



Office of Law Enforcement Oversight (OLEO) Overview for KCSO Personnel January 2018

As OLEO staff interact with KCSO personnel around the County, we receive many questions about OLEO's role. The following is a high-level overview of the office, based upon the questions we frequently receive from KCSO personnel.

The voters of King County and King County Council established OLEO to increase public trust in the Sheriff's Office by providing greater accountability and civilian input. Here's what that looks like in practice:

OLEO Does...

- Neutrally review internal investigations conducted by IIU and decide whether to certify the investigations as "thorough and objective."
- Conduct systemic reviews of KCSO policies, practices and training.
- Advocate for the training, resources and tools KCSO needs.
- Conduct outreach to the communities both OLEO and KCSO serve.
- Provide recommendations on proposed KCSO policy changes.

OLEO Does Not...

- Have any role in discipline decisions.
- Have any role in determining criminal charges against KCSO personnel.
- Have authority to overrule any decision of the Sheriff or KCSO personnel.

Where you will see OLEO staff...

Trainings, ride-alongs and roll calls – OLEO's staff stay active throughout the year to continually develop our understanding of your training, perspectives and realities of policing in King County. The better we understand your job, the more informed we are when doing our job.

Community meetings – Being present in the communities we serve is critical to trust-building and bridging the gap with communities. OLEO staff engage in a variety of public outreach and education activities. This is an area in which we hope to increasingly partner with KCSO.

Driving Review Boards, Use of Force Boards and Administrative Review Team – One member of OLEO's staff attends these reviews. OLEO's interest is to learn what can be improved, not if or how KCSO personnel might be disciplined. Our questions and input on these reviews are focused on identifying whether KCSO officers receive sufficient and appropriate policy

guidance, training, and supervision to secure best outcomes for the public. Our primary lens is what can be improved and reducing the need for using force when safe and feasible.

Downtown – OLEO is located on the first floor of the Chinook building. We welcome visitors from KCSO interested in learning more about our work, and we welcome anyone interested in sharing ideas.

Who does OLEO serve?

By ordinance, OLEO serves the interests of the public, which includes employees of KCSO.

Our reviews are neutral...

OLEO's role is to provide an objective review of internal investigations. Our goal is to encourage diligence and fairness to both KCSO and members of the public in such matters. With respect to employee fairness, we follow up and bring forward concerns when we see a lack of thoroughness or a conflict of interest that might result in an unfair investigation to any involved party. More specifically, OLEO may decide not to certify an investigation as "thorough and objective" if discipline is imposed upon a deputy without properly considering available evidence or otherwise undertaking a sufficient investigation. This was the case in one of the three investigations OLEO did not certify in 2016. Although OLEO cannot compel KCSO to fix shortcomings in investigations, we do publicly report on the number and type of cases not certified each year.

We want KCSO to have the best training and resources...

OLEO has emerged as a vocal advocate for transformative change, and testified before the County Council in support of funding more training for KCSO personnel in tactical de-escalation, defensive tactics and other areas (these trainings have been taking place over the past several weeks). OLEO also sponsored a training for KCSO personnel on cognitive interviewing skills, which nearly 50 people attended. We will continue advocating for more hands-on training for KCSO, with an initial goal to have the State's annual 24-hour minimum training requirement to be in-person instead of online each year.

We're transparent, too...

OLEO is eager to share its work with you and the public. We now have a [webpage](#), where you can find more information about our office, including the [2016 Annual Report](#), which offers more highlights of our activities and achievements. You can also keep apprised of our activities by liking/following our [Facebook](#) and [Twitter](#) accounts. And, as mentioned earlier, we welcome you to share your ideas with us.

Thank you for your time, interest, and support in the beginning stages of this long and meaningful partnership between KCSO and OLEO. Please feel free to reach out to us if you have questions or want to meet. Thank you and best wishes.

Sincerely,

Deborah Jacobs
Director, King County Office of Law Enforcement Oversight