

# Civilian Oversight in the United States

Location	Name	Type	Features	Legal Counsel	Mediation	Subpoena Power	Appeal Process	Civilian Review Board	Board of Directors	Start Year
Boise, ID (+205,000)	Office of the Community Ombudsman	*2, 3, 4	<ul style="list-style-type: none"> <li>•Reports directly to City Council and the Mayor</li> <li>•Investigations may be conducted by OCO, Boise Police Department or other competent investigative agency</li> <li>•Semi-annual public reports, Inquiry Synopses available online, Policy reports, &amp; Recommendations</li> <li>•Jurisdiction: BPD, Airport Police, Boise City Code Enforcement</li> <li>•BPD policy manual available online</li> </ul>	City Attorney's Office (does contract with private attorney for when conflicts of interest arise)	Y	N	Y	N	N	1999
King County, WA (+1.9 million)	Office of Citizen Complaints—Ombudsman	4	<ul style="list-style-type: none"> <li>•Jurisdiction to investigate complaints about the administrative conduct of executive branch agencies, including Department of Assessments &amp; the Sheriff's Office</li> <li>•Allegations regarding violations of Employee Code of Ethics, reports of improper governmental action, &amp; retaliation filed under the Whistleblower Protection Act</li> <li>•Recommendations</li> <li>•Recommends filing compliant with the Sheriff's Internal Investigation Unit, if unsatisfied or uncomfortable contacting will take complaint</li> <li>•30 day limit</li> <li>•Takes complaints from inmates regarding the Department of Adult and Juvenile Detention (help line)</li> </ul>	Assigned a Deputy Prosecuting Attorney; may contract out services if conflicts of interests arise	Y	Y	Y	N	N	1968

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Salt Lake City, UT (+1 million)	Police Civilian Review Board	1, 2	<ul style="list-style-type: none"> <li>•Board meets minimum of every 3 months; holds additional meetings per Mayor, City Council majority, the Board Chair, or majority of the Board</li> <li>•Public &amp; media can attend all board and board panel meetings; cannot attend executive sessions</li> <li>•Board has a Police Advisor</li> <li>•Administrator &amp; IAU investigate complaints simultaneously</li> <li>•Board directs Administrator to conduct investigations</li> <li>•Board does not have jurisdiction past four days of the complaint filed with IAU</li> <li>•IAU takes all complaints</li> <li>•Anonymity can be provided to a complainant at the sole discretion of the Administrator</li> </ul>	City Attorney's Office	N	N	N	Y (14 representative members)	N	2003
Seattle, WA (+608,000)	Office of Professional Accountability (OPA), OPA Auditor, Review Board	2, 4	<ul style="list-style-type: none"> <li>•Auditor's reports are public</li> <li>•Review Board holds meetings 2x a month with public forum</li> <li>•Auditor reviews all investigations completed during previous week and may order further investigation</li> <li>•OPA Review Board conducts and independent review of the quality of OPA complaint process; reviews policies &amp; procedures; solicits public input</li> </ul>	In house Attorney and City Attorney's Office	Y	Investigation unit under the PD	Y	Y (7 Citizens)	N	1999

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Tacoma, WA (+427,000)	Citizen Review Panel	2, 5	<ul style="list-style-type: none"> <li>•Public comment accepted at meetings</li> <li>•Meetings are recorded; audio available on-line</li> <li>•City Manager appoints one city employee to act as CRP liason who reports directly to City Manager</li> <li>•CRP is seven members appointed by City Council</li> <li>•CRP does not review conduct complaints; forwards these to Tacoma's "Conduct Complaint Management System"</li> </ul>		N	N	N	Y	N	2006

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Albany, NY (+98,000)	Citizens' Police Review Board	2	<ul style="list-style-type: none"> <li>•Members are appointed by the Mayor &amp; Common Council</li> <li>•Training required</li> <li>•Outreach &amp; education</li> <li>•An independent monitor is appointed to observe the investigation in case of excessive use of force or violation of civil rights</li> <li>•The Government of Law Center of Albany Law School provides support to assist the CPRB in its duties &amp; responsibilities</li> <li>•Monthly meetings</li> </ul>	City Attorney's Office	Y	N	N	Y (9 Members)	N	2000
Albuquerque, NM (+2 million)	Independent Review Office of the Police Oversight Commission	1, 2, 3	<ul style="list-style-type: none"> <li>•IA has 10 days to investigate</li> <li>•Quarterly reports</li> <li>•Independent Review Officer may conduct investigations with authorization of the PSAB chair &amp; Chief Administrative Officer; Attorney</li> <li>•Subpoena power never to be used on an APD officer</li> <li>•POC requirements include: problem solving &amp; conflict resolution skills; yearly civil rights training; ride-alongs; yearly attendance of Firearms Training Simulator (FATS) at APD Police Academy</li> <li>•Independent Review Officer &amp; POC commissioners allowed to file complaints against APD officers-investigated by either IAU or IRO staff</li> </ul>	City Attorney's Office	Y	Y	Y	Y (9 members)	Y	1998

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Berkeley, CA (+112,000)	Police Review Commission	1	<ul style="list-style-type: none"> <li>•Hearings and commission decisions open to public and media</li> <li>•General PRC meetings available for public comment</li> <li>•Limited outreach</li> <li>•Review &amp; recommend ability extends to budget development</li> <li>•Quarterly reports</li> <li>•Citizens can make policy complaints</li> <li>•Complaints limited to 90 days</li> </ul>	City Attorney's Office	Y	Y	Y	Y (9 members)	N	1973
County of Hawaii, HI (+185,000)	County of Hawai'i Police Commission	1	<ul style="list-style-type: none"> <li>•Ability to appoint or remove chief of police at its sole discretion</li> <li>•9 representative members</li> <li>•Monthly meetings</li> <li>•Has 4 subcommittees that focus on various areas such as management, public relations, finance, rules &amp; policies</li> <li>•Reviews the PD's annual budget &amp; recommends</li> <li>•Requires notarized complaints within 90 days of incident</li> </ul>	City Attorney's Office (with the option to request outside Council if Conflict of Interest arises)	N	Y	N	N	Y	2010

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Denver, CO (+600,000)	Office of the Independent Monitor & Citizen Oversight Board	2, 4	<ul style="list-style-type: none"> <li>•The Manager of Safety handles all discipline for the PD, Sheriff's Dept., &amp; Fire Dept.</li> <li>•OIM monitors all IAB investigation; makes recommendations about administrative action &amp; policies, possible discipline</li> <li>•COB assesses the OIM is effectively performing its duties, recommendations, directing IM to review certain cases, addressing other concerns from other stakeholder grps</li> <li>•IM can be involved in any investigation by the Police or Sheriff if it is in the City's best interest</li> <li>•COB members receive compensation</li> <li>•IM monitors the District Attorney's Office</li> <li>•Use of Force Board created from the Citizens' Pool</li> <li>•Disciplinary Review Board: POs &amp; 3 citizens; selected from lists</li> <li>Strict stipulations for placement on list (pool); members for boards/panels randomly selected</li> </ul>	City Attorney's Office	Y	N	N	Y	Y	2004

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Eugene, OR (+156,000)	Police Auditor & Civilian Review Board	2, 4	<ul style="list-style-type: none"> <li>•CRB provides input about the fairness of investigation process to auditor</li> <li>•Weekly reports available online</li> <li>•Outreach to increase public awareness</li> <li>•Quality assurance function</li> <li>•Auditor reports directly to &amp; presents reports etc. to CRB &amp; Council</li> <li>•Auditor conducts a preliminary investigation of all complaints received by the office, thus classifies</li> <li>•Administrative investigations may not commence until the Auditor has received, classified, routed the compliant</li> <li>•May take complaints from city employees against another employee</li> <li>•Has authority to reclassify complaints</li> </ul>	Formally, the Auditor uses the City Attorney; informally, the Deputy Auditor is an attorney and can give advice	Y	N	N	Yes (7 citizens), but cannot investigate complaints or incidents involving police employees	Yes (CRB fulfill this type of role by overseeing PA & functioning in a recommendation capacity mainly)	2009
Flint, MI (+102,000)	Office of the Police Ombudsman <b>CLOSED due to the desire to allocate funding elsewhere</b>	1	<ul style="list-style-type: none"> <li>•Findings available to media &amp; city archives</li> <li>•Chief's finding public</li> <li>•Discipline not public</li> <li>•Ability to hold an obstruction hearing</li> </ul>	Information not available	N	Y	N	N	N	Created: 1969 Closed: 1/2006 Reopened: 5/2006 Latest closing: 12/2011

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Houston, TX (+2 Million)	Houston Police Department Internal Affairs Division & Citizens' Review Committee (CRC)	2	<ul style="list-style-type: none"> <li>•CRC: 3 panels with 7 members each, which reviews IA investigations, findings, &amp; discipline issued</li> <li>•Reviews investigations involving: excessive force, firearm discharge, incidents that involve serious bodily injury or death, those requested &amp; approved for review by the Chief</li> <li>•Ability to review discipline</li> <li>•Panels serve as a Recruit Selection Panel; assist in identifying training needs for Police Trainees; review periodic evaluation of officer conduct, monitor community concerns</li> </ul>	Nothing currently in place	Y (Citizen & Employee Mediation Program [CEMP] a section of HPD's Alternative Dispute Resolution [ADR] office)	N	N	Y	N	1977
Las Vegas, NV (+583,000)	Citizen Review Board	1, 2, 3	<ul style="list-style-type: none"> <li>•CRB Director determines jurisdiction</li> <li>•Within 90 days a Screening Panel with 5 board members meets &amp; reviews documentation</li> <li>•Screening Panel meetings closed to public</li> <li>•If Screening Panel determines lacked objectivity or thoroughness referred to a Hearing Panel (5 board members)</li> <li>•Hearing Panel closed to public</li> <li>•Only recommends</li> </ul>	Executive Director is an Attorney	Y	Y	Y	Y	N	2000



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Los Angeles, CA (+3.6 Million)	Office of the Inspector General (3 Sections)	2, 4	<ul style="list-style-type: none"> <li>•Audit Section: conducts in-depth reviews of 9 different LAPD audits, including various other audits per the request of the Board of Commissioners</li> <li>•Use of Force Section: involved throughout investigation and adjudication of every Categorical Use of Force incident, reviews the Force Investigation Division's investigation of CUOF</li> <li>•Compliant Section: Quarterly reviews of COP imposition of discipline during said time, conducts independent investigation into sensitive and/or high profile matter involving LAPD per request from Commission or Professional Standards Bureau</li> <li>•Inspector General can initiate any investigation or audit of the PD without prior authorization</li> </ul>	City Attorney's Office	N	Y	N	N	Police Commission	Originally: 1996 Current Charter: 2000
Minneapolis City, MN (+382,000)	Civilian Police Review Authority	1	<ul style="list-style-type: none"> <li>•Hearings private</li> <li>•Public forum at monthly meetings</li> <li>•Discipline public after final disposition</li> <li>•No outreach</li> <li>•Manager, Community Outreach Advocate, Investigators, &amp; Administrative Staff</li> </ul>	City Attorney's Office	Y	N	Y	Y (9 members)	N	1990

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New York, NY (+8.1 Million)	New York City Civilian Complaint Review Board	1	<ul style="list-style-type: none"> <li>•Complaints can be made by any person whether or not that person is a victim of, or witness to, an incident</li> <li>•All-civilian</li> <li>•Investigates</li> <li>•Reports to the Police Commissioner (has final say in disciplinary matters) relevant issues and policy matters</li> <li>•When the investigation is complete it is forwarded to a panel of 3 board members for review</li> <li>•Monthly public meetings</li> </ul>	In house Counsel	Y	Y	N	Y	1953: committee of 3 police commissioners 1993: created in its current all-civilian form with increased powers 1997: budget was increased allowing hire of more investigators and experienced managers	Under current operation: 1997
Orange County (i.e. Orlando), FL (+238,000)	Orange County Office of the Ombudsman	2	<ul style="list-style-type: none"> <li>•Hearings open to public and media</li> <li>•Findings and discipline public record</li> </ul>	Office of the County Attorney	N	Y (not used as of 2001)	N	Y	N	approx. 2006
Portland, OR (+583,000)	Independent Police Review Division (IPRD); Citizen Review Committee (CRC); Police Review Board (PRB)	3, 4	<ul style="list-style-type: none"> <li>•Audits open to public and media</li> <li>•Citizen Advisory subcommittee meetings open to public</li> <li>•Either IA or IPRD can investigate complaints</li> <li>•Chiefs discipline not public</li> <li>•4 different types of complaints; type 4 involves complaints from supervisors about poor performance or other work violations</li> <li>•30 day limit</li> <li>•Appeal hearing available with the CRC</li> <li>•PRB functions in an advisory capacity to the Chief of Police</li> </ul>	City Attorney's Office but has the ability to obtain independent counsel if Conflict of Interest arises	N	Y	Y	Y (5 Voting members & 8 Advisory members)	N	1982

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Rochester, NY (+210,000)	Civilian Review Board	2	<ul style="list-style-type: none"> <li>•Results not public</li> <li>•Reviews closed</li> <li>•Involved when a case includes use of force or criminal charges on an officer, or the Chief's request</li> <li>•3 members selected from a pool of 15-20 individuals</li> <li>•Pool members are: certified mediators, have attended a shorted version of the police academy, and required training</li> <li>•Panelists do not have access to the IA file in advance of the meeting</li> </ul>	Due to the nature of the CRB, they do not use an attorney	Y	N	N	Y (3 civilians)	N	Current form: 1992
San Francisco, CA (+805,000)	Office of Citizen Complaints (OCC) & Police Commission (PC)	1	<ul style="list-style-type: none"> <li>•Chief's hearings closed</li> <li>•Police commission hearings public</li> <li>•Staff of the OCC have never been police officers</li> <li>•Staff of investigators</li> <li>•Community outreach</li> <li>•Policy analysis; given to the PC</li> <li>•Complainant and police officer given the ability to review the evidence of the case, if either decide the investigation was incomplete or mishandled they can request an investigative hearing</li> <li>•PC is part of the police department &amp; is involved with the disciplinary process</li> </ul>	Staffs two In-House Attorneys	Y	Y	For officers	N	Y, Police Commission (7 civilians)	1983

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Spokane, WA (+208,000)	Office of the Police Ombudsman	4	<ul style="list-style-type: none"> <li>•Monthly reports are public</li> <li>•Annual &amp; semi-annual reports public</li> <li>•Use of Force Reports public in redacted form</li> <li>•Community outreach</li> <li>•Ability to sit-in on IA interviews</li> <li>•Complaints received within 1 yr.</li> <li>•Complaints shared between IA &amp; OPO within 3 days</li> </ul>	City Attorney's Office	Y	N	N	N	N	2008
St. Paul, MN (+285,000)	St. Paul Police Civilian Internal Affairs Review Commission	2	<ul style="list-style-type: none"> <li>•Hearings Closed</li> <li>•Disciplinary recommendations not publicized</li> <li>•Functions in a recommendation capacity</li> <li>•Civilian Coordinator assists in receiving complaints (employed by the police department)</li> </ul>	City Attorney's Office	N	Y (not used as of 2001)	N	Y (5 civilians, 2 Officers)	N	1994
Syracuse, NY (+145,000)	Syracuse Citizen Review Board Currently experiencing issues due to milieu	1, 2, 3	<ul style="list-style-type: none"> <li>•Takes anonymous complaints</li> <li>•Cases are assigned to 3 person panels (which makes a decision)</li> <li>•IA has 45 days to investigate or the CRB may review complaint</li> <li>•Complainants can request a full hearing before the CRB panels</li> <li>•3 members are appointed by Mayor</li> <li>•CRB Administrator-responsible for the daily administrative tasks</li> <li>•Quarterly &amp; Annual Reports</li> <li>•Police Liaison Committee</li> </ul>	Information not available	Y (also defers)	Y	Y	Yes (11 representative citizens)	N	1993 (amended 2011)

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Tucson, AZ (+520,000)	Independent Police Auditor (IPA) and Citizen Police Advisory Review Board (CPARB)	2, 4	<ul style="list-style-type: none"> <li>•Monthly public meeting with public forum</li> <li>•CPARB members receive comprehensive training, includes the Citizen Police Academy</li> <li>•2 subcommittees: training &amp; public relations/community outreach</li> <li>•CPARB refers complaints to either the Office of Professional Standards or the Independent Police Auditor; voting &amp; advisory members that can be police officers; reviews completed investigations &amp; recommends</li> <li>•The IPM audits complaints investigated by the police department</li> </ul>	City Attorney's Office	N	N	Y	Y (7 voting members, 2 advisory, 3 ex-officio)	N	2004

**\*Types of Civilian Oversight**

Type 1: Citizens investigate allegations and recommend findings to the Chief or Sheriff
Type 2: Police officers investigate allegations and develop findings. Citizens then review and recommend that the Chief or Sheriff approve or
Type 3: Appeal process. Complainants can appeal the findings of the police department or sheriff to citizens
Type 4: An auditor investigates the complaint process of the law enforcement agency, thus reporting on the thoroughness and fairness of said process to both the department and the public