

October 18, 2017

Dear Mayor Burgess,

Thank you for issuing Executive Order 2017-09: Reforming Secondary Employment at the Seattle Police Department (SPD), which directed SPD to create an office, led and staffed by civilians, to provide greater oversight, regulation and management of all secondary employment for SPD employees. As you know, reforming the procedures by which SPD employees may be hired to do additional overtime or off-duty work has been a long-standing recommendation to provide greater accountability to the public. Without sufficient oversight and standards, overtime and off-duty employment can undermine public trust and confidence in the police.

Based on recommendations made by Judge Anne Levinson (ret.) when she served as the independent OPA Auditor, which were endorsed by the CPC in its 2014 police accountability recommendations to the City, and a 2016 review of SPD overtime conducted by the Office of City Auditor stemming from an OPA misconduct complaint, the City's new police accountability ordinance requires that "SPD shall establish an internal office, directed and staffed by civilians, to manage the secondary employment of its employees. The policies, rules, and procedures for secondary employment shall be consistent with SPD and City ethical standards, and all other SPD policies shall apply when employees perform secondary employment work". The ordinance further authorized the new Office of Inspector General to review "recruitment, hiring, post-Academy and in-service training, promotions, assignments, use of overtime, secondary employment, deployment, and supervision...".

While the new ordinance took effect on July 1 of this year, implementation of this reform still did not move forward. Your Executive Order will ensure that this much-needed reform will be implemented.

The Executive Order established an interdepartmental task force to make recommendations back to you on or before November 14, 2017 for the creation of this new office. As part of the task force's mandate, the Executive Order directed that it work with and consult the City Attorney; the Office of City Auditor; the Community Police Commission; the Chair of the City Council's Gender Equity, Safe Communities, and New Americans Committee; former independent OPA Auditor Judge Anne Levinson (ret.); the Seattle Ethics and Elections Commission; and the three unions that represent SPD employees.

Because of the short timeline for the task force to make its initial recommendations, we thought it would be helpful if we worked together to set out criteria by which we would recommend you and the City Council assess options, to ensure that the task force addresses these essential elements in its proposal. While others may assess options through the lens of comparing to "the West Coast 7" or to other law enforcement agencies of similar size, we feel it

is important to provide a perspective emphasizing accountability, the highest ethical standards, public trust, and taxpayer impact. Attached are our suggested criteria for you to share with the task force.

We look forward to reviewing the task force's initial recommendations and continued review as the proposal and key deliverables are refined and finalized in the months ahead. Thank you for recognizing the importance of this needed reform in police services and for asking for our advice and consultation to ensure SPD policies and practices best serve the public.



Judge Anne Levinson (ret.)
Former OPA Auditor



David Jones
City Auditor



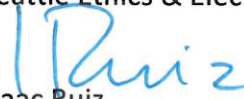
Rev. Harriett Walden
Co-Chair
Community Police Commission



Wayne Barnett
Executive Director
Seattle Ethics & Elections Commission



Enrique Gonzalez
Co-Chair
Community Police Commission



Isaac Ruiz
Co-Chair
Community Police Commission

Attachment: Criteria for Evaluating Secondary Employment Proposals

cc: Councilmember Lorena Gonzalez, Chair of the Gender Equity, Safe Communities, and New Americans Committee
