



SPOKANE POLICE

February 2, 2026 Public Safety & Community Health Committee

2025-2026 STRATEGIC PLAN UPDATE



The Spokane Police Department is committed to providing excellence in policing, enhancing the safety and security of individuals, and building partnerships to better the lives of our community members.

- Implemented 2025-2026 Strategic Plan
 - 6 priority areas
- Individual Core Values
 - Integrity
 - Professionalism
 - Compassion
- Organizational Core Values
 - Evidence-Based Policing
 - Constitutional Policing
 - Community Centered Policing

SPOKANE POLICE DEPARTMENT 2025-2026 STRATEGIC PLAN

1. IMPLEMENT A COMPREHENSIVE STRATEGY TO REDUCE VIOLENT GUN CRIME CITYWIDE BY 10% BY DECEMBER 2026
2. DEPLOY HOLISTIC, ALL CITY STRATEGIES TO ADDRESS QUALITY OF LIFE ISSUES
3. EXPAND COMMUNITY-CENTERED POLICING STRATEGIES TO INCREASE PUBLIC TRUST
4. INCREASE EMPLOYEE WELLNESS STRATEGIES AND PROGRAMMATIC OPPORTUNITIES
5. INCREASE EMPLOYEE RECRUITMENT AND RETENTION
6. DEPLOY EVIDENCE-BASED PRACTICES TO ACHIEVE ORGANIZATIONAL EXCELLENCE

PRIORITY 1: IMPLEMENT A COMPREHENSIVE STRATEGY TO REDUCE VIOLENT GUN CRIME CITYWIDE BY 10%

Activity	
Deploy evidence-based proactive policing strategies	
Outperform national standards in 911 call response time	
Increase call diversion to other resources	
Implement technology to improve SPD response and investigation	
Improve response to calls for service with appropriate staffing	
Establish a Spokane-centric National Integrated Ballistic Information Network	
Develop a structured violent crime Hot-Spot strategy	

2025 CRIME COUNTS ARE BELOW PRE-PANDEMIC LEVELS

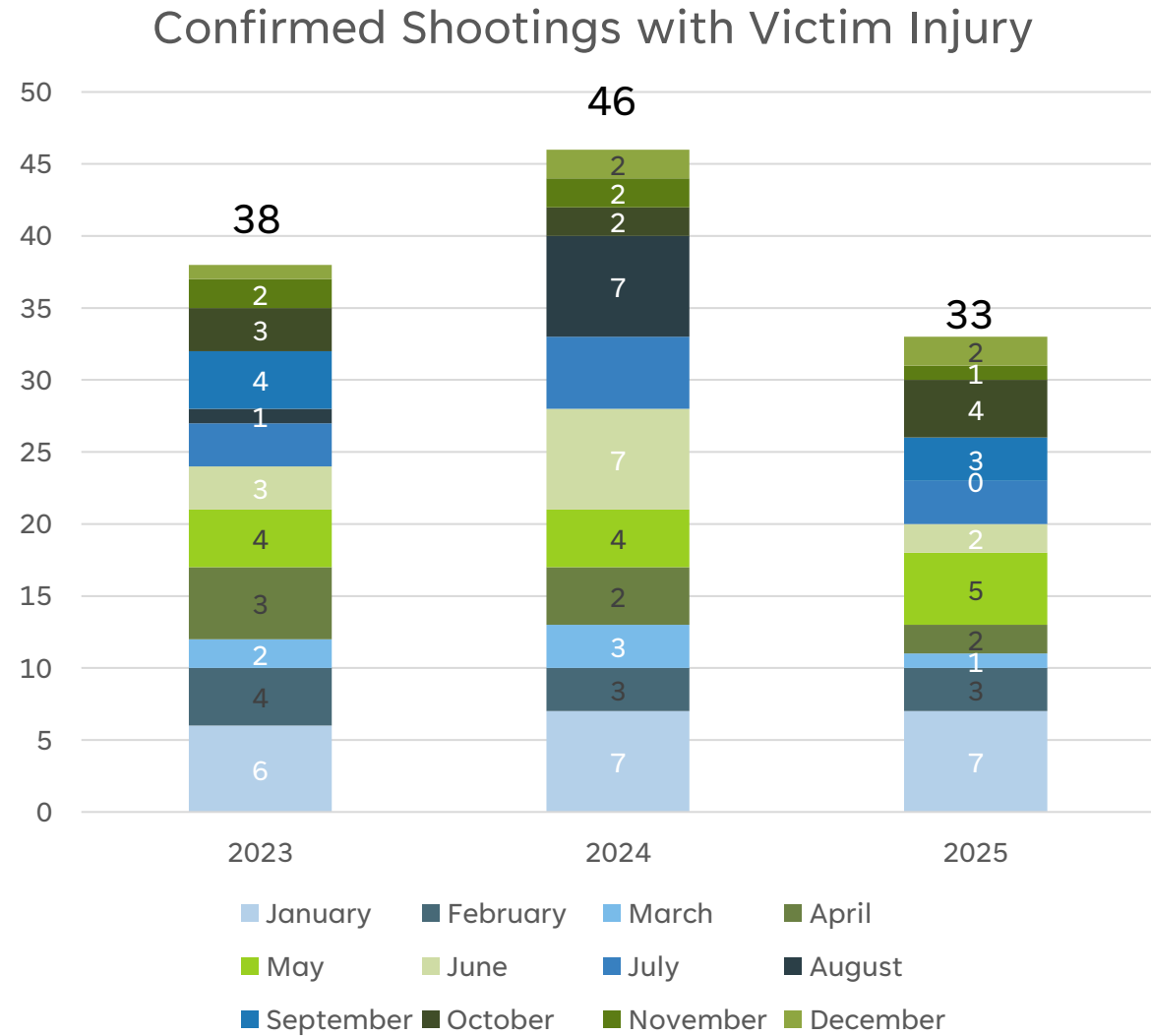
Offense	2019	2024	2025	% change from 2019 to 2025	% change from 2024 to 2025
All person and property crimes	29,987	27,186	23,282	-22.4%	-14.4%
Murder and nonnegligent manslaughter	6	16	10	+33.3%**	-37.5%**
Rape	239	177	191	-20.1%	+7.9%
Aggravated assault	1,014	1,040	957	-5.6%	-8.0%
Robbery	321	334	271	-15.6%	-18.9%
Burglary	1,874	1,524	1,229	-34.4%	-19.4%
Larceny*	10,488	8,604	7,953	-24.2%	-7.6%
Motor vehicle theft	1,328	1,240	835	-37.1%	-32.7%
Person crimes	6,742	6,476	6,113	-9.3%	-5.6%
Property crimes	23,245	20,710	17,169	-26.1%	-17.1%

*Includes: all other larceny, pocket-picking, purse-snatching, shoplifting, stolen property offenses, theft from building, theft from coin-operated machine, theft from motor vehicle

**Small numbers arbitrarily inflate percent changes. These statistics should be interpreted with caution.

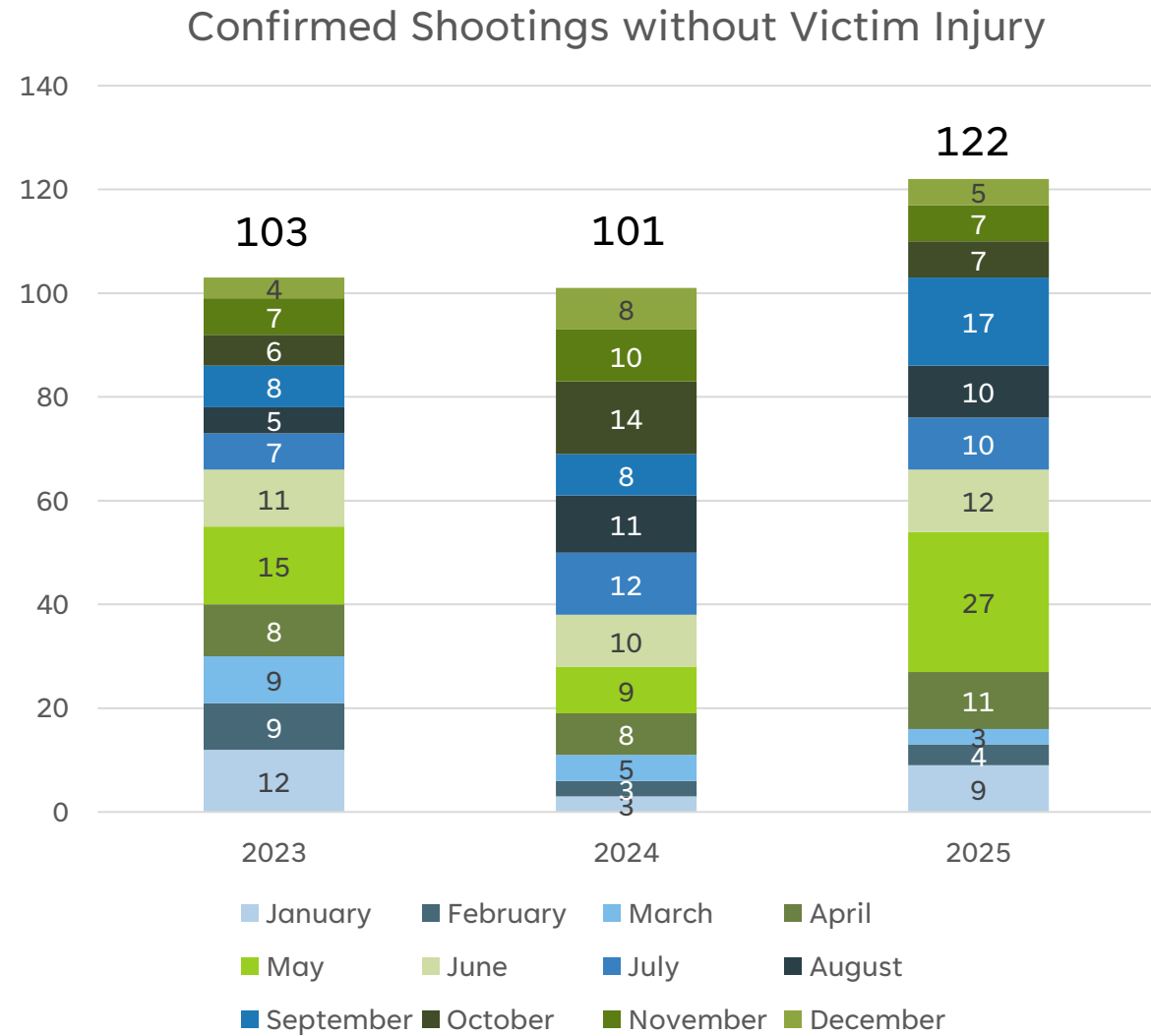
SHOOTING CALLS FOR
SERVICE WITH AT
LEAST ONE VICTIM
INJURY

(INCLUDES DRIVE-BY
SHOOTINGS)



CONFIRMED
SHOOTING CALLS FOR
SERVICE WITHOUT
VICTIM INJURY

(INCLUDES DRIVE-BY
SHOOTINGS)



01

Establish department-wide policies and priorities to systematically address gun violence



Align SPD Operations



Suppress Violence at Hotspots

02

Alter environmental dynamics at gun violence locations to enact immediate changes

03

Communicate risks and offer services to individuals most at risk of perpetrating or being victimized by gun violence



Disrupt Group Dynamics



Empower Community and Partners

04

Collaborate with partners and stakeholders in a public health approach to gun violence

Gun Violence Reduction Plan

Stabilizing the community for long-term safety and prosperity

GUN VIOLENCE REDUCTION PLAN COMPONENTS



SPD's gun violence reduction plan prioritizes a comprehensive and coordinated response that alters the underlying dynamics of violence to make lasting changes within the community.

- Leverage Data
 - NIBIN
 - Social Network Analysis
 - RMS and CAD transition
 - Data lake
- Leverage People
 - SPD personnel
 - Community partnerships
 - Law enforcement partnerships
- Leverage Organization
 - Crime Control
- Leverage Theory & Evidence
 - Hotspot policing, focused deterrence, etc.

911 CALL RESPONSE TIMES

National response times are difficult to estimate. One sample of 13 agencies with publicly available response time data shows the average response time in mid-year 2025 was:

39.3 minutes

SPD's average time between dispatch's final call type and officer on scene in 2025:

- Priority 1: **4.8 minutes**
- Priority 2: **14.2 minutes**
- Priority 3: **41.9 minutes**

Overall SPD average: 28.4 minutes

PRIORITY 2: DEPLOY HOLISTIC, ALL-CITY STRATEGIES TO ADDRESS QUALITY OF LIFE ISSUES

Activity	Status
Reduce recidivism through the Homeless Outreach Team	Green
Increase partnerships with service providers and other city departments	Green
Slow the growth of drug calls for service through problem-oriented policing	Yellow
Increase situational crime prevention strategies	Yellow
Expand problem-oriented policing strategies within the precincts	Yellow

Green: At or above target

Yellow: Implementation in progress

Red: Implementation pending initiation

DOWNTOWN HIGH UTILIZER PROGRAM

- Implemented in October 2025
 - 6-month pilot program
- Focused, intensive, and coordinated wraparound services and case management
- Citywide partnerships
 - Consistent Care, Pioneer, Spokane County Jail Mental Health Services, prosecutors and defense attorneys, and other public health partners

DOWNTOWN HIGH UTILIZER PROGRAM: DEC 30 SNAPSHOT

- 7 participants were in jail
 - 3 refusing services
 - 3 receiving treatment
 - 1 receiving social services only
- 4 were receiving treatment (not in jail)
- 6 were not in custody
 - 4 receiving treatment
 - 2 location unknown or uncooperative

*Note: These statistics are a point-in-time snapshot of participants on December 30, 2025. The numbers change regularly as participants' statuses change.

PRIORITY 3: EXPAND COMMUNITY-CENTERED POLICING STRATEGIES TO BUILD PUBLIC TRUST

Activity	Status
Implement new strategies to assist victims/survivors	Green
Develop cultural competency training	Yellow
Develop officer ambassador program	Green
Provide Dialogue Program training for protests and civil unrest	Green
Increase SPD visibility with community events in each precinct area	Yellow
Increase engagement with youth in local schools	Yellow
Leverage relationships with partner organizations to serve youth	Yellow
Increase community drug education	Green
Increase collaboration to serve vulnerable populations	Green
Increase volunteers to continue SPD outreach programs	Yellow
Increase transparency with public-facing data dashboards	Yellow

Green: At or above target

Yellow: Implementation in progress

Red: Implementation pending initiation

LAW ENFORCEMENT TRAINING AND COMMUNITY SAFETY ACT (LETCSA)

- State-mandated training requirements
 - Patrol Tactics
 - The Historical Intersection of Race and Policing
 - Alternatives to Booking
 - Implicit and Explicit Bias
 - Understanding Local Cultures
- Additional 24 hours of in-service training and 16 hours of online training

LAW ENFORCEMENT TRAINING AND COMMUNITY SAFETY ACT (LETCSA)

- Increase in-service training days from **3** to **8** in 2026
 - Spring In-Service: classroom training, legal updates, DT, and firearms.
 - Middle In-Service: tactics, active shooter, scenarios, vehicle close quarters interactions. Next year is EVOC/PIT/Pinning.
 - Fall In-Service: classroom training, UOF policy update, recertification of less lethal weapons, and firearms.
 - LECTSA/ICAT: This one-week training will encompass three days of patrol tactics, one day of ICAT, and one day of scenario training.

DIALOGUE TEAM 2025

- TAC Team responded to over 50 events (protests/demonstrations, Hoopfest, Pig Out in the Park, parades, etc.)
- Dialogue deployed at 16 demonstrations
- Consistent communication with 12 organizations
- 13 email/voicemail commendations
 - *“I wanted to reach out to give a big thank you to the Spokane police present at today's protest... They exemplified professionalism and integrity, not showing support for either side. We expect this kind of behavior and we saw it today.”*

PRIORITY 4: INCREASE EMPLOYEE WELLNESS STRATEGIES AND PROGRAMMATIC OPPORTUNITIES

Activity	Status
Develop and empower a wellness committee	Green
Assign a full-time Sergeant to Wellness/Recruitment/Retention	Green
Explore Post-Traumatic Growth course	Green
Develop financial wellness course	Yellow
Develop nutrition awareness platform	Yellow
Explore free, confidential cardiac screening for all employees	Yellow

Green: At or above target

Yellow: Implementation in progress

Red: Implementation pending initiation

2025 WELLNESS GRANTS AWARDED

- \$30,000 CJTC Wellness grant
 - 3 Struggle Well courses
 - 12 registrations for the 1st Responder Conference
 - Training for supervisors
- 2-year federal grant for \$186,250
 - Voluntary, confidential mental health checkups for any SPD employee who wants to participate
 - Three Struggle Well Posttraumatic Growth classes
 - Training in sleep
 - Training in nutrition
 - Training in breathing and mindfulness
 - Training in financial wellness
 - Wellness material

PRIORITY 5: INCREASE EMPLOYEE RECRUITMENT AND RETENTION

Activity	Status
Implement onboarding program for professional staff	Yellow
Evaluate & improve Field Training Officer program	Green
Increase training opportunities	Yellow
Seek grant funding to increase recruitment and hiring	Green
Expand on innovative and diverse recruiting team and recruiting strategies	Yellow
Increase SkillBridge Program applicants	Green
Assign a full-time Sergeant to Wellness/Recruiting/Retention	Green

Green: At or above target

Yellow: Implementation in progress

Red: Implementation pending initiation

2025 RECRUITMENT AND RETENTION

- Hired 24 officers in 2025
 - All still employed
- Lost 9 officers in 2025
 - 8 voluntary resignations
 - 4 were new hires on probation
 - 2 left for other opportunities
 - 2 left during IA investigations
 - 1 retirement
- Hired 41 people total, lost 20 people
 - 13 voluntary resignations, 4 retirements, 2 layoffs, 1 failed probation

PRIORITY 6: DEPLOY EVIDENCE-BASED PRACTICES TO ACHIEVE ORGANIZATIONAL EXCELLENCE

Activity	Status
Seek state re-accreditation	Green
Train 100% of officers in 40 hours of Crisis Intervention Team training	Green
Train 100% of officers in active bystandership	Green
Explore additional de-escalation and procedural justice training	Green
Improve transparency with independent investigation teams	Green
Precision Policing – Focused Crime Strategies Based on Best Available Research & Science	Yellow

Green: At or above target

Yellow: Implementation in progress

Red: Implementation pending initiation

USES OF FORCE ARE DOWN, COMPLAINTS ARE UP

IA Type	5-year average (2020-2024)	2024	2025*	% change from 5-year average to 2025	% change from 2024 to 2025
Non-Deadly Use of Force	77.4	98	74	-4.4	-24.5
Deadly Use of Force	3.6	6	2	-44.4**	-66.7**
Total Collisions	69.4	92	50	-28.0	-45.7
Preventable Collisions	33.6	45	20	-40.5	-55.6
Pursuits	13.2	16	3	-77.3**	-81.3**
Complaints	88.4	102	113	+27.8	+10.8

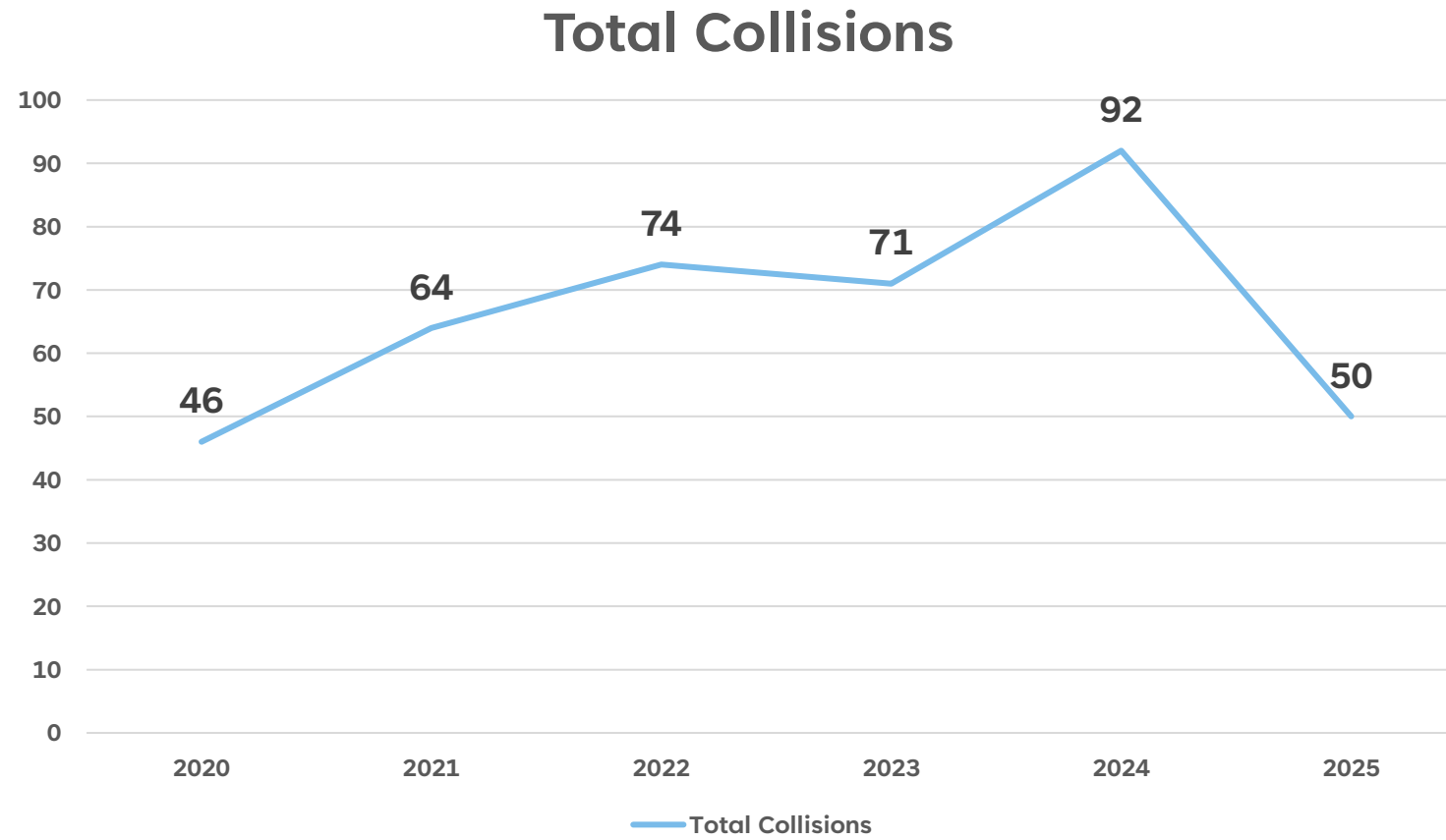
* The 2025 data are preliminary.

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2025 USE OF FORCE TRENDS: TOTAL COLLISIONS

-45.7% from 2024.

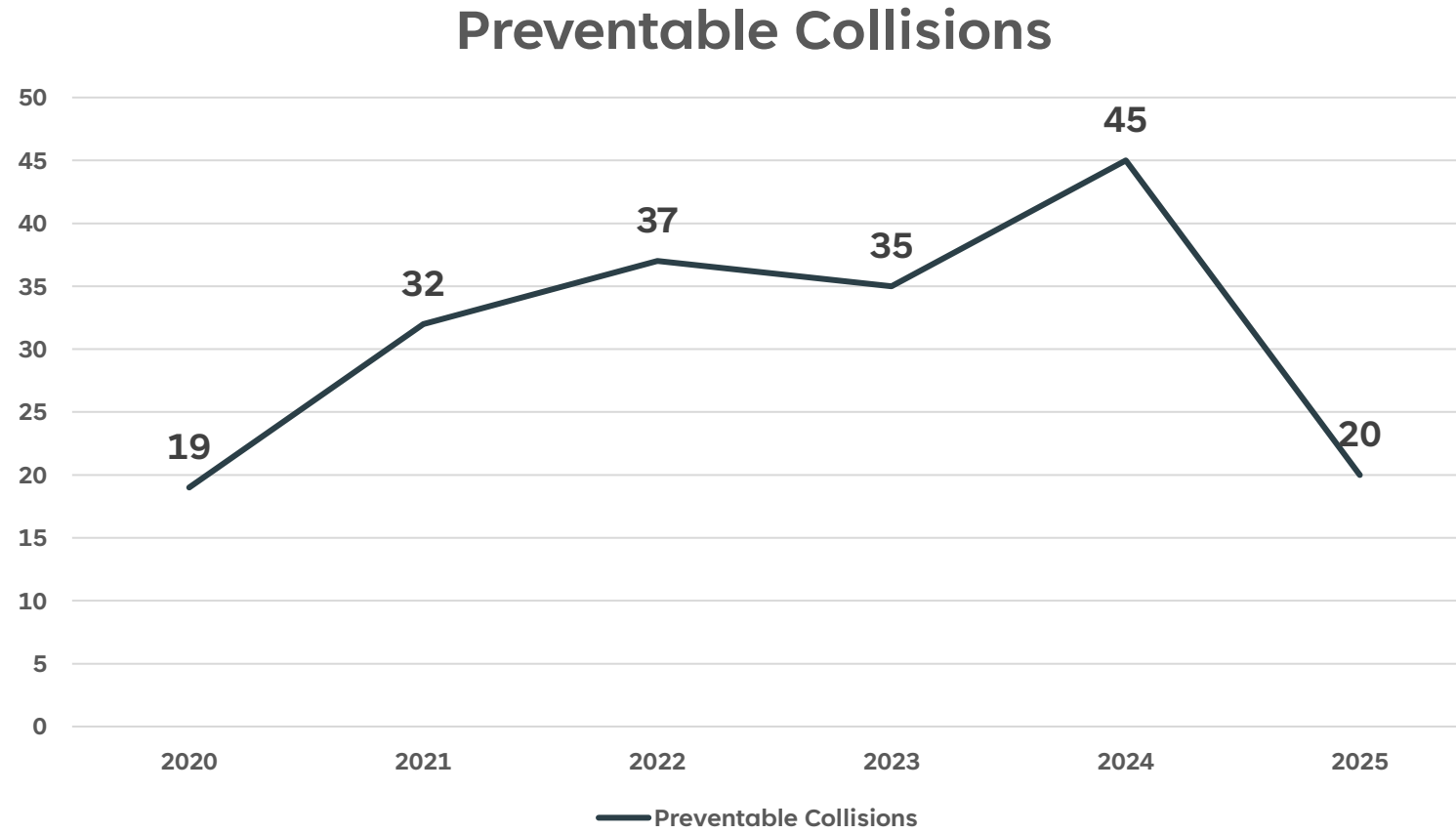
-28.0% from 5-year
average.



2025 USE OF FORCE TRENDS: PREVENTABLE COLLISIONS

-55.6% from 2024.

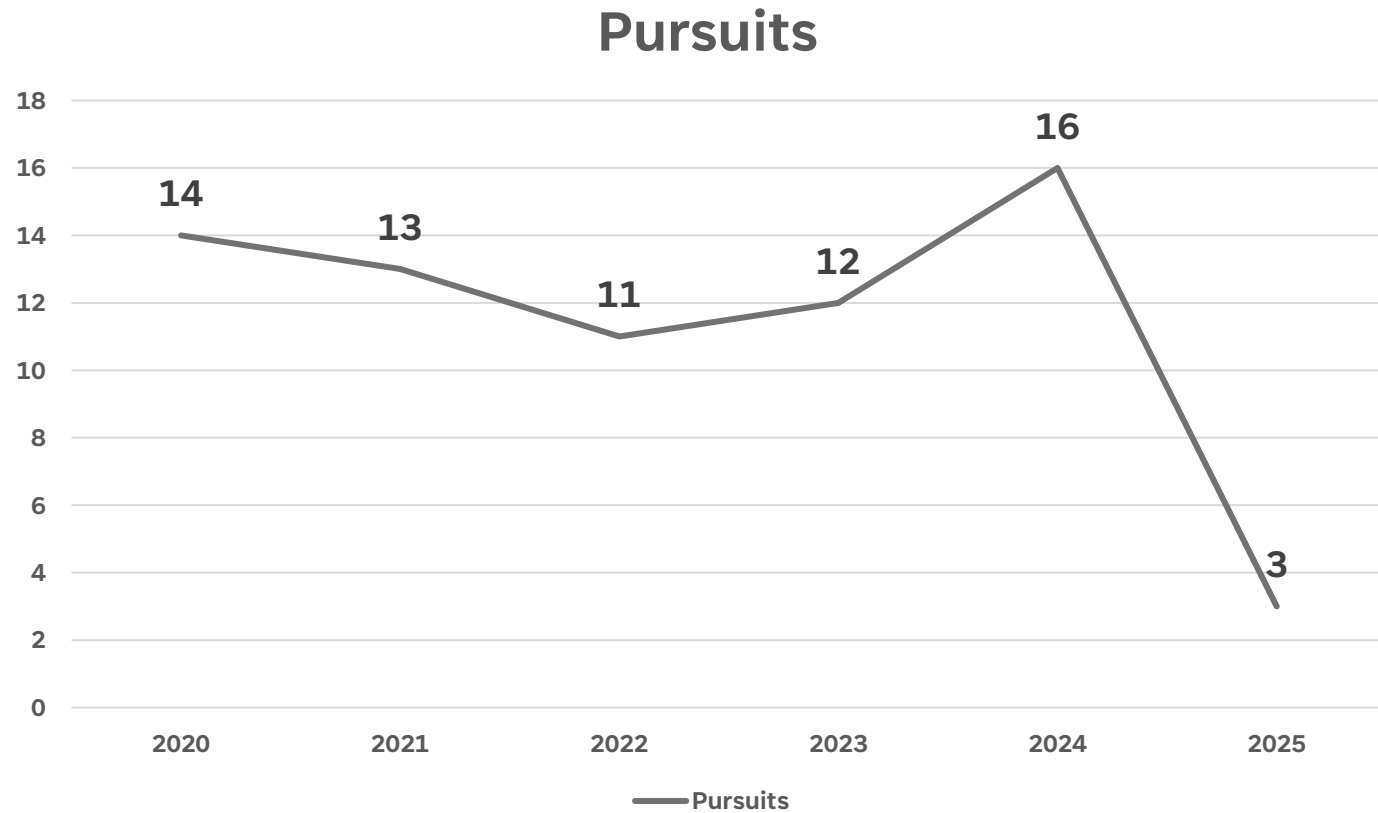
-40.5% from 5-year
average.



2025 USE OF FORCE TRENDS: PURSUITS

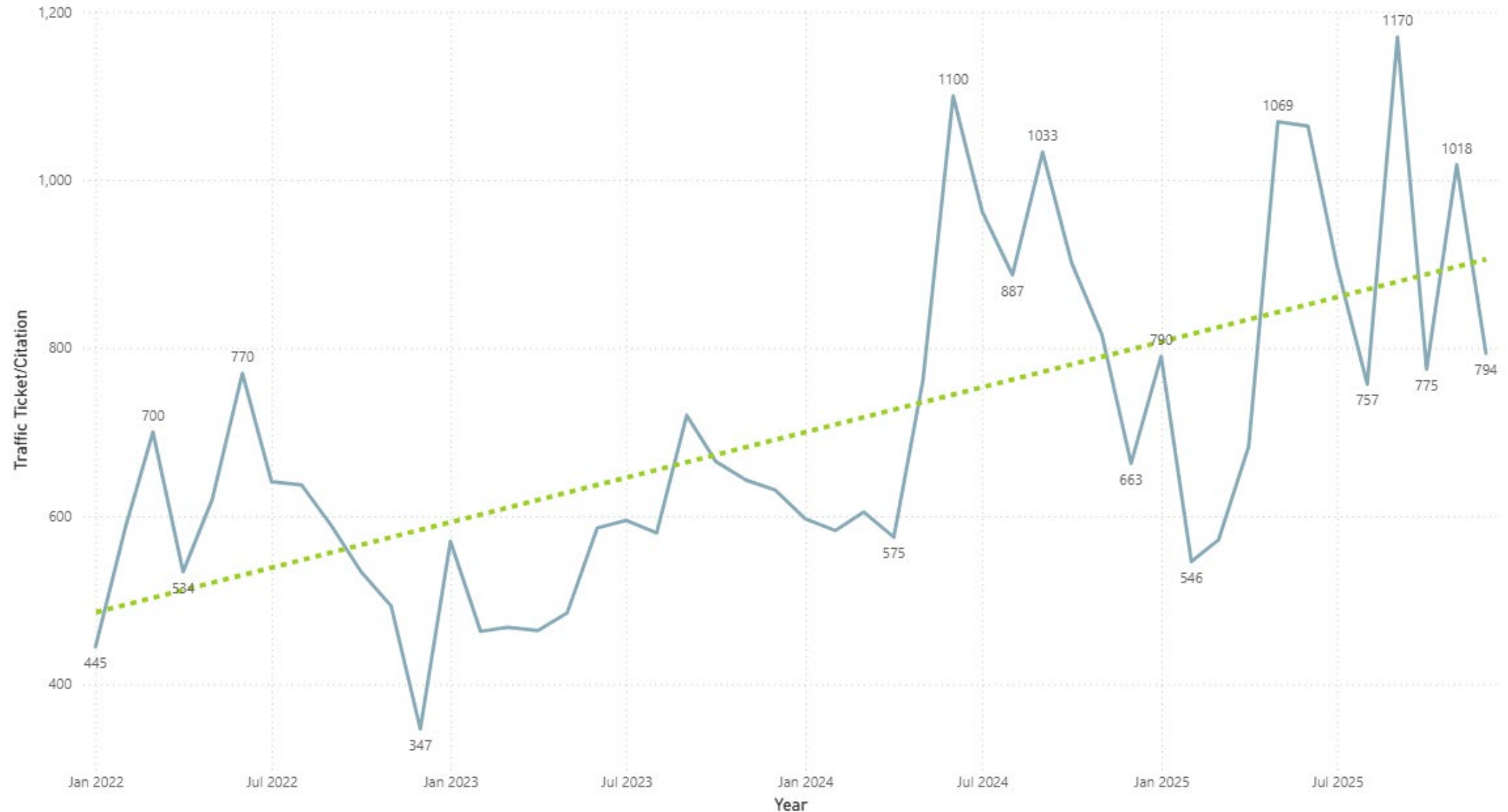
Decreased from
16 in 2024 to 3 in
2025.

5-year average
(2020-2024) was
13.2 per year.



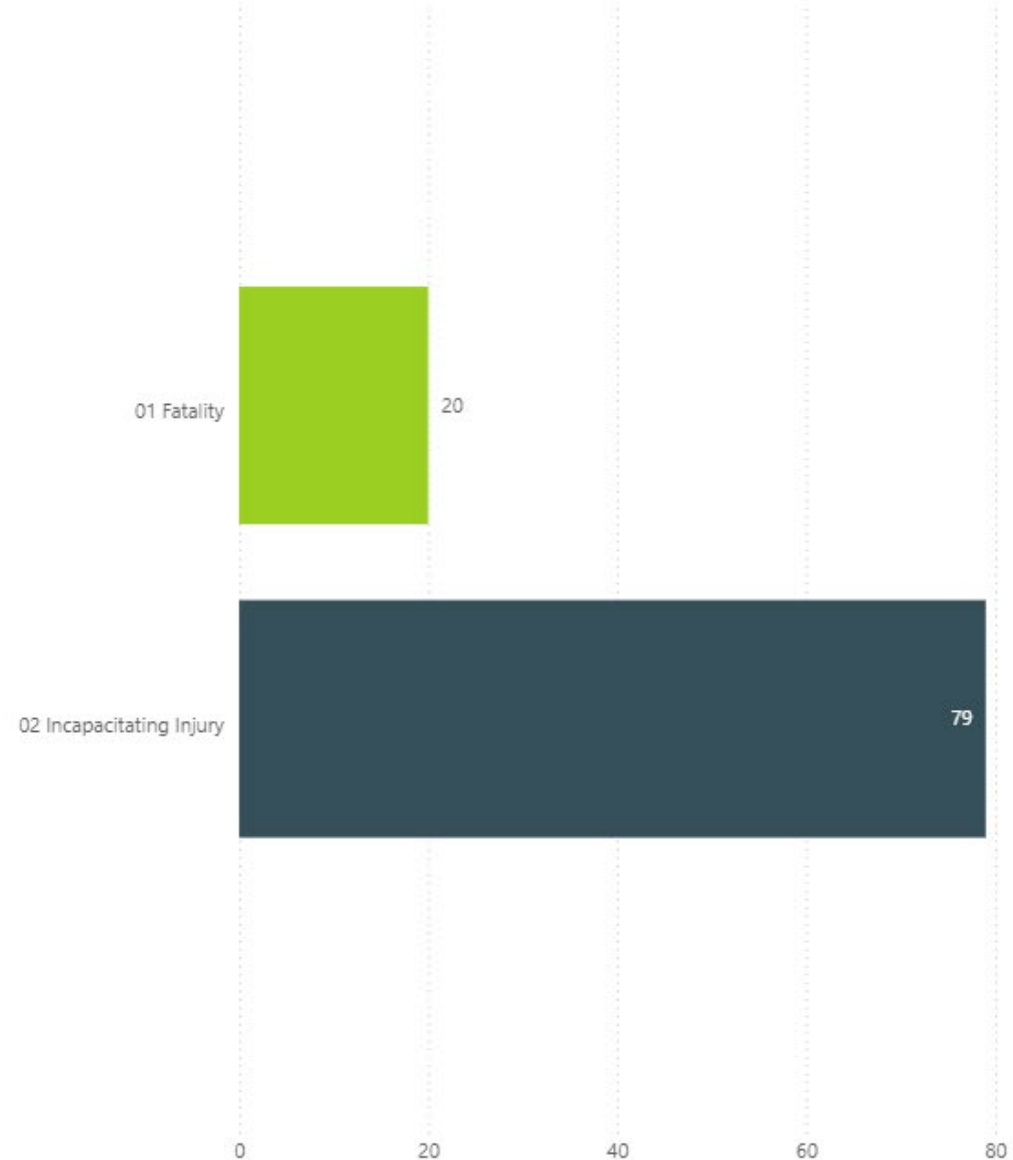
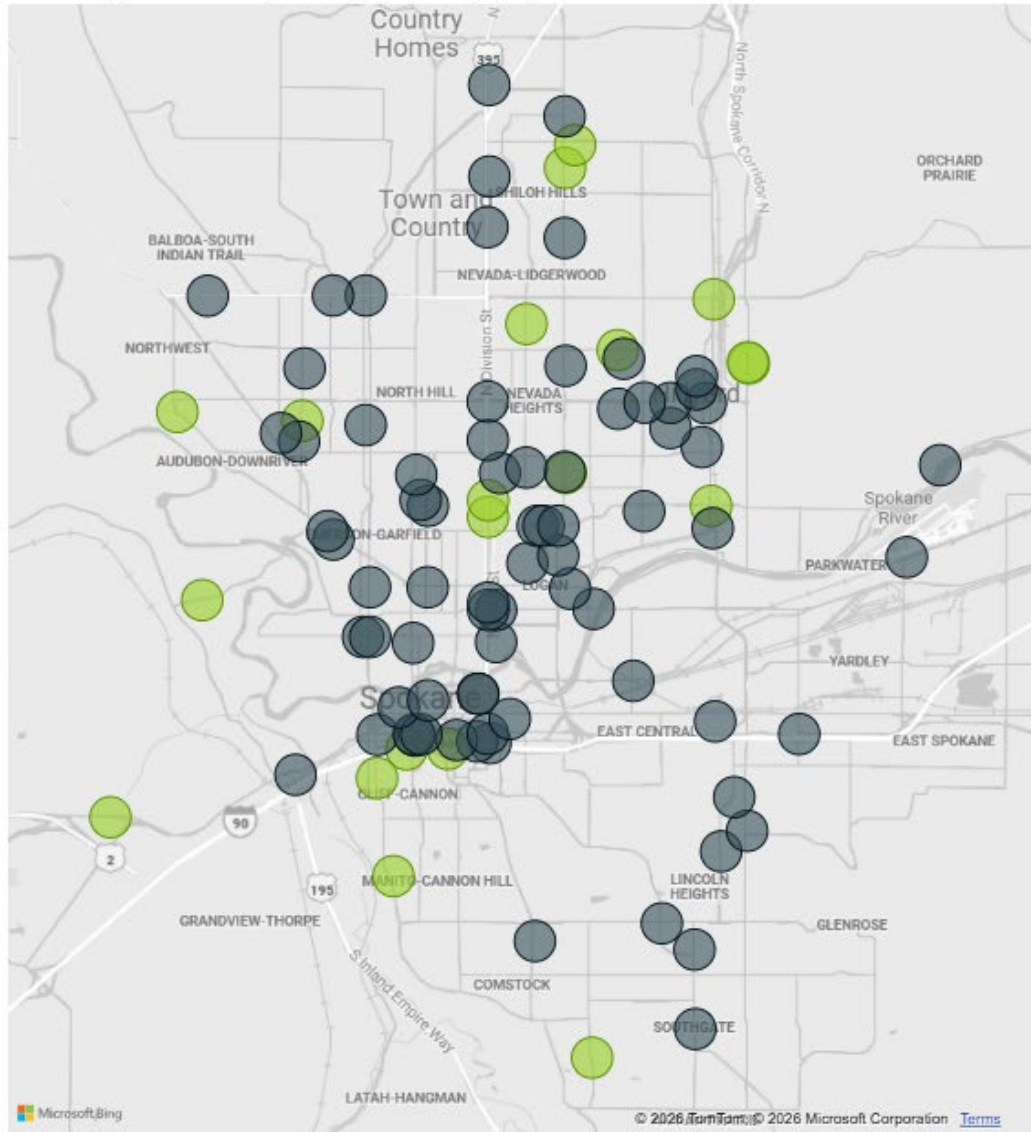
TRAFFIC CITATIONS AND INFRACTIONS JANUARY 2022 THROUGH DECEMBER 2025

Traffic Tickets and Citations by Month



SERIOUS COLLISIONS – 2025

CollisionType ● 01 Fatality ● 02 Incapacitating Injury



There were 20 fatal collisions last year, and 79 collisions with an incapacitating injury.

4.8% decrease in serious collisions from 2024.

Collisions include those reported to SPD. Collisions reported to Washington State Patrol are not included in our data.



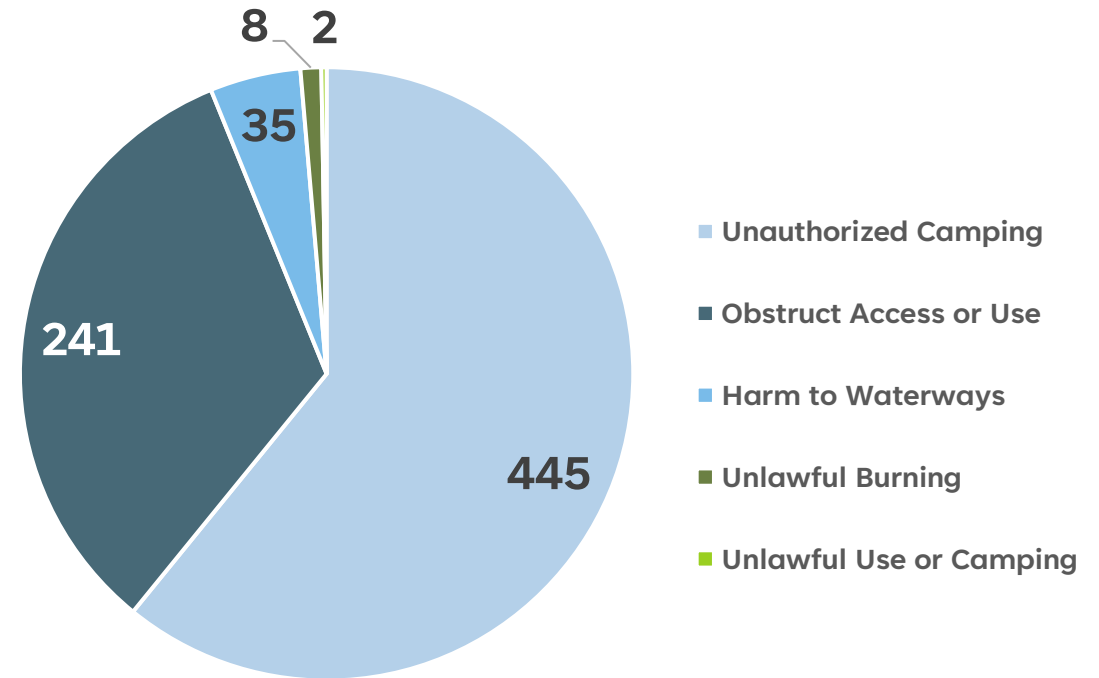
SAFE AND ACCESSIBLE SPACES



SINCE IMPLEMENTATION SPD ACTIVITIES

- Documented interactions: **1,456**
- Offers of services: **902**
 - **265** acceptances
- Calls for outreach services: **83**
- CCEW calls for SPD support: **22**
- Citations issued: **728**
 - **65.4%** (476) in Riverside neighborhood

Charges



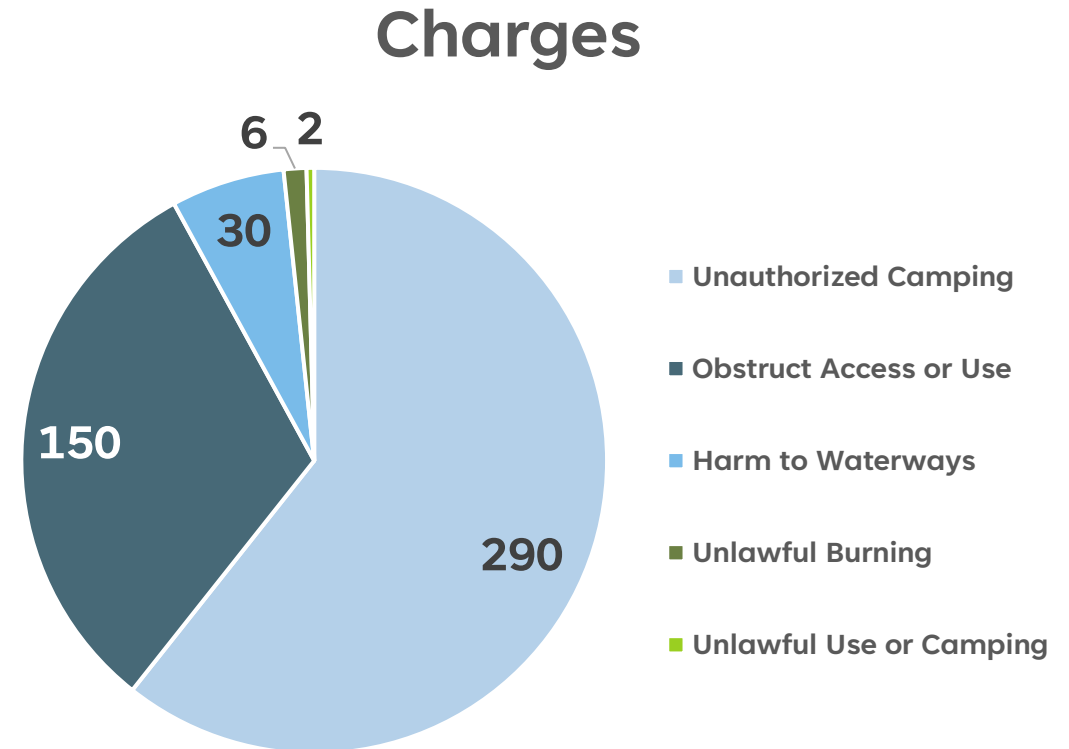
*October 28, 2025 – January 29, 2026

SINCE IMPLEMENTATION NAVIGATION CENTER SNAPSHOT

- Transportations at the request of SPD/Outreach
 - **43** transported to HNC by JHH Transport
 - **18** dropped off by SPD
- Navigated into services and/or housing
 - **364** navigated into shelter beds
 - **31** navigated into detox/treatment
 - **3** used Homeward Bound program and were reunited with family out of the area

2025 SPD ACTIVITIES

- Documented interactions: **1,088**
- Offers of services: **682**
 - **209** acceptances
- Calls for outreach services: **62**
- CCEW calls for SPD support: **18**
- Citations issued: **475**
 - **60.6%** (288) in Riverside neighborhood



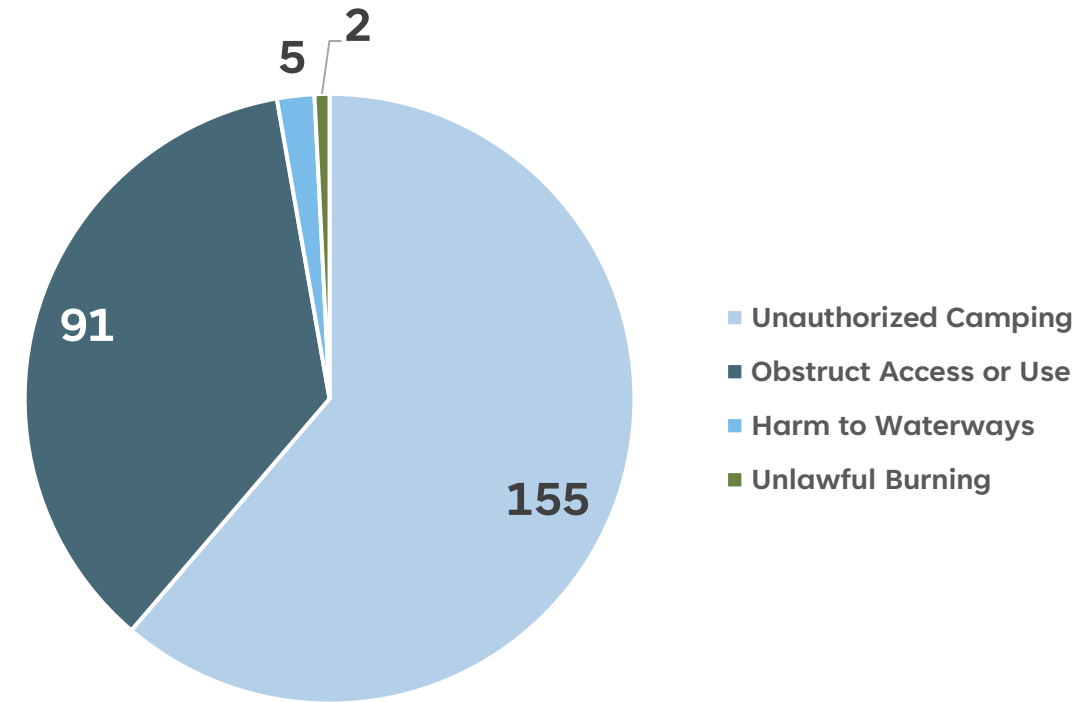
2025 NAVIGATION CENTER SNAPSHOT

- Transportations at the request of SPD/Outreach
 - **32** transported to HNC by JHH Transport
 - **16** dropped off by SPD
- Navigated into services and/or housing
 - **267** navigated into shelter beds
 - **28** navigated into detox/treatment
 - **3** used Homeward Bound program and were reunited with family out of the area

JANUARY 2026 SPD ACTIVITIES

- Documented interactions: **368**
- Offers of services: **220**
 - **73** acceptances
- Calls for outreach services: **21**
- CCEW calls for SPD support: **4**
- Citations issued: **253**
 - **74.3%** (188) in Riverside neighborhood

Charges



*January 1-29, 2026

JANUARY 2026 NAVIGATION CENTER SNAPSHOT

- Transportations at the request of SPD/Outreach
 - **11** transported to HNC by JHH Transport
 - **2** dropped off by SPD
- Navigated into services and/or housing
 - **97** navigated into shelter beds
 - **3** navigated into detox/treatment

THANK YOU

