



King County
Metropolitan King County Council
Labor Policy Committee

LABOR POLICY ADOPTION REPORT

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Date:

Labor Policy related to implementation of the King County Auditor's 24 July 2012 report on the King County Sheriff's Office

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STATEMENT OF FACTS:

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1. In May of 2009, the County Council adopted Ordinance 16511, which, among other things, directed the County Auditor's Office to establish a permanent, ongoing law enforcement audit process, focusing on the Internal Investigation Unit (IIU) of the King County Sheriff's Office (KCSO) and on the effectiveness of the Office of Law Enforcement Oversight (OLEO) in providing oversight of KCSO.

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2. The County Auditor recently completed an audit pursuant to Ordinance 16511. That audit was conducted in conjunction with a national law enforcement consulting firm, Hillard Heintze LLC. The primary purposes of this audit, as described by the County Auditor, were to evaluate the Sheriff's Office internal investigation operations and to assess the effectiveness of OLEO. The audit also included a review of best practices for managing citizen-initiated and internally-generated complaints concerning police misconduct and use of force.

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3. Based on the results of the audit, the County Auditor identified significant issues with KCSO's policies and procedures for investigating complaints and inconsistent adherence to those policies and procedures within KCSO. The Auditor concluded that those issues undermined organizational and individual accountability in KCSO and were inconsistent with best practices and the standards of the Commission on Accreditation of Law Enforcement Agencies (CALEA).

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20 4. The Auditor further concluded that, as a result of the issues described above, the County
21 may be exposed to greater risk from claims (e.g., claims arising from vehicle accidents and
22 allegations of excessive use of force) and may be unable to maintain its CALEA accreditation.

23 5. The Auditor recommended, among other things, that KCSO develop more detailed
24 policies specifying the investigation and reporting processes for all complaints and that these
25 processes become standards that are categorically adhered to by officers and supervisors.

26 6. The Auditor identified significant challenges in implementing OLEO as an effective
27 civilian oversight function under the current organizational and legal framework, and noted that
28 KCSO had worked proactively with the County Council and council staff to develop new
29 collective bargaining strategies to restore OLEO's authority to provide effective civilian
30 oversight.

31 7. The Auditor recommended that OLEO, in collaboration with KCSO, continue to plan and
32 develop working guidelines and measurable objectives to ensure that the positive effects and
33 benefits of civilian law enforcement oversight are maximized in King County.

34 8. The Auditor made 16 recommendations in all, and both KCSO and OLEO concurred with
35 all of them; however, the Auditor observed that successful implementation of the
36 recommendations may be contingent to some extent on labor negotiations.

37 FOR THE FOREGOING REASONS, LP 2010-031 is hereby amended by adding a new
38 section as follows:

39 **“Sheriff’s Office Audit Report Implementation.** It is the policy of King County that all
40 of the recommendations of the July 24, 2012, report of the King County Auditor
41 concerning the King County Sheriff’s Office (Report No. 2012-01, entitled “Performance
42 Audit of King County Sheriff’s Office and Office of Law Enforcement Oversight”)

43 should be implemented fully and as promptly as possible and that the county's bargaining
44 agents should make every effort to negotiate labor agreements that are consistent with the
45 implementation of those recommendations.

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47 The committee determines that this labor policy shall be _____ maintained as confidential OR
48 x made public.

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51 Adopted by the Labor Policy Committee by majority vote of the entire committee on
52 _____, 2012.

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King County Council
King County, Washington

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Chair

59 Attest:

60 _____, Clerk of the Council