



King County

516 Third Avenue, Council
Chambers, 10th Floor,
Seattle, WA 98104

Meeting Agenda

Law and Justice Committee

Councilmembers:

Rhonda Lewis, Chair;

Rod Dembowski, Vice-Chair;

Claudia Balducci, Jorge L. Barón, Teresa Mosqueda

Lead Staff: Leah Krekel-Zoppi (206-477-0892)

Co-Lead Erica Newman (206-477-7543)

Committee Clerk: Gabbi Williams (206-477-7470)

9:30 AM

Wednesday, September 2, 2026

Hybrid Meeting

Hybrid Meetings: Attend King County Council committee meetings in person in Council Chambers (Room 1001), 516 3rd Avenue in Seattle, or through remote access. Details on how to attend and/or provide comment remotely are listed below.

Pursuant to K.C.C. 1.24.035 A. and F., this meeting is also noticed as a meeting of the Metropolitan King County Council, whose agenda is limited to the committee business. In this meeting only the rules and procedures applicable to committees apply and not those applicable to full council meetings.

HOW TO PROVIDE PUBLIC COMMENT: The Law and Justice Committee values community input and looks forward to hearing from you on agenda items.

There are three ways to provide public comment:

1. In person: You may attend the meeting and provide comment in the Council Chambers.
2. By email: You may comment in writing on current agenda items by submitting your email comments to committees@kingcounty.gov. If your email is received before 8:00 a.m. on the day of the meeting, your email comments will be distributed to the committee members and appropriate staff prior to the meeting.
3. Remote attendance at the meeting by phone or computer: You may provide oral comment on current agenda items during the meeting's public comment period by connecting to the meeting via phone or computer using the ZOOM application at <https://zoom.us/join> and entering the Webinar ID number below.



Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.



You are not required to sign up in advance. Comments are limited to current agenda items.

You have the right to language access services at no cost to you. To request these services, please contact Language Access Coordinator, Tera Chea at (206) 477-9259 or email Tera.chea2@kingcounty.gov by 8:00 a.m. no fewer than three business days prior to the meeting.

CONNECTING TO THE WEBINAR:

Webinar ID: 889 0017 7467

By computer using the Zoom application at <https://zoom.us/join> and the Webinar ID above.

By phone by calling 1-253-215-8782 and entering the Webinar ID above.

HOW TO WATCH/LISTEN TO THE MEETING REMOTELY: There are three ways to watch or listen to the meeting:

- 1) Stream online via this link www.kingcounty.gov/kctv or input the link web address into your web browser.
- 2) Watch King County TV on Comcast Channel 22 and 322(HD) and Astound Broadband Channels 22 and 711(HD).
- 3) Listen to the meeting by telephone see "Connecting to the Webinar" above.

To help us manage the meeting, if you do not wish to be called upon for public comment, please use the Livestream or King County TV options listed above, if possible, to watch or listen to the meeting.

1. **Call to Order**

2. **Roll Call**

To show a PDF of the written materials for an agenda item, click on the agenda item below.

3. **Approval of Minutes** p. 5

July 1, 2026 meeting minutes

4. **Public Comment**



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Discussion and Possible Action

5. [Proposed Motion No. 2026-0170](#) p. 8

A MOTION confirming the executive's appointment of Daniel Santon, who resides in council district seven, to the King County community advisory committee for law enforcement oversight, as an at-large representative.

Sponsors: Lewis

Nick Bowman, Council staff

6. [Proposed Motion No. 2026-0183](#) p. 16

A MOTION confirming the executive's appointment of Kyle Jones, who resides in council district two, to the King County community advisory committee on law enforcement oversight, as an at-large representative.

Sponsors: Lewis

Nick Bowman, Council staff

7. [Proposed Motion No. 2026-0186](#) p. 24

A MOTION confirming the executive's appointment of Samuel Hawkins, who resides in council district five, to the King County community advisory committee for law enforcement oversight, as an at-large representative.

Sponsors: Dembowski and Fain

Nick Bowman, Council staff

8. [Proposed Motion No. 2026-0144](#) p. 32

A MOTION accepting the office of law enforcement oversight's annual report for the year 2025.

Sponsors: Lewis

Tamer Abouzeid, Director, Office of Law Enforcement Oversight



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TTY Number - TTY 711.
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Briefing

9. [Briefing No. 2026-B0095](#) p. 101

Human and Civil Rights Commission annual report

Jennifer Karls, Co-Chair, King County Human and Civil Rights Commission (HCRC)

Daisy Wong, Co-Chair, HCRC

Allison Hastings, Secretary, HCRC

Other Business

Adjournment



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King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Minutes Law and Justice Committee

Councilmembers:
Rhonda Lewis, Chair;
Rod Dembowski, Vice-Chair;
Claudia Balducci, Jorge L. Barón, Teresa Mosqueda

Lead Staff: Leah Krekel-Zoppi (206-477-0892)
Co-Lead Erica Newman (206-477-7543)
Committee Clerk: Gabbi Williams (206-477-7470)

9:30 AM

Wednesday, July 1, 2026

Hybrid Meeting

DRAFT MINUTES

1. **Call to Order**

Chair Lewis called the meeting to order at 9:31 a.m.

2. **Roll Call**

Present: 5 - Balducci, Barón, Dembowski, Lewis and Mosqueda

3. **Approval of Minutes**

Councilmember Dembowski moved approval of the minutes of the May 6, 2026 meeting. Seeing no objections, the minutes were approved.

4. **Public Comment**

The following individuals were present to provide public comment:
Alex Tsimmerman

Discussion and Possible Action

5. [Proposed Motion No. 2026-0084](#)

A MOTION approving the King County youth diversion and intervention program report required by 2026-2027 Biennial Budget Ordinance, Ordinance 20023, Section 108, Proviso P1, related to employment and education resources.

Miranda Leskinen, Council staff, briefed the committee. Jen Tanaka, Acting Director, Children, Youth, and Young Adult Division (CYAD), Department of Community and Human Services (DCHS), Jennifer Hill, Acting Deputy Director, CYAD, DCHS, and Stephanie Trolen, Legal Services Supervisor, PAO, also briefed the committee via a PowerPoint presentation and answered questions from the members.

A motion was made by Councilmember Barón that this Motion be Passed Out of Committee Without a Recommendation. The motion carried by the following vote:

Yes: 5 - Balducci, Barón, Dembowski, Lewis and Mosqueda

6. [Proposed Motion No. 2026-0089](#)

A MOTION confirming the executive's appointment of Brian Flaherty, who resides in council district nine, to the public defense advisory board, representing the Washington Defender Association.

Brandi Paribello, Council staff, briefed the committee. Brian Flaherty, appointee to the Public Defense Advisory Board, provided comments on their background and interest on serving on the board and answered questions from the members.

A motion was made by Councilmember Dembowski that this Motion be Recommended Do Pass Consent. The motion carried by the following vote:

Yes: 5 - Balducci, Barón, Dembowski, Lewis and Mosqueda

7. [Proposed Ordinance No. 2026-0067](#)

AN ORDINANCE related to notification requirements for booking restrictions at King County adult detention facilities; and adding a new chapter to K.C.C. Title 2.

Leah Krekel-Zoppi, Council staff, briefed the committee. Steve Larsen, Deputy Director, Department of Adult and Juvenile Detention, also addressed the committee and answered questions from the members.

Councilmember Dembowski moved Amendment 1. The Amendment was adopted.

A motion was made by Councilmember Dembowski that this Ordinance be Recommended Do Pass Substitute Consent. The motion carried by the following vote:

Yes: 5 - Balducci, Barón, Dembowski, Lewis and Mosqueda

Other Business

There was no other business to come before the committee.

Adjournment

The meeting was adjourned at 10:49 a.m

Approved this _____ day of _____

Clerk's Signature



Metropolitan King County Council Staff Report

Committee:	Law and Justice		
Agenda Item:	5	Analyst:	Nick Bowman
Proposed No.:	2026-0170	Meeting Date:	September 2, 2026

OVERVIEW

TOPIC: Proposed Motion 2026-0170 would confirm the Executive's appointment of Daniel Santon, who resides in Council District 7, to the Community Advisory Committee for Law Enforcement Oversight as an at large representative, for a term to expire on March 31, 2027.

BACKGROUND

Purpose. The Community Advisory Committee for Law Enforcement Oversight (CACLEO) supports the activities of the County's Office of Law Enforcement Oversight (OLEO), which is responsible for civilian oversight of the King County Sheriff's Office (KCSO). CACLEO's duties include serving as liaison between OLEO and the communities it serves, advising OLEO on law enforcement training policies and procedures, and advising KCSO and the County Council on matters of equity and social justice related to law enforcement, as well as, on problems and opportunities for improvement in KCSO practices.¹

Membership. CACLEO is an eleven-member body who represent the diversity of the sheriff's service area including members who live in cities that contract with the sheriff for law enforcement services; members who live in unincorporated King County; and members who are selected at-large.²

APPOINTEE INFORMATION

Daniel Santon is a King County Metro employee who resides in Kent and who previously served on the Sound Transit Citizens Oversight Panel. According to his application materials, Mr. Santon has a passion for improving the relationship the community has with law enforcement.

¹ KCC 2.36.050.D

² KCC 2.36.050.B

ANALYSIS

Staff has not identified any issues with the proposed appointment. It appears to be consistent with the requirements of Ordinance 18786.

INVITED

- Daniel Santon, Appointee to Community Advisory Committee for Law Enforcement Oversight
- Jamie Tugenberg, Staff Liaison to the King County Community Advisory Committee for Law Enforcement Oversight

ATTACHMENTS

1. Proposed Motion 2026-0170
2. Transmittal Letter
3. Board Profile



KING COUNTY
Signature Report

ATTACHMENT 1
1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Motion

Proposed No. 2026-0170.1

Sponsors Lewis

- 1 A MOTION confirming the executive's appointment of
- 2 Daniel Santon, who resides in council district seven, to the
- 3 King County community advisory committee for law
- 4 enforcement oversight, as an at-large representative.
- 5 BE IT MOVED by the Council of King County:
- 6 The county executive's appointment of Daniel Santon, who resides in council
- 7 district seven, to the King County community advisory committee for law enforcement

- 8 oversight, as an at-large representative, for the remainder of a three-year term to expire
9 on March 31, 2027, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Sarah Perry, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Girmay Zahilay, County Executive

Attachments: None



Executive Girmay Zahilay

Chinook Building, CNK-EX-0800
401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

June 23, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

This letter transmits a proposed Motion that would, if approved, confirm the appointment of Daniel Santon, who resides in Council District seven, to the King County Community Advisory Committee for Law Enforcement Oversight, as an at-large representative, for the remainder of a three-year term expiring March 31, 2027.

Mr. Santon's application, financial disclosure, board profile, and appointment letter are enclosed to serve as supporting and background information to assist the Council in considering confirmation. Mr. Santon is a King County employee, but has been approved by his supervisor and by our office to serve on the Community Advisory Committee for Law Enforcement Oversight.

Thank you for your consideration of the proposed legislation. If your staff have any questions about this appointment, please contact Rosa Mai, Community Service, Boards & Commissions Specialist, at (206) 369-9279.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Zahilay", written in a cursive style.

Girmay Zahilay
King County Executive

The Honorable Sarah Perry

June 23, 2026

Page 2

Enclosures:

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Office of the Executive

Jasmin Weaver, Chief of Staff, Office of the Executive

Hyeok Kim, Chief Operating Officer, Office of the Executive

Sierra Howlett-Brown, Director of Government Relations, Office of the Executive

Garrett Holbrook, Council Relations Manager, Office of the Executive

Rosa Mai, Community Service, Boards & Commissions Specialist, Office of the Executive

Jamie Tugenberg, Staff Liaison to the King County Community Advisory Committee on

Law Enforcement Oversight

Daniel Santon

CACLEO BOARD PROFILE

Term Length: 3-years

Total Number of Members – 11 (3 King County Sheriff Contract Cities representatives; 3 Unincorporated King County representatives and 4 at-large representatives.)

*(Expired terms are in **BOLD** print.)*

Pos. No.	Name	KCC District	Representing	Date Appointed	Term Expires	Number of Appointed Terms
1	VACANT		As a representative from King County Sheriff contract cities		3/31/28	
2	VACANT		As a representative from King County Sheriff contract cities		3/31/26	
3	Jonathan Deex	9	As a representative from King County Sheriff contract cities	6/6/25	3/31/27	Partial
4	VACANT		As an at-large representative		3/31/26	
5	VACANT		Representing unincorporated King County		3/31/27	
6	Daniel Martin	8	As a representative from King County Sheriff contract cities	8/12/25	3/31/28	1
7	Heidi Jackson	8	Representing unincorporated King County	10/9/2025	3/31/28	Partial
8	VACANT Samuel Hawkins Pending appointment	5	As an at-large representative		3/31/28	
9	VACANT Kyle Jones Pending appointment	2	As an at-large representative		3/31/28	
10	VACANT		As an at-large representative		3/31/26	

11	VACANT Daniel Santon	7	As an at-large representative		3/31/27	
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Metropolitan King County Council Staff Report

Committee:	Law and Justice		
Agenda Item:	6	Analyst:	Nick Bowman
Proposed No.:	2026-0183	Meeting Date:	September 02, 2026

OVERVIEW

TOPIC: Proposed Motion 2026-0183 would confirm the Executive's appointment of Kyle Jones, who resides in Council District 2, to the Community Advisory Committee for Law Enforcement Oversight as an at large representative for a term to expire on March 31, 2028.

BACKGROUND

Purpose. The Community Advisory Committee for Law Enforcement Oversight (CACLEO) supports the activities of the County's Office of Law Enforcement Oversight (OLEO), which is responsible for civilian oversight of the King County Sheriff's Office (KCSO). CACLEO's duties include serving as liaison between OLEO and the communities it serves, advising OLEO on law enforcement training policies and procedures, and advising KCSO and the County Council on matters of equity and social justice related to law enforcement, as well as, on problems and opportunities for improvement in KCSO practices.¹

Membership. CACLEO is an eleven-member body who represent the diversity of the sheriff's service area including members who live in cities that contract with the sheriff for law enforcement services; members who live in unincorporated King County; and members who are selected at-large.²

APPOINTEE INFORMATION

Kyle Jones is the Director of Programs at Look2Justice, a nonprofit organization that provides civic education to system-impacted communities (inside prison and out in the community) so they are able to participate in the legislative process.

¹ KCC 2.36.050.D

² KCC 2.36.050.B

ANALYSIS

Staff has not identified any issues with the proposed appointment. It appears to be consistent with the requirements of Ordinance 18786.

INVITED

- Kyle Jones, Appointee to the Community Advisory Committee for Law Enforcement Oversight.
- Jamie Tugenberg, Staff Liaison to the King County Community Advisory Committee for Law Enforcement Oversight

ATTACHMENTS

1. Proposed Motion 2026-0183
2. Transmittal Letter
3. Board Profile



KING COUNTY
Signature Report

ATTACHMENT 1
1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Motion

Proposed No. 2026-0183.1

Sponsors Lewis

- 1 A MOTION confirming the executive's appointment of
2 Kyle Jones, who resides in council district two, to the King
3 County community advisory committee on law
4 enforcement oversight, as an at-large representative.
5 BE IT MOVED by the Council of King County:
6 The county executive's appointment of Kyle Jones, who resides in council district
7 two, to the King County community advisory committee on law enforcement

- 8 oversight, as an at-large representative, for the remainder of a three-year term to expire
9 on March 31, 2028, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Sarah Perry, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Girmay Zahilay, County Executive

Attachments: None



Executive Girmay Zahilay

Chinook Building, CNK-EX-0800
401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

July 7, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

This letter transmits a proposed Motion that would, if approved, confirm the appointment of Kyle Jones, who resides in Council District two, to the King County Community Advisory Committee on Law Enforcement Oversight, as an at-large representative, for the remainder of a three-year term expiring March 31, 2028.

Mr. Jones's application, financial disclosure, board profile, and appointment letter are enclosed to serve as supporting and background information to assist the Council in considering confirmation.

Thank you for your consideration of the proposed legislation. If your staff have any questions about this appointment, please contact Rosa Mai, Community Service, Boards & Commissions Specialist, at (206) 369-9279.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Zahilay". The signature is stylized with a large, flowing "G" and a long, sweeping underline.

Girmay Zahilay
King County Executive

The Honorable Sarah Perry

July 7, 2026

Page 2

Enclosures:

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Office of the Executive

Jasmin Weaver, Chief of Staff, Office of the Executive

Hyeok Kim, Chief Operating Officer, Office of the Executive

Sierra Howlett Browne, Director of Government Relations, Office of the Executive

Garrett Holbrook, Council Relations Manager, Office of the Executive

Rosa Mai, Community Service, Boards & Commissions Specialist, Office of the Executive

Jamie Tugenberg, Staff Liaison to the King County Community Advisory Committee on

Law Enforcement Oversight

Kyle Jones

CACLEO BOARD PROFILE

Term Length: 3-years

Total Number of Members – 11 (3 King County Sheriff Contract Cities representatives; 3 Unincorporated King County representatives and 4 at-large representatives.)

*(Expired terms are in **BOLD** print.)*

Pos. No.	Name	KCC District	Representing	Date Appointed	Term Expires	Number of Appointed Terms
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4	VACANT		As an at-large representative		3/31/26	
5	VACANT		Representing unincorporated King County		3/31/27	
6	Daniel Martin	8	As a representative from King County Sheriff contract cities	8/12/25	3/31/28	1
7	Heidi Jackson	8	Representing unincorporated King County	10/9/2025	3/31/28	Partial
8	VACANT Samuel Hawkins Pending appointment	5	As an at-large representative		3/31/28	
9	VACANT Kyle Jones Pending appointment	2	As an at-large representative		3/31/28	
10	VACANT		As an at-large representative		3/31/26	

11	VACANT Daniel Santon	7	As an at-large representative		3/31/27	
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Metropolitan King County Council Staff Report

Committee:	Law and Justice		
Agenda Item:	7	Analyst:	Nick Bowman
Proposed No.:	2026-0186	Meeting Date:	September 02, 2026

OVERVIEW

TOPIC: Proposed Motion 2026-0186 would confirm the Executive’s appointment of Samuel Hawkins, who resides in Council District 5, to the Community Advisory Committee for Law Enforcement Oversight as an at large representative, for a term to expire on March 31, 2028.

BACKGROUND

Purpose. The Community Advisory Committee for Law Enforcement Oversight (CACLEO) supports the activities of the County’s Office of Law Enforcement Oversight (OLEO), which is responsible for civilian oversight of the King County Sheriff’s Office (KCSO). CACLEO’s duties include serving as liaison between OLEO and the communities it serves, advising OLEO on law enforcement training policies and procedures, and advising KCSO and the County Council on matters of equity and social justice related to law enforcement, as well as, on problems and opportunities for improvement in KCSO practices.¹

Membership. CACLEO is an eleven-member body who represent the diversity of the sheriff's service area including members who live in cities that contract with the sheriff for law enforcement services; members who live in unincorporated King County; and members who are selected at-large.²

APPOINTEE INFORMATION

Samuel Hawkins is currently a volunteer for a non-profit organization; Filthy Rags Outreach, assisting with young men who are justice system involved and helping individuals as they transition from Department of Corrections back into the community. According to his application materials, Mr. Hawkins also works with organizations such as Freedom Project, Progress Pushers, and Collective Justice.

¹ KCC 2.36.050.D

² KCC 2.36.050.B

ANALYSIS

Staff has not identified any issues with the proposed appointment. It appears to be consistent with the requirements of Ordinance 18786.

INVITED

- Samuel Hawkins, Appointee to Community Advisory Committee for Law Enforcement Oversight
- Jamie Tugenberg, Staff Liaison to the King County Community Advisory Committee for Law Enforcement Oversight

ATTACHMENTS

1. Proposed Motion 2026-0186
2. Transmittal Letter
3. Board Profile



KING COUNTY
Signature Report

ATTACHMENT 1
1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Motion

Proposed No. 2026-0186.1

Sponsors Dembowski and Fain

- 1 A MOTION confirming the executive's appointment of
- 2 Samuel Hawkins, who resides in council district five, to the
- 3 King County community advisory committee for law
- 4 enforcement oversight, as an at-large representative.
- 5 BE IT MOVED by the Council of King County:
- 6 The county executive's appointment of Samuel Hawkins, who resides in council
- 7 district five, to the King County community advisory committee for law enforcement

- 8 oversight, as an at-large representative, for the remainder of a three-year term to expire
9 on March 31, 2028, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Sarah Perry, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Girmay Zahilay, County Executive

Attachments: None



Executive Girmay Zahilay

Chinook Building, CNK-EX-0800
401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

June 23, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

This letter transmits a proposed Motion that would, if approved, confirm the appointment of Samuel Hawkins, who resides in Council District five, to the King County Community Advisory Committee for Law Enforcement Oversight, as an at-large representative, for the remainder of a three-year term expiring March 31, 2028.

Mr. Hawkin's application, financial disclosure, board profile, and appointment letter are enclosed to serve as supporting and background information to assist the Council in considering confirmation.

Thank you for your consideration of the proposed legislation. If your staff have any questions about this appointment, please contact Rosa Mai, Community Service, Boards & Commissions Specialist, at (206) 369-9279.

Sincerely,

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Girmay Zahilay
King County Executive

The Honorable Sarah Perry

June 23, 2026

Page 2

Enclosures:

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Office of the Executive

Jasmin Weaver, Chief of Staff, Office of the Executive

Hyeok Kim, Chief Operating Officer, Office of the Executive

Sierra Howlett Browne, Director of Government Relations, Office of the Executive

Garrett Holbrook, Council Relations Manager, Office of the Executive

Rosa Mai, Community Service, Boards & Commissions Specialist, Office of the Executive

Jamie Tugenberg, Staff Liaison to the King County Community Advisory Committee for

Law Enforcement Oversight

Samuel Hawkin

CACLEO BOARD PROFILE

Term Length: 3-years

Total Number of Members – 11 (3 King County Sheriff Contract Cities representatives; 3 Unincorporated King County representatives and 4 at-large representatives.)

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9	VACANT Kyle Jones Pending appointment	2	As an at-large representative		3/31/28	
10	VACANT		As an at-large representative		3/31/26	

11	VACANT Daniel Santon	7	As an at-large representative		3/31/27	
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KING COUNTY

1200 King County
Courthouse 516 Third Avenue
Seattle, WA 98104

Signature Report

Motion

Proposed No. 2026-0144.1

Sponsors Lewis

1 A MOTION accepting the office of law enforcement
2 oversight's annual report for the year 2025.

3 WHEREAS, K.C.C. 2.75.040 requires the office of law enforcement oversight
4 ("OLEO") to develop and "transmit an annual report and a motion accepting the report"
5 to the council by June 1 of each year, and

6 WHEREAS, OLEO submits its 2025 Annual report;

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

8 The Office of Law Enforcement Oversight 2025 Annual Report, which is

- 9 Attachment A to this motion, is hereby accepted.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Sarah Perry, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Girmay Zahilay, County Executive

Attachments: OLEO - Office of Law Enforcement Oversight 2025 Annual Report



King County

OLEO

OFFICE OF LAW ENFORCEMENT OVERSIGHT

2025 Annual Report

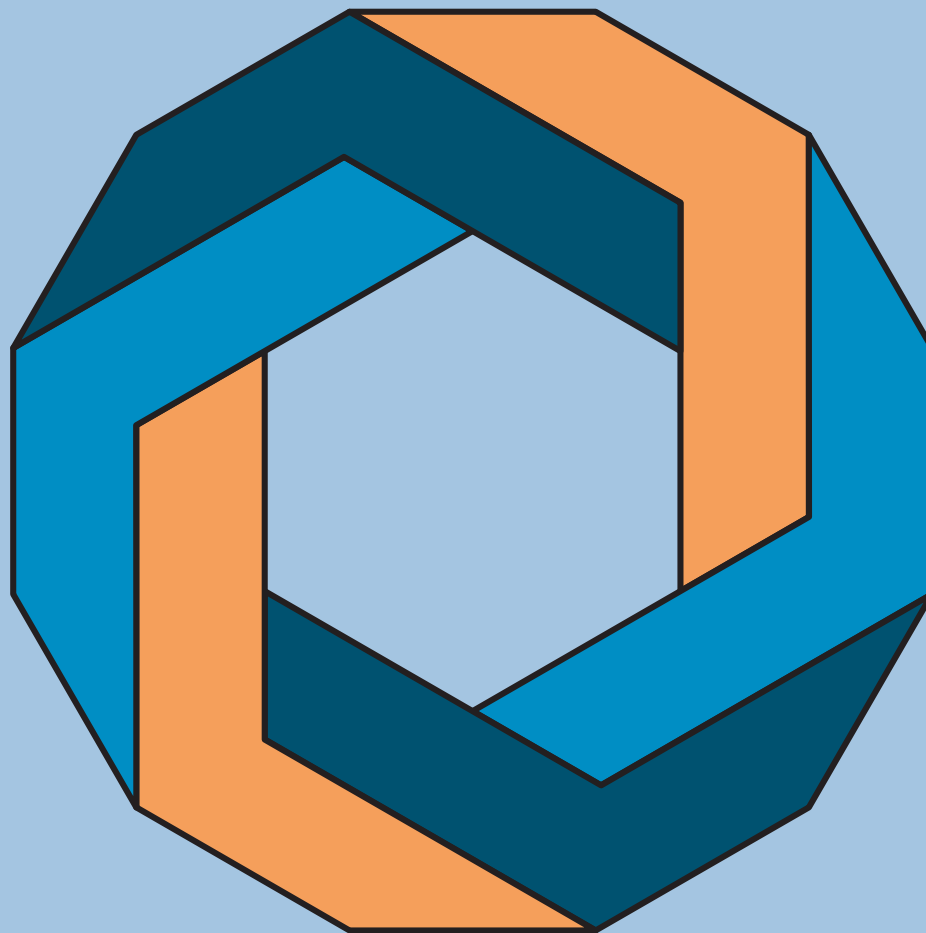


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Contact OLEO

 **PHONE:** 206-263-8870

 **EMAIL:** OLEO@kingcounty.gov

 **WEB:** kingcounty.gov/OLEO

To request a print copy of this Annual Report, call or email OLEO.

FOR BEST VIEWING EXPERIENCE

This report is intended to be read on a screen and includes navigational links at the top of each page. For the best experience, we recommend using a PDF viewer rather than a web browser to navigate the report.

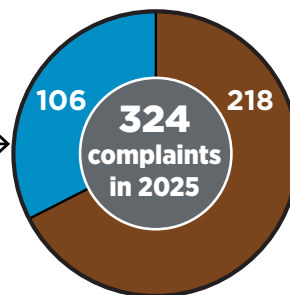
Alternate formats available.
Call 206-263-8870 or TTY: 711.

Year in Review: 2025 By the Numbers

Investigations

Complaint breakdown

33%
of misconduct complaints
received were from
Sheriff's Office employees



67%
of misconduct complaints
received were from
the community

	From Sheriff's Office	Total complaints	From the community
Compared to 2024	Down 14%	Down 4%	Up 1%
Compared to 2021 - 2024 average	Down 9%	Down 6%	Up 5%

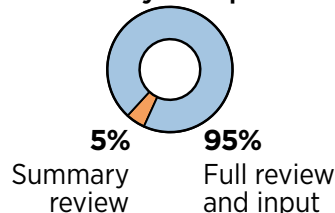
Complaint classification changes

49% of complaints were classified as **expedited-preliminary evidence conclusive** investigations
⬆️ Up 29% from '24

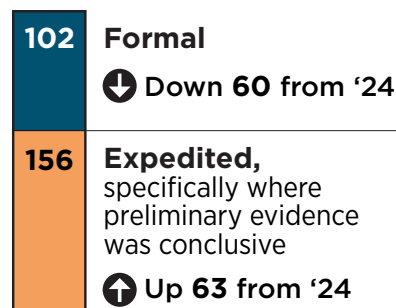
32% of complaints were classified as **formal-serious policy violation** investigations
⬇️ Down 33% from '24

OLEO Recommendations

OLEO reviewed 100% of classifications for every complaint



Full investigations reviewed: 258



87 certified by OLEO

OLEO investigations conducted:
11

1 OLEO declined to certify¹

Recommended findings for:
5 investigations

See [Appendix F](#) for data.

¹ One investigation was initially certified in 2025, but a subsequent delay ultimately led OLEO to rescind its certification and decline to certify it. That declination occurred in 2026 and therefore is not counted in this report.

Year in Review: 2025 By the Numbers *continued*

Community Engagement

3 new community partnerships



7 total community partnerships



Community partners reported

40+
hours



of work to inform policy reviews in 2025

Policy



12 policy recommendations issued



1st community-guided policy project completed

187 survey responses

& 3 community listening sessions



on traffic safety and enforcement in King County



2 new Policy Analysts joined OLEO

Sheriff's Office Trainings Attended/Observed



2 Ride-Alongs
• Burien DUI Emphasis
• Shoreline Traffic Enforcement Emphasis

5
Trainings:

✓ Taser Training (attended by 8 of 13 OLEO staff)

✓ Rapid Deployment Force Training

✓ Criminal Law

✓ TAC30 (SWAT) Mobile Arrest Team Vehicle Interdiction

✓ Domestic Violence Mocks

See [Appendix F](#) for data.

About OLEO

Our Mission

OLEO provides independent oversight of the Sheriff's Office. We conduct objective reviews and independent investigations, and make evidence-based policy recommendations that are guided by the community and rooted in equity.

Our Vision

A King County where laws are just and fairly applied, and where the criminal legal system does no harm.

Our Team



Tamer Abouzeid,
Director



Liz Dop,
*Operations
Manager*



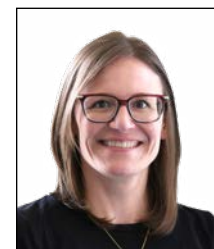
Simrit Hans,
Policy Analyst



Lea Hunter,
*Senior Policy
Analyst*



Katy Kirschner,
Deputy Director



Megan Kraft,
*Investigations
Analyst*



Ryan McPhail,
*Investigations
Monitor*



Kate Miller,
*Investigations
Analyst*



Vanya Nanda,
*Community
Engagement
Specialist*



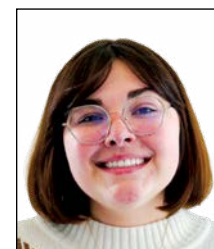
Rick Powell,
*Investigations
Analyst*



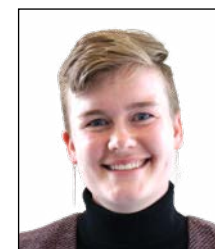
Jamie Ridgway,
*Investigations
Analyst*



Jamie Tugenberg,
*Community
Engagement
Manager*



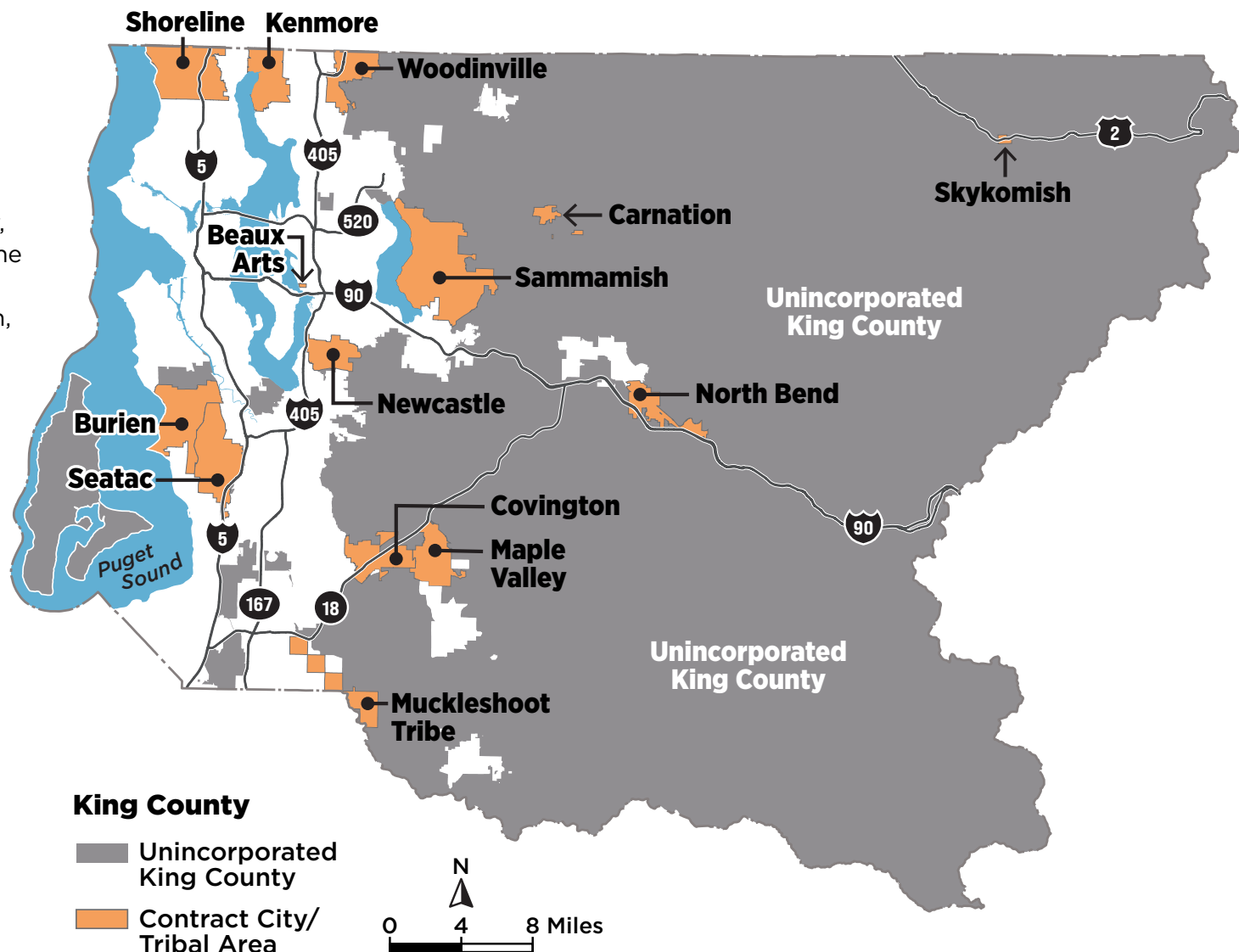
Molly Webster,
Policy Analyst



Sophie Ziliak,
*Data Administrator/
Analyst &
Special Projects
Administrator*

Our Communities

OLEO serves King County residents who are served by the Sheriff's Office. Some services are provided based on location, such as unincorporated King County, 13 cities that contract with the Sheriff's Office (Beaux Arts, Burien, Carnation, Covington, Kenmore, Maple Valley, Newcastle, North Bend (as of April 1, 2026), Sammamish, SeaTac, Shoreline, Skykomish, and Woodinville) for the provision of police services, the Muckleshoot Indian Tribe, and the King County International Airport - Boeing Field. In addition, the Sheriff's Office provides some services that may cross multiple jurisdictional lines, such as police services for Metro and Sound Transit, and the execution of court orders and evictions throughout King County.

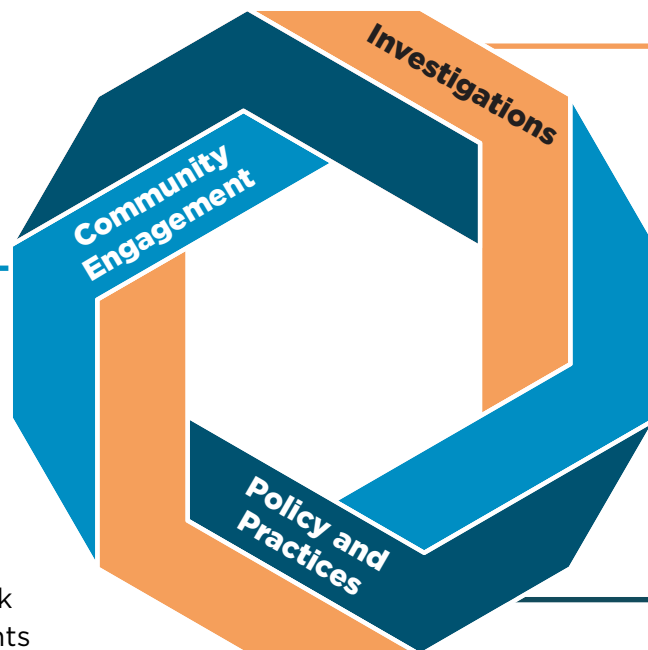


Our Work

OLEO's work encompasses Community Engagement, Investigations, and Policy and Practices. When reviewing or conducting investigations, OLEO's commitment is to be objective and focus on the evidence. When it comes to policy and practices, it is our duty to recommend better policies that promote equity and reduce policing's attendant harms to our communities. We come to know about these harms, and about the priorities we should pursue, by engaging with community stakeholders, analyzing trends in investigations, and reviewing outside research.

COMMUNITY ENGAGEMENT

Community engagement work focuses on ensuring that communities served by OLEO and the Sheriff's Office have a loud voice that is incorporated into our work product, especially when formulating policy recommendations. We also seek to educate King County residents about OLEO and the role we play.



INVESTIGATIONS

Investigations work encompasses two parallel workflows. Most commonly, OLEO monitors, reviews, and issues recommendations on misconduct complaint investigations conducted by the Sheriff's Office's Internal Investigations Unit. In 2024, OLEO also started our second workflow, conducting our own independent investigations in some cases. So far, all such investigations have been conducted in parallel to, and in coordination with, the Sheriff's Office. The workflow also allows OLEO to independently investigate complaints even if the Sheriff's Office does not.



POLICY AND PRACTICES

Policy and practices work entails reviewing potential policy changes initiated by the Sheriff's Office, or initiating recommendations ourselves. Additionally, through data collection and analysis, we seek to better understand Sheriff's Office practices and operations and analyze them for consistency with laws, policy, standard operating procedures, and community standards.



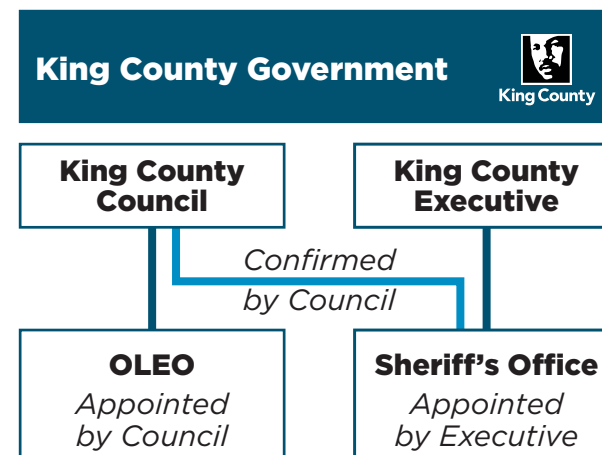
FAQS

Is OLEO part of the Sheriff's Office?

No. While both agencies are part of King County government, OLEO is an independent agency of the King County Council, while the Sheriff's Office is an agency of the Executive branch. The OLEO Director is appointed by the King County Council, while the Sheriff is appointed by the County Executive, with confirmation by the King County Council.

Is OLEO law enforcement?

No. OLEO is not a law enforcement agency; instead, OLEO is considered an investigative agency because OLEO is empowered to investigate and audit the Sheriff's Office.



Who works at OLEO? Are former law enforcement officers able to be on OLEO's staff?

Anybody can work at OLEO. There is no prohibition on former law enforcement officers working at OLEO. Over the past few years, OLEO has hired people with backgrounds as investigators, attorneys, social workers, administrative professionals, policy professionals, organizers, and more.

Does OLEO share information with the Sheriff's Office? If so, what information?

Yes. As dictated by the King County Code and the Collective Bargaining Agreement between King County and the King County Police Officers Guild, OLEO shares all complaints with the Sheriff's Office, and cooperates with the Sheriff's Office while working on parallel investigations, which may include sharing evidence and interviews.

Does the Sheriff's Office have to take action on OLEO's policy or investigative recommendations?

No. Nothing in the King County Code requires the Sheriff's Office to take action on OLEO's recommendations, or even to respond to them. However, through a collaborative approach, many policy and investigative recommendations have been acted upon and the Sheriff's Office will generally indicate to OLEO which recommendations it will act on and which it rejects. Ultimately, under current law, OLEO's recommendations are purely advisory.

FAQS *continued***What happens if an OLEO investigation reaches a different conclusion than the Sheriff's internal investigation?**

Currently, there is no mechanism to settle a difference of opinion between OLEO and the Sheriff's Office; OLEO acts in a purely advisory capacity and it is up to the Sheriff's Office to accept or reject OLEO's recommendations, whether they are investigative findings or changes to policies and practices. The Sheriff is appointed by the County Executive and the King County Council provides checks and balances on it; accordingly, disagreements may be escalated to the Council or the Executive.

How does OLEO decide what policy issues to work on?

OLEO's policy recommendations can be either initiated by OLEO or in response to policy changes already being made by the Sheriff's Office. OLEO keeps a running list of potential policy projects and consistently works with our community partners to set priorities and decide on which policy projects to tackle. The King County Code also requires the Sheriff's Office to give OLEO reasonable notice of policy changes so that OLEO can weigh in and give recommendations.

Community Engagement

Community Partnerships

As a part of OLEO's mission, OLEO aims to ensure work is rooted in the needs and priorities of the diverse communities of King County. At OLEO, community engagement is a process that is integrated throughout OLEO's work and forms the basis for it. OLEO specifically works to amplify the voices of those that have been historically marginalized or overpoliced.

One of the central ways OLEO integrates community voice is through compensated partnerships with community-based organizations to inform, advise, and collaborate with OLEO. Community-based organizations can partner with OLEO on:

- Development and distribution of outreach materials.
- Design, planning, and facilitation of community engagement activities (e.g., focus groups, listening sessions, surveys, etc.).
- Community-guided policy projects or rapid response reviews of Sheriff's Office policies.
- Collaboration with the Community Advisory Committee for Law Enforcement Oversight.

In 2025, OLEO partnered with seven community-based organizations including Look2Justice, Urban Family, Eastside for All, The Arc of Washington, Congolese Integration Network, Transportation Choices Coalition, and People Power Washington². Partners put in over 40 hours of collaboration time with OLEO in 2025.



² People Power Washington is a volunteer-run grassroots organization; as such, they have opted out of compensation.

Community Advisory Committee for Law Enforcement Oversight

Another focal point of OLEO's connection with King County communities is through the Community Advisory Committee for Law Enforcement Oversight (CACLEO). This body is an up to eleven-member Executive-appointed, Council-confirmed committee that advises and collaborates with OLEO. CACLEO also advises the King County Council and the Sheriff's Office on matters related to public safety and equity and social justice.

CACLEO represents an effort to engage with the diverse communities of King County and increase transparency of and accessibility to oversight activities and functions. Committee work in the past has included:

- Successfully helping advocate for OLEO's expanded authority to conduct independent investigations.
- Participating in a community-led forum after an officer-involved shooting led to the death of a young community member.
- Advising OLEO and the Sheriff's Office on the implementation of body-worn cameras and the enforcement of encampment sweeps.
- Attending community events to increase CACLEO's awareness of oversight topics

Community advisors needed!

Interested in creating a more fair and just policing safety system? The committee is currently looking for new members to join! Applications are accepted on a rolling basis – visit the website to learn more.

kingcounty.gov/oleo/committee



Community Advisory Committee for Law Enforcement Oversight *continued***ESSENTIAL MEMBER DUTIES:**

- Act as a liaison between OLEO and King County's diverse communities.
- Conduct outreach to learn about how people experience policing by the Sheriff's Office.
- Serve as resources in the community and help ensure community feedback informs OLEO, the Sheriff's Office, and King County Council.
- Provide input and guidance on policies, procedures, and practices related to policing in King County, including advising on issues of equity and social justice.
- Support community-led work to fuel positive changes in the public safety system.

QUALIFICATIONS:

- Ability to serve a three-year term.
- Residency in King County, WA.
- Ability to regularly attend committee meetings.
- Ability to spend about four to six hours per month on Committee-related work and activities (e.g., subcommittees, outreach events, etc.).
- Ability to check email and make timely responses.

Oversight of Sheriff's Office Investigations of Misconduct



The Sheriff's Office's Internal Investigations Unit (IIU) has 180 days to complete an investigation into a misconduct complaint. This could result in a complaint reported in one year being closed in the following year. The analyses in this report focuses on actions taken—by IIU and OLEO—in 2025 during the complaint process³. For complaint classifications and allegations, OLEO analyzed investigations **opened** in 2025. For the quality of investigations or the outcome of complaint investigations, such as disposition or discipline, OLEO analyzed investigations **closed** in 2025.

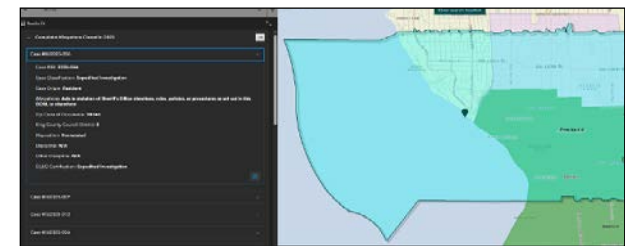
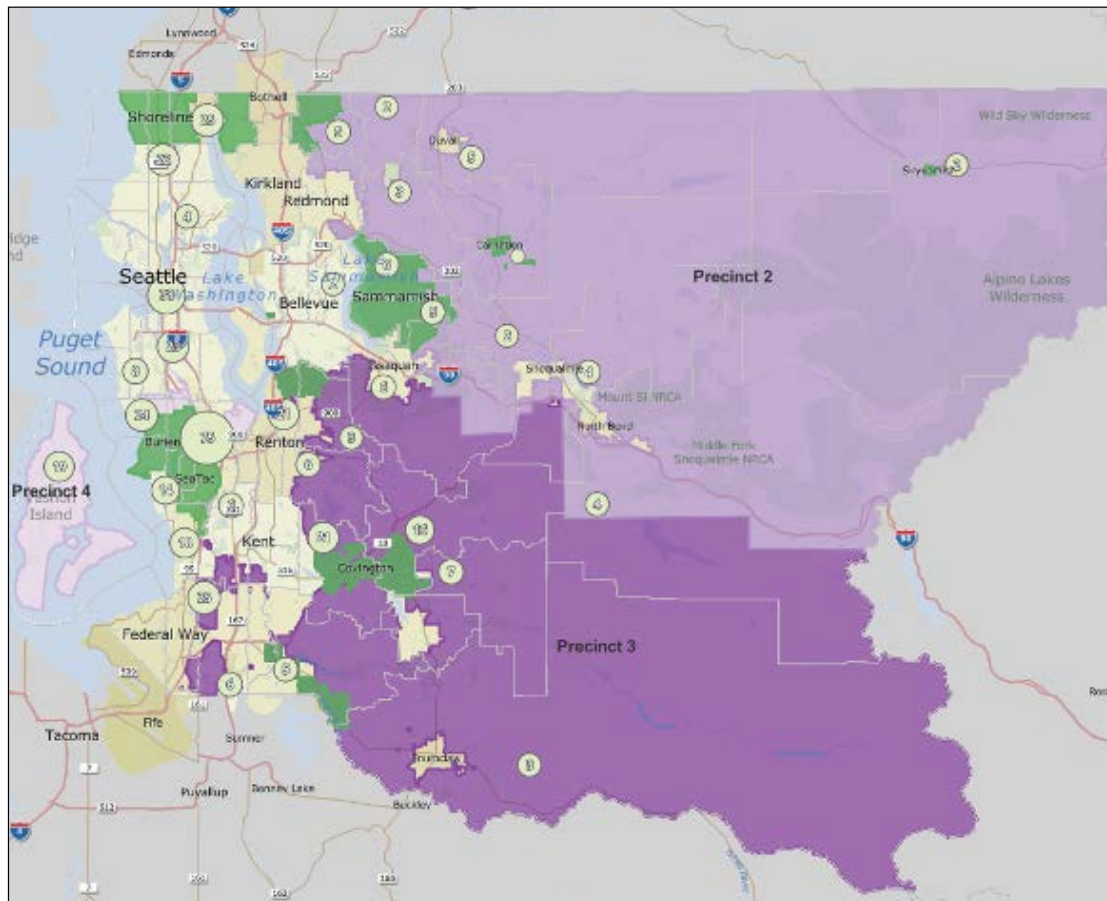
OLEO Annual Reports are required by King County Code 2.75.040(H). Annual Reports include qualitative and quantitative information demonstrating how OLEO fulfills its purpose, duties, and responsibilities. Data is gathered from the Sheriff's Office's database, IAPro. It is reflective of accurate and complete data at the time of the data collection cutoff. For more information, see [Appendix A: Notes About Data](#).

³ In 2025, the complaint process included, for the first time, OLEO conducting its own investigations of Sheriff's Office misconduct complaints as an alternative oversight route to monitoring IIU's investigations for certification.

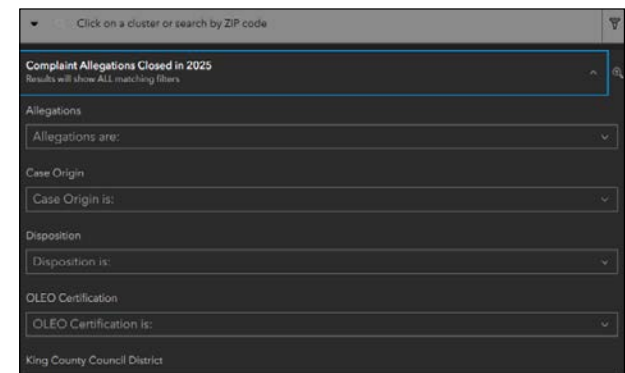
Mapping Complaints

To increase the accessibility to OLEO's data, OLEO and [King County's Geographic Information System](#) collaborated to provide a geospatial representation of misconduct complaint allegations. Data starts with complaints closed in 2022 and subsequent years are added accordingly. The full interactive experience is available [here](#).

With some exceptions explained on the map, this snapshot presents the clustering of Sheriff's Office misconduct complaint allegations closed in 2025, mapped by ZIP code.



Details for each allegation will also be available on the map.



Users can also filter by type of allegation, internal and external (resident) complaints, disposition, OLEO certification status and/or investigative findings, and/or King County Council District.

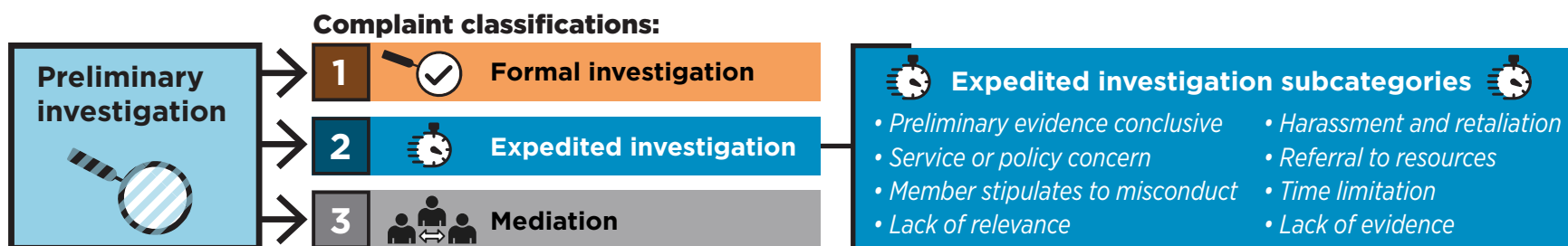
Complaint Intake Classifications



When IIU receives a complaint, one of its early steps is to classify the complaint, which determines whether and how the Sheriff's Office will proceed on an allegation of misconduct. While the Sheriff's Office distinguishes between "misconduct" and violations of "performance standards," for purposes of this Annual Report, "allegation of misconduct" includes any allegation that a subject employee has violated the General Orders Manual.

After a preliminary investigation is complete, a complaint is classified in one of three ways: formal investigation, expedited investigation, or mediation. Expedited investigations include eight subcategories:

- Preliminary evidence conclusive
- Service or policy concern
- Member stipulates to misconduct
- Lack of relevance
- Harassment and retaliation
- Referral to resources
- Time limitation
- Lack of evidence



For more detail on definitions of classifications, including subcategories, see [Appendix B: Complaint Classifications](#).

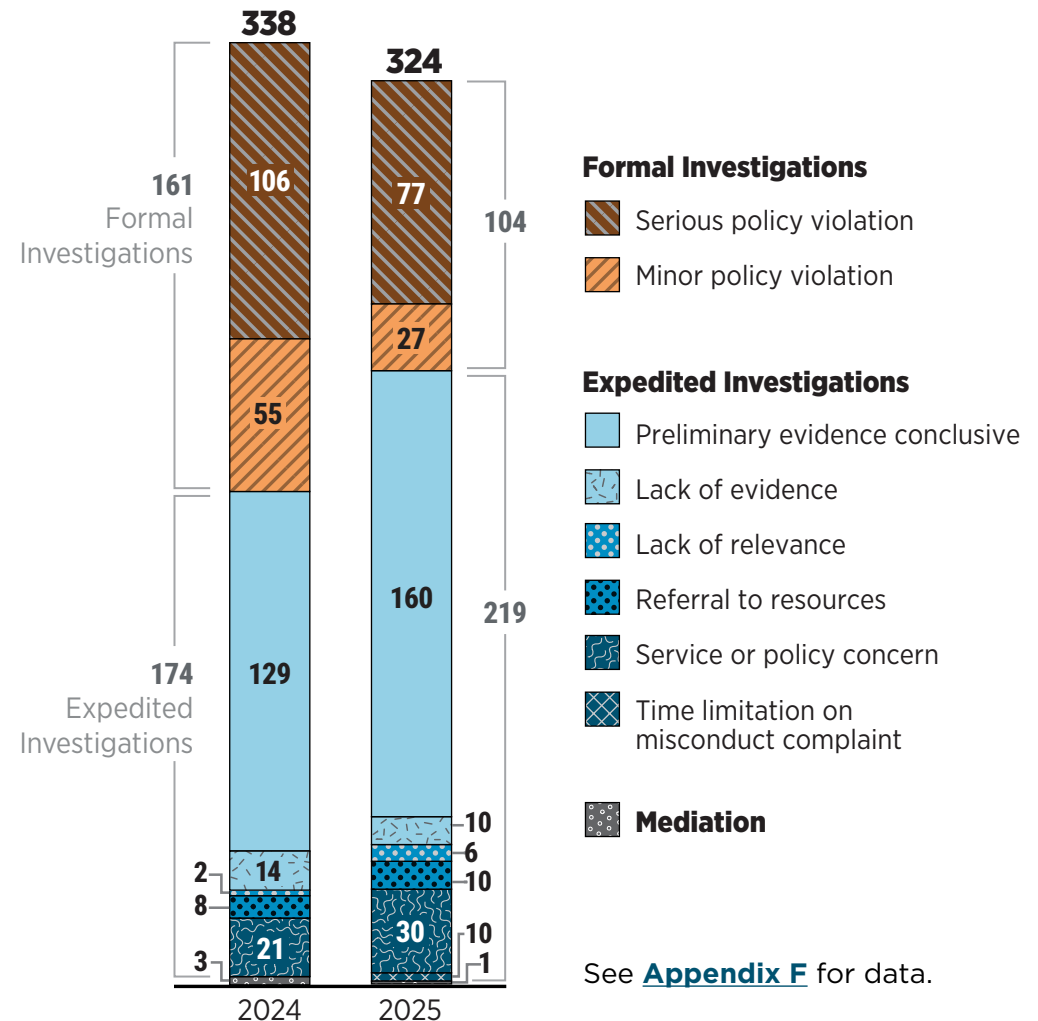
Complaint Intake Classifications *continued*

When the Sheriff's Office classifies a complaint, OLEO reviews the classification and provides input. Full classification review may include verifying that the Sheriff's Office has identified all allegations of misconduct, proposing additional steps that need to be completed for certain classifications, and/or recommending a more appropriate classification or allegation. In all investigations but one where OLEO provided input in 2025, OLEO agreed with the Sheriff's Office classification.

OLEO reviewed evidence and agreed to an expedited investigation for 160 investigations opened in 2025 where the preliminary evidence was conclusive enough to determine investigation findings. Almost half of all investigations opened in 2025 were classified as expedited-preliminary evidence conclusive.

The Sheriff's Office complaint classification system has now been in use for two full reporting years. During this time, the number of complaints originating from the community has remained consistent. The year-over-year change in overall complaint totals in 2025 is due to a small reduction in complaints from within the Sheriff's Office.

Figure 1: Breakdown of Classifications, 2024-2025

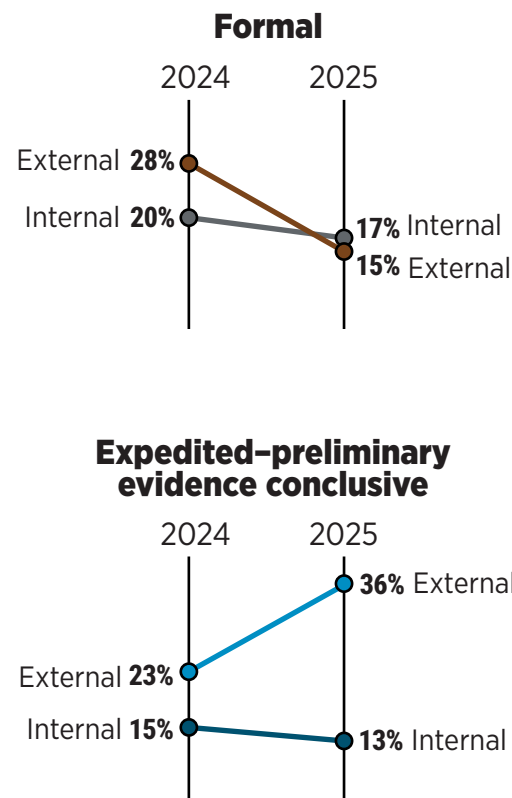


Complaint Intake Classifications *continued*

However, the classification of complaints from the community has shifted. During the two years of this classification system, the proportion of investigations classified as expedited—mostly subcategorized as preliminary evidence conclusive—has grown, and the proportion of those classified as formal investigations has decreased. In March 2023, the Sheriff's Office initiated the deployment of body-worn cameras. By the end of 2023, 218 body-worn cameras were in production, growing to 401 by the end of 2024, and 485 at the end of 2025. The deployment of body-worn cameras has likely directly contributed to the rise in expedited investigations. Conclusive evidence obtained through body-worn camera footage routinely enables prompt case resolution.

Changes in how complaints from the community are classified account for the majority of these differences. The shifts in proportion of complaints within formal and expedited-preliminary evidence conclusive classifications are shown in **Figure 2**. The 118 complaints opened in 2025 were from the community and classified as expedited-preliminary evidence conclusive. Just 27 complaints from the community were classified as formal investigations with serious policy violations.

Figure 2: Formal Classification Compared to Expedited-Preliminary Evidence Conclusive Classification, 2024-2025



See [Appendix F](#) for data.

Note: External refers to complaints made by the community whereas internal refers to complaints from within the Sheriff's Office.

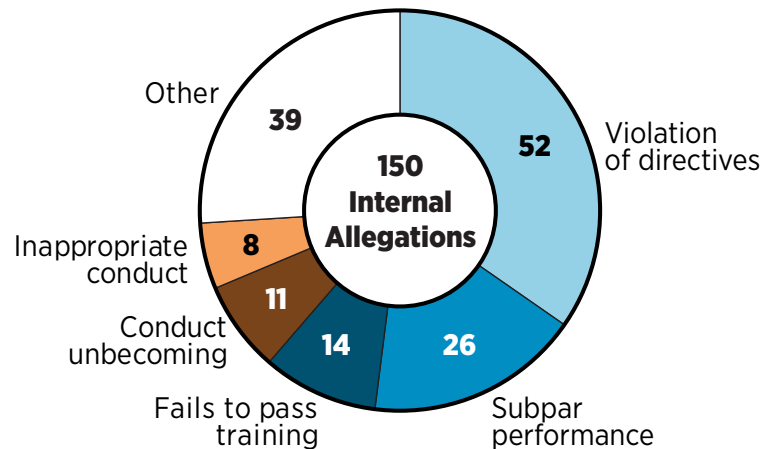
Types of Allegations

Most complaints made against the Sheriff's Office include multiple allegations of misconduct; thus, the number of allegations exceeds the number of complaints. In 2025, the 324 complaints opened included 555 allegations of misconduct (including unspecified allegations). Seventy-two percent of all allegations originated from the community, and 28% originated from within the Sheriff's Office.

The vast majority, nearly 83%, of all specific allegations fell into four allegations: **violation of directives; subpar performance; discourtesy; and excessive force**. This is a significant change from 2024 when the same percentage of allegations were spread across eight different policy violations. The Sheriff's Office identified most allegations as violation of directives or subpar performance. The breakdown of allegations by origin is shown in **Figures 3 and 4**. Unspecified allegations are not included.

For more definitions of allegations, including examples, See [Appendix C: Notes About Allegations](#).

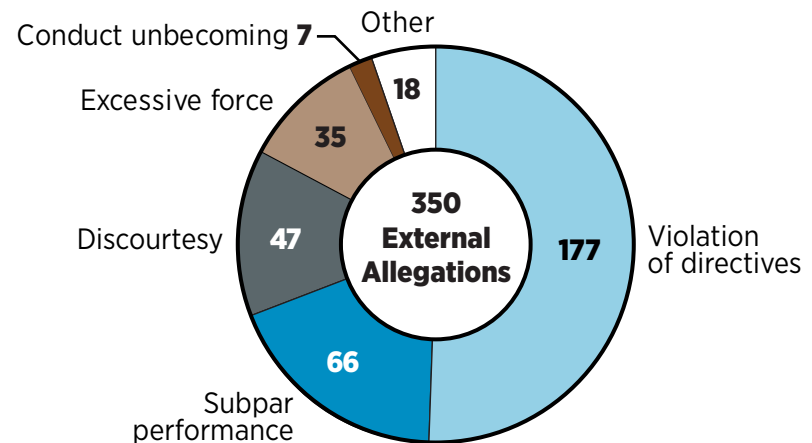
Figure 3. Allegations from within the Sheriff's Office in 2025



Other: Discrimination 6, Sleeping on-duty 6, Discourtesy 6, Dishonesty 6, Excessive force 5, Supervision 3, Criminal conduct 2, Absence from duty 1, Fails to report force 1, Insubordination 1, Ethics and conflicts 1, Drugs 1

See [Appendix F](#) for data.

Figure 4. Allegations from the Community in 2025



Other: Dishonesty 4, Discrimination 4, Criminal conduct 4, Inappropriate conduct 2, Abuse of authority 1, Fails to report force 1, Abide by laws 1, Fails to pass training 1

See [Appendix F](#) for data.

Patterns and Trends

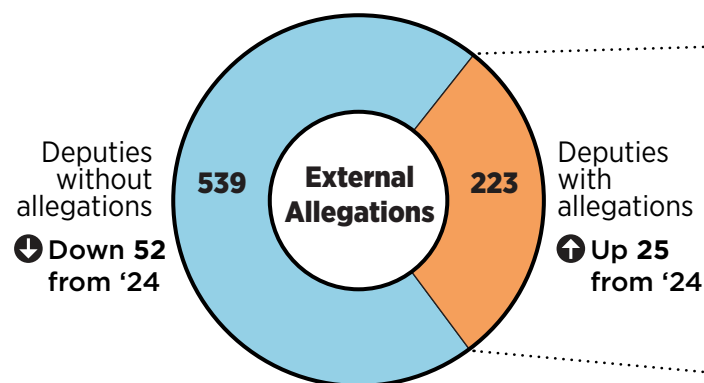
PATTERNS IN COMPLAINTS AGAINST SWORN EMPLOYEES

In 2025, a slightly higher percentage of the Sheriff's Office sworn employees^{4,5} were subjects of allegations from the community than in previous years. Twenty-nine percent of deputies received one or more allegations, and 71% had none.

Nearly all of this difference is due to an extra 5% of sworn employees receiving a single allegation from the community. While the percentage of sworn employees with three, four, or five allegations decreased notably, the percentage with just one or two allegations grew. In addition, more deputies received six or more allegations from the community.

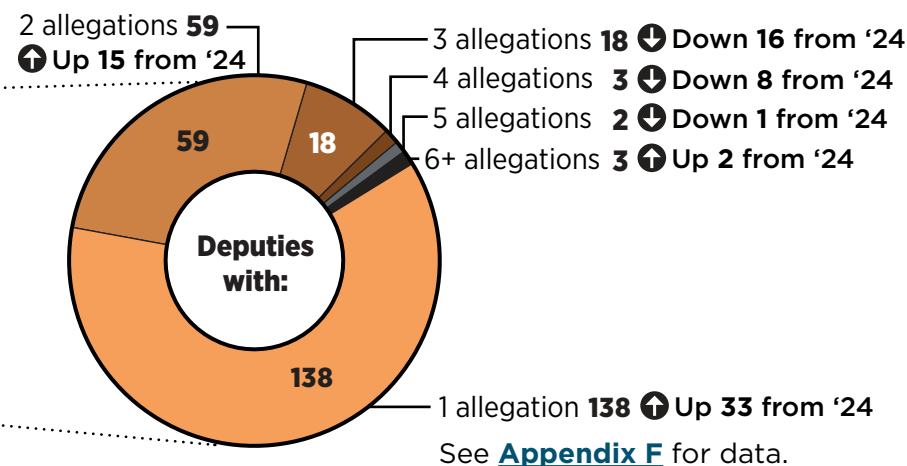
The allegations made against deputies with only one allegation were more commonly allegations of violation of directives, subpar performance, or unspecified. Compared to allegations made against deputies overall, discourtesy was less commonly alleged against deputies with only one allegation. In addition, a disproportionate number of these allegations originated from deputies assigned to Precinct 2 at the time of the complaint. The Sheriff's Office noted that the volume of single-allegation community complaints attributed to Precinct 2 is significantly influenced by a small number of community members residing in that precinct who submitted multiple complaints.

Figure 5. Sworn Employees with Any Allegations from the Community in 2025



See [Appendix F](#) for data.

Figure 6. Breakdown of Sworn Employees by Number of Allegations from the Community in 2025



See [Appendix F](#) for data.

⁴ Sworn employees refers to all commissioned personnel including the Sheriff, Undersheriff, and various rankings of deputies.

⁵ Excluded in the analysis of patterns against sworn employees were investigations in where IIU either could not identify the sworn employee or the sworn employee was unknown. Total number of sworn employees was provided by the Sheriff's Office Human Resources.

Patterns and Trends *continued*

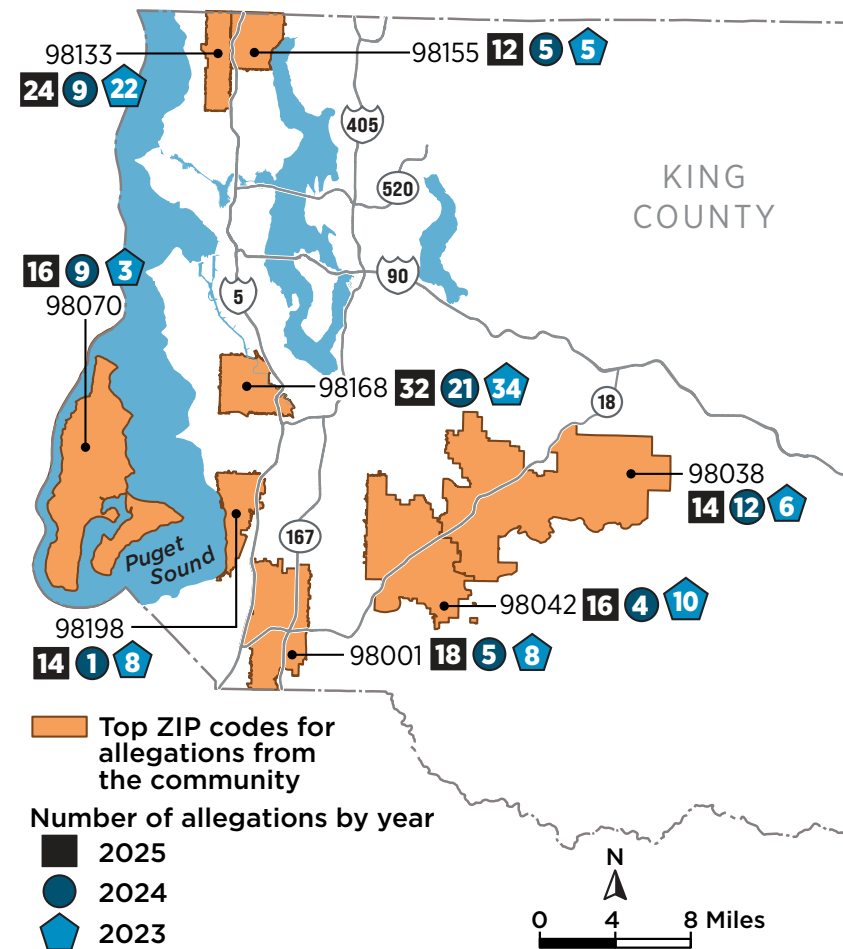
Where a specific location was recorded, nearly a third of the allegations made by the community against deputies with only one allegation came from complaints occurring in just three ZIP codes out of 39: 98168, 98133, and 98042. These ZIP codes have had recent increases in the number of allegations against deputies arising from complaints there. For example, allegations within 98133 rose from nine in 2024 to 24 in 2025. However, these three ZIP codes have been relatively stable in allegations when looking back to 2023.

In other ZIP codes, such as 98070 and 98038, community allegations against deputies have risen for the past two years. Overall, allegations made by the community against deputies rose and were more concentrated within a smaller group of ZIP codes.

Most allegations were identified as violation of directives or subpar performance, so further insights are limited. However, an initial examination of complaint narratives indicates possible patterns in what the community reports. This data may indicate a need for additional specificity in allegation tracking to explain why some ZIP codes have increases in misconduct complaints against deputies from the community.

Visit [OLEO's GIS map](#) to see more information about complaints that occurred in specific neighborhoods.

Figure 7. Top ZIP Codes for Allegations from the Community Against Sworn Employees in 2025



For a comprehensive breakdown of all allegations within all ZIP codes, see [Appendix D](#). ZIP Codes for Allegations from the Community Against Sworn Employees in 2025.

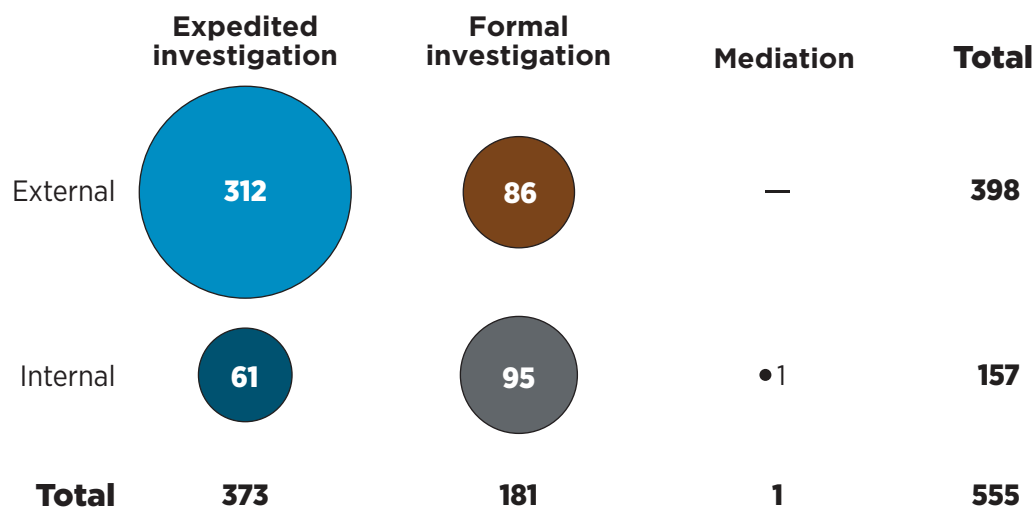
Patterns and Trends *continued*

TRENDS IN ALLEGATIONS AND CLASSIFICATION

Most allegations made against the Sheriff's Office were within an investigation classified as expedited; just under a third of all allegations were formally investigated as shown in **Figure 8**. When evaluating the top allegations made in 2025, the overall classification breakdown for the group is similar.

Allegations originating from within the Sheriff's Office were formally investigated far more often than those from the community. When the allegation of subpar performance was raised from within the Sheriff's Office, 54% were formally investigated. When this misconduct was alleged by the community, just 22% were formally investigated.

Figure 8. Number of Allegations within Classifications in 2025



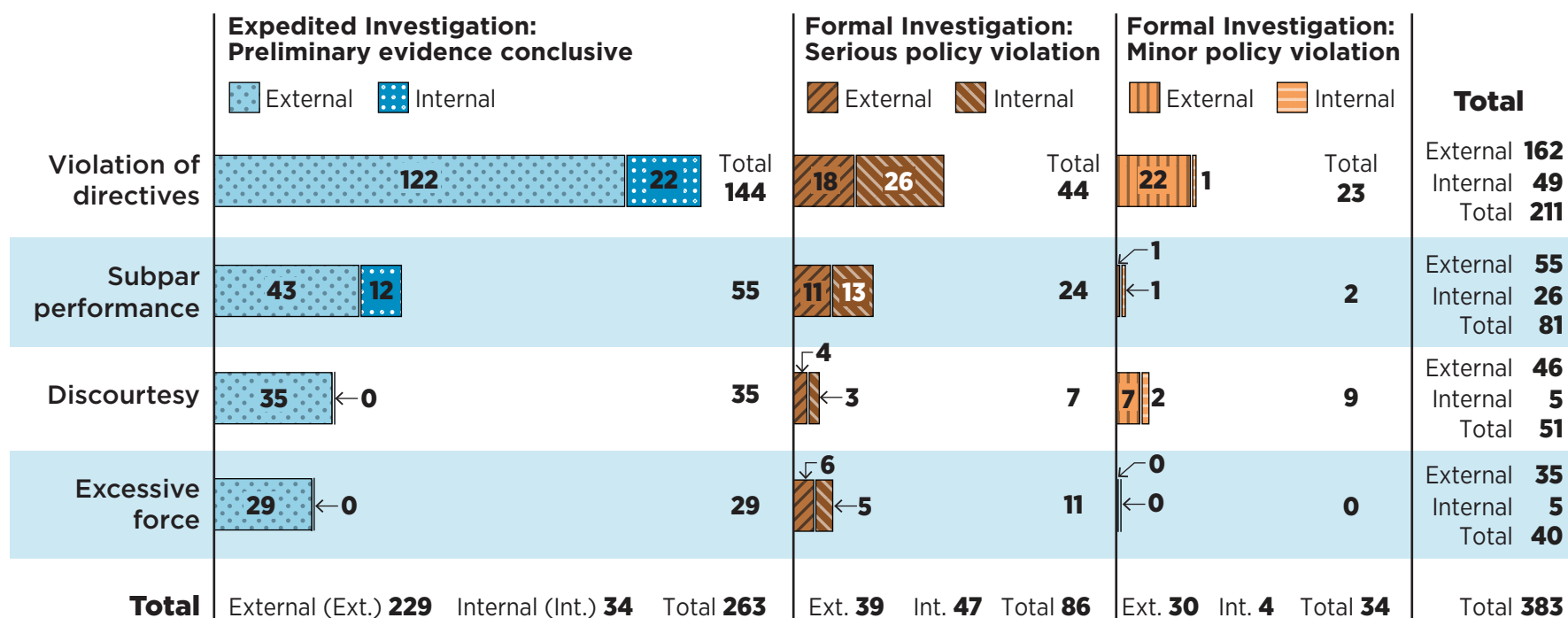
Note: External refers to complaints made by the community whereas internal refers to complaints from within the Sheriff's Office.

See [Appendix F](#) for data.

Patterns and Trends *continued*

Most of the difference is due to a larger proportion of allegations from the community being within complaints classified as expedited-preliminary evidence conclusive. **Figure 9** shows a highlighted comparison of this subcategory versus formal investigation subcategories. For a breakdown of the number of top allegations within all classification subcategories, see [Appendix E](#): Number of Top Allegations within Classification Subcategories.

Figure 9. Number of Top Allegations within Expedited-Preliminary Evidence Conclusive Classification Compared to Formal Classification in 2025



See [Appendix F](#) for data.

Note: External refers to complaints made by the community whereas internal refers to complaints from within the Sheriff's Office.

Monitoring Investigations



OLEO monitors and reviews the Sheriff's Office's handling of complaints to promote thorough, objective, and timely investigations. Investigations are reviewed according to criteria set by the King County Council and OLEO.

What does OLEO ask when monitoring and reviewing investigations?

- Were all material witnesses identified and thoroughly interviewed?
- Was all relevant evidence obtained and, if not obtained, was it due to the investigator's actions?
- Was the subject employee provided proper notice of the complaint allegations?
- Was there any conflict of interest in fact or appearance between the investigator(s) and any of the persons involved in the incident?
- Were interviews conducted using non-leading and open-ended questions?
- Were investigative reports presented in a neutral, unbiased manner?
- Were inconsistencies in evidence, credibility, and reliability addressed by the investigator?
- Was the investigation completed within 180 days?

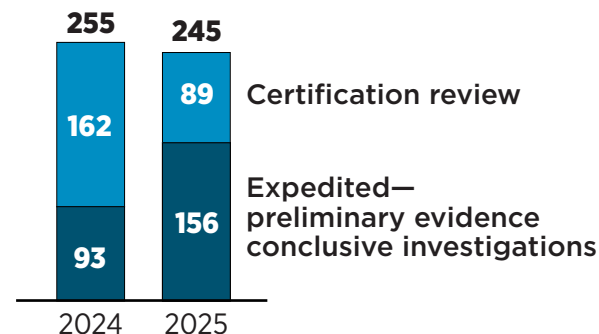
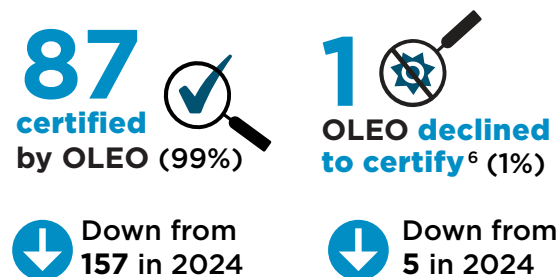
Monitoring Investigations *continued*

CERTIFIED VS NOT CERTIFIED INVESTIGATIONS

During its monitoring and review of IIU's investigation, OLEO may certify or decline to certify the investigation.

In 2025, OLEO conducted formal certification review of 89 investigations. OLEO certified 87 of those investigations and declined to certify one investigation.⁶ In the investigation that OLEO declined to certify, OLEO found several deficiencies with the investigation including follow-up interviews not conducted and interviews conducted without recording. Normally, OLEO coordinates with IIU to give them an opportunity to cure any deficiencies so that the investigation can be certified. However, in this investigation, the subject interview conducted by the IIU investigator was flawed beyond salvage. In that interview, the IIU investigator asked leading questions that suggested an answer or justification for the subject deputy's behavior. OLEO found this to be a mistake that compromised the investigation and inserted the appearance of bias. After further communication with IIU over the issue, OLEO did not encounter this deficiency again in 2025.

In addition, in 2025, OLEO agreed to expediting 219 investigations, including 156 of them with preliminary evidence being conclusive. Like certification reviews, reviewing expedited investigations is a comprehensive process that ensures that the preliminary investigation is thorough and free of bias.



⁶ The remaining investigation was initially certified, but a subsequent delay caused the time for the investigation to lapse and it became untimely, leading OLEO to rescind its certification and decline to certify it. That declination occurred in 2026 and therefore is not counted in this report.

Monitoring Investigations *continued*

OLEO FINDINGS RECOMMENDATIONS

Following OLEO's review, OLEO has the authority to recommend independent investigative findings, or dispositions. Through this authority, OLEO can propose alternative analyses and dispositions for the Sheriff's Office to consider before it finalizes its decision.

Once an investigation is concluded, IIU submits the evidence to the subject employee's Section Commander (typically a Captain or Major) for findings. That Commander will draft a recommended findings report for review by the relevant Division Chief who will either concur or disagree and send the investigation to the Undersheriff who will make a recommendation for any applicable discipline. OLEO has the right to review the commander-level findings and potentially issue its own recommended findings for review by the Division Chief and Undersheriff.

Throughout 2025, OLEO engaged closely with the Sheriff's Office regarding many findings. In some instances, OLEO recommended its own findings; in others, OLEO held conversations with Sheriff's Office command staff and leadership, and reached agreement informally. The five formal findings recommendations issued by OLEO in 2025 are summarized in **Table 1** and are available in detail [here](#) on OLEO's website.

Table 1. Findings Recommendations in 2025

IIU case number	Allegations	OLEO finding	Description
IIU2024-209	Discourtesy	Sustained	OLEO recommended sustaining the allegation of Discourtesy against the subject employee, noting that a complainant's conduct and use of slurs does not justify discourtesy by deputies who are expected to react more professionally in emotionally charged situations. Instead, such facts may be considered as potential mitigating factors when deciding what, if any, discipline to impose. OLEO agreed with the disposition for the other allegations.
IIU2024-243	Dishonesty	Sustained	OLEO recommended sustaining the allegation of Dishonesty where Subject Employee 1 submitted a request to the legal department to delete a portion of his body-worn camera video that recorded Subject Deputy 2 calling a third deputy a "bitch." OLEO found that there was a clear attempt to conceal a policy violation. OLEO agreed with the disposition for the other allegations.

Monitoring Investigations *continued***OLEO FINDINGS RECOMMENDATIONS** *continued***Table 1. Findings Recommendations in 2025** *continued*

IIU case number	Allegations	OLEO finding	Description
IIU2025-008	Acts in violation	Sustained	OLEO recommended sustaining the allegation of Acts in Violation for failure to investigate an alleged court order violation. Sheriff's Office command staff had also recommended sustaining the allegation, but for a different reason; OLEO found that it was a more serious violation to not conduct a thorough investigation into an alleged violation of a domestic violence-related No Contact Order.
IIU2025-153	Conduct unbecoming	Sustained	OLEO recommended sustaining the allegation of Conduct Unbecoming where a deputy withheld information that an arrestee had been involved in a car accident while attempting to have him booked into custody at the jail; the complaint was made by booking officers at the jail.
IIU2025-089	Excessive force	Sustained	OLEO recommended sustaining the allegation of Excessive Force against a deputy for using his taser against a person without the deputy first announcing that they are a law enforcement officer or giving the person a chance to comply before using force, which is required by policy when safe and feasible.

OLEO Investigations



In 2025, OLEO began conducting independent investigations into alleged misconduct by Sheriff's Office employees. These investigations are conducted alongside the administrative investigation conducted by IIU. OLEO does not review investigations in which OLEO conducted an independent investigation for certification. The 11 independent investigations conducted by OLEO in 2025 are summarized in **Table 2** and the Final Investigation Reports are available [here](#) on OLEO's website.

Table 2. Investigations Conducted by OLEO in 2025

IIU case number	OLEO case number	Allegations	OLEO finding	Description
IIU2024-267	OLEO2024-001	Excessive force; Bias based policing; Inappropriate conduct	Non-sustained; Exonerated; Unfounded	Investigation of an allegation that a community member was unlawfully detained, arrested in an act of bias-based policing due to his religious identity, and that excessive force was used during his arrest.
IIU2024-272	OLEO2024-002	Excessive force	Sustained	Investigation of allegation that deputies, one deputy whom was identified by OLEO, deployed Tasers at a fleeing subject without justification and not in compliance with policy.
IIU2024-297	OLEO2024-003	Violation of directives	Sustained	Investigation of an allegation that an unlawful investigatory stop was conducted, violating the Fourth Amendment.
IIU2024-310	OLEO2024-005	Discrimination	Exonerated	Investigation of an allegation that a sergeant and a court marshal engaged in bias-based policing.

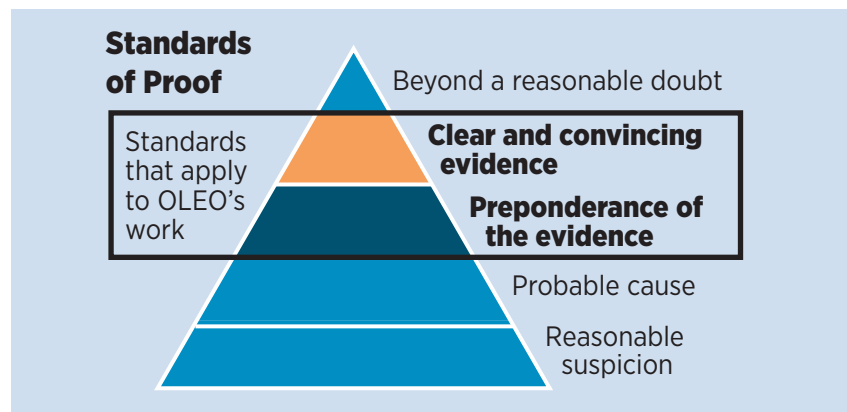
OLEO Investigations *continued***Table 2. Investigations Conducted by OLEO in 2025** *continued*

IIU case number	OLEO case number	Allegations	OLEO finding	Description
IIU2024-338	OLEO2024-004	Abuse of authority	Exonerated	Investigation of an allegation that a deputy had, while off-duty, in full uniform and in his patrol vehicle, visited a community member at her home in Pierce County to intimidate her and their family on behalf of her estranged brother, who was a friend of the deputy.
IIU2024-349	OLEO2024-006	Excessive force	Exonerated	Investigation of an allegation that the complainant was slammed to the ground by two deputies, resulting in the breaking of all her ribs.
IIU2025-050	OLEO2025-001	Discourtesy; Violation of directives	Sustained	Investigation of allegations that a deputy was discourteous during an investigatory stop that was initially lawful but became unreasonably long, violating the Fourth Amendment.
IIU2025-051	OLEO2025-002	Excessive force; Violation of directives	Exonerated; Sustained	Investigation of an allegation that a deputy repeatedly tased a suspect after the suspect had surrendered and was attempting to comply with his arrest and that the deputy's body-worn camera was not activated during the tasing and arrest.
IIU 025-111	OLEO2025-004	Excessive force	Non-sustained	Investigation of an allegation that a deputy struck the complainant's head into pavement and a car door during the arrest, resulting in their tooth being chipped during one of these alleged strikes.
IIU2025-177	OLEO2025-006	Excessive force; Violation of directives	Sustained	Investigation of allegations that a deputy stopped a community member without lawful authority, violating the Fourth Amendment, and used excessive force to prevent him from leaving, which led to a traumatic brain injury.
IIU2025-189	OLEO2025-008	Excessive force; Violation of directives	Exonerated; Sustained	Investigation of allegations that excessive force was used while conducting a high-risk traffic stop of a potentially stolen vehicle.

Sheriff's Office Findings



Following the fact-gathering portion of the investigation, the Sheriff's Office issues a finding, or disposition, for each allegation in the complaint. According to Sheriff's Office policies, the standard of proof to sustain an allegation generally requires a "preponderance of evidence" (i.e., "more probable than not") that the policy violation occurred based on the facts. However, if criminal or serious misconduct is alleged, and there is a likelihood of suspension, demotion, or termination, the standard of proof is raised to "clear and convincing evidence" (i.e., "far more likely to be true than false").



The Sheriff's Office utilizes one of five disposition categories for each allegation.

SUSTAINED

The allegation is supported by sufficient factual evidence and was a violation of policy.

NON-SUSTAINED

There is insufficient factual evidence either to prove or disprove the allegation.

UNFOUNDED

The allegation is not factual, and/or the incident did not occur as described.

EXONERATED

The alleged incident occurred but was lawful and proper.

UNDETERMINED

The completed investigation does not meet the criteria of the other classifications.

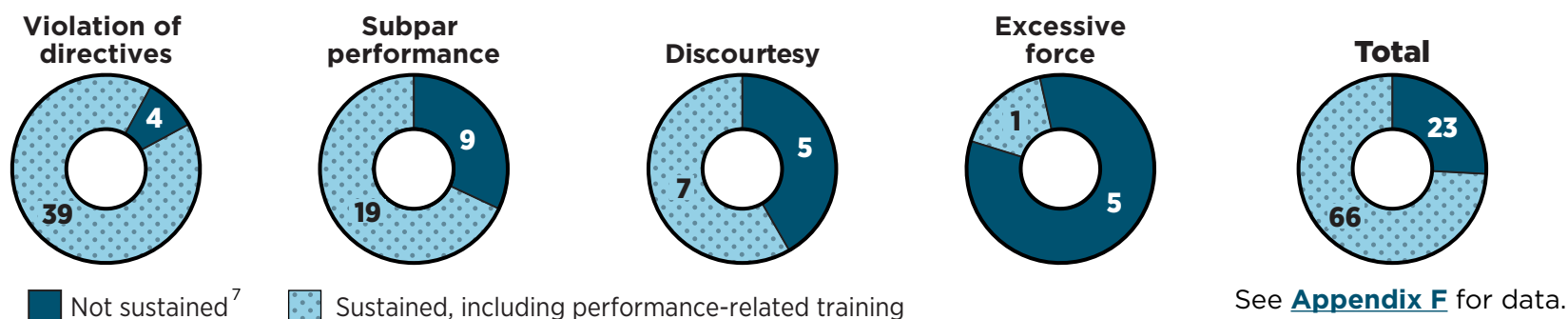
Sheriff's Office Findings *continued*

To analyze findings issued by the Sheriff's Office, OLEO examines allegations in investigations that were **closed** in 2025. Of the 614 total allegations closed in 2025, 47% were exonerated with 25% of allegations sustained, almost double the rate of the previous year. For the purposes of this Annual Report, investigations that resulted in performance-related training but no other forms of corrective action/discipline are labeled as sustained investigations and are included in analyses.

Sixteen percent of all allegations closed in 2025 were with a disposition of info only, and 0.3% were closed as mediated. These allegations, many of which are unspecified, are within investigations classified as mediations or as expedited investigations where there is no substantive determination of findings. In subsequent analyses, the allegations within these classifications are excluded and analyses focuses only allegations from fully investigated allegations in formal investigations and expedited-preliminary evidence conclusive investigations.

In allegations from within the Sheriff's Office, 68% of all allegations were sustained. The percentage of sustained allegations from within the Sheriff's Office is notably higher than in 2024. This is particularly striking when examining allegations of the top allegations from within the Sheriff's Office, where 74% were sustained. The difference in sustained rate between allegations brought from within the Sheriff's Office, compared to those from the community, is present even when allegations related to internal training needs or minor policy violations are excluded.

Figure 10. Sustained Top Allegations from Within the Sheriff's Office in 2025

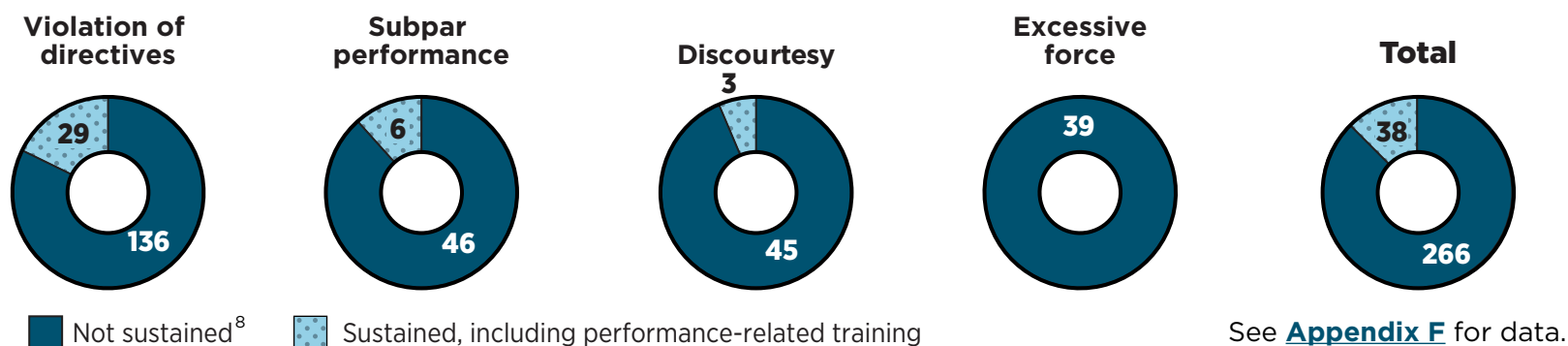


⁷ "Not sustained" is not to be confused with the specific disposition of "non-sustained," which is generally reserved for investigations where there is not enough evidence to make a conclusive finding. The "not sustained" category includes all dispositions other than sustained, viz. unfounded, exonerated, non-sustained, or undetermined.

Sheriff's Office Findings *continued*

In allegations from the community, 14% of all allegations were sustained, which is consistent with 2024. Eighty-four of those allegations from the community were within the top allegations. Of these top allegations from the community, 13% were sustained.

Figure 11. Sustained Top Allegations from the Community in 2025

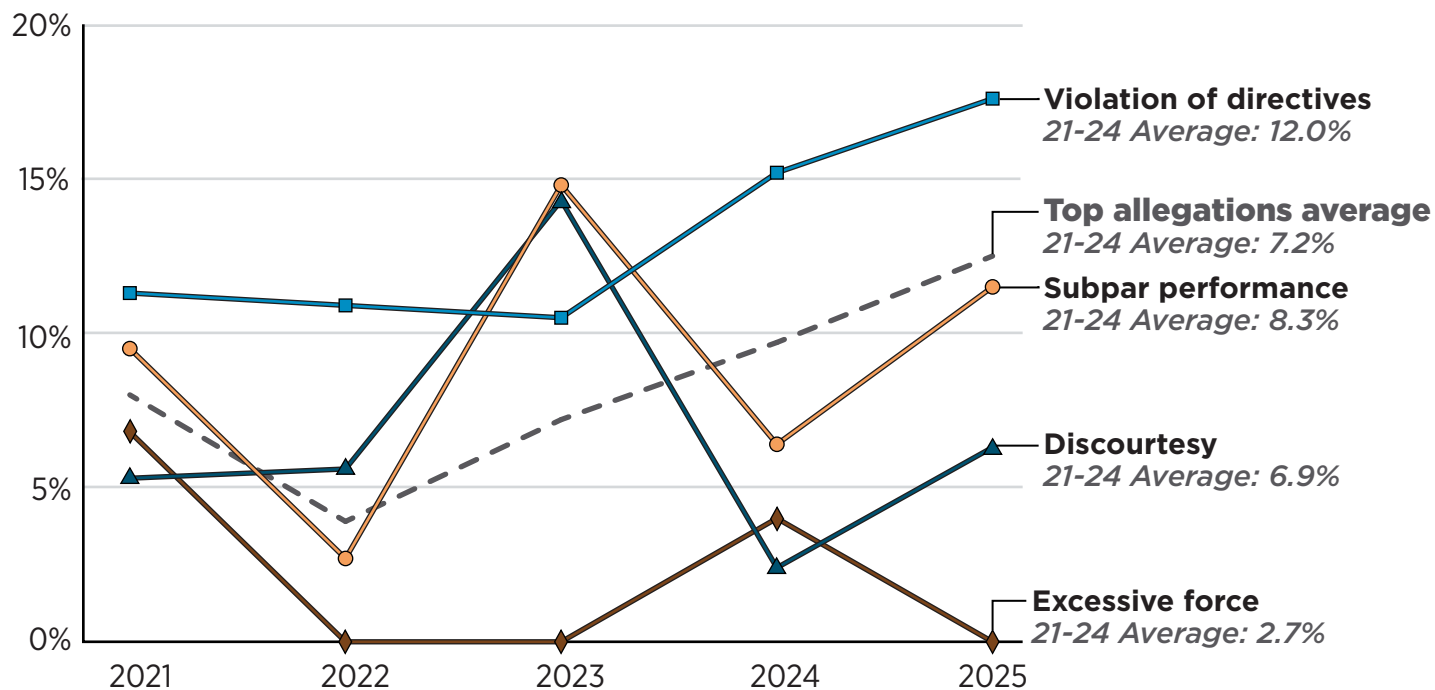


⁸ "Not sustained" is not to be confused with the specific disposition of "non-sustained," which is generally reserved for investigations where there is not enough evidence to make a conclusive finding. The "not sustained" category includes all dispositions other than sustained, viz. unfounded, exonerated, non-sustained, or undetermined.

Sheriff's Office Findings *continued*

Overall, the top allegations were sustained more frequently in 2025 than they were in previous years.

Figure 12. Sustain Rate for Top Allegations from the Community, 2021-2025



See [Appendix F](#) for data.

Corrective Action and Appeal

CORRECTIVE ACTION



When an allegation is found to be sustained, the Sheriff's Office may provide corrective action in the form of training or progressive discipline. This includes expedited investigations that resulted in a disposition of performance related training (and considered as sustained for the purposes of this Annual Report), which is considered corrective and not discipline. Due to collective-bargaining restrictions, OLEO cannot make discipline recommendations or comment on specific instances of discipline at this time.

Training was the primary corrective action imposed for 109 allegations sustained in 2025, and this is consistent regardless of whether the allegation came from within the Sheriff's Office or from the community. However, a larger number of allegations (30) from within the Sheriff's Office had progressive discipline imposed when compared to those from the community (9).

Table 3. Corrective Action for Sustained Allegations 2025

Corrective action	External	Internal	All
Training-related	70%	70%	70%
Performance-related training	58%	61%	
Verbal counseling	–	1%	
Corrective counseling memo	10%	6%	
Training	2%	2%	
Progressive discipline	18%	28%	25%
Written reprimand	2%	13%	
Suspension	8%	12%	
Termination	8%	2%	
Transfer	–	1%	
No action	12%	2%	5%

Note: External refers to complaints made by the community whereas internal refers to complaints from within the Sheriff's Office.

Corrective Action and Appeal *continued*

Tables 4 and 5 summarize the corrective action imposed in the top allegations that were sustained. Some allegations, particularly discourtesy, had different corrective actions imposed depending on the origin of the complaint.

Table 4. Corrective Action for Sustained Top Allegations from the Community in 2025

Allegation	Closed in 2025	Corrective action
Violation of directives	165	29 Performance-related training (PRT): 19 Corrective counseling memo: 5 Written reprimand: 1 Suspension: 1 Termination: 1 No action: 1
Subpar performance	52	6 PRT: 5 Suspension: 1
Discourtesy	48	3 PRT: 3
Excessive force	39	

Table 5. Corrective Action or Discipline for Sustained Top Allegations from within the Sheriff's Office in 2025

Allegation	Closed in 2025	Corrective action
Violation of directives	43	39 Performance-related training (PRT): 27 Corrective counseling memo: 2 Written reprimand: 5 Suspension: 3 Termination: 1 No action: 1
Subpar performance	28	19 PRT: 16 Training: 2 Written reprimand: 1
Discourtesy	12	7 PRT: 2 Verbal counseling: 1 Corrective counseling memo: 1 Written reprimand: 2 Suspension: 1
Excessive force	6	1 PRT: 1

Corrective Action and Appeal *continued***GRIEVANCES, SETTLEMENTS, OR ARBITRATIONS (APPEALS)**

Discipline imposed by the Sheriff's Office may change through the grievance and arbitration process as a result of a management decision in the collective bargaining agreement's grievance process, a discipline settlement agreement reached between the County and the employee's union, or a final arbitral award from the Public Employment Relations Commission's Law Enforcement Disciplinary Grievance Arbitration Panel. **Table 6** summarizes investigations that have been subject to the grievance and arbitration process in 2025.

Table 6. Grievances, Settlements, or Arbitrations in 2025

Status	IU case number	Sustained allegations	Corrective action imposed by Sheriff's Office ⁹	Grievance/Settlement/Arbitration status or outcome
Resolved	IU2023-075	Violation of directives; Conduct unbecoming	Termination	Termination upheld in arbitration (i.e., no change in outcome).
Resolved	IU2023-118	Ridicule; Inappropriate conduct	Written reprimand	Grievance Step 1 filed; deputy accepted written reprimand (i.e., no change in outcome).
Resolved	IU2023-118	Inappropriate conduct	One-day suspension	Settled by accepting suspension but holding a suspension in another investigation in abeyance.
Resolved	IU2024-024	Violation of directives	One-day suspension	Deputy voluntarily separated, arbitration ended.
Resolved	IU2024-041	Conduct unbecoming; Criminal conduct	Six-day suspension	Six-day suspension with two days in abeyance.
Resolved	IU2025-037	Subpar performance; Dishonesty; Conduct unbecoming	Termination	Termination upheld through Grievance Step 3; King County Police Officers Guild did not pursue arbitration (i.e., no change in outcome).
Pending	IU 2023-047	Conduct unbecoming; Excessive force	Seven-day suspension	Pending arbitration.

⁹ For purposes of this Annual Report, discipline imposed by the Sheriff's Office refers to the initial discipline decision made after a Loudermill hearing has occurred or been waived. A Loudermill hearing must be offered for all discipline decisions that impact an employee's compensation (e.g., termination, suspension, demotion, and/or loss of specialty assignment pay) and requires notice of the proposed discipline and an opportunity for the employee to explain and refute any findings that are the basis of the proposed discipline before a decision to impose discipline is made.

Critical Incidents and Reportable Use of Force

Critical Incidents

Critical incidents could be force incidents that resulted in either death or serious injury, deaths that occurred under the custody of the Sheriff's Office, or use of deadly force, regardless of whether any contact or injury occurred.

OLEO's role in reviewing critical incidents includes attending and observing the processing of scenes of officer-involved shootings and serious uses of force. OLEO has authority to monitor the administrative investigation and attend force reviews for critical incidents.¹⁰



¹⁰ While the administrative and criminal investigations run parallel in theory, the Sheriff's Office generally waits for a charging decision by King County Prosecuting Attorney's Office before completing its administrative investigation.

Critical Incidents *continued*

In 2025, there were 3 critical incidents:

ART2025-003: Use of force resulting in hospitalization

A deputy received a Flock Safety¹¹ notification that a stolen vehicle was located near him and he and another deputy headed to the location where the stolen vehicle was alleged to be. The deputy initiated an investigatory detention and, to prevent the community member from fleeing, the deputy used force. During that use of force, the deputy inflicted on the community member a traumatic brain injury that required hospitalization.

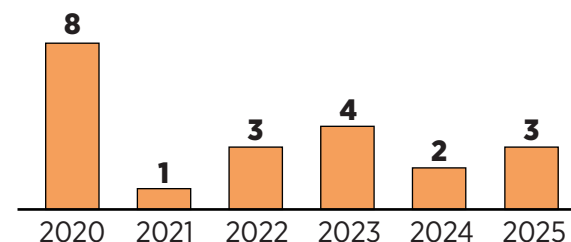
A captain who reviewed the use of force by the deputy referred the case to IIU based on concerns that the deputy lacked valid legal authority to initiate the detention of the community member, and that the subject deputy did not use proper critical decision-making or de-escalation techniques before using force. IIU's investigation found that the deputy had reasonable suspicion to detain the community member and that he used reasonable force in doing so, but that the deputy did not engage in proper decision-making, did not await backup which was closely following him, and did not de-escalate.

OLEO conducted a parallel independent investigation. In OLEO's summary of the investigation, it states: "OLEO finds that the allegation of Acts in Violation of Sheriff's Office Directives, Rules, Policies, or Procedures is Sustained because the subject deputy lacked reasonable suspicion that the community member had committed a crime when he attempted to stop him. OLEO further finds that allegation of Excessive Use of Force is Sustained because the subject deputy was not using force for a lawful purpose, and because the subject deputy failed to engage in critical decision making before using force." OLEO's Final Investigation Report can be found [here](#) on OLEO's website.

ART2025-004: Pursuit resulting in crash and fatality

Deputies engaged in a vehicle pursuit of a motorcycle allegedly carrying a community member who was suspected of serious and dangerous domestic violence. At some point, for safety, the deputies stopped their pursuit because the Sheriff's Office helicopter was able to track the motorcycle. However, when the helicopter could no longer track the motorcycle because of airspace issues, deputies restarted the pursuit. The motorcycle crashed; the community member suspected of domestic violence died and the passenger was injured. The ART investigation is due on May 5, 2026.

Figure 13. Critical Incidents, 2020-2025



See [Appendix F](#) for data.

¹¹ Flock Safety is an automated license plate reader system that notifies officers when a specified license plate passes one of Flock's surveillance cameras.

Critical Incidents *continued***ART2025-005: Vehicle-pedestrian accident resulting in fatality**

A deputy was driving in Snohomish County and was involved in an accident, hitting a person on the road who, it later turned out, was the subject of a missing person report and a search for them by the Monroe Police Department. The deputy immediately reported to the Sheriff's Office and attempted to administer aid; ultimately, the community member was taken to a hospital and pronounced dead. The ART investigation is due on June 7, 2026.

CRITICAL INCIDENT UPDATES (2022-2024)

ART2024-003: Shooting death of Mr. Michael Vaughn during an attempted eviction. King County Prosecuting Attorney's Office reviewed the investigation by the Valley Independent Investigation Team and declined to file criminal charges because "the involved officers' actions were lawful and justifiable." The Critical Incident Review Board unanimously found that the tactics of the deputies were sound, that there were no reasonable alternatives to the use of force, and de-escalation was attempted, and that the use of force was consistent with policy.

ART2022-004: In-custody death of Mr. Lamond Dukes. King County Prosecuting Attorney's Office reviewed the investigation by the Valley Independent Investigation Team and declined to file criminal charges because there was no use of force by the deputy and the medical examiner concluded that Mr. Dukes died of pulmonary issues related to a past vascular injury and not as a result of police conduct.

Use of Force

Deputies who use force on an individual that meets the Sheriff's Office's criteria for reporting are required to call a sergeant in most instances. The Sheriff's Office has three categories for reportable force.¹²

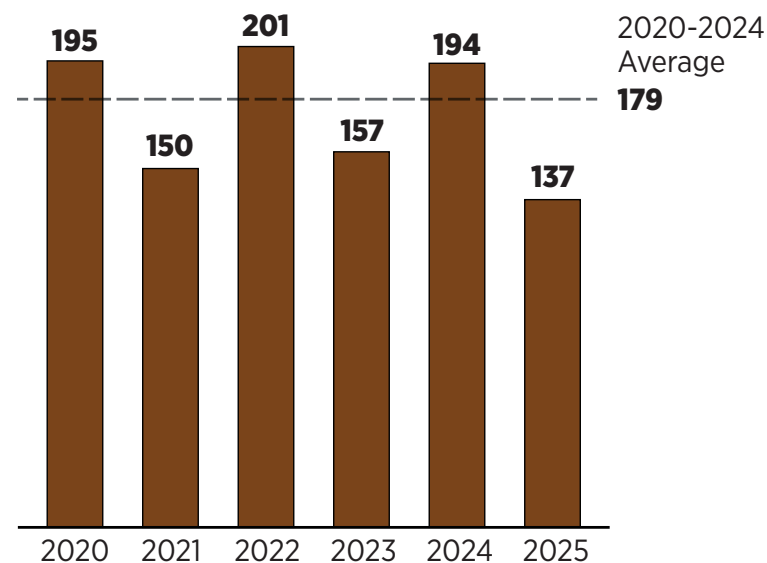
Level I, for example, includes control holds and takedowns. Level I uses of force are—for the most part—not reportable.

Level II, for example, includes using a Taser or pepper spray, K-9 bites, and hitting or striking someone. Generally, a supervisor is required to respond to the scene.

Level III, for example, includes discharge of a firearm toward a person and a strike to the head. A supervisor is required to respond to the scene and the Commander must also be notified.

Since 2020, the number of reportable use of force incidents have remained largely consistent in the 150-200 range. This reporting year, 2025, saw the fewest reported incidents since 2020, at 137 reportable uses of force. That represents a 30% drop year-over-year, and is almost 25% lower than the 2020-2024 average.

Figure 14. Uses of Force, 2020-2025



See [Appendix F](#) for data.

¹² GOM 6.01.015.

Policy and Practices

Policy Reviews

OLEO provides feedback and recommendations on Sheriff's Office policies and practices such as those issued in the General Orders Manual (GOM). OLEO prioritizes equity as well as reflecting community interests, legal standards, and law enforcement best practices when creating recommendations.

COMMUNITY GUIDANCE FRAMEWORK

All of OLEO's policy recommendations are developed in direct collaboration and consultation with community. In 2025, OLEO completed its first policy review using the [Community Guidance Framework](#), a process designed with community input to ensure policy recommendations are tailored to the needs and experiences of King County residents. The framework follows the steps outlined below.

Get involved!

OLEO is looking for community based organizations that can be a part of the policy review process. This is a process open to all, and it is especially important to collaborate with organizations that further the interests of populations that have been historically marginalized or overpoliced. Interested?

Please fill out [the simple form](#) on our website and OLEO will be in touch.



Policy Reviews *continued*

Below are select highlights of OLEO's recommendations in 2025.

Policy status key:  **Adopted**  **Partially adopted**  **Pending**  **Not adopted**  **Not yet published by OLEO**

 Traffic Enforcement (GOM 4.09.000) - [Read more](#)

OLEO's community partners identified traffic enforcement and road safety as a top concern, which led to OLEO's review of the Sheriff's Office traffic enforcement practices. OLEO and its community partners completed outreach with local communities, worked with Sheriff's Office personnel, researched best practices, and developed four recommendations to develop a data driven traffic safety strategy that prioritizes safety-related traffic enforcement, reform guidance for traffic stop procedures, improve data collection practices, and conduct additional research on the use of automated enforcement cameras to improve and standardize traffic enforcement across King County. This report details OLEO's findings and recommendations, marking the completion of its first community-guided policy project.

OLEO met with the Sheriff in November 2025 to discuss the report and the Sheriff's Office noted that it has received direction from the Executive's Office to engage with the Council directly if any questions arise following OLEO's April 2026 presentation to the Law and Justice Committee.

 Public Order and Civil Disturbances (GOM 11.10.000) and Rapid Deployment Force Standard Operating Procedures

As King County prepares for the 2026 World Cup and the frequency of First Amendment demonstrations increases, OLEO has initiated a comprehensive review of the Sheriff's Office policy and procedures on public order policing and large-scale events including the protocols for the newly formed Rapid Deployment Force, a specialized task force trained for crowd management. This review has included OLEO participation in Sheriff's Office working groups, soliciting community feedback, and researching best practices. OLEO's forthcoming recommendations will be shared with the Sheriff's Office and published in 2026.

Policy Reviews *continued***ADDITIONAL POLICY WORK IN COLLABORATION WITH THE SHERIFF'S OFFICE**

Throughout the year, OLEO worked in ongoing collaboration with the Sheriff's Office. As changes to the Sheriff's Office GOM are made, OLEO receives draft copies of GOM policies. When relevant, OLEO shares questions and initial comments on draft policy language to clarify policies. In 2025, this manner of collaboration included:

- Sheriff's Office Technology Systems (GOM 14.000.000) – Minor technical change to ensure the use of social media subsection referred to the correct definition of discriminatory social media content.
- Mass Arrests (GOM 5.03.000) – Changes to:
 - Clarify that mass arrests and orders to disperse should not occur until authorized by an incident commander.
 - Revise language regarding use of force during mass arrests that deputies “may” as opposed to “will” use reasonable and necessary force to take resistive individuals into custody.
 - Add policy language regarding conditions for arrestees being held in a processing area (the intermediary location where arrestees will be held before they are transported to a correctional facility) including ensuring access to restrooms, water, and medical aid as well as clarifying protocols for the handling of personal belongings.
- Investigation of Personnel Misconduct (GOM 3.03.000) – Changes to policy to clarify the application of a new disposition of “sustained – lesser included” to be applied when an allegation of general misconduct is sustained based on the same evidence as an allegation of serious misconduct.

Policy Reviews *continued***STATUS OF PRIOR RECOMMENDATIONS**

More details on the status of each policy recommendation is available [here](#) on OLEO's website.

Table 7. Status of Prior Policy Recommendations Made to the Sheriff's Office, 2023-Present

Policy	Date of Recommendation	Additional Information
<u>Executing Search Warrants/Planned Events</u> (GOM 5.12.000) ✓ Adopted: 15 ◐ Partially adopted: 1 ⊖ Not Adopted: 5	September 2024	Sheriff's Office has made no additional changes to this policy chapter beyond those adopted when the recommendations were issued.
<u>Critical Incident Notification</u> (GOM 1.06.000 and GOM 14.01.000) ✓ Adopted: 0 ◐ Partially adopted: 0 ⊖ Not adopted: 7	July 2024	The Sheriff's Office has not developed new notification policies incorporating OLEO's recommendations.
<u>Use of Force, Investigation/Reporting Use of Force and Serious Incidents, and Less Lethal Weapons</u> (GOM 6.00.000, GOM 6.01.000, and GOM 6.03.000) ✓ Adopted: 1 ◐ Partially adopted: 0 ⊖ Not adopted: 5	January 2024	The Sheriff's Office adopted Recommendation 5, regarding defining "Less Lethal Weapon" and updating an RCW reference citation, in April 2026, but five other recommendations remain outstanding.
<u>Use of Interpreters</u> ✓ Adopted: 5 ◐ Partially adopted: 2 ⊖ Not adopted: 2	March 2023	In early 2026, the Sheriff's Office published additional updates to their Using Interpreters policy in alignment with OLEO's 2023 recommendations.
<u>Use of Force</u> ✓ Adopted: 2 ◐ Partially adopted: 0 ⊖ Not adopted: 3	February 2023	The Sheriff's Office has incorporated many elements of the Attorney General's model Use of Force policy, but additional recommendations from OLEO remain outstanding, see details from January 2024 memo on the same chapter.

Policy Reviews *continued***IMPLEMENTATION EVALUATION FRAMEWORK**

In 2025, OLEO developed a new process to measure how its recommendations can influence Sheriff's Office policies and practices. To date, reporting on the outcome of OLEO's policy recommendations focused simply on full, partial, or non-adoption by the Sheriff's Office. However, this manner of reporting did not capture how OLEO's recommendations vary in scope and their potential impact. To systemize OLEO's approach and better capture how OLEO's policy work influences policing practices in King County, OLEO has created a more nuanced method to measure the implementation of its policy recommendations. Beginning in 2026, OLEO will assess and report on the status of policy recommendations six months after the publication. These reports will help OLEO better communicate the types of policy recommendations OLEO issues and their relative potential for impact. These new evaluation results will be published on OLEO's website as they become available.

Reports

TRAFFIC ENFORCEMENT

The full report can be found [here](#) on OLEO's website.

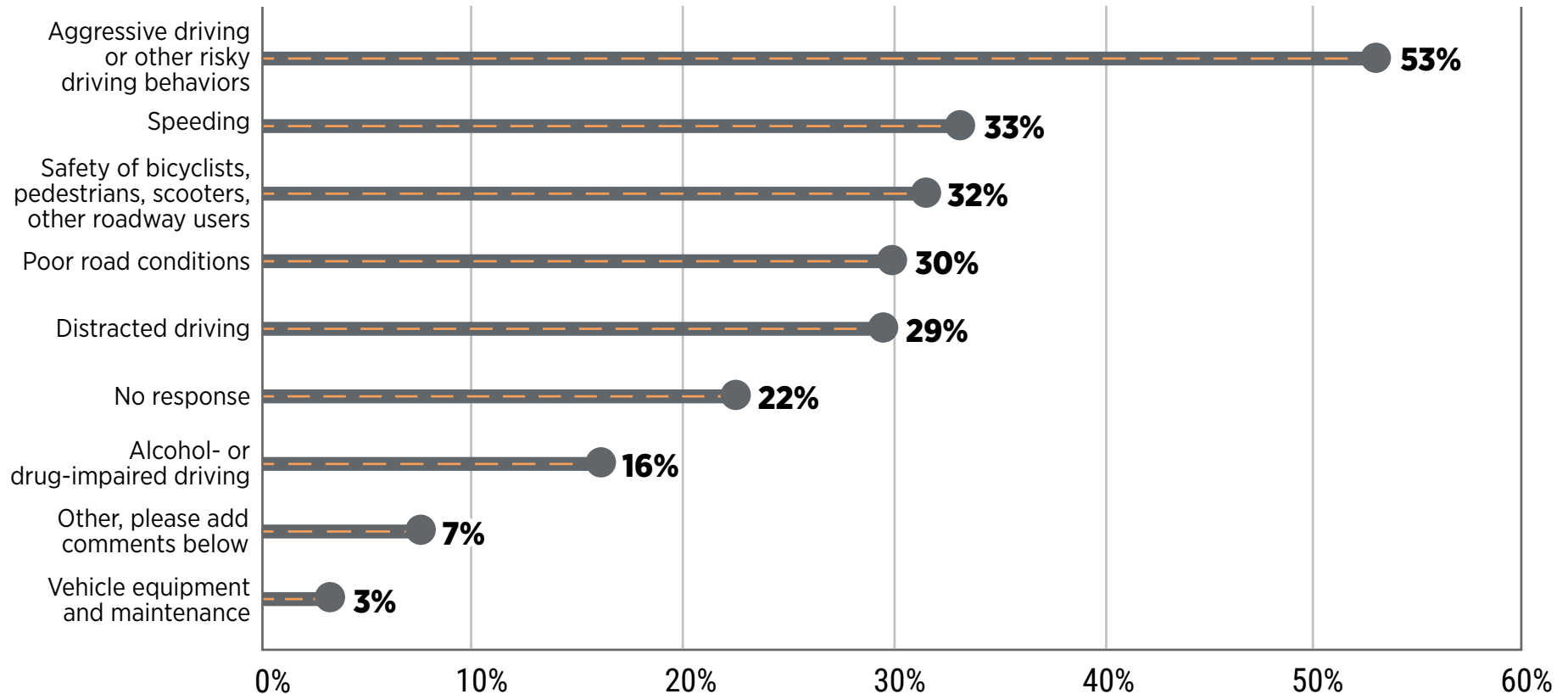
In 2025, OLEO released a report recommending that the Sheriff's Office develop a data-driven traffic safety strategy that prioritizes safety-related traffic enforcement, reform guidance for traffic stop procedures, improve traffic stop data collection practices, and conduct additional research on the use of automated enforcement cameras. This report marks OLEO's first community-guided policy project, completed in collaboration with partners from the Congolese Integration Network, Eastside For All, People Power Washington, Transportation Choices Coalition, and with contributions from Washington for Black Lives, a project of Washington Community Alliance.

OLEO's findings and recommendations align with [the 2022 audit of the Sheriff's Office](#) traffic enforcement practices. Both the King County Auditor's Office and OLEO found that the Sheriff's Office lacks an overarching traffic enforcement strategy—preventing the agency from ensuring that enforcement is done consistently and equitably. OLEO's report finds that there is significant opportunity for the Sheriff's Office to leverage limited resources and shift its focus to prioritize data-driven and safety-focused traffic enforcement strategies.

The report examines King County road users' opinions and priorities, Sheriff's Office current policies and practices, Sheriff's Office traffic enforcement data, national best practices, and policy approaches in peer jurisdictions. A key finding of the report was that Sheriff's Office personnel and community members agreed that aggressive driving; speeding; and safety for bicyclists, pedestrians, and other non-roadway users were the biggest traffic safety concerns.

Reports *continued*

**Respondents Ranked Aggressive Driving, Speeding, and
Safety of Non-Car Roadway Users Among Their Top Traffic Safety Concerns**



Reports *continued***RECOMMENDATIONS**

1. **Revise policy guidance to prioritize enforcement of safety-related traffic violations, restrict non-safety-related traffic stops, and create a data driven agency-wide traffic enforcement strategy.**
 - 1.1. Prioritize safety-related stops.
 - 1.2. Restrict non-safety-related traffic stops.
 - 1.3. Provide data-driven guidance to deputies to promote traffic safety.
 - 1.4. Pursue non-punitive measures that address the root causes of traffic violations
2. **Limit questioning and prohibit consent searches during traffic stops to promote the rights of drivers and reduce racial disparities in enforcement.**
 - 2.1. Require deputies to limit the scope of their questioning during a traffic stop to the primary reason for initiating the stop.
 - 2.2. Require deputies to immediately inform the driver of the initial reason for the stop upon first contact.
 - 2.3. Prohibit “consent searches” during traffic stops.
3. **Collect data for all traffic stops—including demographic data—and implement best practices for data collection, storage, and analysis to improve transparency and promote accountability.**
 - 3.1. Collect and analyze data for all traffic stops.
 - 3.2. Collect and analyze traffic stop demographic data.
 - 3.3. Streamline data collection practices.
4. **If the Sheriff’s Office is considering increasing automated traffic enforcement, King County should first commission an independent feasibility and equity study and require robust community engagement on the potential implementation of automated enforcement.**
 - 4.1. The Sheriff’s Office should not pursue any new or additional automated enforcement until a feasibility and equity study can demonstrate a pathway to mitigate privacy and equity concerns.
 - 4.2. Any future plans for implementing additional automated enforcement should be community-driven and aim to address the root causes of traffic safety concerns.

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Appendix B: Complaint Classifications

Appendix C: Notes about Allegations

Appendix D: ZIP Codes for Allegations from the Community Against Sworn Employees in 2025

Appendix E: Number of Top Allegations within Classification Subcategories in 2025

Appendix F: Data Used in Figures

Appendix A: Notes About Data

- OLEO maintains its own database and updates it regularly by viewing and reviewing case files from the Sheriff's Office IAPro database.
- To have a clear dataset that was not ever-changing, OLEO assigned January 31, 2026 as the cutoff data date. That means that anything entered into IAPro after that date is not included in this Annual Report.
- OLEO's analyses of corrective action reflect the Sheriff's decision, and when required, after a Loudermill Hearing has occurred or been waived, but does not include corrective action that may be changed as a result of a grievance, settlement, or arbitration.
- In investigations that resulted in a Loudermill hearing and where the Loudermill hearing outcome changed an allegation, disposition, or discipline, OLEO updated its dataset for analyses to show the new outcome from the Loudermill hearing. For example, a disposition was originally served as sustained and through a Loudermill hearing, the final disposition became non-sustained; OLEO used the final non-sustained disposition for analysis in this Annual Report.
- Due to difference in reporting methodology, OLEO and Sheriff's numbers in Annual Reports may vary slightly.

Appendix B: Complaint Classifications

A complaint is classified into one of three ways: formal investigation, or mediation.

1. Formal investigation: a complaint alleging a policy violation (serious or minor) that requires further investigation beyond the preliminary investigation or that does not fall under one of the other classifications.
2. Expedited investigation: a complaint that does not require further investigation beyond the preliminary investigation. An expedited investigation must fall under one of the following subcategories:
 - Preliminary evidence conclusive – a complaint where the preliminary investigation has provided clear and convincing evidence to determine that one of the below findings should be entered, and where there is no other compelling interest to further investigate:
 - Sustained, where the policy infraction warrants performance-related training but no other corrective action with the resulting disposition being performance-related training
 - Unfounded
 - Exonerated
 - Service or policy concern – a complaint that, even if true, would not be a violation of policy
 - Member stipulates to misconduct – a complaint that satisfies the following criteria:
 - Employee admits to the conduct alleged
 - Employee agrees to imposed corrective action
 - Allegation is not of a serious policy violation
 - Allegation does not involve an associated significant public concern
 - Employee does not attribute their actions to something that an investigator must independently verify
 - Lack of relevance – a complaint about a person who is no longer an employee of the Sheriff's Office, where the allegations are not of significant public concern, and where an administrative investigation would not provide meaningful information about current Sheriff's Office operations
 - Harassment and retaliation – a recurring complaint without additional facts and where there is evidence the complaint is made to harass or retaliate against an employee who themselves filed a complaint

Appendix B: Complaint Classifications *continued*

- Referral to resources – a recurring complaint without additional facts or evidence and where there is cause to believe the complainant would benefit from a referral to community resources (e.g., mental health, substance use, crisis intervention)
 - Time limitation – a complaint that would not constitute a serious policy violation, that is not of significant public concern, and that is about conduct that occurred more than one year prior
 - Lack of evidence – a complaint where the preliminary investigation could not generate sufficient factual evidence or leads to allow for the identification of the involved employee
3. Mediation: a complaint that qualifies for mediation.

Appendix C: Notes about Allegations

For the purposes of this Annual Report, allegations have been described in a shortened fashion. Below are those allegations as shown in the GOM.¹³ Because a given allegation may indicate a wide variety of specific misconduct reported, examples of this range are included.

Allegation, shortened	Allegation as shown in the GOM	Examples of allegations
Abide by laws	Abide by Federal and State Laws and applicable local ordinances, whether on or off-duty	- A complainant alleges a deputy failed to follow State law when they assisted with a civil immigration effort - A complainant alleges a deputy failed to abide by State law when they questioned a minor without a lawyer present.
Absence from duty	Absence from duty without leave	- A complainant (usually a supervisor) alleges a deputy did not show up or call out for a scheduled shift. - A complainant alleges a deputy was outside their service area while on shift.
Abuse of authority	Inappropriate use of authority	- A complainant alleges they were harassed by a deputy during a contact. - A complainant alleges deputies enforced a civil matter inappropriately.
Bias-based policing	Bias-based policing	- A complainant alleges a deputy displays a pattern of arresting or detaining individuals of a particular race without cause.
Conduct unbecoming	Conduct unbecoming	- A complainant alleges a deputy contacted a sex worker for services while on-duty. - A complainant alleges a deputy swore at and threatened them. - An employee alleges their colleague made an inappropriate comment about them on social media.
Criminal conduct	Conduct that is criminal in nature	- An arrested person alleges they were sexually assaulted by a deputy. - A complainant alleges an employee stole their property. - A off-duty deputy is arrested on suspicion of DUI in Snohomish County.
Discourtesy	Courtesy/disrespect	- A complainant alleges the 911 dispatcher was dismissive. - A colleague reports a deputy making unprofessional comments about a coworker. - A complainant alleges they were harassed.

¹³ <https://kingcounty.gov/depts/sheriff/about-us/manual.aspx>.

Appendix C: Notes about Allegations *continued*

Allegation, shortened	Allegation as shown in the GOM	Examples of allegations
Discrimination	Discrimination, harassment, or retaliation ¹⁴	- A complainant alleges a deputy was racially biased in handling a traffic matter. - An employee reports sexual harassment by a colleague.
Dishonesty	Dishonesty	- A complainant alleges a deputy falsified details on an arrest report. - A complainant alleges that a deputy provided false testimony in a court hearing.
Drugs	Drugs	- A deputy is alleged to be abusing illegal narcotics on or off duty.
Ethics and conflicts	Ethics, conflicts, and appearance of conflicts; and Conflicting relationships	- A colleague alleges an employee used their work email for political events.
Excessive force	Excessive use of force	- An arrested person alleges they were thrown to the ground unnecessarily by deputies. - A supervisor reports a deputy pointed a weapon improperly.
Fails to pass training	Fails to achieve a passing score in any required training or qualification session	- A deputy was late in renewing their firearm qualification. - An employee failed to complete a required anti-harassment training.
Fails to report force	Failure to report use of force	- A deputy is alleged to have deployed a taser but did not report the use of force to a supervisor or document it in a report.
Inappropriate conduct	Inappropriate conduct ¹⁵	- An employee alleges a colleague made comments about their colleague's gender. - A complainant alleges a deputy harassed them.
Insubordination	Insubordination or failure to follow lawful orders	- A deputy is alleged to have failed to respond to a call when ordered to do so by a supervisor.
Ridicule	Ridicule	- A complainant alleges deputies laughed at their report of an assault.

¹⁴ Previously, this allegation was listed in the GOM as Discrimination, harassment, incivility, and bigotry (members while on duty). The current allegation as shown in the table now separates out discrimination from inappropriate conduct which covers conduct that may not rise to discrimination but that nevertheless communicates a negative message based on a complainant's membership in a protected class.

¹⁵ Inappropriate conduct covers conduct that may not rise to discrimination but that nevertheless communicates a negative message based on a complainant's membership in a protected class.

Appendix C: Notes about Allegations *continued*

Allegation, shortened	Allegation as shown in the GOM	Examples of allegations
Sleeping on-duty	Sleeping on-duty	- A complainant alleges that a deputy was asleep in the report writing room while on active duty.
Subpar performance ¹⁶	Performance standards: otherwise fails to meet standards set forth by law, policies or procedures as set out in this manual, or elsewhere; and Performance standards: performs at a level significantly below standards achieved by others in work unit	- An employee failed to work a mandatory overtime shift. - A complainant alleges a deputy failed to follow up and mishandled a case. - A colleague alleges a report has factual errors and inconsistencies. - A supervisor alleges a deputy modified equipment inappropriately.
Supervision	Failure to supervise	- A supervisor is alleged to have instructed deputies stop responding to calls in order to cut down on administrative work.
Violation of directives	Acts in violation of Sheriff's Office directives, rules, policies, or procedures as set out in this manual, or elsewhere	- A colleague reports an employee was late for their shift. - A school zone camera takes a photo of a deputy speeding in their patrol car. - A complainant alleges they were arrested unlawfully without a warrant. - A supervisor alleges a deputy violated use of force and body-worn camera policy.

¹⁶Previously, there were two versions of allegations of employees not meeting standards for performance: "Performs significantly below the standard achieved by others in the work unit" (often used) and "Otherwise fails to meet Sheriff's Office standards" (seldomly used). With the 2024 updates to the GOM, the wording of the latter was updated to "Otherwise fails to meet standards set forth by law, policy, procedure, or training", which IIU began using for all allegations of employees not meeting performance standards in place of the previous GOM categories. "Subpar performance" is comparable to the "Performs below standards" abbreviation in OLEO's 2023 Annual Report. This table in the appendix includes all related allegations as written in various GOM versions.

Appendix D: ZIP Codes for Allegations from the Community Against Sworn Employees in 2025

2025	Allegations	2024	Allegations	2023	Allegations
98168	32	98188	35	98168	34
98133	24	98168	21	98133	22
98001	18	98166	20	98146	17
98042	16	98146	19	98166	13
98070	16	98178	15	98188	13
98038	14	98038	12	98074	11
98198	14	98104	10	98042	10
98155	12	98070	9	98058	9
98146	12	98133	9	98198	8
98178	11	98072	9	98001	8
98166	10	98032	9	98028	7
98188	9	98003	9	98108	7
98028	8	98118	6	98045	7
98072	7	98108	6	98038	6
98047	6	98059	5	98106	6
98134	6	98155	5	98075	6
98106	6	98001	5	98155	5
98126	5	98126	4	98032	5
98051	5	98027	4	98022	4
98027	5	98058	4	98134	4
98092	5	98105	4	98178	4
98074	4	98106	4	98065	4
98075	4	98042	4	98122	4
98045	4	98288	3	98104	3

2025	Allegations	2024	Allegations	2023	Allegations
98148	4	98028	3	98070	3
98058	4	98008	2	98056	2
98019	4	98029	2	98148	2
98029	4	98148	2	98092	2
98033	4	98056	2	98014	2
98022	3	98057	2	98029	2
98125	3	98074	2	98002	2
98059	3	98134	2	98052	1
98101	3	98198	1	98119	1
98104	3	98014	1	98059	1
98108	3	98115	1	98125	1
98024	2	98125	1	98101	1
98122	2	98019	1	98031	1
98053	2	98034	1	98288	1
98032	1	98051	1	98077	1
98115	1	98052	1	98027	1
98077	1	98011	1	Total	241
98014	1	98107	1		
98003	1	98177	1		
98057	1	98136	1		
98055	1	98073	1		
98109	1	98065	1		
Total	305	98055	1		
		98147	1		
		98122	1		
		98109	1		
		Total	266		

Appendix E: Number of Top Allegations within Classification Subcategories in 2025

The emphasized columns below **Expedited Investigations: Preliminary evidence conclusive**, **Formal Investigations: Serious policy violation**, and **Formal Investigations: Minor policy violation** are highlighted in [Figure 9 Number of Top Allegations within Expedited-Preliminary Evidence Conclusive Classification Compared to Formal Classification in 2025](#).

Top Allegation and Origin	Expedited Investigations: Preliminary evidence conclusive	Formal Investigations: Serious policy violation	Formal Investigations: Minor policy violation	Expedited Investigations: Referral to resources	Expedited Investigations: Lack of evidence	Expedited Investigations: Time limitation	Expedited Investigations: Lack of relevance	Total
Violation of directives total	144	44	23	9	6	2	1	229
Violation of directives external	122	18	22	9	5	1	0	177
Violation of directives internal	22	26	1	0	1	1	1	52
Subpar performance total	55	24	2	5	3	2	1	92
Subpar performance external	43	11	1	5	3	2	1	66
Subpar performance internal	12	13	1	0	0	0	0	26
Discourtesy total	35	7	9	0	0	0	1	52
Discourtesy external	35	4	7	0	0	0	1	47
Discourtesy internal	0	3	2	0	0	0	0	5
Excessive force total	29	11	0	0	0	0	0	40
Excessive force external	29	6	0	0	0	0	0	35
Excessive force internal	0	5	0	0	0	0	0	5
Total	263	86	34	14	9	4	3	413

Note: External refers to complaints made by the community whereas internal refers to complaints from within the Sheriff's Office.

Appendix F: Data Used in Figures

Page 3 data

INVESTIGATIONS

Complaint breakdown:

- Total misconduct complaints: 324
- 106 (33%) of misconduct complaints received were from Sheriff's Office employees
- 218 (67%) of misconduct complaints received were from the community

Compared to 2024, and '21-24 average:

Comparison	Complaints from Sheriff's Office	Total Complaints	Complaints from Community
Compared to '24	-14%	-4%	+1%
Compared to '21-'24 average	-9%	-6%	-5%

Complaint classification changes:

- 49% of complaints were classified as expedited-preliminary evidence conclusive investigations (+29% from 2024)
- 32% of complaints were classified as formal-serious policy violation investigations (-33% from 2024)

OLEO RECOMMENDATIONS:

- OLEO reviewed 100% of classification for every complaint:
 - Full review and input: 95%
 - Summary review: 5%
- Full investigations reviewed: 269
 - Expedited (specifically investigations where preliminary evidence was conclusive): 156 (up 63 from 2024)
 - Formal: 102 (down 60 from 2024)
 - 87¹⁷ certified by OLEO
 - 1 OLEO declined to certify
- OLEO investigations conducted: 11
- Recommended findings for: 5 investigations

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¹⁷ One investigation was initially certified in 2025, but a subsequent delay ultimately led OLEO to rescind its certification and decline to certify it. That declination occurred in 2026 and therefore is not counted in this report.

Appendix F: Data Used in Figures *continued*

Page 4 data

COMMUNITY ENGAGEMENT, POLICY, GENERAL

Community Engagement:

- 3 new community partnerships
- 7 total community partnerships
- Community partners reported over 40 hours of work to inform policy reviews in 2025

Policy:

- 12 policy recommendations issued
- 1st community-guided policy project completed
- 187 survey responses and 3 community listening sessions on traffic safety and enforcement in King County
- 2 new Policy Analysts joined OLEO

Sheriff's Office Trainings Attended/Observed:

- 2 Ride-Alongs – Burien DUI Emphasis and Shoreline Traffic Enforcement Emphasis units
- 5 trainings
 - Taser Training (attended by 8 of 13 OLEO staff)
 - TAC30 (SWAT) Mobile Arrest Team Vehicle Interdiction
 - Criminal Law
 - Rapid Deployment Force Training
 - Domestic Violence Mocks

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Appendix F: Data Used in Figures *continued*

Figure 1 data

Breakdown of Classifications, 2024-2025

Classification	2024	2025
All Expedited Investigations (EI)	174	219
EI: Lack of evidence	14	10
EI: Lack of relevance	2	6
EI: Preliminary evidence conclusive	129	160
EI: Referral to resources	8	10
EI: Service or policy concern	21	30
EI: Time limitation on misconduct complaint	0	3
All Formal Investigations (FI)	161	104
FI: Minor policy violation	55	27
FI: Serious policy violation	106	77
Mediation	3	1
Grand total	338	324

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Figure 2 data

Formal Classification Compared to Expedited-Preliminary Evidence Conclusive Classification, 2024-2025

Classification and origin	2024	2025
Formal	48%	32%
External	28%	15%
Internal	20%	17%
Expedited-preliminary evidence conclusive	38%	49%
External	23%	36%
Internal	15%	13%

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Appendix F: Data Used in Figures *continued*

Figure 3 data

Allegations from within the Sheriff's Office in 2025

Allegations	Number
Violation of directives	52
Subpar performance	26
Fails to pass training	14
Conduct unbecoming	11
Inappropriate conduct	8
Discrimination	6
Sleeping on-duty	6
Discourtesy	6
Dishonesty	6
Excessive force	5
Supervision	3
Criminal conduct	2
Absence from duty	1
Fails to report force	1
Insubordination	1
Ethics and conflicts	1
Drugs	1
Total	150

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Figure 4 data

Allegations from the Community in 2025

Allegations	Number
Violation of directives	177
Subpar performance	66
Discourtesy	47
Excessive force	35
Conduct unbecoming	7
Dishonesty	4
Discrimination	4
Criminal conduct	4
Inappropriate conduct	2
Abuse of authority	1
Fails to report force	1
Abide by laws	1
Fails to pass training	1
Total	350

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Appendix F: Data Used in Figures *continued*

Figure 5 data

Allegations from within the Sheriff's Office in 2025

Type	Number	Change from 2024
Deputies with any allegations	223	Up four points, from 25% to 29%
Deputies without any allegations	539	Down four points, from 75% to 71%

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Figure 6 data

Breakdown of Sworn Employees by Number of Allegations from the Community in 2025

Type	Number	Change from 2024
One allegation	138	+33
Two allegations	59	+15
Three allegations	18	-16
Four allegations	3	-8
Five allegations	2	-1
Six or more allegations	3	+2

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Figure 7 data

Top ZIP Codes for Allegations from the Community Against Sworn Employees in 2025

ZIP	2025	2024	2023
98168	32	21	34
98133	24	9	22
98001	18	5	8
98042	16	4	10
98070	16	9	3
98198	14	1	8
98038	14	12	6
98155	12	5	5

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Appendix F: Data Used in Figures *continued*

Figure 8 data

Number of Allegations within Classifications in 2025

Source	Expedited Investigation	Formal Investigation	Mediation	Total
External	312	86	0	398
Internal	61	95	1	157
Total	373	181	1	555

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Figure 9 data

Number of Top Allegations within Expedited-Preliminary Evidence Conclusive Classification Compared to Formal Classification in 2025

Top Allegation	Origin	Expedited Investigations: Preliminary evidence conclusive	Formal Investigations: Serious policy violation	Formal Investigations: Minor policy violation	Total
Violation of directives	Total	144	44	23	211
	External	122	18	22	162
	Internal	22	26	1	49
Subpar performance	Total	55	24	2	81
	External	43	11	1	55
	Internal	12	13	1	26
Discourtesy	Total	35	7	9	51
	External	35	4	7	46
	Internal	0	3	2	5
Excessive force	Total	29	11	0	40
	External	29	6	0	35
	Internal	0	5	0	5
Total		263	86	34	383

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Appendix F: Data Used in Figures *continued*

Figure 10 data

Sustained Top Allegations from Within the Sheriff's Office in 2025

Allegation	Not sustained	Sustained, including performance-related training
Violation of directives	4	39
Subpar performance	9	19
Discourtesy	5	7
Excessive force	5	1
Total	23	66

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Figure 11 data

Sustained Top Allegations from the Community in 2025

Allegation	Not sustained	Sustained, including performance-related training
Violation of directives	136	29
Subpar performance	46	6
Discourtesy	45	3
Excessive force	39	0
Total	266	38

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Figure 12 data

Sustain Rate for Top Allegations from the Community, 2021-2025

Allegation	2021	2022	2023	2024	2025	'21-'24 Average
Violation of directives	11.3%	10.9%	10.5%	15.2%	17.6%	12.0%
Subpar performance	9.5%	2.7%	14.8%	6.4%	11.5%	8.3%
Discourtesy	5.3%	5.6%	14.3%	2.4%	6.3%	6.9%
Excessive force	6.8%	0.0%	0.0%	4.0%	0.0%	2.7%
Total	8.0%	3.9%	7.2%	9.7%	12.5%	7.2%

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Figure 13 data

Critical Incidents, 2020-2025

Year	Number of Critical Incidents
2020	8
2021	1
2022	3
2023	4
2024	2
2025	3

[Back to Figure 13](#)

Appendix F: Data Used in Figures *continued*

Figure 14 data

Uses of Force, 2020-2025

Year	Use of Force
2020	195
2021	150
2022	201
2023	157
2024	194
2020-2024 Average	179
2025	137

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Acknowledgements

OLEO would like to thank the following people for their contributions to this Annual Report:

- **Wendy Gable Collins**, KCIT, for her delightful designs.
- **Toni Carpenter**, KCGIS, for her magical maps.
- **CACLEO**, for their contributions to OLEO's FAQs.

And for their technical review and expertise:

- **King County Sheriff's Office**
- **Sasha Alessi**, OLR



King County OLEO

OFFICE OF LAW ENFORCEMENT OVERSIGHT

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To request a print copy of this
Annual Report, call or email OLEO.

Human & Civil Rights Commission (HCRC)

Wednesday, September 2nd
Law & Justice Committee Hybrid Meeting
9:30 AM – 11:00 AM

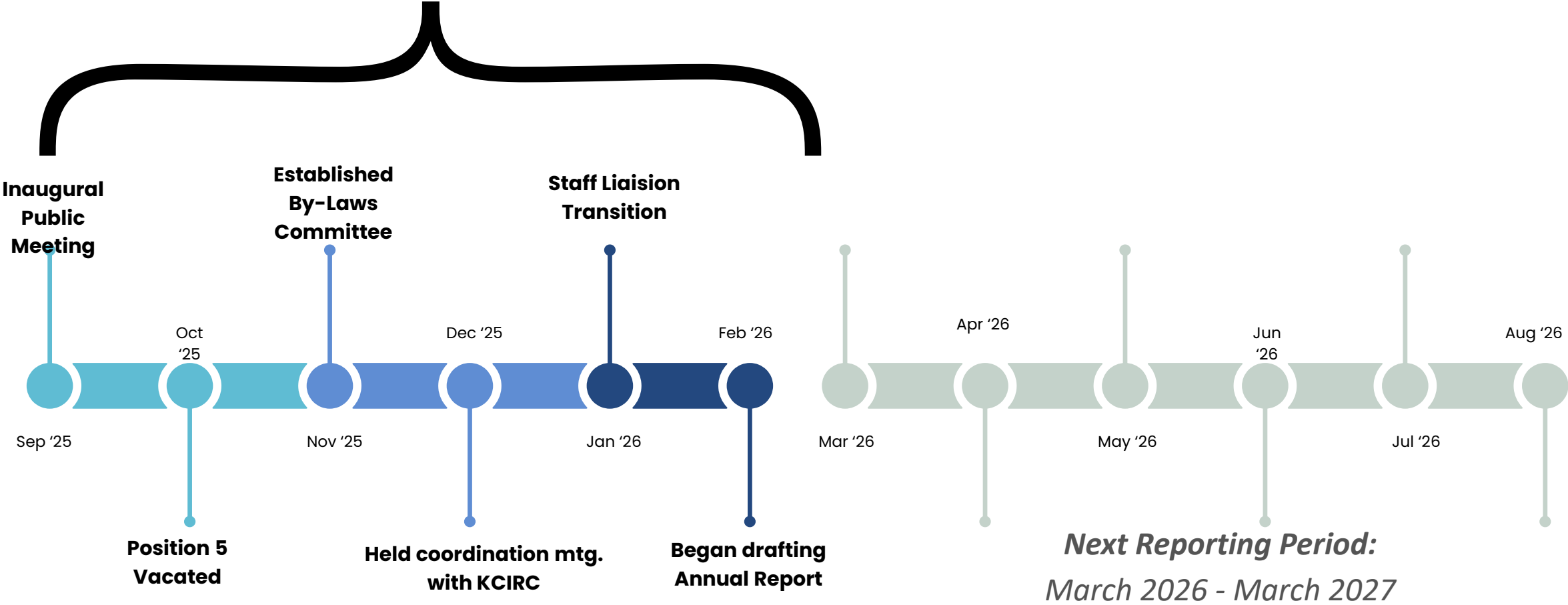
Councilmembers: Rhonda Lewis, Chair; Rod Dembowski, Vice-Chair;
Claudia Balducci, Jorge Baron, Teresa Mosqueda



King County | Office of the Executive

HCRC Annual Report

Period: September 2025 - March 2026



HCRC 2025 Accomplishments

- Successfully established the HCRC following inaugural member appointments in summer 2025.
- Launched public-facing work with the first official HCRC meeting in Sept 2025.
- Formed the Bylaws Committee and completed first draft of governance bylaws by Dec 2025.
- Strengthened collaboration with community and aligned efforts with KCIRC via December 2025 joint convening.
- Initiated foundational understanding of civil rights investigations, County processes, and program structure to inform future advisory duties.

- Elected officers to support coordinated leadership and advisory responsibilities.



Daisy Wong, Co-Chair



Jennifer Karls, Co-Chair



Alison Hastings, Secretary

HCRC 2026 Goals

Submitted in Annual Report

1. Establish Robust Community Connections
2. Review the Civil Rights Program
3. Review Protected Classes and Recommend Legal Updates
4. Review Policies & Recommend Implementation Improvements
5. Strengthen Local Partnerships to Enhance Civil Rights Law

Revised based on Lessons Learned

1. Strengthen HCRC infrastructure for long-term sustainability
2. Develop study session curriculum for HCRC members
3. Develop onboarding process, including administering an in-person fall retreat
4. Fill vacancies
5. Complete first draft of "Changes to the Powers and Duties Report"