

---What the Staff is asked to do (from Powers and Duties phase)---

ACCESS TO INFO-STAFF

power to compel officer testimony (first notify officer of their rights) (A)

power to subpoena information- testimony and documents/records (B)

access police bureau information, records, and data including body camera footage (C/D/E)

secure physical and electronic information, retain information on a schedule (D)

Own and manage or co-own/manage all PPB body camera footage (suggestion #1)

Commented [PAC 03-131]: Commissioner note (Monica): Staff should also have access to prior misconduct allegations.

Commented [PAC 03-132R1]: Co-chair note (Dan): Is included under access to bureau information (C/D/E).

OFFICER ACCOUNTABILITY-STAFF

Provide advocate /complaint navigator for each complainant. (A1)

Work with board to determine eligibility for complaints that miss the filing deadline for complaints or appeals. (A2)

Work with board to ensure that complaint forms are widely available. (A4)

Have offices open for longer hours than M-F 9AM-5PM. (A4)

Accept and process complaints of misconduct. (A8)

Provide information to complainants about substance and progress of complaint, including online; provide information to officers about substance and nature of complaint, both at the initial intake stage and when a hearing is scheduled. Communicate the findings at the end of the process. (A5/C4)

Investigate all cases of deadly force/deaths in custody, injury, discrimination, rights violations, and 21 other categories of complaint, plus when data show a pattern. (A6)

Investigate other optional cases including if officers complain about other officers to the Board. (A7)

Conduct preliminary investigations and make case handling decisions (dismissal, mediation, informal resolution, full investigation, referral). (A8/A9)

Conduct full investigations in 180 days or come up with a plan to reduce delays; inform the Board when investigations run past the deadline. (B2/B3)

Attend hearings held by the board. (C3)

Schedule appeals in consultation with board leadership (E3)

Work with board to determine eligibility for complaints to be handled informally by supervisors. (E3)

Provide mediation for community members and officers in qualifying cases where parties agree to participate. (F1)

STRUCTURAL OVERSIGHT- STAFF

Review data/records, individual cases, policy and training to formulate recommendations. (A)

Commented [PAC 03-133]: Commissioner comment (Katherine): Ensure that staff responsibilities include community engagement and facilitation of board community engagement.

Initiate policy reviews with board participation. (B)

Work with the board to follow up on recommendations. (D)

Participate in collective bargaining negotiations. (E)

Engage qualified paid persons to conduct review of critical incidents, work with board to address policy issues. (G)

Review the oversight system for possible improvements. (G)