

# Office of Inspector General for Public Safety

Lisa Judge, Inspector General

(206) 684-3663

<http://www.seattle.gov/oig>

## Department Overview

The Office of Inspector General for Public Safety (OIG) was established in 2017 via [Ordinance 125315](#). OIG provides oversight of management, practices, and policies of the Seattle Police Department (SPD) and Office of Police Accountability (OPA), monitoring of ongoing fidelity to organizational reforms implemented pursuant to the goals of the 2012 Federal Consent Decree and Memorandum of Understanding, and auditing and review of criminal justice system policies and practices related to policing and other criminal justice matters.

OIG is empowered to help ensure the fairness and integrity of the delivery of law enforcement services and the investigation of allegations of police misconduct. OIG has been established to make systemic recommendations for lasting reform that are intended to reflect the values of Seattle's diverse communities.

Responsibilities of OIG include:

- performing oversight activities that ensure the ongoing integrity of SPD and OPA processes and operations;
- ensuring SPD is meeting its mission to address crime and improve quality of life through the delivery of constitutional, professional, and effective police services that retain the trust, respect, and support of the community;
- conducting risk management reviews and performance audits;
- reviewing misconduct complaint-handling and investigations by OPA;
- evaluating SPD's response to incidents involving death, serious injury, serious use of force, mass demonstrations, serious property or vehicle damage, or other issues of significant public concern to assess the integrity of the process; and
- making recommendations to policymakers for increasing the effectiveness of SPD and related criminal justice system processes.

## Budget Snapshot

	2018 Actuals	2019 Adopted	2020 Endorsed	2020 Adopted
<b>Department Support</b>				
General Fund Support	621,943	1,812,851	1,964,119	2,648,238
<b>Total Operations</b>	<b>621,943</b>	<b>1,812,851</b>	<b>1,964,119</b>	<b>2,648,238</b>
<b>Total Appropriations</b>	<b>621,943</b>	<b>1,812,851</b>	<b>1,964,119</b>	<b>2,648,238</b>
Full-Time Equivalents Total*	4.00	10.00	10.00	13.00

\* FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here

# Office of Inspector General for Public Safety

## Budget Overview

The 2020 Adopted Budget focuses on strengthening the capacity of the recently formed OIG by expanding the department's staffing. As OIG ramps up operations, additional auditing staff provide needed oversight for the audit areas identified in the police accountability ordinance. It will also help mitigate the impact of emergent audit issues that could affect the annual OIG work plan.

The 2020 Adopted Budget adds funding and position authority for two auditor positions: one senior auditor and one auditor. The senior auditor will provide oversight and technical expertise that will ensure compliance with auditing standards, and the auditor will help OIG conduct a greater number of audits. These changes expand the capacity of the department to fulfill its mandate to provide civilian auditing of the management, practices, and policies of the Seattle Police Department and Office of Police Accountability, as established under the 2017 Police Accountability legislation (Ordinance 125315).

### **City Council Changes to the Proposed Budget**

The Council added funding for external legal fees for OIG. The Council added position authority for an operations manager position, supported in 2020 by one-time OIG salary savings.

# Office of Inspector General for Public Safety

## Incremental Budget Changes

### Office of Inspector General for Public Safety

	2020 Budget	FTE
<b>Total 2020 Endorsed Budget</b>	<b>1,964,119</b>	<b>10.00</b>
<b>Baseline</b>		
2020 Coalition and Non-Rep Annual Wage Increase Base Budget	105,511	-
2020 State Paid Family Medical Leave Increase Base Budget	542	-
Citywide Adjustments for Standard Cost Changes	167,237	-
<b>Proposed Operating</b>		
Add Senior Auditor (1.0 FTE) to OIG	171,415	1.00
Add Auditor (1.0 FTE) to OIG	159,413	1.00
<b>Council</b>		
Add Operations Manager Position (1.0 FTE)	-	1.00
<b>Council Provisos</b>		
Outside Legal Counsel and Impose a Proviso	80,000	-
<b>Total Incremental Changes</b>	<b>\$684,119</b>	<b>3.00</b>
<b>Total 2020 Adopted Budget</b>	<b>\$2,648,238</b>	<b>13.00</b>

## Description of Incremental Budget Changes

### Baseline

#### 2020 Coalition and Non-Rep Annual Wage Increase Base Budget

Expenditures \$105,511

This centrally administered change adjusts appropriations to reflect the Annual Wage Increase, as outlined in the agreements between the City and the Coalition of Unions, for personnel costs included in this department's baseline budget. This includes increases to salary, FICA, Medicare, retirement, overtime and temporary labor.

#### 2020 State Paid Family Medical Leave Increase Base Budget

Expenditures \$542

Starting in January 2020, Washington State will offer paid family and medical leave benefits to all workers in the State of Washington, including City of Seattle employees. In 2020, the agreements with the Coalition of Unions moves a portion of the cost responsibility to the employee in 2020, with the City paying the remainder. This item increases appropriations to account for the City's obligation for all employees.

#### Citywide Adjustments for Standard Cost Changes

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Expenditures \$167,237

Citywide technical adjustments made in the baseline phase reflect changes to internal services costs, including the Department of Finance & Administrative Services rates, Information Technology rates and Human Resources rates, health care, retirement and industrial insurance charges for the department. This adjustment also includes a transfer of resources from the department to the Human Resources Investigations Unit (HRIU) as part of the City's efforts to improve investigative processes and practices across the City departments. While the internal service rates are final for 2020, some of the other adjustments reflect initial assumptions about these costs and inflators early in the budget process.

## Proposed Operating

### **Add Senior Auditor (1.0 FTE) to OIG**

Expenditures \$171,415  
Position Allocation 1.00

This change adds position authority and funding for one senior auditor at a Strategic Advisor 2, Exempt, level for OIG. Auditing is a core function of the OIG. Under the police accountability ordinance (Ordinance 125315) that established the OIG, performance auditing distinguishes this organization from all other City police oversight entities. Audit supervision is a critical activity that should be done by a senior auditor to ensure objectivity, fairness and compliance with auditing standards, and provide meaningful mentorship to other auditors. This position will provide project management and strategic support and expand the department's capacity to perform complex audits as well as improve internal controls over OIG work product.

### **Add Auditor (1.0 FTE) to OIG**

Expenditures \$159,413  
Position Allocation 1.00

This item adds position authority and funding for one auditor at a Strategic Advisor 1, Exempt, level. This position will expand OIG's capacity to perform quality audits in accordance with auditing standards and support the ongoing work of the department in critically examining SPD's operations. Auditing is foundational to the OIG legal mandate to provide systemic oversight over SPD. The body of potential audit work is extensive and at current staffing levels, any new competing priority causes significant delays to planned audits. This additional staff position is necessary to support ongoing oversight capacity and operational needs and will increase the total number of auditors to four.

## Council

### **Add Operations Manager Position (1.0 FTE)**

Expenditures -  
Position Allocation 1.00

This change adds 1.0 FTE to the Office of the Inspector General for Public Safety (OIG) for an Operations Manager Position to increase operational capacity to perform finance, budget, public disclosure and human resource functions. Many of the finance and human resource duties will continue to be performed with the assistance of Legislative Department staff. This position is supported by existing funding in 2020.

## Council Provisos

### **Outside Legal Counsel and Impose a Proviso**

Expenditures \$80,000

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This change increases appropriation for the retention of outside legal services in order to receive independent legal advice and representation in policing-related matters, particularly with relation to United States v. Seattle, before the U.S. District Court of Western Washington.

This Council Budget Action imposes the following proviso:

“Of the appropriation in the 2020 budget for the Office of Inspector General for Public Safety, \$80,000 is appropriated solely for the retention of outside legal counsel for an attorney-client relationship only, and may be spent for no other purpose.”

### Expenditure Overview

	2018 Actuals	2019 Adopted	2020 Endorsed	2020 Adopted
<b>Appropriations</b>				
<b>OIG - BO-IG-1000 - Office of Inspector General for Public Safety</b>				
00100 - General Fund	621,943	1,812,851	1,964,119	2,648,238
<b>Total for BSL: BO-IG-1000</b>	<b>621,943</b>	<b>1,812,851</b>	<b>1,964,119</b>	<b>2,648,238</b>
<b>Department Total</b>	<b>621,943</b>	<b>1,812,851</b>	<b>1,964,119</b>	<b>2,648,238</b>
<b>Department Full-Time Equivalents Total*</b>	<b>4.00</b>	<b>10.00</b>	<b>10.00</b>	<b>13.00</b>

*\* FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here*

### Budget Summary by Fund Office of Inspector General for Public Safety

	2018 Actuals	2019 Adopted	2020 Endorsed	2020 Adopted
00100 - General Fund	621,943	1,812,851	1,964,119	2,648,238
<b>Budget Totals for OIG</b>	<b>621,943</b>	<b>1,812,851</b>	<b>1,964,119</b>	<b>2,648,238</b>

### Appropriations by Budget Summary Level and Program

#### **OIG - BO-IG-1000 - Office of Inspector General for Public Safety**

The purpose of the Office of Inspector General for Public Safety Budget Summary Level is to provide civilian oversight of management and operations of the Seattle Police Department (SPD) and Office of Police Accountability (OPA) as well as civilian review of criminal justice system operations and practices that involve SPD or OPA.

<b>Program Expenditures</b>	<b>2018 Actuals</b>	<b>2019 Adopted</b>	<b>2020 Endorsed</b>	<b>2020 Adopted</b>
Inspector General for Public Safety	621,943	1,812,851	1,964,119	2,648,238
<b>Total</b>	<b>621,943</b>	<b>1,812,851</b>	<b>1,964,119</b>	<b>2,648,238</b>
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