Introduced by: Ed Heavey 30 - 370 MOTION NO. 1169 1 A MOTION establishing a Police Officer's Bill 2 of Rights for all persons in the field of public law enforcement. 3 4 WHEREAS, it shall be the policy of King County that all persons in the field of public law enforcement shall be entitled 5 6 to the protection of the provisions contained herein of what 7 shall hereafter be referred to as the "Police Officer's Bill of 8 Rights". 9 NOW THEREFORE, BE IT MOVED by the Council of King County: 10 The King County Police Officers Bill of Rights shall have 11 the following provisions: 12 (1)Every employee who becomes the subject of an 13 internal investigation shall be advised at the time of the inter-14 view that he is suspected of: 15 (a) committing a criminal offense; 16 (b) misconduct that would be grounds for termination. 17 suspension, or other disciplinary action; or 18 (c)that he may not be qualified for continued employ-19 ment with the Department. 20 Any employee who becomes the subject of a criminal (2)21 investigation may have legal counsel present during all inter-22 views. This representation by counsel is confined to counseling 23 and not actual participation in the investigation. A criminal 24 investigation as used herein shall be interpreted as any action 25 which could result in the filing of a criminal charge. A major 26 investigation as used elsewhere in this ordinance shall be in-27 terpreted as any action which could result in dismissal from the 28 Department or the filing of a criminal charge. 29 The employee under investigation must at the time (3)30 of an interview be informed of the name of the officer in charge 31 of the investigation and the name of the officer who will be con-32 ducting the interview. 33 - 1 -

(4) The employee shall be informed in writing of the nature of the major investigation and whether he is a witness or suspect before any interview commences, including information necessary to reasonably apprise him of the allegations of such complaint.

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(5) The interview of an employee shall be at a reasonable hour, preferably when the employee is on duty unless the exigencies of the interview dictate otherwise. Whenever possible interviews shall be scheduled during the normal work day of the county.

(6) The employee may request that a major investigation interview be recorded, either mechanically or by a stenographer. There can be no "off-the-record" questions. Upon request, the employee under a major investigation shall be provided an exact copy of any written statement he has signed or of a verbatim transcript of any interview.

(7) Interviewing shall be completed within a reasonable time, and shall be done under circumstances devoid of intimidation or coercion. In all major investigation interviews the employee shall be afforded an opportunity and facilities to contact and consult privately with an attorney of his own choosing before being interviewed. The employee shall be entitled to such intermissions as he shall request for personal necessities, meals, telephone calls, and rest periods.

(8) All interviewing shall be limited in scope to activities, circumstances, or events which pertain to the employee's conduct or acts which may form the basis for disciplinary action under one or more of the categories contained in Paragraph 2 herein.

(9) The employee will not be threatened with dismissal or other disciplinary punishment as a guise to attempt

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4 4 63 4 V to obtain his resignation, nor shall he be subject to abusive or offensive language or intimidated in any other manner. No promises or rewards shall be made as an inducement to answer questions. PASSED this 471 day of Acade, 1973. KING COUNTY COUNCIL KING COUNTY, WASHINGTON wT. O'Brei Chairman ATTEST: alman Dep Administrator-Clerk King County Council 

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