



Seattle Office of
Inspector General

2024 OIG Work Plan

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Office of Inspector General

City of Seattle
PO Box 94764
Seattle, WA 98124-7064

www.seattle.gov/oig/reports

oig@seattle.gov

206.684.3663

Introduction

The Office of Inspector General for Public Safety (OIG) was established in 2017 as part of Seattle's police oversight system. OIG provides oversight of management, practices, and policies of the Seattle Police Department (SPD) and Office of Police Accountability (OPA). OIG promotes fairness and integrity in the delivery of law enforcement services and the investigation of police misconduct. OIG strives to make systemic recommendations for lasting reform that reflect the values of Seattle's diverse communities.

OIG responsibilities include:

- ensuring SPD is meeting its mission to address crime and improving quality of life through the delivery of constitutional, professional, and effective police services that retain the trust, respect, and support of the community;
- conducting performance audits and reviews to ensure the integrity of SPD and OPA processes and operations;
- reviewing OPA's intake and investigation of misconduct allegations;
- evaluating SPD response to incidents involving death, serious injury, serious use of force, mass demonstrations, or other issues of significant public concern to assess the integrity of SPD investigative processes; and
- making recommendations to policymakers for increasing fairness and integrity in the delivery of SPD services and related criminal justice system processes.

To fulfill these responsibilities, OIG has five operational functions: audit, policy, investigations, standards and compliance, and strategic leadership, guided by an overarching goal to work toward a sustainable, accountable law enforcement system.

Looking Back and Ahead

OIG continues to produce impactful work and strengthen relationships with community and stakeholders. In 2023, OIG achieved full staffing, trained staff, worked on teambuilding, and completed a number of ongoing projects. OIG was able to complete the first full round of annual surveillance reviews, issuing 10 reports on SPD technologies. OIG also submitted a Monitoring Workplan and began the transition of federal monitoring duties to OIG.

The year ahead will provide an opportunity for OIG to create and support a cohesive and robust framework for oversight of SPD that goes beyond patrol functions. OIG will continue to provide SPD and OPA with ongoing critical insight and critique, informed by audits, reviews, best-practices, and community input.

Project Prioritization

OIG uses a risk management approach for project selection. This increases the effectiveness of OIG resources and focuses efforts on issues with greater impact on the City and its residents. OIG assesses risk based on: potential impact and likelihood of occurrence. OIG prioritizes issues with risks that have a high potential impact and a high likelihood of occurring.

In the OIG assessment process, high-impact risks include, but are not limited to, those involving potential loss of life, racial disparity, damage to public trust, or weakening of accountability systems or major reforms. Likelihood is evaluated through a variety of factors, including past incidents and the strength of any preventative or mitigating systems.

OIG considers information from a wide variety of sources, such as:

- systemic issues identified by OIG staff during ongoing work;
- input from community members;
- referrals or work plan requests from stakeholders;
- regulatory and Consent Decree-related requirements;
- best practice trends, reports, or activities in the field of accountability, both within the City and in other jurisdictions; and
- current events and news media.

With so many sources of significant topics and limited OIG resources, OIG strategically balances project selection to better achieve work plan commitments. Projects added during the year will undergo holistic consideration of need versus impact on OIG's ability to complete existing projects.

This workplan preserves necessary space for emerging issues that may arise during the coming year. That space is critical for work efficiency, allowing OIG to complete a planned body of work, while providing flexibility to address unanticipated issues of concern.

Standards and Compliance

In 2023, OIG stood up a new Standards and Compliance team to assist with the transition of monitoring duties from the Seattle Monitor to OIG. In addition to assessing ongoing Consent Decree fidelity, this team will foster efforts to enhance and improve police services for Seattle residents. OIG oversight will encourage innovation and improvement of policing for the benefit and protection of the community. With this in mind, OIG will involve community members and stakeholders in the assessment process as discussed below. Assessments undertaken by OIG will focus on foundational elements for effective public safety, including: constitutional, fair, and equitable policing; community legitimacy; leadership; and officer wellness.

2024 Projects

OIG will develop a body of qualitative and quantitative methods to assess SPD's ongoing efforts to ensure "services are delivered to the people of Seattle in a manner that fully complies with the Constitution and laws of the United States, effectively ensures public trust and officer safety, and promotes public confidence..." (Settlement Agreement, ¶ 1). New responsibilities for OIG will include the following areas of evaluation:

Use of Force

Assess whether use of force incidents comply with policies, including large-scale crowd management. Evaluate the adequacy of use of force reporting, investigation, policies and training, and review, specifically the Force Review Board and Force Review Unit. While the review will be consistent with prior assessments, the review scope will not be limited to that of prior assessments and may explore more nuanced issues.

Crisis Intervention

Evaluate processes and outcomes in the areas of crisis intervention, de-escalation, and scenario-based integrated tactics training. This review will evaluate the training provided to patrol officers, as well as consistency with training provided to call takers and dispatchers for calls involving individuals in crisis. The review will also evaluate deployment of CIT trained officers, the SPD co-responder program, and supervision in the crisis context. There may be overlap and intersection with the Use of Force assessment regarding force used on persons experiencing crisis.

Stops and Detentions

Review SPD stops, searches, and detentions to ensure they are constitutional and lawful. OIG will assess training plans and materials regarding stops and detentions to evaluate whether they provide all patrol officers with an understanding of the legal requirements, the obligation to protect the rights of individuals, and the importance of community trust in effective policing and community relations.

Supervision

Review SPD supervision of patrol officers. This analysis is critical in ensuring SPD is effective and efficient in its operations. OIG will evaluate whether supervisors proactively manage risk and help patrol officers improve through mentorship and enhanced training. OIG will evaluate SPD practices for addressing early indicators of potential risk (including Early Intervention, now referred to as Proactive Integrated Support Model, or PRISM).

Bias-free Policing

Review compliance with SPD Bias-Free Policing policy and Bias-Free Policing Municipal Ordinance 119018. All areas of OIG assessments in the above categories will include a bias component where possible and appropriate. OIG has partnered with academics and begun an Equity Assessment to establish baselines for future work.

OIG will complete the assessments required by the Court Order, as well as establish ongoing mechanisms to assess issues that were core pillars of the Consent Decree. These assessments and subsequent reporting will provide the Court and community with up-to-date information and data regarding SPD's current performance in areas addressed under the Consent Decree. OIG will continue to engage and evaluate ongoing progress with SPD and key stakeholder partners. Additionally, OIG will identify trends in assessments to inform more in-depth analysis into key issues. This will allow OIG to be responsive to emerging issues. This deeper analysis may include best practice reviews and recommendations to improve policies and procedures as well as audits into specific subject matter identified by OIG.

Feedback Structure and Assessment Timelines

As OIG transitions into the role previously held by the Monitor, many of the initial reports will include similar structures and methodologies as previous Monitor assessments, while expanding the purview of the work to allow for greater nuance and exploration of innovations. OIG intends to provide more real-time feedback to SPD that includes a combination of formal and informal observations and recommendations. For example, while the Use of Force Assessment will include a formal, written assessment of the functioning of the Force Review Board (FRB), OIG will also provide periodic informal feedback in regular meetings with SPD. OIG will work to shorten reporting periods so assessment feedback can be provided in a timely fashion.

Pursuant to the Court Order, OIG will provide a draft Use of Force Assessment to DOJ and the Monitor by January 31, 2024. The assessment will be filed with the Court by February 29, 2024. This assessment will include both crowd management and FRB components.

While not required as an ongoing parameter of the Consent Decree, OIG intends to complete the following work during 2024. Methodologies for Crisis Intervention, Stops and Detentions, and Supervision will be available by the end of Q2 2024. Work on these assessment areas will be ongoing and reporting is anticipated after the end of Q4 2024. All areas of OIG assessments in the above categories will include a bias component where possible and appropriate.

Moving forward after 2024, assessment will transition to a model of periodic quantitative and qualitative reviews of SPD performance in these areas, in addition to use of force and other SPD operations and programs that impact delivery of constitutional policing.

Audits

This section describes work planned work of the Audit Unit. The Audit Unit follows the Generally Accepted Government Auditing Standards (GAGAS) set by the United States Government Accountability Office. These standards provide requirements for how OIG auditors perform their work, including guidelines related to independence, objectivity, standards of evidence, and reporting.

OIG sometimes issues non-audit reviews, including alert letters, when full compliance with GAGAS is not feasible. The decision to issue a non-audit review may be made due to external time constraints, the urgency of an issue, or if the work was performed by an external consultant. In all cases, OIG follows the same evidence and quality control standards applied to its audit products.

Ongoing Projects

COVID Leave Administration

In July 2022, OIG initiated an audit to assess SPD controls to prevent fraud, waste, and abuse of leave benefits. In Q1 2024 OIG anticipates publishing the first audit report based on this work, focused on SPD controls to prevent abuse of paid leave for on-duty COVID-19 exposures, and how SPD funded COVID-19 leave for employees.

Extended Leave Prior to Retirement

In Q2 2024 OIG anticipates publishing a second audit report related to leave administration. In this report OIG will examine controls for and impacts of extended periods of sick leave taken by officers prior to retirement.

Mutual Aid

OIG is conducting a pair of reviews on how SPD interlocal agreements and federal task force agreements govern use of force, reporting, and general oversight. These reports are anticipated in the first half of 2024.

Audit Recommendation Follow-Up

OIG is reviewing implementation status for all outstanding OIG recommendations and anticipates reporting on results in Q1 of 2024.

Recurring Projects

Chapter 14.12 Collection of Information for Law Enforcement Purposes

Pursuant to Seattle Municipal Code (SMC) 14.12.330, OIG determines whether SPD is complying with Chapter 14.12 regarding the collection of private sexual information and other restricted information, including religious and political affiliation. Audits of SPD compliance with Chapter 14.12 are required bi-annually.

Annual Surveillance Usage Reviews

Pursuant to SMC 14.18.060, OIG conducts an annual review of SPD use of surveillance technologies. Annual reviews of the technologies used in the previous year are due each September. Currently, there are 16 approved technologies subject to review in 2024:

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| • CopLogic | • Parking Enforcement (Including ALPR) |
| • Computer Aided Dispatch (CAD) | • Audio Recording Systems (Wires) |
| • Forward Looking Infrared Real-Time Video (FLIR) | • i2 iBase |
| • 911 Logging Recorder | • Camera Systems |
| • Situational Awareness Cameras Without Recording | • Crash Data Retrieval Tools |
| • Video Recording Systems (Cameras in SPD facilities) | • Computer Cellphone Mobile Device Extraction Tools |
| • Automated License Plate Readers (ALPR) | • GeoTime |
| | • Remotely Operated Vehicles (ROVs) |
| | • Tracking Devices |
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2024 New Performance Audits and Reviews

Follow-Up Review of Chief of Police Disciplinary Determinations

OIG will perform a limited follow-up of the 2021 Audit of the Disciplinary System for SPD Sworn Personnel. This audit will include an updated evaluation of disciplinary outcomes compared to recommendations, complainant input, and any impacts of recent arbitration.

Audit of Vehicle Operation During Pursuit and Emergency Response

OIG will conduct an audit or series of audits related to operation of patrol vehicles in pursuit and emergency situations. This audit will include assessment of collisions and SPD investigation of those incidents. OIG anticipates reporting on this issue or the first component of it by Q3 2024.

Audit of Impacts of Overtime on Officer Performance

OIG will conduct an audit to assess the impact of significant overtime on officer performance. Methodology will be based on a [similar report](#) issued by the NYPD OIG in 2023 and will examine how overtime is currently being used by SPD, any relationships between overtime and negative policing outcomes, and what wellness programs are in place for officers to mitigate the impact of overtime.

Planning for Controlled Substances Ordinance Report

In 2023, Seattle City Council passed Ordinance 126896 concerning controlled substances. Within that ordinance, OIG was assigned to report on the bill's implementation and impact by June 2025, and repeat that analysis at least annually until 2030. OIG will be engaging with SPD and various stakeholders through 2024 to obtain and assess relevant data in preparation for 2025 reporting.

Policy Work

OIG policy work utilizes a data-driven approach to increase the organizational effectiveness and efficiency of Seattle's public safety and accountability system, with a focus on projects that impact community trust and support racial justice and diversity. OIG utilizes statistical, analytical, and process-mapping expertise to support its mission and to inform decision-making processes.

Ongoing Projects

Effective Interviewing and Use of Deception in Public Safety

OIG plans to continue engagement with Dr. Andy Griffiths, SPD, and OPA on training for effective interview techniques, and to develop supporting policies. Policy work will include ongoing efforts to address the use of deception by SPD officers in investigations. In 2022, OIG facilitated roundtables with stakeholders and SPD to discuss the use of deception in public safety. The focus of these roundtables was the use of deception in patrol activities. This discussion resulted in recommendations and feedback from the roundtable and the OIG. In 2024, OIG will continue work on the use of deception in public safety with a focus on interviews and interrogation.

Data Collaborations

OIG collaborates with police accountability system partners (CPC, OPA, and SPD) to standardize and provide public access to data used by SPD, OPA and OIG for analysis. The SPD Data Analytics Platform (DAP) is a data warehouse drawing from multiple systems of records within SPD. In 2023, OIG worked with SPD to increase data transparency and accessibility of data and processes. There are many opportunities for the development of meaningful data dashboards in DAP that can increase oversight ability and efficiency in 2024.

Recurring Projects

State Legislative Agenda

OIG issues recommendations on the City's State Legislative Agenda (SLA) each year.¹ OIG priorities are determined by assessing themes in our work throughout the year to identify areas where legislative efforts may be necessary to improve systems of policing. OIG recommendations are also supported by considering laws, practices, and stakeholder concerns, locally and nationally.

Trends in Inquests, Claims and Lawsuits

OIG annually reports data on inquests, claims, and lawsuits alleging police misconduct.² OIG works with city agencies to identify data sources, partnerships, and methods to collect and analyze relevant data. Such data provide an opportunity for trend analysis and root cause assessment.

Study of OPA Sworn and Civilian Staff

OIG is charged with annually examining the impact of OPA's civilianization efforts on OPA processes and outcomes for complaint investigation.³ In 2023, OIG developed and wrote an assessment to compare civilian and sworn hires to see if any measurable difference exists between their investigations, decisions,

¹ This project is mandated by Ordinance 125315.

² This project is required by Ordinance 125315.

³ This work is required by Ordinance 125315.

and past affiliations. This was published on December 14, 2023. This assessment will be expanded in 2024 in collaboration with OPA.

2024 New Projects

SER Process for Officer Involved Shootings with a Crisis/Mental Health Nexus

OIG will seek to transition the SER process into a means to analyze officer-involved shooting (OIS) incidents where there is an intersection with mental health/crisis to better understand root causes and identify broader systemic changes that could reduce the likelihood of poor outcomes. Collaborative analysis of these incidents by mental health experts, community members, and SPD may significantly improve service to people in crisis by identifying ways that SPD can better respond to these situations including avenues for intervention well before a person encounters law enforcement. Using SER to take a broad, multidisciplinary approach to understanding and addressing police response to persons in crisis could provide lessons that save lives, reduce community harm, and foster greater collaboration between SPD, mental health service providers, and other community resources.

Ad Hoc Policy Projects

In addition to the projects listed above, the policy team will work on emerging policy projects and areas of concern that are brought to us throughout the year. These topics can include but not limited to acute behavior disorder also referred to as excited delirium; Investigations; Patrol; Crisis response; Vehicular tactics; and Protest response. These issues will be prioritized according to impact and capacity.

Investigations and OPA Review

With both OIG and OPA being civilian-led, OIG acts as a double safeguard to ensure investigations are conducted properly and the OPA Director has the information needed to reach fair findings of fact and issue recommendations for disciplinary outcomes. In that capacity, OIG reviews OPA investigations and certifies them for timeliness, thoroughness, and objectivity. In addition, OIG reviews OPA classification decisions for new cases on a weekly basis so feedback can be provided to OPA in real time, and reclassification can occur if appropriate. OIG is also charged with reviewing OPA and SPD operations for systemic issues of concern—identifying and addressing systemic issues occurs on multiple fronts via OIG audit, policy, and OPA case review functions.

Recurring Work

Case Certification and Classification Review

OIG conducts individual reviews of completed OPA investigations and weekly reviews of classification decisions.

Programmatic Reviews

OIG assesses OPA programs that offer alternative responses to addressing complaints. Presently, work in this area is captured in the OIG annual report. Possible alternative resolutions include Bias Reviews⁴, Mediation⁵, Rapid Adjudication⁶, and Management Action Recommendations⁷.

2024 Projects

OIG Contacts Tracking

OIG will create a comprehensive tracking system for contacts made with the office. The new system will capture all contacts regardless of how they come to OIG and organize them into a trackable system that will allow for better evaluation and handling.

Improved System for OPA Referrals

Occasionally, OIG receives complaints regarding an SPD employee. As OPA is the city entity authorized to investigate SPD, these complaints are currently forwarded to OPA via email. In 2024, OIG will establish an improved system for tracking these referrals to better enable the office to access and analyze data on these complaints.

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- 4 Bias Reviews are one of two primary methods by which biased based policing allegations against SPD are resolved (the second method are complaints filed directly with OPA). All bias reviews completed by SPD supervisors in the field are submitted to OPA for final review before being closed out.
 - 5 OPA may offer Mediation to Complainants and Named Employees to resolve disagreements, particularly those involving possible miscommunication or misperception, with the guidance of a neutral third party. When accepted by both parties, mediation is the final resolution of the case.
 - 6 Rapid Adjudication is available in certain circumstances for employees who acknowledge their behavior was inconsistent with policy and are willing to accept discipline without undergoing a full investigation by OPA. OPA submits cases to OIG for review prior to final classification.
 - 7 As one potential case outcome, OPA may issue recommendations for systemic policy or training improvements when the OPA Director identifies a potential deficiency.

Documentation System for Classification Disagreements and Other OPA Communications

When OIG has a disagreement with OPA on a classification decision, discussions about the disagreement can take place via email, telephone, or Microsoft Teams meeting. For 2024, OIG will develop a system that allows for better documentation of these discussions. Similarly, when OIG has a minor request of OPA regarding certification, these same means are used to convey those requests. This system will also be utilized to track these discussions. This will provide OIG the ability to reference documented past discussions should the need arise.

OIG Website Dashboard

OIG will create a navigable dashboard on its website to allow complainants to track the status of complaints OIG is investigating. This is a carry-over item from the 2023 workplan that has been delayed while OIG identifies the means to build the dashboard.

OIG Online Complaint Filing System

The OIG website has a direct comment function, but there is not currently a means by which a complaint can be filed with the office from the OIG site. OIG will work to create an online complaint filing system to provide the community with better access to the office. The system will be built and implemented in 2024 if time and resources allow.

Strategic Leadership, Outreach, and Partnerships

Strategic work is performed by the Inspector General to further the goals of OIG, represent the expertise of OIG in stakeholder activities, and participate in Consent Decree sustainability efforts as OIG assumes the role of the federal Monitor. OIG conducts outreach to inform community about work products and develops partnerships with community and other stakeholders to ensure OIG work is relevant and reflects public concern.

The IG and her staff participate in the SPD Before the Badge program, CPC committee meetings, quarterly Accountability Partner meetings, and standing collaborative meetings and workgroups with SPD and other community stakeholders.

The IG, at her discretion, maintains a monitoring presence at significant use of force scene investigations and at the SPD Force Review Board that meets on a weekly basis to review significant uses of force.

Work product requirements coordinated by OIG Operations include production of the Annual Report, annual Work Plan, annual Mid-Year Report, and ongoing public disclosure request responses. In addition to the annual work plan and annual report, the IG produces memoranda and correspondence, including alert letters, throughout the year on emerging issues identified as matters of immediate concern by the IG, or sometimes at the request of Councilmembers, the Mayor, or in response to a request for independent technical assistance.



Horizon Project Areas

Horizon topics arise from existing work and the same sources that inform OIG risk assessment and strategic planning for its annual work plan. These are topics OIG has identified for review, but due to resource limitations or other environmental factors are not anticipated to be actionable this year.

OPA Complainant Experience

The 2021 OIG Audit of the Disciplinary System for SPD Sworn Personnel noted issues with the consistency and timing of OPA communications to complainants. OIG would like to assess progress in this area in addition to a broader review of best practices for fostering trust with complainants from both the community and within the department.

Asset Seizure/Forfeiture

Maintenance and recordkeeping related to seized and forfeited assets present risk of fraud, waste, and abuse. OIG is considering a future assessment of SPD controls related to retention and disposal of such assets.

Taser Effectiveness

OIG included an audit of taser effectiveness in the 2023 workplan. However, since the Department is in the process of updating their equipment from Taser 7 to Taser 10, OIG will wait to perform this review until the new tool has been in-service for a period of time suitable for evaluation.

Inter-Agency Requests

OIG requests input from stakeholders when establishing the annual work plan and is required to report responses to all workplan recommendations made by CPC and OPA. OIG responses to such requests fall into the following categories:

1. **Accept** – OIG will undertake a project on the topic in the current year;
2. **Assess** – OIG will take a preliminary assessment of the subject and evaluate it as a potential future project;
3. **Deferred** – OIG recognizes that the topic is appropriate for OIG oversight, but reasons exist why it is not feasible to perform in the current year, e.g., availability of sufficient data, OIG resource constraints, etc.;
4. **Declined/Referred to Other Agency** – OIG will not perform or will refer to this work to a more appropriate agency, with reason given.

Community Police Commission Requests

CPC made four recommendations for OIG to perform work in 2024. They are provided below with a response:

1. Review or Audit 911 Dispatch Center

“This remains the top priority of CPC, particularly with the expansion of CSCC responsibilities into CARE in the most recent budget, with particular emphasis on dual dispatch and dispatch of civilian first responders with sworn law enforcement to community crisis calls. In 2022, we identified dispatch errors that contributed to delayed response for fire medic response for community members, which has been a persistent problem from earlier years. This is a critical time for a thorough and careful examination of CSCC and dispatch to ensure they are prepared for additional dispatch responsibilities and do not repeat past errors. The CPC requests an update of prior requests and audit of the effectiveness, accuracy, and unbiasedness of the 911 Dispatch Center in CARE.”

OIG Response: [Accept] OIG acknowledges CPC’s repeated requests for an audit of the 911 Dispatch Center. In Q3 2023, OIG hired three employees to form a Standards and Compliance unit. The Standards and Compliance unit is currently conducting a comprehensive review of SPD’s training, policies, and practices related to crisis intervention. The unit will investigate dispatcher training and activity as a part of this review. In addition, the Standards and Compliance unit will assess the CARE initiative in a follow-up report when more outcome data is available.⁸

8 Potential bias issues identified at CSCC could be a possible addition to OIG equity assessment work.

2. Review of SPD Policy 5.001-POL 10: Employees will Strive to be Professional

“This policy covers a broad range of actions deemed to be unprofessional, including but not limited to: use of profanity, using derogatory language, and being rude or dismissive of a community member. The CPC is interested in the interpretation and implementation of this policy because it encapsulates a broad range of behaviors as unprofessional where the term unprofessional can be challenging to define. Situations of unprofessionalism have shown up in at least two recent cases that faced national and international attention (1. Mock tombstone and Trump flag in SPD break room, 2. Body cam footage showing Daniel Auderer seemingly laughing at death of woman ran over by SPD officer) as well as several OPA cases in 2022 where analyses suggest that there were dozens of reasons for unprofessional behavior. The CPC is requesting a review of the policy to better understand when officers are disciplined for being unprofessional, how that discipline is implemented, and what types of behaviors are often disciplined while what types might be overlooked. We are also interested in how superiors are notified of unprofessional behavior outside of OPA complaints, and what barriers exist that prevent officers from being reprimanded for unprofessional behavior.”

OIG Response: [Assess] OIG has also considered CPC’s request to review SPD Policy 5.001-POL 10 regarding officer professionalism. In 2021, OIG issued an audit of the SPD disciplinary system, which reviewed how discipline is administered and identified process gaps that impacted the timeliness, fairness, and consistency of SPD in addressing all forms of misconduct. In 2024, OIG will conduct a follow-up assessment of how the Chief determines discipline, and will look to highlight any issues specific to professionalism as they appear within that assessment.

3. Audit of Adequacy of SPD Implicit Bias Training and Measurement of 5.140 – Bias-Free Policing

“Cultural incompetence, lack of self-awareness around implicit bias, and the perceived lack of care to resolve or address bias is a key challenge to SPD’s delivery of respectful, professional, and dependable police services. As noted in the request to review SPD Policy 5.001-POL 10, many of the more salient incidents that have occurred in this past year have been centered around inexcusable behavior by SPD that reflects a failure to have compassion, empathy, and understanding for the communities in which they serve. We recognize that much of the work that needs to be done around cultural competencies and implicit bias is at an individual level; however, we also believe SPD has a duty to ensure training is provided and accountability is held at the highest level. This request seeks an audit of the adequacy of SPD’s current implicit bias training and development of measures of the effectiveness of SPD’s implicit bias training on interactions with the public.”

OIG Response: [Assess] OIG acknowledges CPC’s requested review of SPD’s implicit bias training and measurements. Per the 2023 OIG Monitoring Transition Plan, the Seattle Police Monitor will transfer responsibility for assessing SPD compliance with their bias-free policing policy to OIG. Accordingly, OIG will analyze racial disparities across relevant outcomes in all future evaluations of use of force, stops and detentions, crisis intervention, and supervision. Additionally, OIG is launching a review of SPD workplace culture to identify their challenges in upholding the City of Seattle’s commitment to antiracism and social justice.

4. Evaluate SPD Response to Hate Crime Reports

Follow-up requested from 2022, specifically of anti-Asian hate crime data from 2020 to present.

OIG Response: [Assess] OIG has reviewed CPC’s request to evaluate SPD’s response to hate crimes, with special attention to hate crimes against people of Asian descent. The SPD Bias Crimes unit has publicized counts of bias and hate crimes from 2022 onward in its [Bias/Hate Crimes Data Dashboard](#), including those against people of Asian descent. OIG has explored evaluating responses to hate crimes against Asian community members; however, these efforts have not materialized into a planned project. OIG will continue to explore ways to investigate this subject that do not duplicate initiatives of other entities.

Office of Police Accountability Requests

OPA made two recommendations for OIG to perform work in 2024. They are provided below with a response:

1. Community Presentations

“Accountability partners should make collaborative presentations to community groups (particularly those with disproportionate police contacts) to raise awareness about Seattle’s police accountability system and how it works. Additionally, we should create opportunities to gather community feedback concerning improvements in police oversight and how we can earn their trust and support.”

OIG Response: [Accept] OIG agrees that raising awareness of the accountability system in the community is important and a collaborative approach is preferred. OIG is currently hiring a Communications and Community Engagement Specialist who will expand OIG capacity to assist in creating, organizing, and participating in these opportunities.

2. Chief of Police Accountability Ordinance

Access the strengths and weaknesses for the Chief of Police Accountability Ordinance.

OIG Response: [Assess] OIG is a key participant in conducting investigations of allegations against the Chief of Police under the Ordinance. As such, OIG likely cannot conduct an independent assessment. However, OIG agrees to work with OPA in identifying issues of concern, and engaging with Council to streamline and improve processes.

2024 Work Plan Timelines

| Project | Beginning | End |
|--|-----------|---------|
| STANDARDS AND COMPLIANCE | | |
| Use of Force Assessment | Q3 2023 | Q1 2024 |
| Crisis Intervention Assessment | Q3 2023 | Q4 2024 |
| Equity Assessment | Q4 2023 | Ongoing |
| AUDITS AND REVIEWS | | |
| Ongoing Projects | | |
| Audit of COVID-19 Leave Administration | Q3 2022 | Q1 2024 |
| Audit of Extended Leave Prior to Retirement | Q3 2022 | Q3 2024 |
| Review of Local Mutual Aid Agreements | Q3 2019 | Q1 2024 |
| Review of Federal Mutual Aid Agreements | Q3 2019 | Q3 2024 |
| Recommendation Follow-up | Ongoing | Ongoing |
| Recurring Projects | | |
| 2023 Annual Surveillance Usage Reviews | Q1 2024 | Q3 2024 |
| Chapter 14.12 2024 First Biannual Review | Q1 2024 | Q2 2024 |
| Chapter 14.12 2024 Second Biannual Review | Q3 2024 | Q4 2024 |
| New Projects | | |
| Follow-Up Review of Chief of Police Disciplinary Determinations | Q1 2024 | Q3 2024 |
| Audit of Vehicle Operation During Pursuit and Emergency Response | Q1 2024 | Q3 2024 |
| Audit of Impacts of Overtime on Officer Performance | Q2 2024 | Q4 2024 |
| POLICY PROJECTS | | |
| Ongoing Projects | | |
| Effective Interviewing and Use of Deception in Public Safety | Q1 2024 | Q3 2024 |
| Data Collaborations | Ongoing | Ongoing |
| Recurring Projects | | |
| State Legislative Agenda | Ongoing | Ongoing |
| Annual Trends in Inquests, Claims and Lawsuits | Q1 2024 | Q4 2024 |
| Annual Study of OPA Sworn and Civilian Staff | Q1 2024 | Q3 2024 |
| 2024 Projects | | |
| SER Process for OIS Involving People in Crisis | Q1 2024 | Ongoing |
| Ad Hoc Policy Projects | Q1 2024 | Ongoing |

2024 Work Plan Timelines continued

| Project | Beginning | End |
|--|-----------|-----------|
| INVESTIGATIONS AND OPA REVIEW | | |
| Recurring Projects | | |
| Case certification and classification review | Ongoing | Ongoing |
| Quarterly report on OPA classification decisions | Quarterly | Quarterly |
| Semi-annual report on OPA review | Q3 2024 | Q3 2024 |
| 2024 Projects | | |
| OIG contacts tracking system | Q1 2024 | Q3 2024 |
| Improved system for OPA referrals | Q1 2024 | Q3 2024 |
| Documentation system for OPA communications | Q1 2024 | Q3 2024 |
| OIG website dashboard | Q2 2024 | Q4 2024 |
| Online complaint filing system | Q1 2024 | Q4 2024 |
| OTHER DEPARTMENTAL RECURRING WORK | | |
| Annual Work Plan | Q4 2023 | Q4 2024 |
| OIG & CPC Mid-Year Report | Q3 2023 | Q3 2024 |
| 2023 Annual Report | Q1 2023 | Q2 2024 |
| Consent Decree and Monitoring Plan Work Items | As needed | As needed |
| Emerging Issues Memoranda | As needed | As needed |
| Public Disclosure Requests | Ongoing | Ongoing |