

CITY OF SEATTLE

RESOLUTION _____

COUNCIL BILL _____

..title

A RESOLUTION relating to police accountability; instructing the Office of Inspector General for Public Safety and Community Police Commission to review and recommend changes to Seattle laws, policies, and practices within the scope of their expertise; and creating a work group to review the effectiveness of various Seattle police accountability mechanisms.

..body

WHEREAS, The City of Seattle has been on a long road to cultural reform within the Seattle Police Department (SPD); and

WHEREAS, comprehensive and constitutional police reform is an ongoing and iterative process; and

WHEREAS, a strategic and achievable plan must be laid out for ongoing input and improvement to the accountability system; and

WHEREAS, an essential element of a strong oversight system is a disciplinary system that builds on lessons learned from other jurisdictions and best practices; and

WHEREAS, there is a need for the community to effectively influence and provide perspective to a range of policing matters of significance to the public beyond what is traditionally thought of as a police accountability system; and

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

WHEREAS, The City of Seattle has an opportunity to take the lessons it has learned from other jurisdictions and from its own history to establish a community-focused oversight system

1 that can serve as a model for other jurisdictions, but can also benefit from a review of
2 best practices and examining aspects of police reform that have shown promise or
3 success in other jurisdictions;

4 WHEREAS, the City Council on February 1, 2017 began consideration of police accountability
5 legislation; and

6 WHEREAS, the Council also wishes to implement other specific timebound provisions to
7 continue to support and increase positive change in SPD; NOW, THEREFORE,

8 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

9 Section 1. As used in this resolution:

10 “Chief” means the Chief of Police;

11 “CPC” means the Community Police Commission;

12 “OIG” means the Office of Inspector General for Public Safety;

13 “OPA” means the Office of Police Accountability;

14 “Public safety committee” means the Gender Equity, Safe Communities and New
15 Americans Committee or its successor; and

16 “SPD” means the Seattle Police Department.

17 Section 2. OIG shall conduct a review of SPD’s disciplinary processes that includes an
18 assessment of the merits of models used in other jurisdictions to help ensure consistency and
19 fairness in disciplinary decision-making.

20 Section 3. OIG and CPC shall, by the end of the first Inspector General’s first full year,
21 conduct a review and make recommendations to the Council for any needed revisions to
22 Seattle Municipal Code Chapter 14.12.

1 Section 4. OIG shall, by the end of the first Inspector General’s first full year, conduct
2 a study to ascertain the effectiveness of OPA’s mixed sworn and civilian staffing
3 arrangements and issue recommendations as to whether further changes are warranted.

4 Section 5. CPC shall convene meetings with and lead stakeholders in assessing the
5 feasibility of establishing mechanisms to use investigation and review processes wholly
6 external to SPD for cases involving serious and deadly uses of force, and provide any
7 recommendations adopted by the stakeholder group to policymakers for consideration.

8 Section 6. CPC shall convene meetings with and lead stakeholders in assessing the
9 need for and developing a complainant appeal process that is consistent with employee due
10 process rights, and provide any recommendations adopted by the stakeholder group to
11 policymakers for consideration. If established under City ordinance or policy, CPC shall
12 periodically review the fairness and effectiveness of such civilian appeal process.

13 Section 7.

14 A. Within four months of the hiring of the first Inspector General for OIG, the Chair
15 of the public safety committee shall engage a consultant to convene and facilitate working
16 groups to develop a methodology and scoring tools for (a) evaluation of the effectiveness of
17 CPC, OIG, and OPA in fulfilling the purposes of Seattle Municipal Code Chapter 3.29 and (b)
18 for performance evaluation of the CPC Executive Director, Inspector General, and Director of
19 OPA. The working group members for each of these two issues may be convened separately
20 for each entity or collectively. The working groups shall include representatives from Council,
21 the Mayor’s Office, Seattle Department of Human Resources, City Attorney’s Office, OPA,
22 OIG, CPC, and SPD, and may include multiple representatives from each as determined by the
23 representatives themselves.

1 B. Methodology recommendations shall include identifying who should participate in the
2 evaluation process, who should provide input, and time interval between evaluations.

3 C. Scoring tool recommendations shall include identification of the appropriate
4 categories of assessment and scoring criteria for each evaluation.

5 D. The working group shall reconvene annually for regular updating of the methodology
6 and scoring tool, which may be done with the assistance of an external consultant engaged by the
7 public safety committee.

8 E. Costs of any external consultant shall be shared equally between the City Council and
9 Mayor.

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Adopted 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

Filed by me this ____ day of _____, 2017.

Monica Martinez Simmons, City Clerk

(Seal)