Lines of Authority—Investigations of Complaints about Olympia Police Employees/Department

Police Auditor

- Hired by the City Council to conduct an independent Audit of the investigation record and process.
- Reviews report, recommendations, and Chief's management decision.
- Makes a finding as to whether or not the investigation was complete, thorough, objective and fair.
- Conducts analysis of key trends and patterns.
- Reports findings to City Council.
- **May REQUEST additional investigation** via written request to the Chief.
- Has authority to recommend revisions to process, policy, procedure, and training based on the audit review.

Professional Standards Lieutenant

- **DIRECTS the investigation.**
- Conducts some interviews.
- Provides opportunity for interviewees to review their testimony.
- **Point of contact/communication for all parties.**
- Prepares report with recommendations.
- Notifies complainant of investigation outcome, actions, and rationale.
- Conducts analysis of key trends and patterns.
- Initiates and implements officer training to address negative trends/patterns and reinforce positive trends/patterns.

Outside Attorney

- Hired by the City Manager to provide independent legal review of the investigation and investigatory process.
- Conducts in-process review of the investigation for completeness, thoroughness, fairness and objectivity; and for legal sufficiency of the process (compliance with applicable laws; protection of rights; etc)
- **May DIRECT** the Prof. Standards Lt. to conduct additional investigation.
- Signs off on the investigation before it is complete.

Commanders

- Review reports and recommendations within their respective Division.

City Council

- Elected by citizens.
- **Point of citizen appeal.**
- Hires City Manager.
- Hires independent Police Auditor.
- Reviews the Auditor report, recommendations, and findings, and determines whether or not the Auditor's report is complete and acceptable.
- **May DIRECT the Auditor to request additional investigation.**
- Legitimizes the system by publicly reporting the Auditor's and Council's findings and validating (or not) the system's integrity.
- Adopts ordinances, including budget, and legislative policy.
- May DIRECT the City Manager to provide information and take action to implement legislative policy.
- May REQUEST the City Manager to review a management action.

Chief

- Hired by/answerable to City Manager.
- **DIRECTS the Prof. Standards Lt.** in the Internal Affairs role.
- **Point of citizen and employee appeal.**
- Has authority to **DIRECT additional investigation.**
- Reviews report and all recommendations.
- **Determines a management decision and directs action.**
- Approves department's administrative policies, procedures, standards.

City Manager

- Hired by/answerable to City Council.
- Hires the Chief of Police.
- Hires the independent attorney.
- **Point of citizen and employee appeal.**
- **May DIRECT** additional investigation.
- **May overturn Chief's management decision and direct action.**
- Approves administrative policies, procedures, standards.

May direct action

May request action

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City of OLYMPIA