



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**November 13, 2013**

**Motion 14002**

**Proposed No. 2013-0448.2**

**Sponsors Patterson**

1           A MOTION requiring that the sheriff's office provide to the  
2           council annually a report with data on the results of its  
3           internal review of complaints and investigations of  
4           employee misconduct.

5           WHEREAS, the justice and safety goal of the King County Strategic Plan  
6           prioritizes keeping people safe in their homes and communities, and

7           WHEREAS, the service excellence goal of the King County Strategic Plan  
8           prioritizes building a culture of service that is responsive and accountable to the  
9           community, and

10          WHEREAS, according to the sheriff's General Orders Manual, "a law  
11          enforcement agency must maintain a high level of personal and official conduct if it is to  
12          command and deserve the respect and confidence of the public it serves," and

13          WHEREAS, although the overwhelming majority of deputies and employees of  
14          the sheriff's office serve with honor and distinction, stories or instances of misconduct,  
15          even if isolated and infrequent, can damage the reputation of the entire sheriff's office and  
16          erode community trust, and

17          WHEREAS, to build and maintain community trust, it is incumbent on sheriff's  
18          office leadership and managing supervisors to foster an environment in which ethical and

19 conscientious behavior is expected and each individual is responsible for meeting those  
20 expectations, and

21 WHEREAS, a culture that values integrity and holds individuals accountable is  
22 critical for sustaining community trust, and the community must know that issues of  
23 concern will be reviewed objectively, investigated thoroughly and resolved in a fair and  
24 just manner, and

25 WHEREAS, a strong and effective internal investigations unit and system for  
26 investigating complaints of misconduct reinforce a culture of integrity and accountability,  
27 and are crucial components for building and maintaining community trust, and

28 WHEREAS, the council has stated in several pieces of legislation that it is the  
29 policy of the county to increase the level of public trust and transparency of sheriff's  
30 operations and to identify systemic issues within the sheriff's office and offer  
31 recommendations for reform, and

32 WHEREAS, the council recognized in its efforts to create a framework for  
33 oversight of the sheriff's office that the council and the public need access to data in a  
34 timely and transparent manner, and

35 WHEREAS, the sheriff's office, in making improvements to its systems for  
36 monitoring and investigating alleged personnel misconduct, has established a well-  
37 defined system for receiving, documenting, investigating and resolving complaints of  
38 misconduct for its employees, and

39 WHEREAS, the sheriff's office documents each complaint and tracks each  
40 complaint to its conclusion, and has data available to show the frequency and types of  
41 complaints, the number of resolutions and the outcomes of these investigations and that

42 this information is a valuable tool for the sheriff's office to track its actions in addressing  
43 employee misconduct and to implement its policy to ensure public trust in sheriff's office  
44 employees, and

45 WHEREAS, the information on sheriff's office complaints, investigations and  
46 outcomes would be very useful to the council and the public;

47 NOW, THEREFORE, BE IT MOVED by the Council of King County:

48 A. The sheriff's office shall develop an annual report summarizing its data on the  
49 investigation of complaints of misconduct.

50 B. The reports shall include, at a minimum, for each year and the three prior  
51 years, the following:

52 1. The number of complaints and allegations received, including information on  
53 the origin of the complaint, be it either citizen or internal;

54 2. The number of complaints, allegations or incidents in the following areas:

55 a. minor misconduct;

56 b. major misconduct;

57 c. use of force; and

58 d. criminal investigations;

59 3. The number of complaint, allegation and incident resolutions by  
60 classification, to include data on the types of personnel actions taken when complaints are  
61 sustained, and data on the administrative actions taken when the investigation results in  
62 recommendations for changes in sheriff's operations, such as training or policies;

63 4. The number of individual employees that have accrued three or more  
64 complaints in the reporting year or eight or more complaints total in the reporting year

65 and the prior three years. The sheriff shall identify the outcome of the complaints and  
66 note whether any personnel or administrative action resulted from the complaints for  
67 these employees; and

68           5. Narrative information on any trends identified through its internal  
69 investigations and complaint process, and recommendations of any potential legislative  
70 changes that the sheriff's office has identified in its evaluation of complaint data that, if  
71 implemented, could improve public trust in the law enforcement.

72           C. The sheriff's office first report shall be transmitted to the council,  
73 accompanied by a motion to accept the report, by March 1, 2014. The subsequent reports  
74 shall be transmitted to the council by March 1 of each year. The reports called for in this  
75 motion shall be transmitted in the form of a paper original and an electronic copy to the  
76 clerk of the council, who shall distribute electronic copies to all councilmembers, the  
77 director of the office of law enforcement oversight, and the lead staff for the committee

78 of the whole, law, justice, health and human services committee and the government  
79 accountability, oversight and financial performance committee, or their successors.  
80

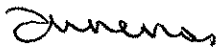
Motion 14002 was introduced on 10/14/2013 and passed by the Metropolitan King County Council on 11/12/2013, by the following vote:

Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,  
Ms. Patterson, Ms. Lambert, Mr. Dunn, Mr. McDermott and Mr.  
Dembowski  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Larry Gossett, Chair

ATTEST:

  
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Anne Noris, Clerk of the Council

Attachments: None