



Seattle Office of
Inspector General

2026 OIG Work Plan

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Introduction

The Office of Inspector General for Public Safety (OIG) was established in 2017 as part of Seattle's police accountability system. OIG provides oversight of the 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.

In 2026, OIG will continue to work with the Accountability Partners, SPD, and other external stakeholders on a number of initiatives to promote constitutionality and efficiency in policing while reducing bias and harm to the public. U.S. District Court Judge Robart terminated the Consent Decree in September 2025 and OIG assumed the role of the Federal Monitor. This work had begun in 2024 with the issuance of OIG's first Use of Force and Crisis Intervention assessments and expanded in 2025 to include assessments of supervision, equity, and data governance, as well as a continued focus on use of force in crowd management.

In the coming year, OIG expects to complete several ongoing projects, including projects related to taser effectiveness, the Adult Sexual Assault Unit, and a sentinel event review of SPD crowd management activities on May 24, 2025. In addition to OIG's reoccurring mandated work, OIG will expand into several new areas, including evaluations of traffic stop policy effectiveness, compliance with the Department's policy on gender non-conforming and transgender individuals, and the impacts of overtime.

Project Prioritization

OIG strives to focus its efforts and resources on issues having greater impact on the City and residents. OIG prioritizes issues with risks that have a high potential for negative impact and a high likelihood of occurrence, including but not limited to, loss of life or serious injury, racial disparity, damage to public trust, or weakening of accountability systems or reforms.

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;
- 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 resources, OIG strategically balances project selection to better achieve work plan commitments. The annual work plan strives to preserve necessary flexibility for emerging issues that may arise during the coming year, which is critical for work efficiency—allowing OIG to complete a planned body of work, while providing capability to address unanticipated issues of concern.

Strategic Leadership, Outreach, and Partnership

In addition to the projects described in this work plan, the Inspector General (IG) performs ongoing work to further the goals of OIG and represent the expertise of OIG in stakeholder activities. 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, 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 weekly SPD Force Review Board (FRB) meetings to review significant uses of force.

The IG may also produce 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.

Compliance and Policy

OIG compliance and policy projects utilize a data-driven approach to increase the organizational effectiveness and efficiency of the Seattle 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.

The transition of monitoring duties from the Federal Police Monitor to OIG has been in process since 2023 and fully transitioned when U.S. District Court Judge Robart terminated the Consent Decree in September 2025. OIG will continue its efforts to ensure ongoing fidelity to the Consent Decree, while also being responsive to emerging issues identified by OIG, SPD, and key stakeholder partners. OIG oversight will focus on opportunities for innovation and improvement of policing for the benefit and protection of the community. Ongoing and future assessments will focus on foundational elements for effective public safety, including: constitutional, fair, and equitable policing; community legitimacy; leadership; and officer wellness.

Recurring Projects

State Legislative Agenda

OIG issues recommendations on the City's State Legislative Agenda each year. OIG priorities are determined by assessing themes in 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.

Annual Study of OPA Sworn and Civilian Staff

OIG is charged with annually examining the impact of OPA's civilianization efforts on processes and outcomes for complaint investigation.

In 2025, OIG issued a report including insights obtained by OPA staff interviews into the motivation of OPA investigators for their oversight work, their understanding of OPA civilianization, and their experiences and opinions on the dynamics of working with investigators from both sworn and civilian backgrounds. In the report, OIG issued recommendations related to the mix of OPA staff and identified the following tasks for 2026:

- Monitor changes in the number of OPA investigators;
- Conduct background research on the topic to analyze best practices on civilian-led investigative oversight agencies; and
- Provide recommendations on the mix of OPA sworn and civilian staffing when appropriate.

Annual Trends in Inquests, Claims and Lawsuits

In 2025, OIG published a report addressing resolution and payment of claims and lawsuits filed by community members related to SPD misconduct. In 2026, OIG will continue this annual reporting on claims and lawsuits.

2026 Projects

Use of Force

In 2025, OIG published a memorandum evaluating the Force Review Board (FRB) and participated in the annual FRB training sessions. In 2026, OIG will continue to provide this level of ongoing assessment of FRB by attending all FRB meetings, providing feedback to SPD leadership in regularly scheduled meetings, and summarizing feedback in formalized memorandums.

The 2024 Use of Force Assessment highlighted the relevance of racial disparity in SPD use of force. In 2025, OIG developed a methodology to assess use of force, particularly any racial disparities. The methodology proposes the statistical model OIG will use to assess: (a) the probability that a person will experience police use of force based on their race, and (b) whether this probability changes over time. The model OIG has selected is highly flexible. OIG can add variables to explore additional questions of community interest. In 2026, OIG will finalize, build, and report findings from this statistical model.

Crisis Response

Community Assisted Response and Engagement (CARE) Department:

In 2025, OIG expanded its work into diversified crisis response with an introductory report on the CARE Department. The CARE Department is a group of behavioral health specialists set up to respond to low-risk 911 calls involving mental or behavioral health crises.

In 2026, OIG will continue this work with a review of:

- Community responder programs directly dispatched by 911 in other jurisdictions and how they compare to CARE; and
- The network of service providers CARE uses; how clients are connected to services; types of services most commonly referred; service gaps that exist; and any barriers to services.

Additionally, OIG will create a program to analyze narratives written by CARE responders. This tool will group cases with similar locations, events, and outcomes, pinpointing what issues CARE responders are encountering most frequently and in which geographical locations.

SPD Crisis Response:

In 2026, OIG will conduct an assessment of the SPD Crisis Response Team (CRT). CRT deploys in a co-responder model, partnering Mental Health Professionals (MHPs) with crisis intervention-trained (CIT) officers to respond to behavioral health-related 911 calls. The assessment will examine call numbers, follow-up efforts, populations served, services provided, community partnerships, and will identify challenges and opportunities for growth.

Supervision

SPD has not fully implemented the new system for proactive management of risk, so assessment is contingent upon SPD's development of the platform. OIG will continue to monitor the rollout of the system. Once the system is implemented, OIG will review any third-party evaluations of this new system and identify any additional areas of assessment.

Equity Assessment

In 2025, OIG completed an assessment of SPD efforts to advance diversity, equity, and inclusion (DEI) in the workplace. While OIG identified progress in identifying challenges and developing DEI infrastructure, important organizational structures still need to be developed and integrated. OIG will continue to monitor these efforts and review as appropriate.

In 2023, SPD commissioned an assessment of the Sexual Assault Unit (SAU). The assessment found perceptions among those internal and external to SPD of inequitable treatment of the SAU and its detectives, compared to other violent crime units in the Investigations Bureau (i.e., Homicide and Robbery Units). As a result, the detectives assigned to the SAU reported low morale and widespread burnout. In 2026, OIG plans to conduct an equity assessment of the SAU, expanding on the findings of the 2023 Assessment.

In 2025, OIG also reviewed a quantitative analysis commissioned by SPD to assess its progress toward and barriers to recruiting women into its sworn ranks. The findings of that review invite additional questions that OIG will address through qualitative methods.

SPD Data Analytics Platform

In 2025, OIG conducted a systematic review of SPD data dashboards. The review, which was a follow-up of a presentation to SPD in 2023, assessed ease of use and presentation of insights in clear terms understandable to users unfamiliar with data science. The review also proposes a new template for data dashboards that incorporates principles of clarity, ease of use, and accessibility. In 2026, OIG will monitor the implementation of suggested changes and provide support to SPD as needed. Additionally, OIG has begun creating an internal data dictionary to assist in navigating the SPD Data Analytics Platform. OIG anticipates this will be a long-term project that encompasses curating definitions, calculations, and contextual information for hundreds of variables nested within more than 50 datasets.

Involuntary Treatment Act

The Involuntary Treatment Act (ITA)¹ establishes the legal framework for civil investigation, evaluation, detention, and commitment of individuals with severe mental disorder or substance use disorders who might require involuntary treatment. In 2026, OIG plans to issue a report summarizing SPD policy, guidelines and practices, and trends of ITA/emergent detention for crisis contacts involving youth and adults. The summary will include future steps to assess this topic.

¹ RCW 71.05 for adults and RCW 71.34 for minors age 13-17

SPD Crowd Management Review

In 2026, OIG will continue to review SPD policies and procedures for crowd management and crowd control. Work in this area will focus on assessments of SPD planning and response for crowd events, including continued evaluations of the Police Outreach and Response Team (POET) and the Community Response Group (CRG). OIG also plans to continue working with Professor Clifford Stott on projects related to crowd management, including protest observations and 2026 FIFA World Cup planning efforts.

Evaluation of the Effectiveness of Traffic Stop De-prioritizations

In 2022, SPD de-prioritized stopping individuals for the following violations:

- Registration of vehicles;
- Temporary registration permits;
- Display of registration plates;
- Equipment violations (e.g., single head and tailing violations, windows tinting, vehicle exhaust); and
- Bicycle helmets.

OIG plans to evaluate the impact of the de-prioritization of these violations on dangerous driving behaviors, such as speeding and impaired driving, to determine whether changes in traffic stops had an impact on certain related crimes.

Ad Hoc Projects

In addition to the projects listed above, work will likely occur on policy projects and issues of concern that emerge throughout the year, including SPD response to gender non-conforming and transgender individuals and SPD policies and training related to domestic violence response and investigation. These issues will be prioritized according to impact and capacity.

Audits

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 also conducts non-audit reviews, including issuing Alert Letters, when full compliance with GAGAS is not feasible. The decision to perform a non-audit review may be based upon 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

Audit of Taser Effectiveness

In 2025, OIG initiated an audit of the effectiveness of Taser deployments in subduing or incapacitating suspects or preventing further escalation of a police interaction. OIG anticipates this report will be published in Q3 2026.

Technology-Assisted Public Safety Pilot Review

In 2024, the City approved three new Surveillance Impact Reports (SIRs) submitted by SPD as part of the City's Technology Assisted Pilot Program: Fleet-Wide Automatic License Plate Readers (ALPRs), Closed-Circuit Television Cameras (CCTV), and Real-Time Crime Center (RTCC) software. The stated objective of the program is to address persistence public safety issues by preventing crime and collecting evidence related to serious and/or violent criminal activity. In 2025, City Council approved an expansion of the pilot locations for CCTV including six areas of Seattle:

1. Aurora Ave North
2. Belltown
3. Downtown Commercial Core
4. Central District
5. Stadium District
6. Capitol Hill

OIG worked with academic researchers at the University of Pennsylvania Crime and Justice Lab to scope the project and collaborated with SPD for the initial setup. In 2026, OIG will collaborate with the researchers to conduct an evaluation of the pilot surveillance program's effectiveness by examining four key areas: (1) crime occurrences, (2) investigative outcomes, (3) police operations, and (4) community perceptions of safety. This evaluation is expected to be completed in 2027, with an interim report issued at the end of 2026. OIG anticipates

that conducting this evaluation will provide transparency into how SPD is using these three technologies and whether the pilot program is meeting its stated goals.

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.

Controlled Substances Ordinance Review

In October 2023, Seattle City Council passed Ordinance 126896 directing SPD to change how patrol officers engage with people using drugs in public; included in this ordinance is an annual obligation for OIG to examine trends related to controlled substances and SPD policy in this area. The inaugural report’s anticipated publication date is December 31, 2025, and OIG will continue to fulfill annual reporting obligations.

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 13 approved technologies subject to OIG review in 2026.²

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- | | |
|---|---|
| • Forward Looking Infrared Real-Time Video | • Computer Cellphone Mobile Device Extraction Tools |
| • Situational Awareness Cameras Without Recording | • Remotely Operated Vehicles |
| • Automated License Plate Readers (ALPR) | • Tracking Devices |
| • Parking Enforcement (Including ALPR) | • Callyo |
| • Audio Recording Systems (Wires) | • Hostage Negotiation Throw Phone |
| • Camera Systems | • Real Time Crime Center (RTCC) |
| | • Closed Circuit Television (CCTV) |
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OIG conducts two types of surveillance technology usage reviews: consolidated surveillance reviews and individual surveillance reviews. The consolidated review includes technologies that OIG has previously reviewed and carry lower risk. Individual reviews include compliance reviews of new technologies or technologies that present higher risk. In 2026, OIG will conduct individual surveillance reviews of the Real Time Crime Center, Closed Circuit Television, and Automated License Plate Readers.

² In September 2024, the City Information Technology Officer reduced the number of technologies considered to be ‘surveillance.’

Anticipated 2026 Projects

Audit of Overtime Administration and Outcomes

For 2026, the SPD annual budget for overtime is expected to exceed 450,000 hours for the third year in a row. In 2026, OIG plans to conduct an audit examining how officers are assigned overtime and assessing the impact of significant overtime on officer performance, including relationships between overtime, fatigue, and negative policing outcomes.

Audit of Emergency Vehicle Operations

SPD emergency vehicle operations have been the subject of significant public attention in recent years. In 2026, OIG will assess the impacts of SPD emergency vehicle operations policy revision (effective October 2024) and analyze ongoing trends in emergency driving.

Investigations and OPA Review

OIG acts as a safeguard to ensure OPA investigations are conducted properly, so the OPA Director has the information needed to reach fair findings of fact and issue appropriate 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 to ensure proper handling. Feedback is provided to OPA in real time, and reclassification can occur if appropriate. OIG may also act as the primary investigative entity when a conflict of interest prevents OPA from handling a complaint made against one of its employees, and is tasked with managing external investigations of allegations against the Chief of Police.

Recurring Work

Case Certification and Classification Review

OIG conducts individual reviews of completed OPA investigations and weekly reviews of OPA classification decisions. Additionally, OIG issues quarterly OPA classification review reports, as well as quarterly reports regarding complaints received against the Chief of Police.

Programmatic Reviews

OIG assesses OPA programs that offer alternative responses to addressing complaints on a rolling basis. Possible alternative resolutions include Bias Reviews,³ Mediation,⁴ Rapid Adjudication,⁵ and Management Action Recommendations.⁶ Work in this area is captured in the OIG annual report.

2026 Projects

Documentation System for Classification Disagreements and Other OPA Communications

When OIG has a disagreement with OPA about a classification decision, discussions about the disagreement can take place via email, telephone, or Microsoft Teams meetings. Similarly, when OIG has a minor request of OPA regarding certification, these same means are used to convey requests. In 2026, OIG will develop a system for better memorialization of this information, providing the ability to track and refer to previous requests or concerns.

3 Bias Reviews are one of two primary methods by which biased based policing allegations against SPD are resolved (the second method is 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.

4 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.

5 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.

6 As one potential case outcome, OPA may issue recommendations for systemic policy or training improvements when the OPA Director identifies a potential deficiency.

Inter-Agency Requests

OIG requests input from stakeholders when establishing the annual work plan and is required to report responses to all work plan 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 the request and will refer this work to a more appropriate agency with an explanation.

Each agency workplan recommendation is included below. For each agency's full response, see Appendix A.

Community Police Commission Requests

CPC made four recommendations for OIG to perform work in 2026. They are provided below with a response:

1. **Development and implementation of SPD bias analysis across each of OIG's projects to determine when and how bias shows in SPD's external operations, including in use of force, stops and detentions, crisis intervention, and supervision.**

OIG Response: [Accept]: OIG appreciates and agrees with CPC's focus on analyzing and reducing bias in policing. OIG will continue to develop methodologies that integrate bias analysis across multiple dimensions of SPD operations, while maintaining oversight of SPD's compliance with bias-free policing. These methodologies are designed to examine bias as a process and disparities as outcomes, ensuring both are addressed in a complementary way. Assessing bias is not synonymous with identifying racial disparities. While related, these are analytically distinct concepts. Bias refers to systemic or cognitive behavior that may influence outcomes, whereas racial disparities refer to measurable differences in outcomes across racial groups, which may or may not be caused by bias.

OIG recognizes that not all disparities are racial in nature, and the methodology is structured to account for different contexts. This approach provides a comprehensive view of how bias may affect external operations. While reports may not always label sections as “bias analysis” or “racial disparity assessment”, methodology is designed to integrate bias assessment across multiple dimensions of SPD’s operations. This approach allows the identification of patterns, gaps, and potential inequalities in a holistic way and prevents an overreliance on terminology.

Reports also serve as exploratory analyses. Projects help establish baseline conditions, identifying data limitations, and assessing the feasibility of future and more targeted evaluations.

In 2026, OIG plans to focus on:

- **Use of Force.** OIG will conduct a comprehensive assessment of SPD use of force, focusing on measurable racial disparities in outcomes.
- **Crisis Intervention.** OIG has multiple projects focused on City-wide crisis response. OIG will issue a summary of SPD policy, guidelines, and trends in ITA/emergent detention for crisis contacts, with attention to demographic disparities. This project is intended to build a methodological foundation that supports deeper demographic analysis in the matter.

2. Request for enhanced professionalism review to incorporate relevant factors relating to bias and discriminatory policing.

OIG Response: [Assess]: OIG shares the CPC’s concern that unprofessional behavior undermines SPD’s public safety mission and has engaged in multiple projects addressing professionalism allegations, including participating in the investigation of allegations at the East Precinct and the professionalism review mentioned above. To the extent possible, OIG is committed to considering bias in our work and the office anticipates future work related to supervision in 2026.

3. Development, management, and implementation of surveillance pilot evaluation on equity, privacy, and civil liberties.

OIG Response: [Accept]: OIG recognizes the significant public concern surrounding the expansion of the City's Surveillance Pilot Program. As noted by CPC, Seattle Municipal Code articulates distinct reporting requirements for data sharing related to the pilot technologies. Each technology included in the pilot program (CCTV, ALPR, and RTCC) will be reviewed annually in accordance with the [reporting requirements of SMC 14.18.060](#). These requirements include reporting on data security, data sharing, as well as equity implications- including impacts to civil liberties or disadvantaged populations. Reporting on SPD use of these surveillance technologies will be included in the 2026 Surveillance Usage Reviews.

In addition to ordinance reporting requirements, OIG will be assessing the effectiveness of the program through an evaluation with the University of Pennsylvania's Crime and Justice Lab. The evaluation will consider the impacts of the pilot from defined public safety metrics and analyze any demographic trend from police action as a result of pilot technologies. The evaluation is expected to be completed in 2027.

4. Audit for effectiveness, accuracy, and unbiasedness of dispatches at 911 Center, including analysis of diversified dispatch.

OIG Response: [Accept]: In 2026, OIG will collaborate with CARE to evaluate the linguistic, cultural, and geographical diversity across providers. These efforts reflect an equity commitment and, together with race data where available, strengthen the broader framework for fair and unbiased service delivery. OIG will dive further into CARE operations by comparing CARE crisis response to similar departments around the country and examining how CARE connects those experiencing crisis to service providers to identify best practices and provider gaps.

Office of Police Accountability Requests

OPA made three recommendations for OIG to perform work in 2026. They are provided below with a response:

1. Taser 10 Rollout

OIG Response: [Accept]: OIG agrees that the rollout of the Taser 10 is a high priority for assessment to ensure that Taser deployments are an effective less lethal option. In 2025 OIG initiated an audit to review Taser deployments for their ability to aid in apprehension, incapacitate a suspect, or prevent an incident from escalating. The audit will identify root causes of identified issues and issue recommendations to improve Taser use and effectiveness.

2. OPA Timelines

OIG Response: [Deferred]: OIG agrees that precluding discipline after 180 days is a concern and should be considered in future contract negotiations with Seattle Police Officers Guild (SPOG) and Seattle Police Management Association (SPMA). OIG has decided to prioritize other projects for 2026. OIG will consider revisiting this request in the future.

3. Public Records Act Exemptions

OIG Response: [Accept]: OIG recognizes the value of maintaining the integrity of active misconduct investigations and agrees that confidentiality is an important part of ensuring that investigations are thorough and objective. In 2026 OIG will conduct a review to determine if other jurisdictions provide exemptions to disclosure for active police misconduct investigations like the Washington Public Records Act already does for active criminal investigations and workplace discrimination investigations.

2026 Work Plan Timelines

Project	Beginning	End
COMPLIANCE AND POLICY		
Ongoing Projects		
Use of Force Assessment	Q1 2026	Q3 2026
Crisis Response Assessment	Q1 2026	Q4 2026
SPD Data Analytics Platform Assessment	Q3 2023	Ongoing
Proactive Supervision Review	Ongoing	Ongoing
SPD Crowd Management Review	Ongoing	Ongoing
SPD 2026 FIFA World Cup Preparedness	Q4 2024	Q4 2026
Recurring Projects		
State Legislative Agenda	Q1 2026	Q3 2026
Annual Study of OPA Sworn and Civilian Staff	Ongoing	Ongoing
Annual Trends in Inquests, Claims, and Lawsuits	Q2 2026	Q4 2026
New Projects		
Evaluation of Traffic Stops Policy Effectiveness	Q2 2026	Q3 2026
Domestic Violence Response	Q2 2026	Q3 2026
SPD Response to Gender Nonconforming and Transgender Individuals	Q1 2026	Q4 2026
Involuntary Treatment Act Assessment	Q1 2026	Q2 2026
SAU Assessment	Q1 2026	Q3 2026
Disparity Analysis Follow-Up	Q2 2026	Q4 2026

2026 Work Plan Timelines continued

AUDITS AND REVIEWS		
Ongoing Projects		
Audit of Taser Effectiveness	Q3 2025	Q3 2026
Controlled Substances Ordinance Review	Q1 2025	Q4 2025
Surveillance Pilot Program Review	Q1 2025	Q4 2026
Recommendation Follow-Up	Ongoing	Ongoing
Recurring Projects		
2025 Annual Surveillance Usage Reviews	Q1 2026	Q3 2026
Chapter 14.12 2026 First Biannual Review	Q1 2025	Q1 2025
Chapter 14.12 2026 Second Biannual Review	Q3 2025	Q3 2025
New Projects		
Audit of Overtime Administration and Outcomes	Q1 2026	Q1 2027
Audit of Emergency Vehicle Operations	Q1 2026	Q4 2026
INVESTIGATIONS AND OPA REVIEW		
Recurring Projects		
Case Certification and Classification Review	Ongoing	Ongoing
Quarterly Report on OPA Classification Decisions	Quarterly	Quarterly
Quarterly Report on Complaints Regarding the Chief of Police	Quarterly	Quarterly
Semi-annual Report on OPA Review	Q3 2026	Q3 2026
New Projects		
Documentation System for OPA Communications	Q1 2026	Q4 2026
OTHER DEPARTMENTAL RECURRING WORK		
Annual Work Plan	Q3 2026	Q4 2026
OIG & CPC Mid-Year Report	Q3 2026	Q3 2026
2025 Annual Report	Q1 2026	Q2 2026
Public Disclosure Requests	Ongoing	Ongoing

Appendix A: Inter-Agency Responses

This appendix includes the full response from CPC and OPA regarding the OIG 2026 Work Plan.

CPC Response

“The CPC appreciates our collaboration and communication in preparation for the CPC’s recommendations for the Officer of the Inspector General’s 2026 Work Plan, pursuant to Ordinance 125315. We look forward to our continued collaboration.

1. Development and implementation of SPD bias analysis across each of OIG’s projects to determine when and how bias shows in SPD’s external operations, including in use of force, stops and detentions, crisis intervention, and supervision.

Bias in SPD’s policing was one of the primary areas of focus of federal oversight in the Consent Decree case. The Monitoring Transition Plan transferred oversight of SPD compliance with bias-free policing to OIG in 2023. Accordingly, in its 2024 Work Plan OIG committed to analyze racial disparities across relevant outcomes in all future evaluations of use of force, stops and detentions, crisis intervention, and supervision. OIG also committed to initiating a review of SPD workplace culture to identify SPD’s challenges in upholding the City of Seattle’s commitment to antiracism and social justice.

In its 2025 Work Plan, OIG explained it was currently in the information-gathering phase of an Equity Assessment expected to identify and address any existing gaps in SPD’s current internal equity-building efforts, including addressing the effectiveness of any implicit bias training. OIG also expected to develop a research methodology for examination of racial disparity in uses of force in 2025.

The planned Equity Assessment is forthcoming and expected to be released in the final quarter of 2025. Ideally, it will thoroughly address existing gaps in SPD’s effectiveness on bias training.

Although OIG issued a Force Review Memo in June of 2025, it did not examine racial disparity in SPD’s uses of force. Further, while OIG reported that its assessment of bias impacts generally cuts across several projects to create a more complete picture of how bias may be showing up in SPD’s external operations, no analysis of bias or racial disparity appears in any of the 2025 reports issued to date by OIG, including in its [Review of SPD Professionalism Policy Disciplinary Trends](#).

Forthcoming OIG reports expected on SPD Data Analytics and the Equity Assessment may address racial disparity, but, for the most part, OIG reports that

it is still in the process of developing a research methodology for more detailed analysis of race disparity, including over a longitudinal view of racial disparity of use of force across 2024 and 2025.

SPD's reactions to 2SLGBTQ+ protesters at Cal Anderson Park on May 24, 2025, is the subject of a pending Sentinel Event Review, resuscitating community concerns about biased policing. The CPC renews and expands its recommendation and requests that OIG prioritize its development and implementation of a methodology to effectively analyze SPD bias, including, but not limited to, analysis of racial disparity across each of OIG's projects to determine how and when bias shows up in SPD's external operations, including in use of force, stops and detentions, crisis intervention, and supervision. and to implement the methodology in an analysis in use of force across 2024 and 2025, for a report to be issued in 2026. Through development of its methodology, OIG might consider utilizing some of the data and requirements aggregated through the new [Washington Data Exchange for Public Safety](#).

2. Request for Enhanced Professionalism Review to Incorporate Relevant Factors Relating to Bias and Discriminatory Policing.

The CPC appreciates OIG's incorporation of its recommendations in the 2025 Work Plan to continue analysis of discipline sustained pursuant to SPD Policy 5.001-POL 10: because the policy covers a broad range of actions deemed to be unprofessional, including instances of unprofessionalism and conduct toward protected groups. Allegations of biased policing represent some of the most common allegations leading to misconduct investigation.¹ Some of the instances that led to the CPC's continued request in the 2025 Work Plan included the East Precinct's display of a Trump flag, and the mock tombstone of Damarius Butts, in addition to body-worn footage of the SPOG Vice President laughing and devaluing the life of an Indian woman killed by SPD while talking to the SPOG President.

As noted by [OIG's Audit Team Review of SPD Professionalism Policy Disciplinary Trends](#), the most severe instances of unprofessional behavior were generally sustained in conjunction with other allegations, which ultimately made it difficult to assess if the outcome was appropriate to the professionalism violation because the other behavior resulted in the reprimand. Additionally, the report did not outline the types of conduct or include data regarding the community members who were subject to that conduct, so it is difficult to determine if discipline reflected and addressed concerning issues of unprofessional behavior relating to bias towards protected classes, like Black, Brown, Indigenous, or 2SLGBTQ+ community members.

¹ See, [OIG 2024 Report on Claims and Lawsuits Involving Seattle Police Department](#).

Given that OIG is now taking on greater responsibility to provide oversight in the place of the Federal Monitor, The CPC recommends that in future reports OIG include analysis of bias and discriminatory policing and supervision, including the relevant factors necessary to analyze the conduct, the recipients of that conduct, and effectiveness of the related reprimands. The CPC also requests that OIG share draft versions of its reports so that the CPC may assist by flagging issues that community might be looking for OIG to address, prior to release of the reports.

3. Development, Management, and Implementation of Surveillance Pilot Evaluation on Equity, Privacy, and Civil Liberties.

The CPC shared the overwhelming concerns of impacted community members [in a letter asking the City Council to decline expansion of the City's Surveillance Pilot](#). Those concerns are reflected in some of OIG's outstanding recommendations and will be addressed in OIG's forthcoming work. The CPC appreciates the extensive [audits OIG continues to do regarding SPD's surveillance methodologies](#). The CPC also looks forward to OIG's development and management of an implementation and outcome evaluation of the City's Surveillance Pilot, pursuant to Ord. 127110.

The CPC asks that OIG include in that evaluation an equity, privacy, and civil liberties impact assessment to be conducted, annually, or at a minimum, in OIG's planned Surveillance Impact Report. See, e.g., Ordinance 125679. The CPC requests that OIG include in those reports an audit of SPD's compliance with ordinances requiring contractual obligations with vendors and that OIG audit information SPD received from its vendors regarding warrants or subpoenas issued to vendors for CCTV, RTCC, or ALPR data, including an analysis of the reasons why that data was sought. (See, Ord. 127044 and Ord. 127110 requiring vendors to notify SPD of warrants or subpoenas seeking relevant data for any purpose, including whether that data is requested pursuant to immigration, reproductive healthcare or gender-affirming care).

CPC further requests that OIG analyze SPD's responses and its vendor's responses to subpoenas, warrants, or court order that includes a non-disclosure order, and public disclosure requests seeking CCTV, RTCC, or ALPR data received during the year including an analysis of the impacts of all outcomes on equity, privacy, and civil rights. (See, Ord. 127044; and SPD's required reporting pursuant to Ord. 127110).

The CPC further requests that OIG separately scrutinize whether there are indicia that any requests to vendors or SPD were made in relation to a federal civil immigration enforcement matter and the outcomes because such requests trigger an immediate pause in the use of CCTV systems for 60 calendar days and

alerts to City Council. (See, Ord. 127297).

CPC further requests that OIG makes recommendations to SPD about preventing further disclosure, discontinuing collection of data, and whether to pause or end data collected by and utilized by RTCCPC further requests that OIG analyze SPD's responses and its vendor's responses to subpoenas, warrants, or court order that includes a non-disclosure order, and public disclosure requests seeking CCTV, RTCC, or ALPR data received during the year including an analysis of the impacts of all outcomes on equity, privacy, and civil rights. (See, Ord. 127044; and SPD's required reporting pursuant to Ord. 127110).

The CPC further requests that OIG separately scrutinize whether there are indicia that any requests to vendors or SPD were made in relation to a federal civil immigration enforcement matter and the outcomes because such requests trigger an immediate pause in the use of CCTV systems for 60 calendar days and alerts to City Council. (See, Ord. 127297).

CPC further requests that OIG makes recommendations to SPD about preventing further disclosure, discontinuing collection of data, and whether to pause or end data collected by and utilized by RTCC.

4. Audit for effectiveness, accuracy, and unbiasedness of dispatches at 911 Center, including analysis of diversified dispatch.

The CPC broadly supports diversified crisis responses like CARE, because they reduce interactions with the criminal legal system. Consistent with its concerns outlined in its recommendations for 2024 and 2025, the CPC wants to ensure that all public safety services are delivered to community effectively, accurately, and without bias.

The [OIG Introduction to CARE Team report](#) notes that "CARE collects gender and age range, but does not collect race information." The report recognizes that this presents a barrier to providing "targeted support and services, as well as to tracking outcomes of specific subjects to evaluate whether services were effective [,]" making "it challenging to evaluate CARE's overall impact," including factors that "shape whether SPD will request a primary or secondary CARE response."

The CPC appreciates and agrees with OIG's assessment and recommends that OIG work with CARE to collect, track, and analyze information necessary to evaluate bias in delivery of services, particularly with regard to race. Application of bias cannot be analyzed without documentation of, and tracking of, relevant data like race. As acknowledged by OIG, that data is necessary to understand

whether services are deployed effectively and without bias. Failure to collect relevant data to analyze disparate application of law enforcement was a subject of SPD oversight during the Consent Decree, and analysis of bias is a theme that underlies most of the CPC's recommendations for OIG's 2026 Work Plan.

Additionally, the Seattle Times article, released days before the OIG report on CARE, highlighted separate challenges, beyond the MOU between the City and SPOG, that frustrate the City's ability to address community public safety needs with civilian first responders, including SPD's practice of cancelling dispatch calls before CARE arrives at the scene.

The CPC recognizes that OIG deferred its prior recommendations for an audit of the effectiveness, accuracy, and unbiasedness of the 911 Dispatch Center, because it did not have capacity in 2025. The CPC also recognizes challenges inherent in auditing a system that will likely change with the expiration of the MOU and a new collective bargaining agreement between the City and SPOG. However, the Seattle Times article highlights the need for an audit that focuses on effectiveness and delivery of these diversified services to address community requests; CPC, therefore, renews its request.

The CPC additionally recommends that OIG include in its audit an analysis of response times for all dispatches, and analysis of the relevant factors when SPD has declined to have CARE join a call or dismissed them from a call once CARE has been dispatched, including but not limited to race, gender, other protected classes, type of dispatch, justification for declination or dismissal, and the outcomes of those dispatches.² The CPC recommends that this audit also includes a breakdown of the percentage of dual dispatches that result in dismissals, and declinations, as compared to dual dispatches that result in CARE participation at the scene, and the outcomes of individual CARE Team Dispatch.³

The CPC also looks forward to sharing and engaging community on the City's diverse response alternatives and greatly appreciates OIG's work and continued plan to develop methodologies for evaluating these responses."

² Comparable to the CARE Team Outcomes, set forth in Table 2, of the Introduction to CARE Report.

³ Id.

OPA Response

“Thank you for reaching out for OPA’s requests to add to your 2026 workplan. We truly appreciate the partnership on this important work.

1. **Taser 10 Rollout:** Please evaluate the transition from the Taser X2 to Taser 10. This should include whether Taser deployments have increased, whether Taser probes are not connecting, and whether the transition has increased the total number of Taser probes being deployed. Other areas to consider could be challenges holstering the Taser 10, the buttons used to deploy it, and recharging time.
2. **OPA Timelines:** OPA operates under strict timelines for classification and investigations. Under the SPOG and SPMA contracts, failure to comply with the 180-day investigation timeline precludes any discipline from resulting. Please conduct a “50-state” or comparable jurisdiction survey to evaluate the consistency of these timelines with other jurisdictions.
3. **PRA Exemptions:** The Washington Public Records Act provides categorical exemptions from public release for open criminal investigations and open EEO administrative investigations. This is generally understood as needed to protect the integrity of these important investigations and to avoid prematurely releasing reputation-damaging allegations without fact-based findings. Given the public interest in maintaining the integrity of police misconduct investigations and associated professional stigma, such investigations could also benefit from categorical exemption. Please conduct a “50-state” or comparable jurisdiction survey to evaluate the consistency of Washington’s treatment of police misconduct investigations in the public records request space.”