

Summary of the Settlement Agreement and Memorandum of Understanding Between the United States and the City of Seattle

The U.S. Department of Justice and the City of Seattle reached a comprehensive settlement agreement to ensure that police services are delivered in a manner that fully complies with the Constitution and laws of the United States. The agreement is embodied in two documents: (1) a **Settlement Agreement and Stipulated Order of Resolution** overseen by the Court and a Monitor and (2) a **Memorandum of Understanding (MOU)** enforced by the parties, with community oversight and the assistance of a Monitor.

The Settlement Agreement and MOU also create the Community Police Commission, a community board charged with reviewing and providing recommendations on certain areas of reform that are best assessed with community input.

SETTLEMENT AGREEMENT

SUBJECT	SUMMARY
USE OF FORCE	<ul style="list-style-type: none"> - <u>Use of force principles</u> – These principles will guide SPD on the development of revised use of force policies and training. - <u>Weapon-specific policies</u> –SPD will develop policies for use and deployment of all force weapons, including firearms, TASERS, OC spray, and impact weapons. - <u>Use of force reporting and investigation</u> – SPD will clarify and enhance use of force reporting requirements, and supervisory investigation and review responsibilities. - <u>Force investigation team</u> –SPD will develop an investigatory team charged with rolling out to and investigating serious uses of force. - <u>Use of force committee</u> – SPD will continue development and implementation of a panel that conducts timely, comprehensible, and reliable reviews of uses of force. - <u>Training</u> – SPD will specify training requirements regarding use of force and the use of SPD data systems that track officer behavior. - <u>Garrity</u> – The City will develop a process to examine <i>Garrity</i> issues from DOJ’s technical assistance letter.
CRISIS INTERVENTION	<ul style="list-style-type: none"> - SPD will continue to train officers on how to interact with individuals known to be individuals with mental illness, substance abuse, or a behavioral crisis; and to track information regarding interactions with individuals in crisis.

<p style="text-align: center;">STOPS AND DETENTIONS</p>	<ul style="list-style-type: none"> - <u>Policy</u> – SPD will provide clear guidance to clarify that social contacts and non-custodial interviews are voluntary and consensual encounters; and prohibit investigatory stops that lack reasonable suspicion. - <u>Training</u> – SPD will provide patrol officers with training and additional roll-call trainings regarding Fourth Amendment and proper detentions. - <u>Supervision</u> –SPD supervisors will continue to review reports that document investigatory stops and detentions to determine if there was reasonable suspicion. - The Community Police Commission may make recommendations to the City on any changes to SPD policies, practices, or training regarding stops and detentions.
<p style="text-align: center;">BIAS-FREE POLICING</p>	<ul style="list-style-type: none"> - <u>Policy</u> – SPD will clarify its Unbiased Policing policy. - <u>Training</u> - SPD will develop and provide training for patrol officers, supervisors, and command staff. - <u>Supervision</u> –SPD and the Community Police Commission will consider clarifying supervisory responsibilities in responding to allegations of discriminatory policing. - The Community Police Commission may make recommendations to the City on any changes to SPD policies, practices, or training regarding bias-free policing.
<p style="text-align: center;">SUPERVISION</p>	<ul style="list-style-type: none"> - <u>Supervisor Staffing/Assignments</u> - The City will provide and SPD will deploy an adequate number of qualified first-line supervisors to implement the use of force supervisory requirements of the Agreement. All patrol officers should be assigned to a single, consistent, clearly identified first-line officer. Acting sergeants will receive the appropriate training. - <u>Early Intervention System</u> – SPD will review and adjust its Early Intervention System threshold levels and indicators as needed, while collecting and maintaining information related to supervisor, precinct, squad, and unit trends.

<p style="text-align: center;">OFFICE OF PROFESSIONAL ACCOUNTABILITY (OPA)</p>	<ul style="list-style-type: none"> - <u>Reporting Misconduct and Retaliation</u> – SPD will revise policies as needed to clarify when and how officers must report misconduct and what constitutes prohibited retaliation. - <u>OPA Manual</u> – SPD will formalize its OPA procedures, classifications, training requirements, etc. in a written manual. - <u>OPA Liaison Officers</u> – SPD will identify officers to facilitate matters handled at the precinct level.
<p style="text-align: center;">MONITORING</p>	<ul style="list-style-type: none"> - The Parties will jointly select a monitor within 60 days to oversee the implementation of the Settlement Agreement, including compliance review, public reporting, outcome assessments, and provision of technical assistance. The Monitor will also provide assistance to the Commission.

MEMORANDUM OF UNDERSTANDING

The Parties have identified topics that will benefit from community review and advice. The Monitor will provide advice and technical assistance to the Commission. SPD, in conjunction with the Community Police Commission, will address the following topics and tasks:

- Community Engagement: Conduct an assessment of SPD’s outreach and initiatives and develop strategies on how to increase community engagement and confidence in SPD.
- Accountability: Review OPA’s structure, including roles and responsibilities of the OPA Director, Auditor, and Review Board. Continue to assess ways to reduce investigative timelines for complaints. Develop a program to broadly educate community about various methods for making complaints.
- Transparency and Public Reporting: Overcome impediments related to the release of information; make publicly available all SPD audits and reports related to implementation of Agreements.
- Investigatory Stops and Data Collection: Assess whether data should be collected for investigatory stops; and procedures for retention, reporting, and analysis of the data.
- Officer Assistance and Support: Consider whether to implement a pilot volunteer patrol officer mentoring program.

SPD will also develop an inter-agency Crisis Intervention Committee that will develop resources available to refer individuals in crisis; develop policies and procedures for disposition of voluntary referral of individuals; evaluate SPD’s current curricula; and evaluate the current crisis intervention program.