



King County
Community Advisory Committee on Law Enforcement Oversight
401 Fifth Avenue, Room 131
Seattle, WA 98104-1818

September 4, 2018

Dear Sheriff Johanknecht,

As you know, we are the appointed members of King County's Community Advisory Committee on Law Enforcement Oversight. As community representatives, we exchange information and perspectives with the public regarding the provision of police services in King County, we advise OLEO on issues of police practices and civilian oversight, and we advise both the King County Sheriff's Office (KCSO) and the Metropolitan King County Council on issues of equity and social justice. Our role as a committee helps build healthy relationships between the King County Sheriff's Office and the public it serves.

We appreciate your meeting with us in January, where we had an initial conversation about King County's 2016-2022 Equity and Social Justice Strategic Plan, which requires all departments and agencies to develop strategic plans. During that meeting, you indicated that you were working on KCSO's plan. We would appreciate receiving an update on your progress.

According to the Office of Equity and Social Justice, the Strategic Plan should identify six goal areas that will help create shifts in how we govern, build our internal capacity, and intersect and coordinate with regional collaborators to become pro-equity. The six-goal areas are:

1. Leadership, Operations & Services
2. Plans, Policies & Budgets
3. Workplace & Workforce
4. Community Partnerships
5. Community & Education
6. Facility & System Improvements

As you know, Equity and Social Justice is the blueprint for action and change within King County - both as an employer and as a government - to meaningfully move towards the goal of being racially just, internally and in the community. Participation can be especially meaningful for KCSO, which faces dual challenges of recruiting diverse candidate pools and addressing the dynamics of equity and social justice present in some interactions between police and the public.

Additionally, recognizing the importance of employee morale and retention to advance both equity and an organization, we urge you to have KCSO personnel participate in the employee engagement survey which can provide you with valuable information about what is going well and what needs attention from employees' perspectives.

We look forward to an update on KCSO's Equity and Social Justice strategic plan. We understand that you have many competing priorities, and members of our committee welcome the opportunity to help in any way appropriate. We would gladly work with KCSO personnel in developing a plan.

Thank you in advance for your attention to our inquiry and your timely response. Please send your response to Committee Chair Tamika Moss at OLEO7@kingcounty.gov. We look forward to hearing back from you soon.

Sincerely,

Mayor David Baker,
Contract Cities – Kenmore, Position 1

State Representative Mia Gregerson, Co-Chair
At-large, Position 8

Sili Savusa
Unincorporated, Position 5

Abel Pacheco
At-large, Position 9

Joseph Nguyen
Unincorporated, Position 6

Pastor Kenneth Ransfer
At-large, Position 10

Tamika Moss, Co-Chair
Unincorporated, Position 7

Nick Allen
At-large, Position 11

Cc: King County Community Advisory Committee on Law Enforcement Oversight;
King County Office of Law Enforcement Oversight;
King County Council;
King County Executive Dow Constantine;
King County Office of Equity & Social Justice