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10 CITY OF SPOKANE ETHICS COMMISSION
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12 **ALEXANDER J. SHOGAN, JR.**

13 Complainant,

14 vs.

15 **DAVID CONDON, MAYOR OF THE**
16 **CITY OF SPOKANE,**

17 Respondent.
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DECLARATION OF THERESA
SANDERS

21 Theresa Sanders, under the penalty of perjury under the laws of the State of
22 Washington, states and declares as follows:
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24 1. I am over 18 years of age, competent to be a witness herein and make the
25 statements contained in this declaration on personal knowledge.

26 2. I am employed as the City Administrator for the City of Spokane. I began my
27 employment in this capacity in January 2012.
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30 DECLARATION OF THERESA SANDERS- page 1

Evans, Craven & Lackie, P.S.
818 W. Riverside, Suite 250
Spokane, WA 99201-0910
(509) 455-5200; fax (509) 455-3632

1 3. I graduated from North Central High School in Spokane, Washington in 1978.

2
3 4. After graduating from high school, I was employed for a period of time in
4 retail.

5 5. In 1986 I became employed at Microsoft Corporation. At Microsoft I was the
6 International Business Development Manager for Sales and Marketing for Microsoft in the
7 United States. My last position was as Product Manager for Microsoft Products at the time of
8 my retirement.
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10 6. I then returned to Eastern Washington and was employed by the Pend Oreille
11 County Rural Economic Development Association and later accepted a position with the
12 Spokane Economic Development Council.
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14 7. I was then appointed by then Mayor, Dennis Hession as the Economic
15 Development Director for the City of Spokane. I remained employed in that capacity through
16 the end of the Hession administration and into the Verner administration.
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18 8. I then retired. I later accepted Mayor Condon's invitation to join his
19 administration as City Administrator.
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21 9. I am very familiar with the details surrounding the decision by Mayor Condon
22 to request the resignation of former Police Chief, Frank Straub on or about September 22,
23 2015. I worked directly with Mayor Condon in the days leading up to that decision. I
24 attended the Executive Session of City Council on September 21, 2015, when Mayor Condon
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1 disclosed in executive session the issues that prompted him to request Chief Straub's
2 resignation.

3 10. I was present when Mayor Condon was questioned by Council Person Stratton
4 regarding the factors that went into the decision to request Chief Straub's resignation.
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6 11. I was also present when other council members questioned Mayor Condon
7 concerning the decision.
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9 12. I was also present the days leading up to September 21, 2015, when Mayor
10 Condon received a letter from the Spokane Police Department Lieutenants and Captains
11 Association and from the Command Staff regarding their dissatisfaction with Chief Straub's
12 leadership and management style.
13

14 13. I was also present when Mayor Condon conferred with Assistant Chief Rick
15 Dobrow concerning immense dissatisfaction in the Police Department as it related to Chief
16 Straub's administration.
17

18 14. I also conferred in depth with Mayor Condon and with corporation counsel
19 Nancy Isserlis concerning Straub continuing with the City of Spokane as Police Chief.
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21 15. The letters that I refer to will be included as exhibits before the Ethics
22 Commission, but it was important to the analysis that was undertaken by Mayor Condon and
23 myself that the letters were signed by all members of the Command Staff and by the
24 organizational leaders of the Lieutenant and Captain Association.
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1 16. The meeting with Assistant Chief Rick Dobrow and Mayor Condon concerning
2 Chief Straub took place at Mayor Condon's home and I was present along with the Mayor on
3 September 20, 2015.

4 17. After the two letters were received and after Assistant Chief Dobrow's
5 statement to the Mayor that the Command Staff had lost confidence in Chief Straub and could
6 no longer tolerate working or acting under his administration, it became apparent that the
7 Mayor and the City were facing a potential loss of police leadership as well as loss of support
8 of the rank and file in the police department leading to a potential crisis in management,
9 morale and public safety.

10 18. It was at that time that Mayor Condon stated that he saw no alternative to
11 resolve the issues presented in the two letters than to request the resignation of Chief Frank
12 Straub at the earliest possible opportunity. The alternative was to face a loss of senior
13 Command Staff and of rank and file leadership with the crises of confidence that had
14 developed.

15 19. The only factor that prompted Mayor Condon to ask for Chief Straub's
16 resignation was the absolute dissatisfaction with Straub's management style and leadership
17 voiced in the two letters that Mayor Condon received. There were simply no other factors
18 involved.

1 DATED at Spokane, Washington this 28TH day of March, 2018.

2
3 By

4 Theresa Sanders