

ISSAQUAH POLICE ACCOUNTABILITY, EQUITY AND HUMAN SERVICES ACTION PLAN AUGUST 10, 2020

Mayor Mary Lou Pauly and the Issaquah City Council are dedicated to fostering a safe, vibrant, livable, and inclusive community through effective stewardship and quality public services. This Action Plan is our commitment to moving the City of Issaquah forward in providing greater police accountability, equity in all our services and human services programs that better serve our community. Each of the plan's actions are focused on transparency, public trust, accountability, partnerships and equity.

SHORT TERM – BY AUGUST 31, 2020

1. Review and Modifications of IPD Use of Force Policy: The current Police Department use of force policy will be evaluated compared to the #8CANTWAIT model policy and terms of model policy will be incorporated into IPD policy after consultation with the community.
2. Police Department Reporting: The Department will develop a monthly report that will be available to the public by email and posted on the City's website containing information on calls for service, types of calls responded, uses of force and other indicators. This monthly report will be augmented with additional reporting tools over time.
3. City Council Equity Training: The City Council will participate in an initial equity training class as a group. After initial class, the City Council will determine appropriate next training opportunities.
4. Action Plan Reporting: The City will produce a quarterly report updating the implementation of this Action Plan through December 31, 2021. The report will be posted on the City's website.

MEDIUM TERM – BY DECEMBER 31, 2020

1. Police Department Budget and Operations Review: City Administration will conduct a review of the Police Department's budget and operations. Initial recommendations from this review will be included in the Proposed FY 2021 budget to be presented to the City Council in late September 2020. The review will continue through 2021 and additional recommendations are anticipated for the FY 2022 budget.

This review will include all functions but will focus on how best to incorporate dedicated professional mental and behavioral health professionals into day to day department operations. In addition, other areas to be evaluated will include current community policing strategies, introduction of body cameras, review of equipment purchases and review of jail operations.

The Administration will seek input from the public in a variety of ways on specific proposals as the review occurs. In addition, an employee committee at the Police Department will be formed to solicit suggestions for identifying and implementing identified initial changes proposed in FY 2021 and continuing through preparation of FY 2022 budget.

2. Police Department Use of Force Review and Reporting: The department will evaluate its existing use of force review policy and reporting of cases. Information would be shared regularly with the public.

3. Police Department Complaint Process – Informal and Formal: The department will review its current informal and formal complaint processes and implement new systems to better track complaints and standardize investigative processes.
4. Police Department Data Collection and Reporting: The department will review its current processes for data collection and investigate ways to be better share this data in the future. Data will include types of calls for services and demographics of contacts with the community.
5. Use of School Resources Officers: The City and Issaquah School District will evaluate current use of police officers in schools.
6. City Council/Police Department Information Sharing: The Administration will work with the City Council and Police administration to schedule opportunities for members of the City Council to learn more firsthand about Police Department operations.
7. Develop and Begin Implementation of Citywide Equity Training Curriculum: The City's Equity Team will develop and begin implementation of a multi-course training curriculum for all City employees on issues of racial equity. This curriculum will include both in person and online training. City staff will be divided into inter-departmental cohorts to complete the training. It is anticipated that the initial training curriculum would be completed by the end of 2021. In addition, the Equity Team is recommending a separate training specifically for managers and supervisors in addition to citywide training.
8. Review Citywide Human Services Staffing/Contracting Resources: The Administration will review allocation of staff and contracting resources to support Human Services activities in its proposed FY 2021 budget. This would include review of existing resources in all departments (as well as support from Eastside Fire and Rescue) and identify any additions of reallocations moving forward.

LONG TERM – 2021

1. Review of Police Department Policies for Discipline and Termination: The Human Resources Department will review department policies and make recommendations to the Administration on potential revisions. These revisions will likely require negotiations with employee bargaining units.
2. Review of Police Department Training Programs: The Administration will review all current department training programs and report to the City Council and community with details of programs and recommendations for improvement.
3. Consider Police Review Community Board or Commission: The Administration will consider options for the creation of a board or commission comprised of community members charged with review of Police Department policies, procedures and/or complaints.
4. Creation of Police Department Data Dashboard: The Police Department will create a data dashboard presenting information on a variety of measurable outcomes.

5. Review Schedule of All Police Department Local Fines and Fees as well as Asset Seizure Policies: The department will conduct review and report to the City Council with recommendations for needed changes.
6. Evaluate Resident Review of Equity and Human Services Initiatives: The Human Services Commission would be charged with evaluating current resident review of the City's equity and human services initiatives, review its membership and bylaws to ensure residents with lived experience of non-inclusion and/or discrimination are included in a meaningful way and make recommendations to the Mayor and City Council on best next steps. This may include changes to the current scope of work of the Human Services Commission, changes to the scope of work of other City boards and commissions, the creation of an additional City board or commission to address these matters and/or collaboration with other existing community organizations.
7. Develop a Racial Equity Toolkit: The Administration will work with the Equity Team to develop a Racial Equity Toolkit that will assist the City in evaluating programs and services using an Equity Lens in decision making.
8. Review of Citywide Policies and Procedures using the Racial Equity Toolkit: The Administration will work with the Equity Team to develop a process to begin review of policies and procedures in all City departments using the Racial Equity Toolkit.