

FINAL: January 17, 2013

OFFICE OF PROFESSIONAL ACCOUNTABILITY REVIEW BOARD

Strategic Plan 2013 - 2014

OPARB Mission:

To provide community based oversight and awareness of Seattle Police Department practices and its employee accountability system by independently:

- Reviewing and commenting on the effectiveness of the accountability system;
- Promoting public awareness of and full access to the system;
- Obtaining information and opinions from police officers and the community on police practices and accountability; and
- Advising the City on police practices and accountability.

To accomplish its mission, the Review Board will be guided by this Strategic Plan for the next two years.

The City, the Seattle Police Department and the community have recently gone through a turbulent period culminating in a formal civil rights complaint and subsequent investigation by the United States Department of Justice. After a lengthy negotiation, the City and DOJ reached a Settlement Agreement and Memorandum of Understanding for the next steps to resolve the issues identified in the complaint and investigation.

Policy Approach: OPARB will continue its activities in support of its mission. The Board will also work with the Community Police Commission (included in the City/DOJ MOU).

GOAL ONE: Support and work with the Community Police Commission (CPC).

- A. Seek OPARB member appointment to the CPC;
- B. Present to the CPC OPARB's Policy Report to the City Council, revised August 29, 2012, on Revised Name, Roles and Powers of the Office of Professional Accountability Review Board;
- C. Analyze areas of policy and practice of the SPD relating to the Office of Professional Accountability, transparency and community accountability, and actively communicate with the CPC about any resulting issues and concerns; and

D. As related to the Board's mission, suggest agenda and work items to the CPC, including an analysis of the Settlement Agreement and MOU.

Time Frame: 6 months – 2 years

Responsible OPARB members:

Lead: Dale
Claudia and Pat

GOAL TWO: Implement the recommendations in OPARB's Policy Report to the City Council, revised August 29, 2012, on Revised Name, Roles and Powers of the Office of Professional Accountability Review Board.

A fundamental element for any accountable government agency is the ability of all citizens to have their views about matters of public concern heard and addressed. The ten recommendations in OPARB's August 2012 report bolster that fundamental element. The changes are designed to create greater transparency and accountability in the system by allowing more effective, independent civilian oversight of the Seattle Police Department's disciplinary system.

Time Frame: 6 months

Responsible OPARB members:

Lead: Dale
Liz and Pat

GOAL THREE: Conduct OPA case reviews.

- A. Special emphasis on reviews in areas of relevance to the community;
- B. Review supplemental reports, such as Use of Force reports, as needed;
- C. Comment and report on case reviews and supplemental reports as needed;
- D. Review and revise analytical model(s) for case review; and
- E. Obtain monthly reports of complaints filed with OPA to track their progress through system and be aware of potential cases to request when closed.

Time Frame: 6 months - 2 years

Responsible OPARB members:

Lead: Pat

All Review Board members will participate.

GOAL FOUR: Design and Implement Communication Strategy.

- A. Actively communicate with the public and Council on OPARB's reports, such as outcomes of case reviews, suggestions for policy or practice improvements and other areas of interest to the community;
- B. Include outreach to SPD and SPD officers as part of OPARB's community outreach;
- C. Explore Joint meetings/communication with other Boards and Commissions (*e.g.*, Human Rights Commission); and
- D. Meet regularly with City Council members and other relevant officials.

Time Frame: Ongoing

Responsible OPARB members:

Lead: Liz

Joe

GOAL FIVE: Assist in improving SPD and OPA metrics and the Annual OPA Statistics Report.

- A. Review and recommend changes to SPD's policy-philosophy on "data based" policing. Include alternative data based policing models that represent state of the art/best practices given new technologies;
- B. Consider as possible area for a joint project with OPA and Auditor;
- C. Consider as possible issue for the CPC and Monitor; and
- D. To the extent permitted, perform systematic and timely reviews of OPA statistics reports prior to their release.

Time Frame: 6 months

Responsible OPARB members:

Lead: Dale

Pat