the Council President and the Chair of the public safety committee a request for a hearing on the
6 cause for removal. The Inspector General’s request for a hearing shall be delivered at the same
7 time to the Mayor, the OPA Director, the Chief, and the CPC Executive Director. If such request
8 is made, the Council shall convene a hearing on the cause for removal in the public safety
9 committee not sooner than 30 days and not more than 60 days following the Inspector General’s
10 request for a hearing, at which the Inspector General may appear, ~~be represented by publicly-~~
11 ~~funded counsel~~, and be heard. The Council shall vote to approve or reject the removal within 30
12 days of the hearing.

13 3. If no request for a hearing is made, the Council shall vote to approve or
14 reject the removal within 30 days of issuing notice of the intended removal, following input from
15 CPC.

16 4. A two-thirds vote of the full Council is required to approve removal.

17 F. The Seattle Department of Human Resources shall obtain from an outside law
18 enforcement agency a thorough background check of nominees for Inspector General, including
19 records of arrest, charges, or allegations of criminal conduct or other nonconviction data for the
20 purpose of determining the individuals’ fitness to perform the duties of Inspector General, and
21 report the results to the appointing authority, prior to the Council taking final action on the
22 appointment.

1 G. The Council shall be responsible for the performance evaluation of the Inspector
2 General and shall seek the input of the public, Mayor, City Attorney, Chief, OPA Director, other
3 SPD employees, and CPC. CPC shall provide input in accordance with SMC subsection
4 3.29.360.M.

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5 Section ~~3030~~. Section 3.28.860 of the Seattle Municipal Code, last amended by
6 Ordinance 122744, is renumbered, recodified in Subchapter II of Chapter 3.29, and amended as
7 follows:

8 ~~((3.28.860 OPA Auditor to prepare semiannual report.))~~ **3.29.270 Office of Inspector**
9 **General for Public Safety – Audits, reviews and reporting**

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10 ~~((The OPA Auditor shall prepare a semiannual report of his or her audit activities and submit the~~
11 ~~report to the City Council, Chief of Police, City Attorney, Mayor, OPA Review Board, and City~~
12 ~~Clerk for filing as a public record. The OPA Auditor’s report shall be prepared in accordance~~
13 ~~with the following provisions:))~~

14 A. _____ OIG shall conduct audits and reviews. OIG’s audits and reviews may
15 include any and all police operations, for the purposes of determining whether SPD is meeting its
16 mission to address crime and improve quality of life through the delivery of constitutional,
17 professional, and effective police services consistent with best practices, and meeting its mission
18 in a way that reflects the values of Seattle’s diverse communities. These audits and reviews may
19 include, but are not limited to:

20 1. _____ All SPD and OPA policies, regulations, practices, budgets, and
21 consultant contracts;

22 2. _____ SPD administrative investigation unit processes, such as force
23 review and collision review;

- 1 3. SPD crime data and SPD’s overall crime data collection and
2 reporting practices;
- 3 4. Recruitment, hiring, post-Academy and in-service training,
4 promotions, assignments, use of overtime, secondary employment, deployment, and supervision,
5 including command and front-line supervisory functions;
- 6 5. The effectiveness of any early intervention or performance
7 mentoring system in supporting improved officer performance and mitigating misconduct;
- 8 6. Technology and systems of data collection, management, and
9 analysis;
- 10 7. The acquisition of, uses, and significant changes to tactical
11 equipment, vehicles, facilities, and uniforms;
- 12 8. The accuracy and thoroughness of video recording reviews and the
13 appropriate recording and retention of video recordings;
- 14 9. Patterns, including disparate impacts, in SPD deployment, uses of
15 force, re-classifications of levels and types of force; stops, arrests, searches, and interactions with
16 those in behavioral crisis;
- 17 10. Incidents of significant concern to the public, such as those
18 involving injury or death in police custody or the management of demonstrations;
- 19 11. Patterns in complaints and misconduct outcomes involving, among
20 other categories, use of force and biased policing;
- 21 12. Assessment of the fairness, objectivity, certainty, timeliness,
22 consistency, and the appropriate application and effectiveness of imposed discipline in sustained
23 misconduct cases;

1 13. Evaluation of the final outcomes of appeals and grievances and
2 whether overturned findings or discipline, or other settlements, suggest opportunities to improve
3 OPA processes and SPD training;

4 14. Assessment of inquests, federal and local litigation, and their final
5 outcomes, patterns relating to civil claims and lawsuits alleging SPD misconduct, payout
6 amounts over time, units disproportionately represented as subjects of claims and lawsuits,
7 related training, and review of the investigation of the underlying incidents described in such
8 claims and lawsuits; and

9 15. Evaluation of appropriate SPD records retention, and conformity to
10 public disclosure, open access to information, and privacy standards.

11 B. OIG shall maintain a website, consistent with City Information Technology
12 standards.

13 C. In partnership with CPC, OIG shall periodically evaluate and issue reports on how
14 effective SPD's processes are in meeting community needs for a diverse work force, including
15 the relevance of traditional disqualifying factors and the speed of the hiring process, to assess if
16 there are unfair impediments to hiring and retaining diverse and skilled officers.

17 D. The Inspector General shall produce annual reports that are readily
18 understandable and useful to policymakers. The annual report shall include, but not be limited to,
19 the following:

20 1. A summary of OIG's audit and review activities for the previous year;

21 2. An evaluation of the extent to which the purposes, duties, and
22 responsibilities detailed in this Chapter 3.29 have been met by the responsible entities;

1 3. A description of the work of OIG in fulfilling OIG’s purpose, duties, and
2 responsibilities detailed in this Chapter 3.29;

3 4. Inspector General recommendations for changes in policies and practices,
4 collective bargaining agreements, City ordinances, and state laws;

5 5. A summary of the implementation status of any previous OIG
6 recommendations, and for any that have not been implemented, the reasons;

7 6. A summary of OIG’s review and the outcome of SPD reviews for officer-
8 involved shootings, in-custody deaths, and any other cases of significant public concern;

9 7. An analysis of any patterns and trends of disproportionality or other
10 concerns compared to previous years, including from review of inquests, claims and lawsuits
11 alleging SPD misconduct;

12 8. The outcome of reviews of successful practices in other jurisdictions, and
13 any associated OIG recommendations, including for changes in the mix of OPA sworn and
14 civilian staff;

15 9. A summary of information received from OIG’s hotline, any of its other
16 anonymous intake systems, and from community outreach that has informed OIG’s work; and

17 10. A summary of OIG’s review of OPA’s complaint handling system,
18 including at a minimum:

19 ~~((A. The OPA Auditor’s report shall contain a general description of the files and records~~
20 ~~reviewed, and should include, but not be limited to:~~

21 ~~4.)~~ a. The number of ((cases)) investigations reviewed ((by the OPA
22 Auditor));

1 ~~((2. — The number of and a description of OPA cases in which the Auditor~~
2 ~~requested or required further investigation and a description of the OPA’s responses;~~

3 ~~3. — The number of and a description of OPA complaints for which the OPA~~
4 ~~Auditor requested reclassification or further investigation and a description of the OPA’s~~
5 ~~responses;))~~

6 b. A general description of the complaints and cases reviewed by OIG;

7 c. A description of OPA’s follow-up for those cases which OIG did not
8 certify and those cases for which OIG requested or required further investigation;

9 d. A review of cases not investigated by OPA, including Contact Logs,
10 Supervisor Action referrals, mediation, Rapid Adjudication, Management Actions and Training
11 Referrals; and

12 ~~((4. A summary of issues, problems and))~~ e. A description of any concerns or
13 trends noted ((by the OPA Auditor as a result of his or her review;)) in OPA complaint intake
14 and investigations.

15 ~~((5. — Any recommendations that the Department consider additional officer~~
16 ~~training, including recommendations that the Department consider specialized training for IIS~~
17 ~~investigators;~~

18 ~~6. — Any recommendations the Department consider policy or procedural~~
19 ~~changes; and~~

20 ~~7. — Any findings from audits of OPA records or the OPA Director’s reports;))~~

21 ~~((B. — The OPA Auditor’s report shall not contain any recommendations concerning the~~
22 ~~discipline of any particular police officer, nor shall the report comment upon or make any~~

1 ~~recommendation concerning potential civil or criminal liability of any employee, police officer,~~
2 ~~or citizen.))~~

3 ((C.)) E. The ~~((OPA Auditor))~~ Inspector General shall deliver a preliminary draft of
4 ~~((his/her semiannual report))~~ the reports to the ~~((OPA Director and))~~ Chief ~~((of Police)),~~ the OPA
5 Director, CPC Executive Director, or other City directors, when any of their departments or
6 offices is the subject of the report, for review and comment. ~~((The OPA Director and Chief of~~
7 Police)) They shall review and comment on the preliminary report to the Inspector General
8 within ~~((10 working days))~~ ten days after receipt of the report. They shall not release or distribute
9 the report to others during the review period. The ~~((OPA Auditor))~~ Inspector General shall
10 ~~((submit))~~ then issue the final report within ~~((10 working days))~~ ten days after receipt of ~~((the~~
11 ~~Director's and Chief's))~~ any comments.

12 F. OIG shall post online and electronically distribute its reports to the Mayor, City
13 Attorney, Council, Chief, OPA Director, and CPC, as well as to the City Clerk for filing as a
14 public record.

15 Section ~~3431~~. Section 3.28.870 of the Seattle Municipal Code, last amended by
16 Ordinance 120728, is renumbered, recodified in Subchapter II of Chapter 3.29, and amended as
17 follows:

18 ~~((3.28.870))~~ **3.29.280 Office of Inspector General for Public Safety – ~~((Confidentiality of~~**
19 **files)) Files and records**

20 A. ~~((In discharging his or her responsibilities, the OPA Auditor))~~ The Inspector
21 General shall protect the confidentiality of ~~((Department))~~ OPA and SPD files and records to
22 which ~~((she))~~ OIG has been provided access to the extent permitted by applicable law and
23 collective bargaining agreements, in accordance with the provisions of this Chapter 3.29, and in

1 the same manner and to the same degree as ~~((s/he))~~ the Inspector General would be obligated to
2 protect attorney-client privileged materials under legal and ethical requirements. The ~~((OPA~~
3 ~~Auditor))~~ Inspector General shall also be bound by the confidentiality provisions of the Criminal
4 Records Privacy Act, chapter 10.97 RCW, ~~((RCW Chapter 10.97))~~ and ~~((Public Disclosure Act~~
5 ~~(RCW Section 42.17.250 et seq.))~~ disclosure limitations under state and federal law. The ~~((OPA~~
6 ~~Auditor))~~ Inspector General shall not identify the ~~((subject of an investigation))~~ named employee
7 in an OIG audit in any public report required by this ~~((chapter))~~ Chapter 3.29.

8 B. OIG shall make every reasonable effort to maintain the security of files belonging
9 to other City departments and offices while in the Inspector General’s possession.

10 C. Upon completion of an audit, the Inspector General shall return to the City
11 department or ~~agency-office~~ all original files, reports, and records to which the Inspector General
12 has been provided access.

13 Section ~~3232~~. Subchapter IX of Chapter 3.28 of the Seattle Municipal Code is recodified
14 as Subchapter III of Chapter 3.29 and amended as follows:

15 **Subchapter ~~((IX)) III ((Office of Professional Accountability Board)) Community Police~~**
16 **Commission**

17 Section ~~3333~~. A new Section 3.29.300 of the Seattle Municipal Code is added to
18 Subchapter III of Chapter 3.29 as follows:

19 **3.29.300 Community Police Commission established – Functions and authority**

20 A. One of the cornerstones of effective oversight of law enforcement is community
21 involvement. The Community Police Commission is established to fulfill the purposes set forth
22 in Section 3.29.010.

1 B. CPC was originally established by ordinance with responsibilities under the
2 Consent Decree between The City of Seattle and the United States Department of Justice. The
3 responsibilities of CPC under Executive Order 02-2012 and Ordinance 124021 are subsumed in
4 this Chapter 3.29. It is the City’s intention that civilian oversight be enhanced and broadened
5 beyond the scope set forth in the Consent Decree in order to better serve the public. To the extent
6 not otherwise covered by this Chapter 3.29, CPC shall continue to fulfill the responsibilities of
7 CPC as set forth in the Consent Decree and Memorandum of Understanding in *United States of*
8 *America v. City of Seattle*, 12 Civ. 1282 (JLR) until such time as the Consent Decree ends. Until
9 such time as the Consent Decree ends, CPC shall prioritize these ongoing responsibilities over
10 any additional responsibilities set forth in this Chapter 3.29.

11 C. CPC shall review and provide input to OPA, OIG, SPD, and other City
12 departments and offices, including the Mayor, Council, and City Attorney on the police
13 accountability system, police services, and SPD policies and practices of significance to the
14 public, consistent with the purposes of this Chapter 3.29. Such review may include input on
15 policy and practice changes recommended by the OPA Director, the Inspector General, or SPD.

16 D. CPC shall be responsive to community needs and concerns through means
17 including, but not limited to, the following:

18 1. Engaging in community outreach to obtain the perspectives of community
19 members and SPD employees on police-community relations, SPD policies and practices, the
20 police accountability system, and other matters consistent with the purposes of this Chapter 3.29.

21 2. Maintaining connections with representatives of disenfranchised
22 communities and with other community groups in all of the City’s legislative districts, as well as
23 with SPD demographic and precinct advisory councils.

1 3. Providing SPD, OPA and OIG with community feedback relevant to their
2 operations received as a result of its public outreach activities.

3 4. Providing technical assistance on community matters to OPA and OIG, as
4 reasonably requested and consistent with the purposes of this Chapter 3.29.

5 E. Identify and advocate for reforms to state laws that will enhance public trust and
6 confidence in policing and the criminal justice system. Such advocacy may include, but is not
7 limited to, reforms related to the referral of certain criminal cases to independent prosecutorial
8 authorities, officer de-certification, pension benefits for employees who do not separate from
9 SPD “in good standing,” and the standards for arbitrators to override termination decisions by
10 the Chief.

11 Section ~~3434~~. Section 3.28.900 of the Seattle Municipal Code, last amended by
12 Ordinance 122744, is renumbered, recodified in Subchapter III of Chapter 3.29, and amended as
13 follows:

14 ~~((3.28.900))~~ **3.29.310 Office of ((Professional Accountability Board established.)) the**
15 **Community Police Commission – Established**

16 ((A.)) There is ~~((created))~~ established an Office of ~~((Professional Accountability Review~~
17 ~~Board (hereinafter “OPA Review Board”))~~ the CPC. The purpose of the ~~((OPA Review Board))~~
18 Office of the CPC is to ~~((review the quality of the Office of Professional Accountability’s (OPA)~~
19 ~~complaint handling process; to advise the City on Police Department policies and practices~~
20 ~~related to police accountability and professional conduct; and to organize and conduct public~~
21 ~~outreach on behalf of itself, the OPA and the OPA Auditor; all to enhance the quality and~~
22 ~~credibility of the City’s police accountability system and thereby maintain public confidence in~~

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1 ~~the professionalism and effectiveness of the Police Department))~~ administer and manage the
2 functions of CPC.

3 ~~((B. The OPA Review Board shall not participate in the investigation or disposition of~~
4 ~~complaints to the OPA, and shall not seek to influence the course or outcome of specific OPA~~
5 ~~complaint investigations or the discipline of specific police officers.~~

6 ~~C. The OPA Review Board shall consist of seven members. Four members shall be~~
7 ~~considered a quorum.))~~

8 Section ~~3535~~. A new Section 3.29.320 of the Seattle Municipal Code is added to
9 Subchapter III of Chapter 3.29 as follows:

10 **3.29.320 Office of the Community Police Commission – Executive Director**

11 A. The term of the current CPC Executive Director (Executive Director) appointed
12 pursuant to Subchapter IX of Chapter 3.14 shall expire on December 31, 2018. The current
13 Executive Director may be reappointed to subsequent terms consistent with the requirements of
14 this Chapter 3.29.

15 B. Executive Director – Appointment

16 1. There shall be an Executive Director, appointed by CPC using merit-based
17 criteria. The position of Executive Director shall be exempt from the classified civil service. The
18 Executive Director shall not have been formerly employed by SPD. The term of the Executive
19 Director position is six years.

20 2. Each Executive Director's initial appointment is subject to confirmation
21 by the Council. Reappointment of an Executive Director to successive terms by CPC is not
22 subject to Council confirmation. If an individual who previously served as Executive Director is

1 again appointed after a different individual was confirmed as the Executive Director by the
2 Council that new appointment is subject to Council confirmation as an initial appointment.

3 3. If an individual is reappointed to a successive term as Executive Director
4 within 60 days prior to or 60 days after the expiration of that individual’s term, the ensuing term
5 begins on the date the prior term expired. If an individual is reappointed to a successive term as
6 Executive Director more than 60 days prior to or 60 days after the expiration of the individual’s
7 term, the new term begins on the date of reappointment unless CPC chooses, at the time of
8 reappointment, to make the new term begin on the date the prior term expires or expired.

9 4. Each appointment shall be made whenever possible sufficiently prior to
10 expiration of the latest incumbent’s term of office, permitting Council action to approve or
11 disapprove an appointment at least 60 days before the expiration of the present term, so as to
12 have seamless transition without a gap in leadership.

13 5. In the event of a vacancy, CPC shall designate an interim Executive
14 Director within ten days of the first day of the vacancy. ~~The interim Executive Director shall~~
15 ~~meet the key qualifications set forth in this Chapter 3.29.~~

16 C. CPC may remove the Executive Director only for cause upon a majority vote of
17 its membership.

18 D. The ~~CPC~~ Executive Director shall have the authority and responsibility to:

19 1. Oversee and manage the functions of the Office of the CPC to advance the
20 mission of the Office and perform other duties as CPC may prescribe;

21 2. Hire, supervise, and discharge employees of the Office of the CPC.
22 Employees of the Office of the CPC shall collectively have the requisite credentials, skills, and
23 abilities to fulfill the duties and obligations of CPC set forth in Chapter 3.29;

1 3. Manage the preparation of CPC’s proposed budget, authorize necessary
2 expenditures, and enter into contracts for professional and other services in accordance with the
3 adopted budget, develop and manage programs, and undertake authorized activities;

4 4. Execute, administer, modify, and enforce such agreements and
5 instruments as the ~~CPC~~ Executive Director shall deem necessary to implement programs and
6 carry out the responsibilities, functions, and activities of the Office; apply for grants and
7 donations for Commission programs; and solicit and use volunteer services;

8 5. Represent, together with Commissioners, CPC in providing testimony and
9 expertise to City departments and offices, commissions, and other organizations pertaining to
10 issues of constitutional policing; and

11 6. Exercise such other and further powers and duties as prescribed by this
12 Chapter 3.29.

13 Section ~~3636~~. A new Section 3.29.330 of the Seattle Municipal Code is added to
14 Subchapter III of Chapter 3.29 as follows:

15 **3.29.330 Community Police Commission – Independence**

16 A. CPC is self-governing and functionally independent. CPC may adopt bylaws to
17 govern its own activities.

18 B. The CPC Executive Director shall have authority for the hiring, supervision, and
19 discharge of all employees of the Office of the CPC. No employee of the Office of the CPC shall
20 have been formerly employed by SPD as a sworn officer.

21 C. The CPC Executive Director shall submit an annual budget request to the Mayor.
22 The Office of the CPC budget shall be appropriated in a Budget Control Level that is
23 independent of any other City department. CPC Commissioners and the CPC Executive Director

1 may advocate for resources directly to Councilmembers or the Council during the budget process
2 and throughout the year.

3 D. Without the necessity of making a public disclosure request, CPC may request
4 and shall timely receive from other City departments and offices, including SPD, information
5 relevant to its duties under this Chapter 3.29 that would be disclosed if requested under the
6 Public Records Act.

7 Section ~~3737~~. A new Section 3.29.340 of the Seattle Municipal Code is added to
8 Subchapter III of Chapter 3.29 as follows:

9 **3.29.340 Community Police Commission – Qualifications**

10 A. Commissioners shall be respected members of Seattle’s many diverse
11 communities. All Commissioners shall reside or work in Seattle ~~as set forth in this Section~~
12 ~~3.29.340 at the time of appointment or reappointment~~ and shall be geographically representative
13 of the ~~City city~~ of Seattle in a distribution that allows CPC to assign Council district
14 representatives in accordance with the requirements of subsection 3.29.~~340~~360.B.

15 B. Commissioners shall be representative of Seattle’s diverse population, drawn
16 from different socio-economic backgrounds and racial and ethnic groups, including
17 immigrant/refugee communities, and from the African-American, LGBTQ, youth, faith,
18 business, and other communities reflecting the overall demographics of Seattle residents. Some
19 shall represent or be knowledgeable of the issues of those who are limited-English speakers,
20 homeless, or who have mental illness and substance abuse disorders.

21 C. Individual Commissioners shall have expertise in law enforcement; ~~law~~
22 ~~enforcement oversight~~; police accountability; human resources; community engagement;
23 organizational change; constitutional, criminal, or labor law; social justice; training; or other

1 disciplines important to CPC's work. ~~Collectively, Commissioners shall have a deep~~
2 ~~understanding of community interests and needs, all shall have general knowledge of police~~
3 ~~accountability matters, and some shall have extensive subject matter expertise, including in the~~
4 ~~areas of law enforcement oversight, human rights, civil rights and civil liberties, and cultural~~
5 ~~competency.~~ Altogether, there shall be a balance that allows CPC as a whole to benefit from the
6 knowledge and expertise of its individual members.

7 D. At least two Commissioners shall be graduates of an accredited law school and
8 members in good standing of the Washington State Bar Association, with significant experience
9 in the fields of public defense and civil liberties law. CPC membership shall include a
10 representative of the Seattle Police Officers Guild (SPOG) and a representative of the Seattle
11 Police Management Association (SPMA). The representatives from SPOG and SPMA should
12 have background relevant to police-community relations and demonstrated connection to the
13 membership of their respective unions.

14 E. All Commissioners shall have the following qualifications and characteristics:

- 15 1. A reputation for integrity and professionalism, and ~~for the ability to be~~
16 ~~effectiveness~~ in a board or commission role;
- 17 2. A commitment to ~~and understanding of~~ the need for and responsibilities of law
18 enforcement, including enforcement, ~~and community~~ care-taking, and the need to protect the
19 constitutional rights of all affected parties;
- 20 3. A commitment to the statements of purpose and policies in this Chapter 3.29;
- 21 4. A history of leadership experience or deep roots in communities represented;
- 22 5. The ability to relate, communicate, and engage effectively with all who have a
23 stake in policing, including, but not limited to, the general public, complainants, disenfranchised

1 communities, SPD employees, and relevant City and other officials including the Mayor,
2 Council, City Attorney, Chief, OPA Director, Inspector General, and other CPC members;

3 6. An understanding of the city’s ethnic and socioeconomic diversity, and proven
4 experience working with and valuing the perspectives of diverse groups and individuals; and

5 7. The ability to exercise sound judgment, independence, fairness, and objectivity;
6 ~~and to carry out Commissioner duties in a manner that reflects sound judgment, independence,~~
7 ~~fairness, and objectivity~~ in an environment where controversy is common.

8 Section 38. A new Section 3.29.350 of the Seattle Municipal Code is added to
9 Subchapter III of Chapter 3.29 as follows:

10 **3.29.350 Community Police Commission – Appointment, removal, and compensation**

11 A. CPC shall consist of 21 Commissioners, appointed and reappointed as set forth in
12 this Chapter 3.29. The Mayor shall select seven Commissioners, the Council shall select seven
13 Commissioners, and CPC shall select seven Commissioners, including the public defense
14 representative, the civil liberties law representative, and the SPOG and SPMA representatives.

15 B. Each appointing authority shall provide a process that allows individuals to apply
16 and be considered for appointment, and shall ensure appointees meet the qualifications outlined
17 in Section 3.29.340 and ensure the collective membership of CPC meets the requirements of
18 subsection 3.29.360.B. of the Seattle Municipal Code. The appointing authorities shall consult
19 with one another prior to making their respective appointments and reappointments. All
20 Commissioners appointed or reappointed by the Mayor or CPC shall be confirmed by a majority
21 vote of the full Council and shall assume office upon receiving Council confirmation;
22 Commissioners appointed or reappointed by the Council shall assume office upon appointment
23 or reappointment.

1 C. Commissioners in position numbers 1, 4, 7, 10, 13, 16, and 19 shall be appointed,
2 and where applicable, reappointed by the Mayor. Commissioners in position numbers 2, 5, 8, 11,
3 14, 17, and 20 shall be appointed, and where applicable, reappointed by the Council.

4 Commissioners in position numbers 3, 6, 9, 12, 15, 18, and 21 shall be appointed, and where
5 applicable, reappointed by CPC. Position number 3 shall be designated for the public defense
6 representative; position number 6 shall be designated for the civil liberties law representative;
7 position number 15 shall be designated for the SPOG representative; and position number 18
8 shall be designated for the SPMA representative.

9 ~~C.D. The first terms for Commissioners in position numbers 1 through 5, 16, and 17,
10 shall end on December 31, 2017. The first terms for Commissioners in position numbers 6
11 through 10, 18, and 19 shall end on December 31, 2018. The first terms for Commissioners in
12 position numbers 11 through 15, 20, and 21 shall end on December 31, 2019.~~

13 ~~D.— Each appointing authority shall provide a process that allows individuals to apply
14 and be considered for appointment, and shall ensure appointees meet the qualifications outlined
15 in this Section 3.29.350 and are selected in a manner that effectuates the bylaws of CPC with
16 respect to its composition. Twelve of the 15 Commissioners must live within Seattle city limits
17 and three of the 15 Commissioners may work within but are not required to live within the City.
18 Each appointing authority may appoint one of the three Commissioners who works within but
19 does not live within the City. Where a Commissioner resides in City of Seattle at the time of
20 appointment but no longer resides in the City during any 60-day period of a term that
21 Commissioner will not be eligible for reappointment at the expiration of the term unless proof of
22 current residency in the City can be established. A change in residency to outside the City of
23 Seattle will not affect the Commissioner's ability to serve the remainder of any pending term.~~

1 ~~The appointing authorities shall consult with one another prior to making their respective~~
2 ~~appointments and reappointments. All Commissioners appointed or reappointed by the Mayor or~~
3 ~~CPC shall be confirmed by a majority vote of the full Council and shall assume office upon~~
4 ~~receiving Council confirmation; Commissioners appointed or reappointed by the City Council~~
5 ~~shall assume office upon appointment or reappointment.~~

6 ~~E.~~—All CPC Commissioners ~~appointed to serve on CPC enacted by this Chapter 3.29~~
7 shall be eligible to serve a maximum of three three-year terms ~~for a total of nine years, with~~ each
8 term commencing on January 1, except for the first term under this Section 3.29 which will begin
9 at the time of their confirmation following enactment of Council Bill 118969. All terms shall be
10 staggered so that no more than seven Commissioners' terms expire in any given year. All terms
11 ~~shall be staggered so that no more than six Commissioners' terms expire in any year.~~ If a
12 Commissioner assumes office prior to the expiration of the term of the Commissioner's
13 predecessor ~~mid term due to a prior vacancy~~, the Commissioner may complete that term and then
14 be reappointed for up to three three-year subsequent terms.

15 ~~F.E.~~ Each appointment and reappointment shall be made whenever possible
16 sufficiently prior to the expiration of the ~~latest~~ incumbent's term of office or the effective date of
17 an incumbent's resignation, to permitting Council action to approve or disapprove the
18 appointment or reappointment, at least 45 days before the ~~expiration of the present term~~ vacancy,
19 so as to avoid undue vacancy. All appointments to fill positions due to resignations without
20 notice shall be made as soon as ~~such can reasonably be done~~ reasonably possible, but should be
21 made no later than 90 days after the effective date of the resignation of the ~~latest~~ incumbent. A
22 Commissioner whose term is ending may continue on an interim basis until a successor has been
23 confirmed by the Council.

1 ~~GE.~~ To strengthen the independence of CPC, Commissioners may be removed from
2 office by the appointing authority only for cause. By a three-quarters vote of its membership,
3 CPC may approve removal of Commissioners appointed by CPC. A majority vote of the full
4 Council is required to confirm the removal of any Commissioner.

5 ~~HG.~~ Commissioners shall be compensated, if at all, as provided by ordinance.

6 Section 39.

7 A. By July 1, 2017, each presently serving Commissioner of the CPC created by the
8 Consent Decree and Stipulated Order of Resolution Between the United States of America and
9 The City of Seattle (Consent Decree CPC) who wishes to serve on CPC as established by
10 Chapter 3.29 of the Seattle Municipal Code (CPC) shall submit a written statement to the Mayor,
11 the Council President, and the CPC Executive Director indicating that the Commissioner wishes
12 to serve on CPC. In order to determine the extent of gaps in meeting the desired mix of
13 Commissioners, the written statement shall include a description of how the Commissioner
14 meets the qualifications in Section 3.29.340 of the Seattle Municipal Code; a list of all Council
15 districts in which the Commissioner lives, works, or has significant professional or civic ties in
16 furtherance of subsection 3.29.360.B. of the Seattle Municipal Code; and whether the
17 Commissioner is a lawyer with public defender or civil liberties expertise, or a member of SPOG
18 or SPMA. Any Commissioner who wishes to serve on CPC may continue to serve on the
19 Consent Decree CPC until they transition to CPC.

20 B. By September 1, 2017, the City Attorney or a designee of the City Attorney shall,
21 in a CPC meeting, draw numbers to determine the position number for each Commissioner who
22 indicated a wish to continue to serve, excluding those designated as public defender and/or civil

1 liberties law and SPOG and SPMA representatives. The pool of numbers from which to draw
2 shall include 1, 2, 4, 5, 7, 8, 9, and 10.

3 C. The term for position numbers 1 through 5 ends on December 31, 2017; the term for
4 position numbers 6 through 10 and 18 ends on December 31, 2018; and the term for position
5 numbers 11 through 13 and 15 ends on December 31, 2019. Continuing Commissioners may be
6 reappointed to a maximum of one subsequent three-year term after the expiration of this term.
7 The term of any presently serving Commissioner who chooses not to serve on CPC shall
8 terminate on the effective date of the ordinance introduced as Council Bill 118969.

9 D. Continuing Commissioners shall retain the position numbers established by Section
10 3.29.350 of the Seattle Municipal Code and each subsequent Commissioner corresponding to
11 such position number shall be appointed and, where applicable, reappointed by the appointing
12 authority designated for that position.

13 Section ~~3940~~. A new Section 3.29.360 of the Seattle Municipal Code is added to
14 Subchapter III of Chapter 3.29 as follows:

15 **3.29.360 Community Police Commission – Authority and responsibility**

16 CPC shall have the authority and responsibility to:

17 A. Appoint a CPC Commissioner to co-chair and any other CPC Commissioners to
18 serve on the search committees for OPA Directors and Inspectors General, identify qualified
19 finalists, advise the appointing authority on these appointments, and review and provide input to
20 the appointing authority on the reappointment or removal of OPA Directors and Inspectors
21 General.

22 B. Assign at least one Commissioner to represent each Council district. Each
23 Commissioner representing a Council district shall live, work, or have significant professional or

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1 civic ties in that district; demonstrate a deep understanding of neighborhood issues; actively
2 engage the people within the Council district on a regular basis; and regularly report back to CPC
3 on community issues on law enforcement in the Council district.

4 C. Convene an annual meeting to receive public comments and present to the
5 community highlights of CPC's annual report.

6 D. Hold regular meetings open to the public, no less than once a month, and establish
7 workgroup subcommittees of its members to meet as necessary.

8 E. Monitor the implementation by SPD, OPA, City elected officials, and other City
9 departments and offices of recommendations made by the Inspector General, the OPA Director,
10 and CPC.

11 ~~FF.~~ Review reports required by this Chapter 3.29 and any recommendations of the
12 OPA Director and the Inspector General.

13 ~~FG.~~ Pursuant to subsection 3.29.220.A.20F., annually review OIG's workplan and
14 recommend to the Inspector General specific areas for OIG investigation and evaluation,
15 including emergent issues that arise that in CPC's judgment are needed to support public
16 confidence in SPD and related criminal justice practices.

17 GH. Review closed OPA investigations and any other SPD or OPA data to identify
18 opportunities for systemic improvements. However, CPC shall not serve as a review board for
19 individual investigations; shall not evaluate or opine on the sufficiency of the evidence, findings,
20 or determinations of any specific OPA investigations; and shall not seek to influence the course
21 or outcome of any specific OPA investigation, or the findings, discipline, or other remedial
22 action recommended or imposed in such cases.

1 ~~H.I.~~ Collaborate with SPD, OPA, and the City Attorney’s Office in improving system
2 transparency, including improving SPD public disclosure procedures and providing for timely
3 online posting by OPA of information about the status of investigations and their outcomes.

4 ~~I.J.~~ Review and provide input into SPD recruiting, hiring, and promotional practices,
5 ~~and assist SPD in the development and delivery of SPD in-service training related to the~~
6 ~~accountability system and helping ensure that this training is part of the curriculum for all new~~
7 ~~employees.~~

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8 ~~J.K.~~ Review and comment on any revisions proposed by OPA to the OPA Manual, in
9 accordance with a process established by the OPA Director that provides for consultation and
10 input prior to final adoption of revisions.

11 ~~K.L.~~ Annually evaluate the performance of the ~~CPC~~ Executive Director, after soliciting
12 perspectives from the public, Mayor, City Attorney, Chief, OPA Director, other SPD employees,
13 and CPC Commissioners.

14 ~~L.M.~~ Provide input to the Mayor on the performance of the OPA Director in advance of
15 the Mayor’s performance evaluation of the OPA Director.

16 ~~M.N.~~ Provide input to the ~~City~~ Council on the performance of the Inspector General in
17 advance of the ~~City~~ Council’s performance evaluation of the Inspector General.

18 ~~Section 40. Commissioners serving on the effective date of this ordinance continue in~~
19 ~~office, pursuant to the provisions outlined in this section.~~

20 ~~A. No fewer than 30 days prior to the effective date of this ordinance~~~~Mayor signature,~~
21 ~~each presently serving and eligible Commissioner of the previously existing CPC, created by the~~
22 ~~Consent Decree and Stipulated Order of Resolution Between the United States of America and~~
23 ~~The City of Seattle and established by Executive Order No. 02-2012 and City of Seattle~~

1 ~~Ordinance 124021, who wishes to serve on CPC as established by Chapter 3.29 of the Seattle~~
2 ~~Municipal Code shall submit a written statement to the Mayor, the Council President, and the~~
3 ~~CPC Executive Director indicating that the member wishes to serve on CPC as established by~~
4 ~~Chapter 3.29 of the Seattle Municipal Code. Public defender and civil liberties law~~
5 ~~representatives shall identify themselves as such in their written statements.~~

6 ~~B. No fewer than 15 days prior to the effective date of this ordinance, the City Attorney~~
7 ~~or a designee of the City Attorney shall, in a publicly noticed and open meeting, draw numbers~~
8 ~~to determine the position number for each Commissioner of the previously existing CPC who has~~
9 ~~indicated they wish to continue to serve. The position numbers to be drawn are 1, 2, 4, 5, and 7-~~
10 ~~13. Each Commissioner shall be timely informed of the position number that corresponds to that~~
11 ~~Commissioner.~~

12 ~~C. Commissioners in position numbers 1, 4, 7, 10, and 13 shall be appointed, and where~~
13 ~~applicable, reappointed by the Mayor. Commissioners in position numbers 2, 5, 8, 11, and 14~~
14 ~~shall be appointed, and where applicable, reappointed by the Council. Commissioners in position~~
15 ~~numbers 3, 6, 9, 12, and 15 shall be appointed, and where applicable, reappointed by CPC.~~

16 ~~D. Continuing Commissioners who served on the previously existing CPC in position~~
17 ~~numbers 1 through 5 may serve terms ending on December 31, 2017; continuing Commissioners~~
18 ~~in position numbers 6 through 10 may serve terms ending on December 31, 2018; and continuing~~
19 ~~Commissioners in position numbers 11 through 13 may serve terms ending on December 31,~~
20 ~~2019.~~

21 ~~E. Continuing Commissioners are eligible to serve one subsequent three-year term after~~
22 ~~the expiration of their existing term as set forth in this section.~~

1 ~~F. The term of any presently serving Commissioner who chooses not to serve on CPC as~~
2 ~~established by Chapter 3.29 of the Seattle Municipal Code shall terminate on the effective date of~~
3 ~~this ordinance. Continuing Commissioners shall retain the position numbers established by~~
4 ~~Section 3.29.350 of the Seattle Municipal Code and each subsequent Commissioner~~
5 ~~corresponding to such position number shall be appointed and, where applicable, reappointed by~~
6 ~~the appointing authority designated for that position.~~

7 Section 41. A new Section 3.29.370 of the Seattle Municipal Code is added to Subchapter
8 III of Chapter 3.29 as follows:

9 **3.29.370 Community Police Commission – Reporting**

10 A. CPC shall produce annual reports that are readily understandable and useful to
11 policymakers. The annual report shall be posted online and electronically distributed to the
12 Mayor, City Attorney, Council, Chief, OPA Director, and Inspector General, as well as to the
13 City Clerk for filing as a public record. The annual report shall include, but not be limited to, the
14 following:

- 15 1. ~~The~~An evaluation of the extent to which all of the purposes, duties, and
16 responsibilities detailed in this Chapter 3.29 have been met;
- 17 2. A summary of all recommendations for changes in policies and practices,
18 collective bargaining agreements, City ordinances, and state laws;
- 19 3. A summary of the implementation status of any previous
20 recommendations and, for any that have not been implemented, the reasons; and
- 21 4. Information about CPC’s outreach to SPD employees and the public, the
22 perspectives gathered by CPC from such outreach, and how the outreach informed CPC’s work.

1 B. In partnership with OIG, CPC shall periodically evaluate and issue reports
2 on how effective SPD’s processes are in meeting community needs for a diverse work force,
3 including the relevance of traditional disqualifying factors and the speed of the hiring process, to
4 assess if there are unfair impediments to hiring and retaining diverse and skilled officers.

5 ~~Section 42. A new Section 3.29.380 of the Seattle Municipal Code is added to Subchapter~~
6 ~~III of Chapter 3.29 as follows:~~

7 ~~3.29.380 Community Police Commission – Meetings~~

8 ~~CPC shall hold regular meetings open to the public, no less than once a month, and establish~~
9 ~~workgroup subcommittees of its members to meet as necessary.~~

10 Section ~~43~~42. A new Subchapter IV, which includes new Sections 3.29.400, 3.29.410,
11 3.29.420, 3.29.430, 3.29.440, 3.29.450, 3.29.460, 3.29.470, and 3.29.480, is added to Chapter
12 3.29 of the Seattle Municipal Code as follows:

13 **Subchapter IV Mechanisms to Support Accountability**

14 **3.29.400 Reporting of potential misconduct and police accountability issues**

15 A. SPD shall establish and maintain clear written policies requiring that all
16 significant matters coming to SPD’s attention that involve potential police misconduct or policy
17 violations are documented and forwarded in a timely manner to OPA, including cases originating
18 from outside sources and from all SPD units or boards with authority to review compliance with
19 policy or to conduct administrative investigative processes.

20 B. The Inspector General and CPC Executive Director, or their designees, shall
21 present a mid-year report to the public safety committee on the status of recommendations issued
22 by OPA, OIG, and CPC, including those which involve the City’s budget, state legislative
23 agenda, and collective bargaining agenda. The report shall include whether follow-through was

1 timely and effectively addressed needed improvements. The Chief and OPA Director, or their
2 designees, shall participate in the presentation, as well as a Mayor's Office representative as
3 appropriate.

4 C. The procedures of any SPD board, unit, or process created to review performance
5 must be approved by the Chief and set forth in the SPD Policy Manual. SPD administrative
6 investigation units, including the Force Review Board, shall maintain a schedule of review that
7 limits the duration of each incident review to 90 days. SPD administrative investigation units
8 shall not make determinations of misconduct or recommend discipline.

9 D. Where cases are referred by OPA to the named employee's supervisors for
10 follow-through, including training, SPD shall ensure follow-through is timely and substantive.

11 E. SPD and OPA shall establish an effective system of referral to OPA for
12 investigation of possible misconduct any concerns regarding officers whom others in the
13 criminal justice system believe may have not acted with integrity or honesty.

14 E.F. The City Attorney's Office, the Department of Finance and Administrative
15 Services (FAS), and OPA shall establish an effective system to ensure that any claim evaluated
16 and investigated by FAS pursuant to Chapter 5.24 involving possible misconduct by an SPD
17 employee is reviewed by OPA to determine whether the claim provides a basis for a complaint of
18 misconduct to be initiated by OPA. In such cases, the OPA Director, FAS and the City
19 Attorney's Office shall determine an appropriate timing and approach to the claims review
20 process so that it will not interfere with the OPA complaint-handling and investigation process.
21 OPA shall be responsible for notifying each complainant of coordination between the complaint
22 investigation and the tort claim process, and shall provide periodic updates as to the status of its
23 investigation to the complainant, FAS and the City Attorney's Office. Within five business days

1 after the OPA case is closed, OPA shall provide (a) notice of the closure to FAS and the City
2 Attorney’s Office and (b) an electronic copy of the complete OPA file to FAS, subject to
3 appropriate redactions where required by law.

4 ~~F.G.~~ SPD, OPA, the City Attorney’s Office, CPC, and all other City departments and
5 offices shall timely inform the Inspector General of any ~~new~~ problems or deficiencies not
6 previously reported to OIG related to operations, policies, programs, and practices that would
7 reasonably be expected to adversely affect SPD effectiveness, public safety, police
8 accountability, constitutional policing, or the public’s confidence in SPD, ~~and that would be~~
9 ~~relevant to the duties of OIG.~~

10 ~~G.H.~~ As appropriate, the City Attorney shall advise the OPA Director and the Chief of
11 any issues identified through litigation, grievances, or disciplinary appeals to help OPA and SPD
12 make informed improvements to policies and procedures.

13 ~~H.I.~~ Complaints against any employee of OPA, OIG, or the Office of the CPC where
14 the allegation is discrimination, harassment, retaliation, or any other act that may violate Equal
15 Employment Opportunity laws and policies shall be investigated by the Seattle Department of
16 Human Resources.

17 **3.29.410 Continuous improvement**

18 A. 1. SPD and OPA shall confer with and respond in writing within 30 days to any
19 oversight entity issuing written recommendations contained in reports required by this Chapter
20 3.29. For any accepted recommendations, the response shall provide a plan for implementation,
21 including a plan for regular written progress reports. For any recommendations not accepted or
22 not scheduled for implementation, the response shall provide an explanation of why not. If the
23 lead entity responsible for the implementation of any recommendation is a City department or

1 office other than SPD or OPA, the Mayor’s Office shall coordinate providing the necessary
2 information to include in the response.

3 2. The OPA Director, Inspector General, the CPC co-chairs, and the Chief, or their
4 designees, shall meet together at least quarterly to collectively review and verify their positions
5 on the status of all recommendations.

6 3. CPC shall compile and maintain a database of all recommendations and their status, as
7 represented to CPC by the issuing entity. Following the quarterly meetings, CPC shall update the
8 database. CPC may include their analyses and comments.

9 B. SPD shall respond in writing to any Training Referral or Supervisor Action
10 referral with an explanation of actions taken.

11 C. In consultation with CPC, OIG, and OPA, SPD shall establish a schedule and
12 protocol for regular and timely review of proposed revisions to the SPD Policy Manual for the
13 purpose of ensuring SPD policies are consistent with best practices, ~~including which may include~~
14 recommendations from the civilian oversight entities. SPD’s schedule and protocol shall allow
15 ~~meaningful~~ opportunity for ~~such meaningful~~ SPD Policy Manual reviews.

16 D. SPD shall maintain systems of critical self-analysis, including audits and reviews
17 of critical events, lawsuits, claims, and complaints. These reviews should focus on ways to
18 improve policies, training, and supervision so as to help prevent misconduct, policy violations,
19 poor performance, or other adverse outcomes.

20 E. At the time the Mayor’s annual proposed budget is submitted to the Council, the
21 Mayor shall notify the Council and CPC in writing, with copies to the Inspector General and the
22 OPA Director, when recommendations requiring City funding issued in reports made in the prior
23 year consistent with the reporting requirements set forth in this Chapter 3.29 by those responsible

1 for implementing the purposes of this Chapter 3.29 are not included for funding in the budget
2 proposal. The Mayor shall also identify any reductions to the OPA, OIG, or CPC baseline
3 budgets in the proposed budget, or compared to the budgets as proposed to the Mayor by OPA,
4 OIG, or CPC, with an explanation of the reasons for the reductions.

5 F. At the time the Mayor’s proposed state legislative agenda is presented to the
6 Council, the Mayor shall notify the Council and CPC in writing, with copies to the Inspector
7 General and the OPA Director, when associated recommendations made by those responsible for
8 implementing the purposes of this Chapter 3.29 are not included in the proposed state legislative
9 agenda.

10 G. The City’s Office of Intergovernmental Relations shall consult with the OPA
11 Director, the Inspector General, and CPC during the development of the City’s state legislative
12 agenda.

13 H. Each year the City Attorney’s Office shall provide the OPA Director and
14 Inspector General with two status reports, one covering the period from January 1 to June 30 and
15 one from July 1 to December 31, regarding (a) all OPA cases in which the findings or discipline
16 have been appealed during the previous six months and (b) all OPA cases in which the findings
17 or discipline have been appealed in earlier periods and that remained open at any time during the
18 current reporting period. These status reports shall include all OPA cases not yet closed due to
19 appeal, the case number, the named employee or employees, the date of complaint, the date of
20 disciplinary action, the Chief’s disciplinary decision, the date of appeal, the nature of the appeal,
21 and the current status of the case, including any modification to the case disposition as a result of
22 appeal.

23 **3.29.420 Disciplinary, grievance, and appeals policies and processes**

1 A. SPD ~~and City~~ disciplinary, grievance, and appeal policies and processes shall be
2 timely, fair, consistent, and transparent.

3 1. SPD shall track all records of Chief disciplinary determinations. ~~-The OPA~~
4 ~~Director and the Inspector General shall have unfettered access to this information, and SPD~~
5 ~~shall report on disciplinary patterns in such a way that the public can assess whether the Chief is~~
6 ~~exercising disciplinary authority in a fair and consistent manner.~~

7 2. To help ensure timeliness, there shall be set and enforceable timeframes
8 for any named employee to be notified by SPD of proposed findings and discipline, for any
9 named employee and/or the named employee's union representative to request a due process
10 hearing, for the Chief to issue a final finding and disciplinary decision, and for any named
11 employee to file an appeal.

12 3. SPD shall implement discipline when it is imposed or shortly thereafter,
13 not upon conclusion of any disciplinary appeal process.

14 4. The Chief shall have the authority to place an SPD employee on leave
15 without pay prior to the initiation or completion of an OPA administrative investigation where
16 the employee has been charged with a felony or gross misdemeanor; where the allegations in an
17 OPA complaint could, if true, lead to termination; or where the Chief otherwise determines that
18 leave without pay is necessary for employee or public safety, or security or confidentiality of law
19 enforcement information. In any case of such leave without pay, the employee shall be entitled to
20 back pay if reinstated, less any amounts representing a sustained penalty of suspension.

21 5. No disciplinary action will result from a complaint of misconduct where
22 the complaint is made to OPA more than three years after the date of the incident which gave rise

1 to the complaint, except where the OPA complaint alleges criminal conduct, dishonesty that is of
2 a material nature, or ~~alleges~~ that the named employee has concealed acts of misconduct.

3 6. Only appeals for which the hearing has already been scheduled prior to the
4 effective date of the ordinance introduced as Council Bill 118969—including Disciplinary
5 Review Board proceedings for officers and sergeants, and arbitration proceedings for lieutenants
6 and captains—shall continue in accordance with the relevant contractual or legislated
7 procedures. After the effective date of the ordinance introduced as Council Bill 118969,
8 disciplinary appeals may proceed only under this Chapter.~~The Disciplinary Review Board is~~
9 ~~abolished.~~

10 7. ~~Public Safety Civil Service Commission~~

11 ~~a. The Public Safety Civil Service Commission (PSCSC) shall be the only~~
12 ~~avenue for SPD employee disciplinary appeals when brought by the employee. Disciplinary~~
13 ~~appeals when brought by a law enforcement labor union on the employee's behalf are heard~~
14 ~~pursuant to the procedure set forth in subsection 3.29.420.A.8.~~

15 b. ~~The PSCSC shall be comprised of three members, none of whom shall be~~
16 ~~City employees. Two members shall be appointed by the Mayor and one member shall be~~
17 ~~appointed by the Council. Members shall be selected using merit based criteria and shall have~~
18 ~~appropriate expertise and objectivity regarding disciplinary and promotional decisions. Members~~
19 ~~may serve up to three, three-year terms, and their terms shall be staggered. The PSCSC may~~
20 ~~delegate its authority to hear appeals to a City hearing examiner with appropriate subject matter~~
21 ~~expertise. Employees must provide written notification of their intent to appeal to the Chief, City~~
22 ~~Attorney, and the PSCSC within ten days of receiving the Chief's final disciplinary~~

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1 ~~determination. All hearings related to disciplinary appeals shall be open to complainants and the~~
2 ~~public.~~

3 ~~8. Where a Seattle law enforcement union challenges the imposition of~~
4 ~~discipline based on an alleged violation of the terms and conditions of a collective bargaining~~
5 ~~agreement, such challenge shall be heard through the City Hearing Examiner.~~

6 ~~9.7.~~ SPD employees shall not use accrued time balances to be compensated
7 while satisfying a disciplinary penalty that includes an unpaid suspension.

8 ~~10.8.~~ Challenges by SPD employees to disciplinary decisions shall be handled
9 through the appeal process described in this Section 3.29.420. Challenges by employees to all
10 other administrative actions or working conditions shall be handled exclusively through a
11 separate employee grievance process as determined by collective bargaining.

12 ~~11.9.~~ The City Attorney's Office shall determine legal representation for SPD in
13 disciplinary challenges. The City, including SPD, shall not settle or resolve grievances or
14 disciplinary appeals without the approval of the City Attorney's Office.

15 ~~12.10.~~ All appeal hearings shall be held within a set timeframe from when the
16 Chief issues final findings and discipline, and all appeal rulings shall be issued within a set
17 timeframe from the hearing.

18 ~~13.11.~~ The Chief shall notify in writing the Washington State Criminal Justice
19 Training Commission (WSCJTC) when any sworn employee is terminated from employment, or
20 who would have been terminated from employment had separation not already occurred,
21 whenever the nature of the employee's misconduct qualifies for de-certification under state law.
22 The notification shall include the facts and circumstances of the termination and any other
23 information necessary to provide the evidentiary basis for the Chief's disciplinary decision so as

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1 to allow the WSCJTC to have a full and complete record when deciding whether de-certification
2 is appropriate.

3 **3.29.430 Recruitment, hiring, assignments, promotions, and training**

4 ~~A.~~ SPD shall develop and implement recruitment, hiring, testing, training, mentoring,
5 assignment, and promotional practices that emphasize leadership and policing skills consistent
6 with accountability, which support equity and the goals set forth in the Consent Decree. In doing
7 so

8 ~~B.A.~~ In developing and implementing the recruitment, hiring, testing, training,
9 mentoring, assignment, and promotional practices referenced in subsection 3.29.430.A, SPD
10 shall consult with CPC and OIG and may obtain guidance from other community stakeholders.

11 ~~C.B.~~ To support operational efficiency and excellence, SPD may ~~use~~ employ civilians
12 with specialized skills and expertise to perform any SPD management and operational functions,
13 including, but not limited to, training, human resources, technology, budget and finance, crime
14 analysis, recruiting, hiring, and testing, which in the judgment of the Chief do not require law
15 enforcement ~~commissioned-sworn~~ personnel, allowing SPD the ability to more flexibly deploy
16 civilian and sworn resources to best meet both its administrative and law enforcement needs.

17 ~~D.C.~~ Consistent with Chapter 4.08, SPD shall use preference points in hiring sworn
18 employees who are multi-lingual and/or have work experience or educational background
19 providing important skills needed in modern policing, such as experience working with diverse
20 communities, and social work, mental health or domestic violence counseling, or other similar
21 work or community service backgrounds.

22 ~~E.D.~~ After consulting with and receiving input from OIG, OPA, and CPC, SPD shall
23 establish an internal office, directed and staffed by civilians, to manage the secondary

1 employment of its employees. The policies, rules, and procedures for secondary employment
2 shall be consistent with SPD and City ethical standards, and all other SPD policies shall apply
3 when employees perform secondary employment work.

4 F.E. SPD shall adopt consistent standards that underscore the organizational
5 expectations for performance and accountability as part of the application process for all
6 specialty units, in addition to any unique expertise required by these units, such as field training,
7 special weapons and tactics, crime scene investigation, and the sexual assault unit. In order to be
8 considered for these assignments, the employee’s performance appraisal record and OPA history
9 must meet certain standards and SPD policy must allow for removal from that assignment if
10 certain triggering events or ongoing concerns mean the employee is no longer meeting
11 performance or accountability standards.

12 G.F. SPD shall ensure that its “take-home” policy for SPD vehicles, and the
13 opportunities for assignments that provide additional financial remuneration, are ~~consistent with~~
14 ~~values of accountability and effective use of taxpayer resources~~ fair and operationally efficient.

15 H.G. The Chief shall collaborate with the OPA Director with the goal that sworn staff
16 assigned to OPA have requisite skills and abilities and with the goal that the rotations of sworn
17 staff into and out of OPA are done in such a way as to maintain OPA’s operational effectiveness.
18 To fill such a sworn staff vacancy, the Chief and the OPA Director should solicit volunteers to be
19 assigned to OPA for two-year periods. If there are no volunteers or the OPA Director does not
20 select from those who volunteer, the Chief shall provide the OPA Director with a list of ten
21 acting sergeants or sergeants from which the OPA Director may select OPA personnel to fill
22 intake and investigator positions. Should the OPA Director initially decline to select personnel
23 from this list, the Chief shall provide the OPA Director with a second list of ten additional acting

1 sergeants or sergeants for consideration. If a second list is provided, the OPA Director may select
2 personnel from either list, or from among volunteers.

3 H. SPD shall collaborate with OPA, OIG, and CPC in the development and delivery
4 of SPD in-service training related to the accountability system.

5 **3.29.440 Public disclosure, data tracking, and record retention**

6 A. SPD and the City Attorney’s Office shall work with OPA to release information
7 associated with closed OPA cases as ~~quickly~~promptly and with as much transparency as legally
8 and practically possible.

9 B. SPD shall maintain current and searchable public databases, to the extent
10 technologically feasible, that include every stop, frisk, use of force, and disciplinary matter. The
11 databases shall protect the privacy of members of the public and City employees who are
12 involved to the extent allowed by law, while including all relevant available information of each
13 interaction, including race, gender, time, place, assignment, reason, ~~and or~~ any other
14 consideration that can help provide information regarding possible bias.

15 C. SPD shall make available information about its policies and operations that are
16 matters of concern to the public by posting such information online, such as the SPD Policy
17 Manual, performance audit reports, reviews of shootings by officers, and reviews of in-custody
18 injuries and deaths.

19 D. SPD shall track and document OPA cases referred from the OPA Director to the
20 Chief in OPA and SPD data systems.

21 E. All SPD personnel and OPA case files shall be retained as long as the employee is
22 employed by the City, plus either six years or as long as any action related to that employee is
23 ongoing, whichever is longer. SPD personnel files shall contain all associated records, including

1 Equal Employment Opportunity complaints, and disciplinary records, litigation records, and
2 decertification records; and OPA complaint files shall contain all associated records, including
3 investigation records, Supervisor Action referrals and outcomes, Rapid Adjudication records,
4 and referrals and outcomes of mediations. Records of written reprimands or other disciplinary
5 actions shall not be removed from employee personnel files.

6 F. For sworn employees who are terminated or resign in lieu of termination, such
7 that the employee was or would have been separated from SPD for cause and at the time of
8 separation was not “in good standing,” SPD shall include documentation in SPD personnel and
9 OPA case files verifying (a) a letter was sent by SPD to the Washington State Criminal Justice
10 Training Commission (WSCJTC) regarding de-certification and consistent with the requirements
11 set forth in subsection 3.29.420.A.13; (b) whether action was taken by the WSCJTC in response
12 to that letter; (c) that the Chief did not and will not grant the employee authorization to serve in a
13 Special Commission capacity, as a reserve officer or as a retired officer in a private company that
14 provides flagging, security, or related services; and (d) that the Chief did not or will not grant
15 any request under the Law Enforcement Officers Safety Act to carry a concealed firearm. The
16 latter two actions shall also be taken and documentation included in the SPD personnel and OPA
17 case files whenever a sworn employee resigns or retires with a pending complaint and does not
18 fulfill an obligation to fully participate in an OPA investigation.

19 **3.29.450 Criminal cases**

20 ~~A. The City Attorney shall establish a protocol with the King County Prosecutor to~~
21 ~~refer, whenever possible, criminal cases in which police misconduct resulted in the death of a~~
22 ~~civilian to prosecutors not affiliated with the City or King County.~~

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1 ~~B.~~ The City Attorney shall maintain a protocol so that, whenever possible, cases referred to
2 prosecutors for possible filing of charges against SPD employees are reviewed concurrently by
3 City, county, and federal prosecutors so as to minimize delay and better serve the public, the
4 named employee, and SPD.

5 **3.29.460 Collective bargaining and labor agreements**

6 A. Those who provide civilian oversight of the police accountability system shall be
7 consulted in the formation of the City's collective bargaining agenda for the purpose of ensuring
8 their recommendations with collective bargaining implications are thoughtfully considered and
9 the ramifications of alternative proposals are understood. These individuals shall be subject to
10 the same confidentiality provisions as any member of the Labor Relations Policy Committee.

11 B. The terms of all collective bargaining agreements for SPD employees, along with
12 any separate agreements entered into by SPD or the City in response to an unfair labor practice
13 complaint, settlement of grievance or appeal, or for other reasons, including those previously
14 reached, shall be clearly and transparently provided to the public, by posting on the SPD website.

15 C. Whenever collective bargaining occurs, any separate agreements in place
16 affecting ongoing practices or processes which were entered into by SPD or the City in response
17 to an unfair labor practice complaint, settlement of grievance or appeal, or for any other reasons,
18 shall be incorporated into the new or updated collective bargaining agreement or shall be
19 eliminated.

20 **3.29.470 Public statements**

21 While any incident of public concern is under ~~any form of~~ OPA, SPD or OIG review, no City
22 employee should comment, either in their official or personal capacity, in a way that suggests
23 that any factual, policy, or legal conclusions have been reached about the incident. These

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1 provisions shall not restrict the ability of a union representative to comment in their
2 representative capacity, or the OPA Director to communicate OPA findings and
3 recommendations.

4 **3.29.480 Protection of civilian oversight entities**

5 Retaliation by adverse employment action or harassment against OPA and OIG employees,
6 against employees of the Office of the CPC or CPC Commissioners, or against employees of
7 other City departments or offices who provide information to OPA, OIG, or CPC undermines the
8 effectiveness of civilian oversight efforts by threatening the continued flow of information. No
9 City official or employee shall retaliate against, punish, or penalize any other person for
10 complaining to, cooperating with or assisting OPA, OIG, or CPC in the performance of their
11 duties. Any OPA or OIG employee, CPC employee or Commissioner, or employee of other City
12 departments or offices who believes he or she has been retaliated against for making such
13 complaint to, disclosing information to, or responding to such queries from OPA, OIG, or CPC
14 may report such action to the Inspector General. If retaliation is suspected, the Inspector General
15 is authorized to open an investigation into the matter and refer a complaint to the appropriate
16 authority. Any City official or employee who violates these provisions may be subject to
17 dismissal, discipline, or censure consistent with City and state laws. These protections shall not
18 apply when the contact was made or the information was disclosed with knowledge that it was
19 false or with willful disregard for its truth or falsity.

20 [Section 443, Section 14.12.310 of the Seattle Municipal Code, last amended by](#)

21 [Ordinance 110640, is amended as follows:](#)

22 **14.12.310 Appointment and responsibilities of Auditor (-)**

1 ~~(A. The Mayor shall appoint an Auditor, subject to confirmation by the City Council, to~~
2 ~~monitor compliance with this chapter. The Auditor shall serve for a term of three (3) years and~~
3 ~~may be reappointed by the Mayor, subject to confirmation by the City Council. The Auditor~~
4 ~~may be removed from office for cause by the Mayor by filing a statement of reasons for the~~
5 ~~removal with the City Council.~~

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6 ~~B. The Auditor should possess the following qualities and characteristics:~~

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7 ~~1. A reputation for integrity and professionalism, as well as the ability to maintain~~
8 ~~a high standard of integrity in the office;~~

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9 ~~2. A commitment to and knowledge of the need for and responsibilities of law~~
10 ~~enforcement, as well as the need to protect basic constitutional rights;~~

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11 ~~3. A commitment to the statement of purpose and policies in this chapter;~~

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12 ~~4. A history of demonstrated leadership experience and ability;~~

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13 ~~5. The potential for gaining the respect of departmental personnel and citizens~~
14 ~~of the City;~~

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15 ~~6. The ability to work effectively with the Mayor, the City Council, the City~~
16 ~~Attorney, the Chief of the Department, departmental personnel, public agencies, private~~
17 ~~organizations, and citizens; and~~

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18 ~~7. The ability to work effectively under pressure.~~

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19 ~~C. The Chief of the Department shall cause a thorough background check of nominees~~
20 ~~for Auditor identified by the Mayor and shall report the results to the Mayor.~~

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21 ~~D. Except as limited by Section 14.12.320, the Auditor shall have access to all~~
22 ~~Department files and records, including nonconviction data pursuant to RCW 10.97.050(4).)~~

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1 The Inspector General, or the Inspector's designee or designees in the Office of Inspector
2 General for Public Safety, shall perform the duties of the Auditor. The Inspector General shall
3 ensure that an outside law enforcement agency has conducted a thorough background check,
4 including records of arrest, charges, or allegations of criminal conduct or other nonconviction
5 data for the purpose of determining the individual's fitness to perform the duties of Police
6 Intelligence Auditor, for any staff of the Office of Inspector General for Public Safety prior to
7 the staff's commencement of any work under this Chapter 14.12 that may involve access to
8 confidential information.

9 Section ~~454~~. Subsection 14.12.320.A of the Seattle Municipal Code, which section was
10 last amended by Ordinance 117242, is amended as follows:

11 **14.12.320 Limitations on the Auditor.**

12 A. ~~((The))~~ Notwithstanding the Inspector General's access to all **Department** files and
13 records under Chapter 3.29, including nonconviction data pursuant to RCW 10.97.050(4), the
14 Auditor shall not examine the following in performing the duties of this Chapter 14.12:

15 1. **Department** personnel files;

16 ~~((2. Internal Investigation Section files;))~~

17 2. Office of Police Accountability files;

18 3. Files of confidential communications as defined in Section 14.12.090;

19 4. Personal files of the Chief of the **Department** which are excluded from this

20 ~~((chapter))~~ Chapter 14.12 by ~~((Section))~~ subsection 14.12.120.A.4;

21 5. Specific case files which the King County Prosecuting Attorney personally
22 certifies in writing need to be withheld from the Auditor's review because the files involve
23 investigations of corruption or malfeasance in office of a governmental official or employee, a

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1 potential conflict of interest for the Auditor, or investigations of organized criminal activity
2 conducted as a continuing enterprise solely for the purpose of obtaining monetary gain wholly or
3 in part through racketeering, vice, narcotics, gambling, fencing, or similar economic criminal
4 activity. As to each file, the Prosecuting Attorney's certificate shall state that he has personally
5 reviewed the case file and found that the file complies with this ((chapter)) Chapter 14.12. The
6 Prosecuting Attorney's certificate shall also include a summary apprising the Auditor of the
7 scope and purpose of the investigation. With respect to the certified files, the Prosecuting
8 Attorney shall exercise all the powers and discharge all the responsibilities normally exercised
9 and discharged by the Auditor under the provisions of this ((chapter)) Chapter 14.12;

10 6. Files maintained exclusively for confidential criminal information regarding
11 organized criminal activity received by the Department through membership in the Law
12 Enforcement Intelligence Unit (LEIU) and files maintained exclusively for confidential criminal
13 information regarding narcotics activity received by the Department through membership in the
14 Western States Information Network (WSIN), which are audited under subsection 14.12.320.C.

15 * * *

16 Section 45. Section 4.08.040 of the Seattle Municipal Code, which section was last
17 amended by Ordinance 123744, is amended as follows:

18 **4.08.040 - Public Safety Civil Service Commission.**

19 A. There is created a Public Safety Civil Service Commission composed of three
20 members. ~~((One))~~Two members shall be appointed by the Mayor~~((s))~~ and one by the City
21 Council ~~((and one elected by and representing employees))~~. Commissioners shall be selected
22 using merit-based criteria and shall have appropriate expertise and objectivity regarding
23 disciplinary and promotional decisions. The Commissioners' terms shall be staggered; initial

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1 appointments shall be for one year for one Mayoral appointment, two years for the Council
2 appointment, and three years for the third Mayoral appointment. Subsequently, ~~((The))~~ the term
3 of each Commissioner shall be three full years~~((; provided, that the term of the first Council~~
4 Commissioner shall be two years and the term of the first Mayor's Commissioner shall be one
5 year~~))~~ Each term shall commence on January 1~~((st))~~, and appointments to fill vacancies shall be
6 for the unexpired term. A Commissioner shall be eligible to serve three full terms plus any time
7 spent filling a vacancy for an unexpired term or a shortened initial term. Two Commissioners
8 shall constitute a quorum. ~~((;))~~ Commissioners may receive compensation for their services as
9 may be fixed from time to time by ordinance.

10 B. Officers and employees in the Mayor's office, on the City Council staff, and on
11 the Public Safety Civil Service Commission staff, and employees holding exempt positions
12 shall be ineligible for the office of Commissioner.

13 ~~((C. All regular and probationary employees who are members of this system are~~
14 eligible to vote for an employee selected Public Safety Civil Service Commissioner.

15 D. Election shall be administered by the City Clerk. Election shall be held during the
16 week beginning on the first Monday in November, 1987, and every third year thereafter. The
17 City Clerk shall give notice of such election and furnish ballots therefor. Balloting shall be
18 permitted by mail postmarked between the hours of 12:01 a.m. Monday to 12 midnight of the
19 succeeding Friday of the election week. Provided however that when there is a holiday during
20 that week, ballots may be postmarked no later than 12 midnight the following Monday. Ballots
21 may also be deposited during regular office hours at polling places prescribed by the City Clerk.

22 E. Not earlier than the first Monday in October of each year in which a
23 Commissioner will be elected, nor later than the succeeding Friday, any person who is to

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1 ~~become a candidate for Commissioner shall file a declaration of candidacy for office with the~~
2 ~~City Clerk, on a form furnished by the City Clerk.~~

3 ~~F. The candidate receiving the majority of votes cast shall win the election. If no~~
4 ~~candidate receives a majority of the votes cast, the two candidates receiving the highest and~~
5 ~~next highest number of votes shall be candidates in a runoff election at a date and time to be~~
6 ~~determined by the City Clerk. The runoff election be scheduled so that completion of balloting~~
7 ~~and certification shall occur before 5 P.M. on the last business day of December of the election~~
8 ~~year. Notice and balloting shall be the same as for a regular Commissioner's election.~~

9 ~~G. Vacancies occurring in the office of the employee's Commissioner shall be filled~~
10 ~~at a special election to be called for such purpose by resolution of the City Council.~~

11 ~~H. No City employee who is elected to the Public Safety Civil Service Commission~~
12 ~~shall suffer a monetary loss or other penalty on account of his/her absence from his/her regular~~
13 ~~position during regular hours while performing the duties of Commissioner.~~

14 ~~I. Candidates for Public Safety Civil Service Commission shall comply with the~~
15 ~~terms of the Fair Campaign Practices Chapter 2.04 regarding filing of disclosure statements~~
16 ~~regarding campaign financing.))~~

17 ~~(~~J~~)C. Pursuant to the City Charter Article XIX, Commissioners may be removed for~~
18 ~~cause by the City Council following a hearing and the Mayor's appointee may also be removed~~
19 ~~by the Mayor upon filing a statement of reasons therefor.~~

20 ~~Section 46. Section 4.08.070 of the Seattle Municipal Code, which section was last~~
21 ~~amended by Ordinance 124567, is amended as follows:~~

22 **4.08.070 - Powers and duties of Commission.**

23 The Commission shall:

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F. 1. With the support of the Seattle Human Resources Director, prepare a register for each class of positions in this system from the returns or reports of the examiners of the persons whose standing upon examination for such class is not less than the minimum established by the Commission. Persons, when graded, shall take rank upon the register as candidates in the order of their relative excellence as determined by competitive examination.

a. Veteran's Preference. Veteran's preference in examination and appointment shall be granted as required by federal and state law including RCW 41.08.040 and 41.12.040; provided, a person shall be entitled to use such preference only once to successfully attain an appointment or promotion to a position.

b. Language Preference. An applicant for an SPD position deemed fluent in a language other than English may be entitled to have 10 percent credit added to his or her examination score for initial hiring or promotion. To receive such credit on his or her examination score, the applicant's fluency will be verified by the hiring authority based on a measure to be established by the Department.

c. Community Service/Work Experience Preference. An applicant for an SPD position who has completed service in the Peace Corps, AmeriCorps or other verified equivalent work experience or community service of two years or more may be entitled to have 10 percent credit added to his or her examination score. An applicant seeking credit for service in the Peace Corps must present a Peace Corps Description of Service (DOS) certifying completion of their service in the Peace Corps. To receive such credit on his or her examination score, an applicant's equivalent work experience or community service will be assessed by the hiring authority based on standards to be established by the Department. For example, equivalent work experience or

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1 community service might include professional or volunteer experience providing domestic
2 violence counseling, mental health care, or social services. The equivalent work experience or
3 community service must be confirmed through regular Department background verification
4 processes.

5 2. No applicant for an SPD position may receive more than a single 10 percent credit,
6 which may be either for Veteran’s Preference, Language Preference, or Community Service
7 Preference.

8 ***

9 J. ~~((To hear))~~Hear and determine appeals or complaints respecting the
10 administration of this ~~((chapter))~~Chapter 4.08, including, but not limited to, all appeals affecting
11 discipline of SPD employees defined in Section 4.08.060.A. In hearing police discipline cases,
12 the Commission may delegate its authority to conduct hearing appeals to a Hearing Officer that it
13 retains who has appropriate expertise and objectivity regarding police disciplinary decisions, or
14 to a Hearing Officer in the City of Seattle Office of the Hearing Examiner, subject to
15 Commission review.

16 ***

17 Section ~~4447~~. A new Subchapter V, which includes new Sections 3.29.500 and 3.29.510,
18 is added to Chapter 3.29 of the Seattle Municipal Code as follows:

19 **Subchapter V Construction and Implementation**

20 **3.29.500 Construction**

21 A. ~~—A.~~The collective bargaining agreements with the City’s police unions shall be
22 updated to conform and be consistent with the provisions and obligations of this Chapter 3.29.

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1 ~~Any provision of this Chapter 3.29 that requires collective bargaining shall not become~~
2 ~~effective until the City satisfies its collective bargaining obligations under the Public Employees’~~
3 ~~Collective Bargaining Act, chapter 41.56 RCW, or the City and the affected police union(s)~~
4 ~~mutually agree that the provision may be implemented. Provisions of this ordinance subject to~~
5 ~~the Public Employees’ Collective Bargaining Act, Chapter 41.56 RCW shall not be effective~~
6 ~~until the City completes its collective bargaining obligations. As noted in SMC 3.29.010, the~~
7 ~~police are granted extraordinary power to maintain the public peace, including the power of~~
8 ~~arrest and statutory authority under RCW 9A.16.040 to use deadly force in the performance of~~
9 ~~their duties under specific circumstances. Timely and comprehensive implementation of this~~
10 ~~ordinance constitutes significant and essential governmental interests of the City, including but~~
11 ~~not limited to (a) instituting a comprehensive and lasting civilian and community oversight~~
12 ~~system that ensures that police services are delivered to the people of Seattle in a manner that~~
13 ~~fully complies with the United States Constitution, the Washington State Constitution and laws~~
14 ~~of the United States, State of Washington and City of Seattle; (b) implementing directives from~~
15 ~~the federal court, the U.S. Department of Justice, and the federal monitor; (c) ensuring effective~~
16 ~~and efficient delivery of law enforcement services; and (d) enhancing public trust and confidence~~
17 ~~in SPD and its employees;~~

18 For these reasons, the City shall take whatever steps are necessary to fulfill all legal
19 prerequisites – including those related to bargaining the effects of the ordinance on wages, hours,
20 and working conditions of represented police officers – within 30 days of Mayoral signature of
21 this ordinance, or as soon as practicable thereafter, including negotiating with its police unions to
22 update all affected collective bargaining agreements so that the agreements each conform to and

1 are fully consistent with the provisions and obligations of this ordinance, in a manner that allows
2 for the earliest possible implementation to fulfill the purposes of this Chapter 3.29.

3 ~~B.~~_____

4 ~~C.B.~~ In the event of a conflict between the provisions of this Chapter 3.29 and any
5 other City ordinance, the provisions of this Chapter 3.29 shall govern.

6 ~~D.C.~~ It is the express intent of the Council that, in the event a subsequent ordinance
7 refers to a position or office that was abolished by the ordinance introduced as Council Bill
8 118969, that reference shall be deemed to be the new position or office created by the ordinance
9 introduced as Council Bill 118969, and shall not be construed to resurrect the old position or
10 office unless it expressly so provides by reference to the ordinance introduced as Council Bill
11 118969.

12 ~~E.D.~~ It is the express intent of the Council that, in the event a subsequent ordinance
13 refers to or amends a section or subsection of the Seattle Municipal Code or a previously enacted
14 ordinance that is amended or recodified in the ordinance introduced as Council Bill 118969, but
15 the later ordinance fails to account for the change made by the ordinance introduced as Council
16 Bill 118969, the two sets of amendments should be given effect together if at all possible. The
17 code reviser may publish the section or subsection in the official code with all amendments
18 incorporated therein.

19 ~~F.E.~~ The terms and provisions of this Chapter 3.29 are not retroactive and shall apply
20 only to those rules, orders, actions, or proceedings that occur, or have been initiated, on or after
21 the effective date of the ordinance introduced as Council Bill 118969.

22 ~~G.F.~~ Nothing in this Chapter 3.29 creates or is intended to create a basis for any private
23 cause of action.

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1 H.G. The provisions of this Chapter 3.29 are declared to be separate and severable. The
2 invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Chapter
3 3.29, or the invalidity of its application to any person or circumstance, does not affect the
4 validity of the remainder of this Chapter 3.29, or the validity of its application to other persons or
5 circumstance.

6 **3.29.510 Implementation**

7 A. Until the effective date of the ordinance introduced as Council Bill 118969, the
8 current accountability system shall remain in place, ~~to the extent necessary to remain~~ consistent
9 with provisions of the Consent Decree in the matter of *United States of America v. City of*
10 *Seattle*, 12 Civ. 1282 (JLR).

11 B. Provisions of the ordinance introduced as Council Bill 118969 for which the City
12 has fulfilled its collective bargaining requirements, if any, will go into effect after Court approval
13 in the matter of *United States of America v. City of Seattle*, 12 Civ. 1282 (JLR) and 30 days after
14 Mayoral signature, or after 40 days if the Mayor fails to sign the bill. Consistent with Section
15 3.29.500, any provisions for which bargaining is not yet complete shall not go into effect until
16 collective bargaining obligations are satisfied.
17
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~~Section 4549. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.~~

Passed by the City Council the _____ day of _____, 2017,
and signed by me in open session in authentication of its passage this ____ day of _____, 2017.

President _____ of the City Council

Approved by me this _____ day of _____, 2017.

Edward B. Murray, Mayor

Filed by me this _____ day of _____, 2017.

Monica Martinez Simmons, City Clerk

(Seal)

The following sections shall be renumbered and reordered, and ~~fix-realign~~ internal code references:

- 3.29.250 (IG Qualifications) becomes 3.29.220
- 3.29.260 (IG Appointment & removal) becomes 3.29.230
- 3.29.220 (IG Authority & responsibility) becomes 3.29.240
- 3.29.230 (OIG classification review) becomes 3.29.250

1 3.29.240 (OIG classification review) becomes 3.29.260