



SPECIAL MEETING AGENDA

Tuesday, May 20, 2025

5:30 PM - 7:00 PM
West Central Community Center
1603 N Belt
Spokane, WA 99205

Commissioners:

Jenny Rose
Luc Jasmin III
Amy McColm
Ladd Smith
Phillip Wetzel

OPO Staff:

Luvimae Omana
Christina Coty
Sydney Parkman

OPOC Legal Counsel:
Brennan Schriebman

Introduction - Commissioner Rose

1. Welcome
2. Agenda and minutes approval
3. Public forum
4. Guest Speaker - Human Rights Commission Member: Anwar Peace

OPO Reports - Deputy Ombuds Luvimae Omana

1. April monthly report
2. OPO job postings

Commission Business - Commissioner Rose

1. OPOC update
2. Upcoming meetings
3. Commissioners speak out
4. Adjournment

The next scheduled OPOC meeting will be a training session held on June 26 - 27, 2025 location TBD

AMERICANS WITH DISABILITIES ACT (ADA) INFORMATION: The City of Spokane is committed to providing equal access to its facilities, programs and services for persons with disabilities. The Spokane City Council Chamber in the lower level of Spokane City Hall, 808 W. Spokane Falls Blvd., is wheelchair accessible and is equipped with an infrared assistive listening system for persons with hearing loss. Headsets may be checked out (upon presentation of picture I.D.) at the City Cable 5 Production Booth located on the First Floor of the Municipal Building, directly above the Chase Gallery or through the meeting organizer. Individuals requesting reasonable accommodations or further information may call, write, or email Risk Management at 509.625.6221, 808 W. Spokane Falls Blvd, Spokane, WA, 99201; or mLOWmaster@spokanecity.org. Persons who are deaf or hard of hearing may contact Risk Management through the Washington Relay Service at 7-1-1. Please contact us forty-eight (48) hours before the meeting date.



Office of Police Ombuds Commission Minutes

April 15, 2025

Meeting Minutes: 2:08

Meeting called to order at: 5:30

Attendance

- OPOC Commissioners present: Jenny Rose, Luc Jasmin, Ladd Smith, Amy McColm, Phillip Wetzel
- OPOC Commissioner absent: None
- OPO staff members present: Bart Logue, Luvimae Omana, Christina Coty
- OPOC Legal – Brennan Schreiber

Briefing Session

- Agenda and minutes – Commissioner Jasmin motioned to approve the agenda and minutes; Commissioner McColm seconded
 - 5 commissioners approved

Items Session

- Public Forum: No one signed up to speak
- Guest Speaker – Assistant Police Chief Matt Cowles
 - Discussed his experience in the department and the hopes he has for the department going forward.
 - Answered questions about Use of Force and how they are moving forward
- Ombuds Monthly Report for March
 - 267 contacts, 16 OPO interviews, 1 letters of appreciation, 4 complaints, 5 referral, 11 cases certified, 8 IA interviews, 2 review boards, 14 special cases, 7 trainings
- OPO Annual Report 2024
 - Discussed the highlights of the annual report
 - Increase in contacts, community meetings, citizen interviews related to potential complaints, OPO generated complaints, special cases reviewed and SPD review boards
 - 44 complaints submitted to SPD through OPO
 - 6 critical incidents
 - 5 closing reports with 21 recommendations
 - 9/21 implemented, 2/21 in progress, 1/21 partially implemented, 6/21 no response, 1/21 not implemented, 2/21 under reviewed

Commission Business

- OPOC Annual Report – Discussed OPOC highlights for 2024
 - Approved 21 OPO recommendations
 - Hired independent legal representation
 - OPOC started laying the groundwork for OPO budget independence
- OPO / OPOC Annual Report approval

- Commissioner Wetzel motioned to approve both reports; Commissioner Smith seconded
 - 5 commissioners approved both reports
- OPOC Retreat- June 26th 9am -3pm and June 27th 10 – 1pm
 - New Commissioners training
 - Resolution for expansion of commission
 - OPO / OPOC expectations for new commissioners and new OPO staff
 - Ongoing training options for commissioners
 - Community Outreach and what that looks like (materials etc)
 - Put a review together list of items from last year – Christina will work on this
 - 2026 work plan
 - How do we put together responses to elected officials
- Legal advisor information
 - History of the amount of the contract budget
- Training at SPD Academy
 - 8am – 12pm Christina will send out to the directions and flyer
- May meeting
 - May 20th at West Central Community Center
- Commissioner Speak out
 - McColm – I don't have anything this evening
 - Wetzel – He attended a seminar about mapping mental illness and drug abuse. This is a group of people who continually work on these issues every day. They need to be acknowledged
 - Jasmin – Kudos to the OPO. He heard a lot of positive things after Mr. Logue spoke at the Magnuson meeting
 - Smith – Did a ride along and was struck by how much time was taken up by one person who was not honest. The officer was awesome and showed great concern for the persons well being by continually checking in with them
 - Rose – Attended the SPD awards. Very impressed with the event and speak with the officers

Motion Passes or Fails: 2

Meeting Adjourned at: 7:38

**Note: Minutes are summarized by staff. A video recording of the meeting is on file -
Spokane Office of Police Ombudsman Commission**

<https://my.spokanecity.org/bcc/commissions/ombudsman-commission/>

2025 / APR

Public Safety & Community Health Committee

MONTHLY REPORT



OFFICE OF THE
POLICE OMBUDS
INDEPENDENT CIVILIAN OVERSIGHT

HIGHLIGHTS OF ACTIVITIES

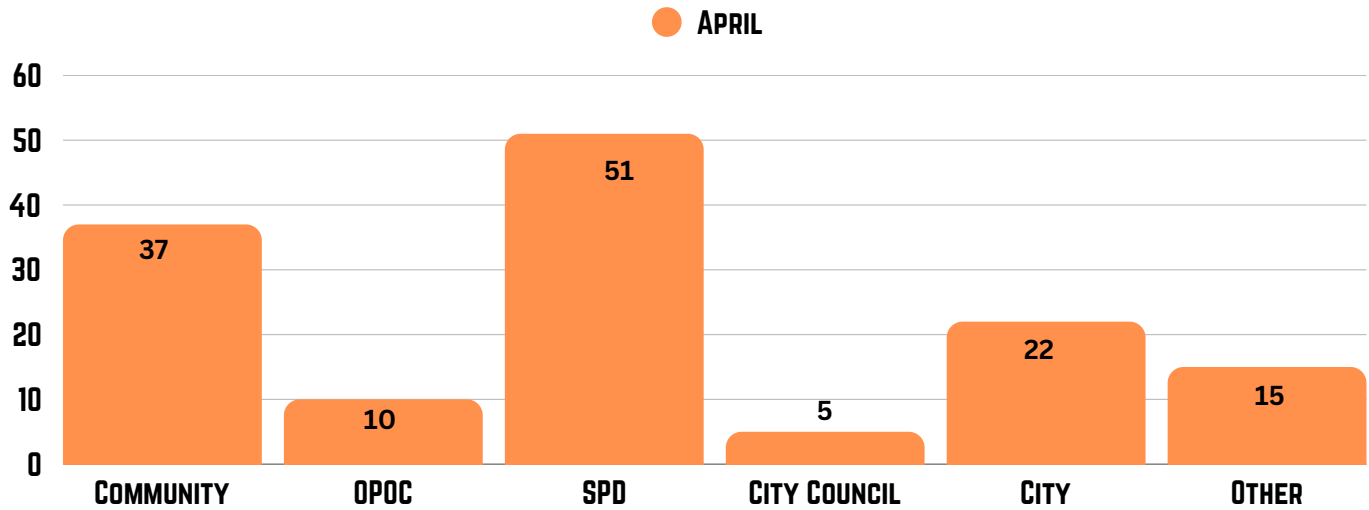
Current	YTD	Contacts, Complaints, and Referrals
140	818	Contacts
10	71	OPO interviews
2	5	Letters of officer appreciation / commendations
3	19	OPO generated complaints
1	20	Referrals to other agencies / departments
0	0	Cases offered to SPD for mediation
0	0	Mediation completed

Current	YTD	IA Investigation Oversight
9	34	Cases certified
1	2	Cases returned for further investigation
0	0	Cases declined to certify
0	0	Web cases reviewed
11	46	Oversight of IA interviews

Current	YTD	Other Oversight Activities
0	56	Special cases reviewed*
0	6	SPD review boards / D-ARPs
54	236	Meetings with SPD
6	27	Oversight meetings
14	64	Community meetings
4	14	Training
0	2	Critical incidents

*Use of Force, K9, Collisions, Pursuits, and AR

CONTACTS



Community meetings

- OPOC meeting

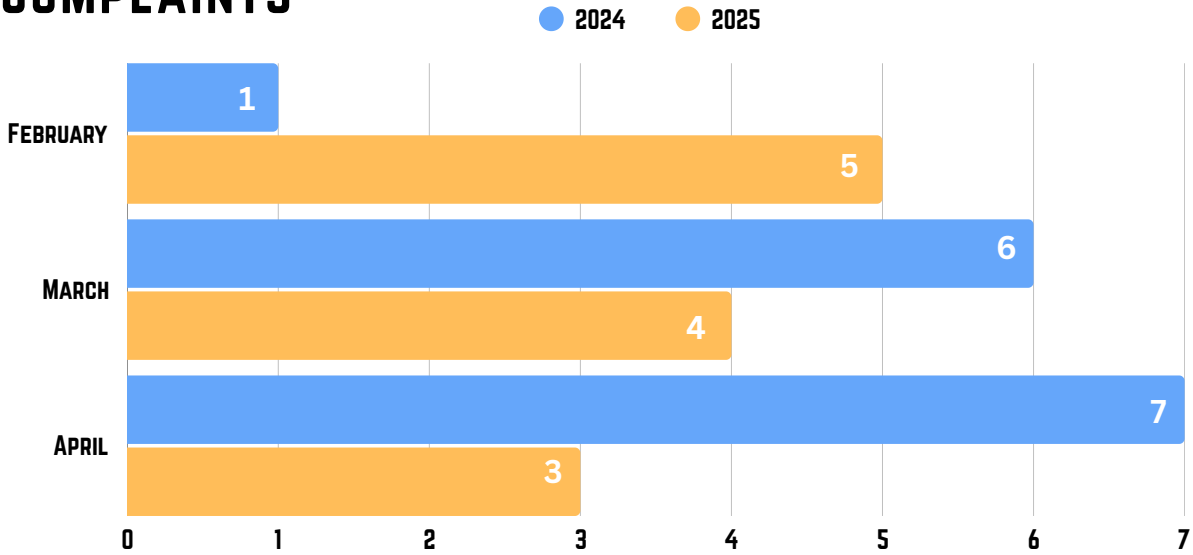
OPOC activities

- OPOC Monthly meeting
- SPD Academy training
- SPD ride along
- NAACP meeting

Oversight / Outreach

- NACOLE Executive Board / Committee meetings (3)
- IA biweekly
- Meeting with Chief Hall

COMPLAINTS



Monthly comparison of OPO complaints

SUMMARY OF COMPLAINTS

OPO 25-02	An SPD employee had concerns with how an investigation was requested by a supervisor for what they deemed a false allegation.
OPO 25-04	A community member believes that the officer who interacted with their grandchild showed racial bias and acted inappropriately for the situation.
OPO 25-17	A community member was frustrated by the officer who conducted a traffic stop on them. They stated that what should have been a simple stop, ended up taking 40 minutes and made them late for a court date.

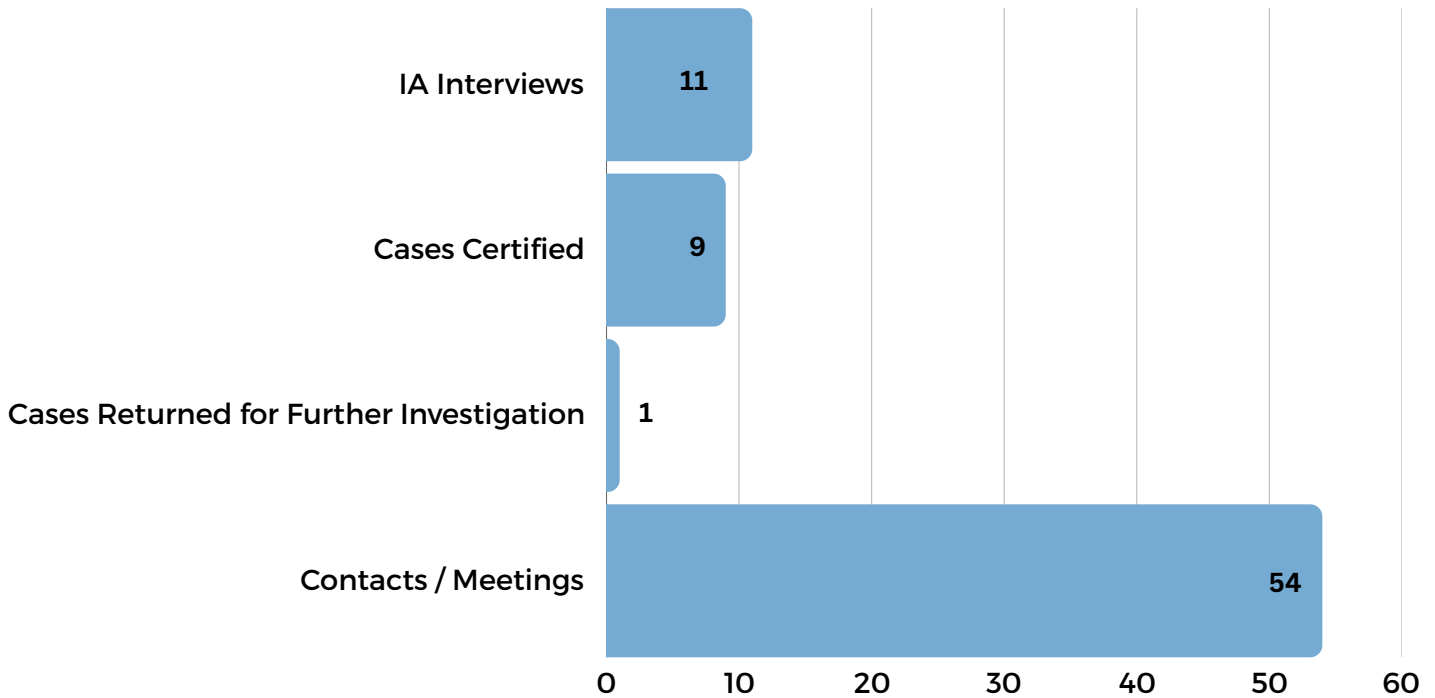
COMMENDATION

L25-04	An OPOC commissioner sent a letter of appreciation to an officer for their ride-along.
L25-05	A community member wanted to share their appreciation for the increased police presence in the Browne’s Addition neighborhood. They feel safer while walking the neighborhood.

REFERRALS

IR 25-20	A community member was hoping to get assistance locating their sibling’s property after they were arrested; SPD/IA
----------	--

OVERSIGHT ACTIVITIES



Training

- SPD Academy Police Demonstration day
- BLEA mock scenes
- Scouting America Leadership training
- NeoGov training

Upcoming

- Deputy Ombuds position
- Analyst position
- WSCJTC Commission meeting
- OPOC retreat

OPOC Meetings - In person: Every 3rd Tuesday @ 5:30pm in City Hall | Virtual: available
For more information visit: <https://my.spokanecity.org/opoc>



City of Spokane
Deputy Police Ombuds

SALARY	\$86,067.36 - \$121,062.24 Annually	LOCATION	City of Spokane, WA
JOB TYPE	Exempt	JOB NUMBER	2025-00201
DEPARTMENT	Office of Police Ombudsman	OPENING DATE	05/12/2025
CLOSING DATE	6/30/2025 11:59 PM Pacific		

CLASS SUMMARY

The City of Spokane is accepting applications for the position of
Deputy Police Ombuds



DEPARTMENT PURPOSE

Provide independent civilian oversight for Spokane Police Department (SPD) conduct-related matters. The Office of the Police Ombuds (OPO) exists to promote public confidence in the professionalism and accountability of the members of SPD by providing an independent review of police actions, thoughtful policy recommendations, and ongoing community outreach. The Police Ombuds and any employee of the OPO must, at all times, be entirely independent. Any findings, recommendations, reports, and requests made by the OPO must reflect the independent views of the OPO.

POSITION PURPOSE

Act as assistant director and support the OPO's mission by overseeing the operations of the department as well as assisting in providing quality investigations and making effective recommendations regarding policies and procedures.

SUPERVISION EXERCISED

Employee reports to the Police Ombuds. Has staff responsibilities for program planning and coordination. Assists in directing the activities of a department. May lead or provide work direction to office staff. Prioritizes and assigns work as well as conducts performance evaluations.

EXAMPLES OF JOB FUNCTIONS

The following responsibilities and requirements are functions the individual who holds or desires the position must be able to perform unaided or with the assistance of a reasonable accommodation.

KEY RESPONSIBILITIES

- Identify patterns and trends in citizen complaints
- Ensure compliance with confidentiality agreements
- Serve as the Police Ombuds in their absence
- Ensure investigations of complaints against police officers are accomplished in a timely, fair, and thorough manner
- Assist in the preparation of monthly reports presented jointly to the Commission, the Mayor, the Police Chief, and the Public Safety Committee regarding the activities of the OPO
- Manage use of force dashboards program
- Observe police training
- Oversee internship program
- Primarily responsible for the preparation of an annual report presented to the City Council
- Receive complaints from any complaining party, including citizens or employees of the Police Department. Conduct interviews with all necessary parties and investigate any matter necessary to fulfill the duties of the OPO in accordance with Spokane Municipal Code and applicable collective bargaining agreements
- Attend administrative interviews on complaints
- Review completed investigation files to determine if the investigation was timely, thorough, and objective
- Oversee mediation program
- Conduct a review of all information that is relevant to a complaint
- Assist in overseeing all aspects of the complaint process from preliminary investigations through complaint resolution and reporting ensuring compliance with established timelines
- Review all aspects of cases, prepare feedback and attend administrative review boards for use of force, collisions, and pursuits as a participating observer
- Primarily responsible for identifying cases for closing reports, briefing the Ombuds, reviewing investigations, conducting research, and writing closing reports
- A more detailed description of the Police Ombudsman position is available in Spokane Municipal Code (SMC) Section 04.32

REQUIREMENTS

Knowledge of:

- Fiscal budgeting process
- Police oversight and accountability principals
- Police procedures, constitutional policing and applicable laws
- Principals of supervision, training, and performance feedback

Ability to:

- Identify problems, determine accuracy and relevance of information, use sound judgment to generate and evaluate alternatives, and make recommendations
- Establish and maintain effective working relationships with public officials, co-workers, representatives of public and private agencies, and the general public
- Communicate with people of diverse backgrounds and interests in often difficult and stressful circumstances utilizing a high degree of tact and discretion
- Utilize the principles and practices of effective and persuasive communication to elicit information, negotiate problem resolution, influence and solicit cooperation, and seek and obtain support for various programs or policies
- Effectively lead and manage staff by developing and directing people
- Adapt to other duties as assigned and prioritize, organize, and plan work as needed to meet objectives
- Work independently with little to no supervision or support

Skill in:

- Written and verbal communication
- Providing strategic and objective analysis in areas of uncertainty where conflict and differences of opinion may arise
- Navigating political environment in complex and often controversial environments

MINIMUM QUALIFICATIONS

The minimum qualifications for this position are defined in Spokane Municipal Code (SMC) Section 04.32.060. To serve as the Police Ombuds applicants must fulfill the following requirements:

- A. Legal, investigative, or prosecutorial experience within the five (5) years prior to appointment (Preferred 5 years of experience in legal, police, criminal justice, or related fields in practice and research is strongly recommended).
- B. Recent or current familiarity with police procedures
- C. Demonstrated ability to review investigations to ensure they are thorough and unbiased;
- D. Successful completion of a criminal background investigation consistent with the requirements to become employed as a Spokane police officer
- E. Demonstrated ability to work with confidential information
- F. Record of community involvement
- G. Ability to build working relationships with and communicate effectively with diverse groups
- H. Established reputation for even-handedness in dealing with both complainants and the regulated parties and
- I. Be a resident of Spokane County or become a resident of Spokane County within six (6) months of the beginning of the appointment term and maintain such residency during the remainder of the term

Any combination equivalent to the experience and education that would likely provide the relevant knowledge and abilities would be qualifying. Generally, this will include:

Education:

- Graduation from an accredited four-year college or university with a bachelor's degree or master's degree in a closely related field. A Juris Doctorate but experience may be substituted for education.

Licenses and Certifications:

- Valid driver's license or otherwise demonstrated ability to get to and from multiple work locations as required

Experience:

- Five (5) years of progressively responsible leadership experience and performing complex investigations or reviews.
- Five (5) years of experience in civilian oversight desired.

WORKING CONDITIONS

Work is conducted primarily in an office setting and may require frequent visits to external locations. It involves frequent attendance at meetings to include some irregular hours and potentially out-of-town travel. Incumbents in this classification are expected to communicate verbally, in person, via virtual meetings, and by telephone. A computer terminal is used and requires the use of repetitive arm and hand movements.

BEHAVIORAL STANDARDS

As an exempt employee of the City of Spokane, the Deputy Police Ombuds is subject to the City's Code of Ethics set forth in Chapter 1.04A of the Spokane Municipal Code. As such, "it is the policy of the City of Spokane to uphold, promote, and demand the highest standards of ethics from all of its employees who shall maintain the utmost standards of responsibility, trustworthiness, integrity, truthfulness, honesty and fairness in carrying out their public duties, avoid any improprieties in their roles as

a public servant including the appearance of impropriety, and never use their City position, authority or resources for personal gain.

EEO STATEMENT

We are an equal opportunity employer and value diversity within our organization. We do not discriminate on the basis of race, religion, color, national origin, gender identity, sexual orientation, age, marital status, familial status, genetic information, veteran/military status, or disability status.

**Employer**

City of Spokane

Address

808 W. Spokane Falls Blvd.
City Hall, 4th Floor
Spokane, Washington, 99201

Phone

509.625.6160

Website

<http://my.spokanecity.org>

Deputy Police Ombuds Supplemental Questionnaire***QUESTION 1**

Have you graduated from an accredited four-year college or university with a bachelor's degree or master's degree in a closely related field?

***QUESTION 2**

Do you meet the following qualifications as outlined in the Spokane Municipal Code Section 04.32.060 as follows: A. Legal, investigative, or prosecutorial experience within the five (5) years prior to appointment B. Recent or current familiarity with police procedures C. Demonstrated ability to review investigations to ensure they are thorough and unbiased; D. Successful completion of a criminal background investigation consistent with the requirements to become employed as a Spokane police officer E. Demonstrated ability to work with confidential information F. Record of community involvement G. Ability to build working relationships with and communicate effectively with diverse groups H. Established reputation for even-handedness in dealing with both complainants and the regulated parties and I. Be a resident of Spokane County or become a resident of Spokane County within six (6) months of the beginning of the appointment term and maintain such residency during the remainder of the term

***QUESTION 3**

Do you have a valid driver's license without restrictions or otherwise demonstrated ability to travel to and from multiple work locations as required?

***QUESTION 4**

Do you have the following experience: Five (5) years of progressively responsible leadership experience and performing complex investigations or reviews. Five (5) years of experience in civilian oversight desired.

* Required Question