

OUTLINE OF ACCOUNTABILITY WORKFLOW PLAN

Case handling and investigative processes (“Complaint, Investigation, Determination, Discipline, etc. processes”), including workflow description:

*- compliance with State laws

* - consideration of the existing procedure and the addition of the Community Police Oversight Board.

INTAKE OF COMPLAINTS (Jurisdictions B, T, Experts H, Current System “Accessibility & Equity”)

(from discussions): Advocates, timelines to file, who can file (third party/anonymous, age, immigration status)

i. **Types of conduct/complaints the new agency will investigate and determine outcomes**
Types of misconduct the Board should investigate, if any, outside of those included in the Charter amendment (i.e. deaths/deadly force, injury, discrimination, and constitutional violations).

ii. **Current model: bureau complaints vs community complaints**

iii. **Complaint process: community member vs. internal bureau complaints**

INVESTIGATION (Jurisdictions R, Current System “Review and Rigor”)

(from discussions) List of basic elements for a misconduct investigation, timelines to complete

DETERMINATION (Jurisdictions G, Q, Experts F, Current System “Transparency,” “Outcomes”)

iv. **Determination process**

determination of validity of allegations, application of the preponderance of evidence standard,

(from discussions) Possible findings. Public hearings.

DISCIPLINE (Jurisdictions P)

v. ***How to impose discipline***
due process and just cause rules
application of discipline guide

APPEALS (Jurisdictions K, L, Current System “Review and Rigor”)

Appeal process – will police and community members be allowed to appeal their cases?
whether or not City Council will have a role in appeals,

MEDIATION (Jurisdictions V, Experts G, Current System “Mediation”)

Mediation options (community member and police officer)”