



# PUBLIC SAFETY COMMISSION

## JANUARY 7, 2019

FARAH MUSCADIN, JD  
DIRECTOR, OFFICE OF POLICE  
OVERSIGHT



OFFICE OF  
POLICE OVERSIGHT

# AGENDA

- Introduction of the Community Engagement Team
- Review of the City Manager Memo
- Review City Ordinance Establishing the Office of Police Oversight
- 2018 Meet & Confer Agreement
- Next Steps for the Office of Police Oversight

# OPO COMMUNITY ENGAGEMENT TEAM

- Community Engagement Team
  - Addition of two Community Engagement Specialist
  - January 2019 – Develop Community Engagement plan
  - February 2019 – Implementation of the plan
- 2 Community Outreach Interns
  - Tentative start date is February 2019

# CITY MANAGER MEMO

## NOVEMBER 2, 2018

- Introduces new name for Civilian Police Oversight: Office of Police Oversight (OPO)
- OPO will conduct preliminary reviews of all external complaints
- **Community Engagement**
  - Provides additional resources for community engagement staff
- **Transparency**
  - OPO to create a social media presence for education and outreach
  - OPO Director recommendations on policy and discipline on critical incidents will be made public
- OPO summaries on investigations of critical incidents will be made public
- **Discipline**
  - APD to provide a monthly report to OPO on aggregate data on discipline, regardless of outcome. These reports will be made public
  - OPO Director will serve on the APD Force Review Board

# CITY ORDINANCE

## NOVEMBER 15, 2018

- Formally establishes the Office of Police Oversight as an administrative department that reports to the City Manager
- OPO advises the City Manager on:
  - Processes and results of investigations involving officers
  - Effectiveness and appropriateness of the department's policies and procedures concerning complaints of police officer misconduct, police officer training, use of force by police officers, and community relations
- Make recommendations to the Chief of Police concerning discipline, based on the investigation of complaints and department policies
- Conduct random assessments of the department's use of force reviews and body camera usage
- Report annually to the public on the results of its activities
- Report annually to the council on the results of its activities

# MEET AND CONFER AGREEMENT

## NOVEMBER 15, 2018

- Anonymous Complaints
- OPO can initiate a complaint, standing in as the complainant
- Expands the definition of critical incidents
- OPO Director may recommend independent investigations
- Close-out meetings with complainant
- Increased transparency
  - OPO recommendations on case classifications
  - Discipline for critical incidents
  - External non-critical incident cases
  - Policy recommendations
  - Chief's response to panel and OPO

# NEXT STEPS FOR OPO

- Rebrand with new mission
- New communications channels to engage and promote: social media: Facebook, Twitter, and Instagram
- New dedicated complaint line: 512-972-2OPO (2676)
- Updated website and new online complaint form
  - Developed with CTM's Design and Delivery Team
  - Will launch in Spanish and English, other languages added later
  - Responsive design will work on mobile and desktop
  - Launch scheduled for Q2 FY2019

## ■ Staffing

- Completion of office reorganization
- Internship Program
  - Research and Policy
  - Public Affairs
  - Community Engagement
- Filling Research Analyst Position
- Staff Retraining
  - Director Andrew Myerberg – Seattle Office of Police Accountability
  - March 2019



OFFICE OF  
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# THANK YOU!

- City Manager and Executive Staff
- City Council and their staff
- Public Safety Commission
- Various Boards and Commissions
- Police Oversight Advisory Working Group
- Several Community Organizations
- Austinites that provided feedback at the community forums and SpeakUp Austin on line survey
- Austin Police Department
- Austin Police Association





# OFFICE OF POLICE OVERSIGHT

## QUESTIONS?

FOR ADDITIONAL INFORMATION  
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