1	OFFICE OF LAW ENFORCEMENT OVERSIGHT (OLEO) (OPERATIONAL PLAN)		
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4	Purpose		
5	The Vive County Office of Low Enforcement Oversight (OLEO)		
6 7	The King County Office of Law Enforcement Oversight (OLEO) was created to assure integrity		
8	and transparency of the King County Sheriff's Office (KCSO) and its employees. Housed within the legislative branch of County government, OLEO is an independent law enforcement		
9	oversight agency made up of civilians with expertise in law, police operations, police		
10	performance auditing, and risk management.		
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12	Mission		
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14	Delivering independent and effective oversight through community engagement, collaboration,		
15	and accountability.		
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17	OLEO proactively identifies systemic problems within KCSO, assures KCSO complies with best		
18	practices in the law enforcement community, and presents reasoned recommendations to		
19	mitigate risk and to advance integrity and transparency in policing.		
20	OLFO conducts community outrough to advects the community shout its role in aversaging		
21 22	OLEO conducts community outreach to educate the community about its role in overseeing KCSO on a periodic basis, especially when high-profile use of force incidents and other events of		
22 23	particular interest to the community occur.		
24	purificular interest to the community occur.		
25	Through the analysis of data necessary to effectively manage risk and evaluate the integrity of		
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27	Performance Auditing, Use of Force Review, and the assessment of Public and Employee		
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29	its findings to the King County Council and the King County Sheriff to assure that those		
30	functions are being performed with accuracy and integrity. The responsibility and objectives of		
31	each of the three functions is described below.		
32	Police Porformance Auditing		
33	Police Performance Auditing		
34	Audit specific functions of the KCSO to identify risks and to mitigate them through well		
35	reasoned recommendations. Audit areas include, but are not limited to:		
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36	1. Complaint Investigations;		
37	2. Motor Vehicle and Pedestrian Stops;		
38	3. Warrant Application and Supporting Affidavit;		
39	4. Confidential Informants;		
40	5. Use of Force Investigations; and		
41	6. Arrest Booking and Charging Reports.		

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Use of Force

- OLEO will be involved throughout the investigative and adjudicative process of every major use of force incident involving a KCSO employee.¹ OLEO's involvement in these matters includes:
 - 1. Being immediately notified by the KCSO Command Post of a Critical Incident, where Critical Incident means:
 - a. An officer-involved shooting resulting in death or injury;
 - b. The use of force resulting in death or serious bodily injury;
 - c. An in-custody death;
 - d. A vehicular pursuit resulting in death or serious bodily injury:
 - e. A traffic collision involving an officer resulting in death or serious bodily injury; or
 - f. Any incident of workplace violence.
 - 2. Being present at the scene of a Critical Incident and observing the investigation in progress;
 - 3. Reviewing KCSO's investigation of the incident and conducting additional investigation if needed;
 - 4. Attending any KCSO board reviewing use of force;
 - Reviewing and assessing the KCSO investigative reports and the Sheriff's final report; and
 - 6. Preparing an evaluation and assessment the KCSO's investigative reports and the Sheriff's final report.

Public and Employee Complaints

- Assists members of the public as well as KCSO employees in filing complaints of misconduct involving KCSO employees.
- Assists KCSO employees in matters involving allegations of retaliation and other
 workplace concerns, as well as monitors KCSO's investigations into such matters to
 ensure that both the employee's rights as well as KCSO's mission are protected.
- Investigates, in response to a complaint or on its own initiative, any administrative act by the KCSO when deemed necessary by OLEO to further its mission.
- Ensures that other complaints of misconduct are properly handled and are thoroughly and objectively investigated.
- Prepares an annual review and assessment, to be presented to the Council in public session, of KCSO's handling of complaints and any claims of retaliation.

¹ Major use of force incidents include those that could result in serious risk of injury, death, or civil liability. Examples include, but are not limited to, an officer-involved shooting, a head strike with an impact weapon, an incustody death, and a law enforcement related injury involving hospitalization.

Operational Authority The operational authority that OLEO needs in order to accomplish its mission includes the following. 1. To mitigate risks inherent to police operations, the Office needs the authority to respond to, review, and investigate the following incidents, whether classified as misconduct or not, without having to wait for the conclusion of any other review or investigation of the incidents: a. Use of force investigations; b. The negligent or accidental discharge of a firearm; c. Officer involved shootings, even when the rounds fail to strike the suspect; d. In custody deaths, which occur while the victim and/or suspect is under the control of KCSO personnel; e. Law enforcement related injuries (i.e., head strikes with a baton or other impact weapon, carotid restraint control holds, positional asphyxia, or the discharge of a TASER); f. Incidents involving K-9 bites; g. Instances of workplace violence; h. Vehicular pursuits or accidents resulting in death or serious injury to KCSO personnel or members of the public; Criminal investigations involving KCSO deputies; and Any incident that could expose King County to civil liability. 2. To assure the adequacy of supervisory oversight and the Sheriff's internal discipline process, OLEO needs the authority to: a. Assess the manner in which specific instances of discipline were recommended and administered by KCSO, including any settlements of grievances or appeals related to the discipline; b. Access crime scenes to evaluate the quality of internal investigations and the conduct of the involved Deputy;

c. Assess KCSO investigations, whether classified as misconduct or not, especially those

Review Boards, Shooting Review Boards, and Accident Review Boards, for purposes

that involve high risk incidents or expose King County to potential civil liability;

e. Have access to review board files and findings, such as those of the Use of Force

f. Review and assess KCSO Internal Investigations Unit processes, investigations and

d. Respond to Critical Incidents, including review and investigation as needed;

3. To support KCSO's implementation of best practices in the law enforcement community,

of evaluation and oversight; and

findings.

OLEO needs the authority to:

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- a. Conduct performance audits of KCSO standards and procedures to identify risk and determine the adequacy of policies, training, and internal controls;
- b. Audit and review investigative reports (i.e., arrest, booking, and charging reports) to assure compliance with Department policy and the rule of law; and
- c. Conduct audits and reviews of allegations of racial profiling and other Constitutional violations such as those involving search and seizure, *Miranda*, and due process.
- 4. To assure OLEO and its employees have unfettered access to Department files and personnel, OLEO needs to have the following provision memorialized in the KCSO Manual:

INQUIRIES OR INVESTIGATIONS BY THE OFFICE OF LAW ENFORCEMENT OVERSIGHT

- Duty to Provide Access to Department Records and Information: Per an Agreement approved by the King County Sheriff's Office, Department employees have an affirmative duty to cooperate fully with the Office of Law Enforcement Oversight and to provide complete, unrestricted and prompt access to inspect and/or photocopy all King County Sheriff Office records, including reports, audits, reviews, plans, projections, documents, files, contracts, memoranda, correspondence, data or information on audio/video computer tape/disc or other materials of the Department, including ongoing and in-progress matters. The Office of Law Enforcement Oversight is not required to articulate to the Department any reason or rationale for any specific request.
- No Department protocols restricting access to Department records or information shall be applied to the Office Law Enforcement Oversight. In order to carry out the duties of the office, the Office of Law Enforcement Oversight shall have prompt access to any employee of the King County Sheriff's Office, subject to limitations imposed by law or collective bargaining agreement.
- When inspecting or photocopying Departmental records or evidence maintained by the Department, the Office of Law Enforcement Oversight shall follow the same protocols pertaining to chain-of-custody, preservation of integrity of physical evidence and confidentiality applicable to Department personnel. When requesting materials from an inprogress crime investigation, the Office of Law Enforcement Oversight shall coordinate all activities with the Officer in Charge in a manner which does not interfere with or compromise the investigation.