



2026 ACCOUNTABILITY PARTNER UPDATE

May 12, 2026

BONNIE GLENN, DIRECTOR

NELSON LEESE, DEPUTY DIRECTOR & GENERAL COUNSEL

OPA's MISSION & VISION

- **Mission**

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

- **Vision**

To safeguard a culture of accountability within SPD.

OPA's ROLE & RESPONSIBILITIES

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

Independent, Hybrid Structure



Bonnie Glenn
Director



Nelson Leese
Deputy Director &
General Counsel



Katie Maier
Assistant Director of
Operations

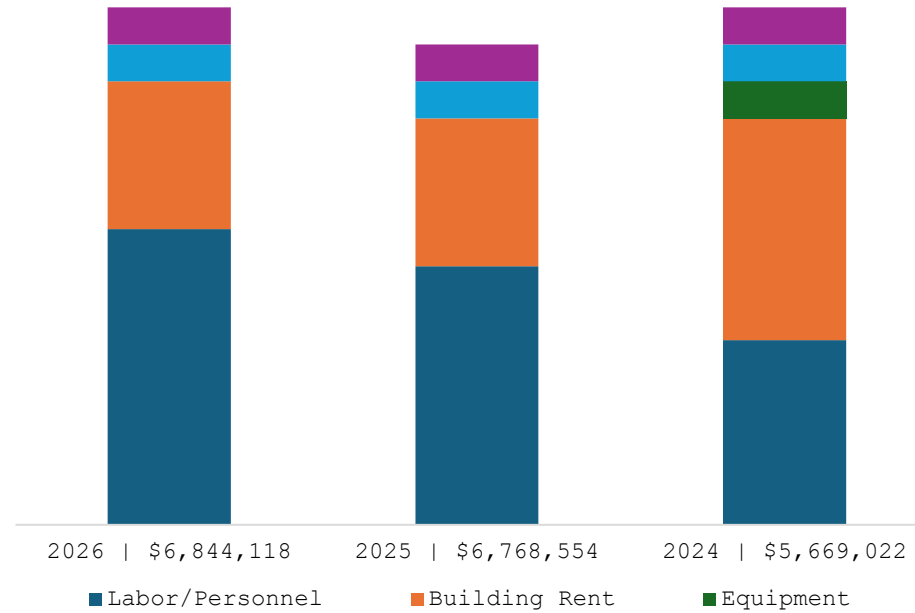


Leandra Craft
Assistant Director of
Investigations

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

OPA'S ANNUAL BUDGET - 2024-2026

OPA's Annual Budget Breakdown



Year Total	Labor (31 FTEs)		Lease		Equipment		Training		Discretionary	
2026 \$6,844,118	\$6,416,661	94%	\$296,109	4%	\$24,021	0%	\$68,532	1%	\$43,255	1%
2025 \$6,768,554	\$6,309,447	93%	\$252,191	4%	\$23,899	0%	\$68,532	1%	\$38,795	1%
2024 \$5,669,022	\$5,180,924	91%	\$352,361	6%	\$28,410	1%	\$68,532	1%	\$38,795	1%

BUDGET ITEMS TO NOTE

- **2025 Stewardship | Approximately \$1,000,000 in savings (15% of OPA's budget)**
 - OPA complied with the Mayoral and CBO direction to be judicious with spending in 2025; to include limiting travel, delaying hiring, etc.
- **Previous Reductions**
 - **2025 & 2026 budgets overtime reduced**
 - Totals: 2026 OT: \$65,762 (\$16,672) | 2025 OT: \$82,434 (\$143,241) | 2024: \$225,675
 - **2 FTEs for the 2025-2026 budget year**
 - FTE Administrative Specialist II: ~98,000
 - FTE StratAdvsr1, General Govt: ~\$140,000
- **2026 Reduction Proposals:**
 - 5% | \$326,325, 10% | \$652,650
- **2026 Request Proposals:**
 - FTE Administrative Specialist II & FTE Video Analyst for independent PDR redaction work

FRONTLINE INVESTIGATIONS

- **Building a missing link in oversight**
 - For less than serious misconduct
 - Discipline up to Written Reprimand
- **Empower SPD Supervisors**
 - Uphold culture of accountability
 - Timely intervention – Reduce misconduct
- **OPA Focus: Serious Misconduct**
- **Stakeholder Engagement**
- **Goal**
 - Clear, workable process
 - Training
 - Anticipate January 2027 Pilot



2025 DATA

OIG & OPA Classification Concurrence by Case Type

OPA Classification	Reviewed by OIG	Level of Concurrence
Contact Log	135	98.5%
Batch Contact Logs	1,174	99.7%
Supervisor Action	138	96.4%
Expedited Investigations	138	100.0%
Bias Reviews	66	100.0%
Rapid Adjudication	1	100.0%
Mediation	1	100.0%

OIG Certification Issues by Category

OIG Certifications	Total Count	% of Total Cases
Partial: Not Objective	2	0.77%
Partial: Not Thorough	2	0.77%
Partial: Not Timely	3	1.16%
Null: Not Objective, Thorough, or Timely	1	0.39%
Subtotal	8	3.09%
Full: Timely, Thorough & Objective	251	96.91%
Total Certifications Issued by OIG	259	100%

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

OIG Certification Review Outcomes by Investigation Type

Case Type	OIG Certificati ons	Full Certificat ion	Partial Certificat ion	Null Certificati on
Expedited Investigati on	142	141	1	0
Investigati on	117	110	6	1
Total	259	251	7	1

PROJECTS & UPDATES

Community Engagement

- Youth Art Contest
- Mediation Growth
 - Reviewing each case that is classified, NACOLE survey
- Community Events (tabling and attending)
- Complainant Impact Statement
- Citywide Digital Accessibility Project
- OPA Website Update (process, plain language)
- Police Accountability - Symposium



*Attending NACOLE from left to right:
Bonnie Glenn - OPA Director, & Dan
Okada - OPA Investigations Supervisor*

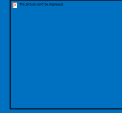
SPD Engagement & Presentations

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



*2025 OPA Symposium - Building the Bridge:
Imagining the future of police accountability
in Seattle*

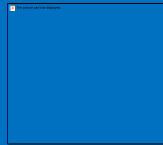
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