

Temporary Chairperson Dennis Hession called the Selection Committee meeting to order at 5:30 pm. The Committee reviewed the draft minutes from 12/14/15. Committee Member John Griffin moved to approve the minutes. Committee Member Justin Lundgren seconded. Minutes were approved.

Hession welcomed Mr. Hector Quiroga, and gave some background on the Committee and the Interim selection process. He said the five members of the committee actually have a say in this, as OPOC must select the Interim from the 3 names that are forwarded by the Committee.

Hession invited Quiroga to speak a little about himself. Quiroga said he is teaching at Gonzaga law school as a professor. He has been in Spokane since 2000-2001, although he spent a year in Lansing, MI. He said he usually doesn't get involved in these things as he has family obligations as well as work. He has 6 children, and loves Spokane.

Committee Member Justin Lundgren told Quiroga that he has accomplished quite a bit. Lundgren said he knew that immigration law was a passion for Quiroga, and asked if Quiroga does any criminal law. Quiroga said not much, but a few DUI's. He said this is a great place, and we've got to keep it great. Lundgren asked if he's had the opportunity to know officers on a personal level. Quiroga said he has respect for those guys. It's always been professional. Sometimes he hears about it from clients.

Committee Member John Griffin asked if Quiroga could explain what's in the Ombudsman job description. Quiroga said the Interim will review claims against the police department. Griffin asked what characteristics are most important? Quiroga said you can't be biased, and you have to follow the rules. You have to have emotional intelligence, be unbiased, and apply common sense when looking at the rules. Griffin asked him what he could bring to the process, coming from his background. Quiroga said it has nothing to do with him coming from Colombia, and that having a diverse background will help.

Committee Member Scott Richter said this is an expedited process, and asked about availability. Quiroga said he is an attorney, so he has hearings, although he does have associates. He is teaching a class on Wednesdays; it will start at 6pm after the 13th of January. He said he's willing to make it happen.

Hession said he admired his entrepreneurial spirit, and that most of us would not have had as much initiative. He asked what his perspective is about the job relative to government process and procedure. Quiroga said you do have the diversity. Having an Hispanic here may or may not help you; having an entrepreneur could. He said he has a personal disagreement that government has to be inefficient. He follows the policy, and wants to give the committee what it wants. He's learning from the committee, and they may need to bring him up to speed, but we all want the right thing.

Hession thanked him for coming and Quiroga left.

Hession welcomed Mr. Phillip Tyler, gave him some background, and asked him to speak about himself. Tyler said he is a long-time resident of Spokane, and the father of 3. He was in the Air Force, and worked in the Sheriff's office for the jail for 16 years. He is passionate about the committee, and social

justice. He believes in the need for civilian oversight; this helps with police legitimacy. He said the Spokane Police Department does a great job, and this process provides for more transparency. It serves of value to vindicate officers. He said two years ago his mother said 'stop talking about it and be about it', so he wants to be more involved.

Lundgren said that their careers were pretty close, and asked why he left the sheriff's office. Tyler said detention services is no longer under the sheriff; that's one of the things that disheartened me. He decided he had to leave if it didn't meet with his ethics and morals. Sometimes public opinion can be judge, jury + executioner. There's a lot of good people doing a lot of good things. Look at things through an objective lens and presume good intentions. He has two sons and a daughter, and talked about having conversations with them about what to do if they're stopped by the police, and that they should make sure they are doing the right thing. He said let's not judge before we determine what's right and wrong. He wants to create an environment where we can believe that our law enforcement officers are doing the right thing, and if not, there is redress. We need to find that person who can look deeply in to the matters and suggest ways to fix things.

Griffin asked what characteristics would be needed in the position. Tyler said objectiveness, genuineness, being a good listener, and ability to ask 'is this the right thing we're doing?' Do they have to be a law enforcement expert? I don't believe so. Can they discern between right and wrong?

Richter said he is a long-time citizen of Spokane, and asked what Tyler is most concerned about, in moving forward with community. Tyler said his concern is that this is not a politically motivated issue; that there is sustainability for what we're doing. He doesn't want it to sit stymied. Richter said it's no surprise that this is an expedited process, and he asked about availability for meetings after 5pm. Tyler said yes, he tries to keep his evenings free.

Hession asked if Tyler had prior experience with selecting or hiring people, and doing interviews. Tyler said absolutely. He has been in charge of training, did hiring and recruitment, sat on promotional boards and exams, and assisted with oral boards for Kootenai county.

Hession said we are in a hurry, but at the same time our style is pretty interactive. What do you look for when you interview someone? Tyler said he goes back to genuineness. They are coming in coached, and prepared; he's looking for someone who will come in and talk to him. He would want Dennis to communicate with Phil. He's looking for that genuine quality; it's borne out over time. He knows when it's coached and prepared, and that won't give the citizens a sense of transparency if the Interim is not genuine. He takes the time to really listen, and see if their behavior and communication are congruent. He said he does not like committees that are not committed.

Hession thanked him for coming, and Tyler left.

Hession said the first thing we need to talk about it that Erin Williams-Hueter was not able to be considered. He asked if it was ok not to extend an invitation to a third person from the list. Hession said he believed that having women involved brings a different perspective. There was consensus that the committee did not need to go after a 3rd person.

The committee discussed the candidates' responses. Quiroga's background was very impressive; leaving a war-torn country, learning a new language, studying our legal system, and becoming an entrepreneur. Tyler's background was also very impressive with having experience inside and outside of the law enforcement community, leaving a lucrative position because of his morals, and the discussions he's had with his children. The committee selected Tyler by consensus.

The process forward was discussed with keeping the evenings of 12/29/15 and 12/30/15 open for meetings, focusing on a smaller group of Interim candidates, and doing due diligence.

The meeting was adjourned at 7:00pm.

Submitted by Marty Huseman and approved by the Committee on December 16, 2015.