

Eddie J. Aubrey, J.D.

July 25, 2015



To Whom It May Concern:

I am excited to submit this letter to express my desire, qualifications, education, and experience to serve as Police Ombudsman for the City of Spokane. My integrity, communication skills, Statewide and National respect within the law and justice arena; strong commitment to professional and trustworthy law enforcement services; and unique ability to facilitate meaningful dialogue with the community will be a strong catalyst to cultivate trust between law enforcement and citizens. I was honored to be one of the three finalists for this position in 2011. I hope to engage in additional dialogue and become a successful candidate to help the City of Spokane, the community and the Police Department continue to move forward in a positive direction.

I bring experience, proficiency and resilient integrity in law enforcement oversight as Fresno, California's, first Independent Reviewer (also known as Independent Police Auditor-IPA) for their Office of Independent Review (OIR). In addition, I bring a strong breath of experience from the legal and judicial areas of law, law enforcement knowledge and experience including use of force analysis, analytical and investigative experience, legislative experience; and abilities that include integrity, forthrightness, innovation, transparency, success in bridging concerns around fairness and justice issues, and ability to work independently, fairly and objectively in an environment with conflicting interests.

My relevant experience from 35 years of serving the public has prepared me well and provides a 360-degree view of the issues. Those experiences include; successful establishment of the Office of Independent Review (OIR) for the City of Fresno, Deputy Prosecuting Attorney for King County and Chief Prosecutor for Renton Prosecutor's Offices, Judge (*pro tem*) for 3 judiciaries, Director and Risk Manager for the Public Safety Department of Tacoma Community College (TCC), LAPD Union Delegate (representing police officer rights), Police Officer and supervisory Police Officer with the Los Angeles and Santa Monica Police Departments. I would enthusiastically bring an exceptional understanding of current trends affecting law enforcement and the legal and legislative field; mid-managerial and executive level experience; and strong organizational labor and employment law proficiency.

I have a passionate lifelong history to make a difference and add value in the community, regardless of outside forces, political or media pressures, monetary concerns, or personal desires. From the very beginning, as a bi-cultural individual of African American and Korean decent, I could see that to effect change, I had to exercise my freedom of choice in order to make a difference. In 1980, I found a vehicle to make a difference and became a Police Officer with the Santa Monica Police Department and was subsequently promoted as a supervisor managing the evening shift of the 911 communications center.

In 1985, I interviewed with LAPD and I distinctly remember a poignant interview question which was; why would you leave a much higher paying job, paid retirement, and a 4-10 work schedule to work here? Although I had an outstanding career, I desired to make a difference on a larger scale in the community I grew up in, the culturally diverse inner city of south-central LA.

During my career in Los Angeles, I was promoted to a Police Officer 3 where I was a training officer for newly hired officers and a senior police officer for field operations. I was also assigned as acting Police Sergeant while at LAPD Wilshire Division. As a police officer I received 27 commendations.

In 1992, while serving with LAPD, I found myself wearing riot gear looking out a bus window at my childhood neighborhood in flames triggered by the riots following the Rodney King incident. While being transported to an improvised command post, what I saw, I could not believe. The racial motives, the police response, and civil disobedience to government that sparked the civil unrest deeply affected my personal ideologies.

Although I was certified to promote to Sergeant, I asked myself what more I could do to make a difference; I realized that becoming an attorney would provide a better platform to accomplish that goal. I ended my fulfilling career as a full-time Police Officer in 1994 (but remained as a part-time Reserve Police Officer until 1998), again reducing my income substantially and attended law school full time in Seattle.

After completing law school, I was hired as a Deputy Prosecuting Attorney for King County. For nearly 9 years, I served as a felony and misdemeanor trial attorney and as a Special Prosecutor providing criminal and civil legal advice, criminal case development including civil forfeitures and warrant affidavit approval to the Valley Narcotics Enforcement Task force (VNET) and other King County police agencies. As an attorney, I reviewed and developed complicated criminal and civil cases as well as researched, completed complicated legal memorandums, and argued those cases before Superior Court and the Court of Appeals, resulting in published case law.

Since 2001, I was appointed as a Judge, *pro tem*, for six years for the Kent and Auburn Municipal Courts, where I handled all aspects of municipal court jury/bench trials and all criminal hearings. In 2008, I was appointed as a Judge, *pro tem*, for the King County District Courts and after returning to Washington in 2012, I was reappointed as Judge, *pro tem*. As a judge, I have experience in arbitration and mediation between attorneys, plaintiffs, and defendants in both criminal and civil cases.

I continued my quest to make a difference on a larger scale and began a career search for a government executive management position within law enforcement. I accepted an appointment as Director of Public Safety at Tacoma Community College (TCC). While at TCC, I also accepted responsibility and leadership of their custodial department and Risk Manager representing all college interests.

As Director, I directed public safety operations, including patrol and investigations, managed a budget of \$3,000,000 that included 37 employees, supervisors and capital projects, established community based policing, and developed an emergency preparedness manual and pandemic flu response plan. Additionally, I implemented an extensive revision of the Departmental Manual and Field Training Officer's Program, similar to my contributions with LAPD.

Upon a State representatives request, I spearheaded a supplemental budget for then Washington Governor Gregoire of \$8.4 million dollars and supported by the State Board, Homeland Security Center for Excellence, and law enforcement. We were successful and received \$1.7 million dollars which resulted in two significant Campus Public Safety Bills that passed in 2008. (SB 5097-2007-08).

Additionally, I worked closely with other law enforcement agencies in emergency preparedness solutions. I also prepared the Public Safety Department in Tacoma for IACLEA accreditation under the standards of the Commission on Accreditation of Law Enforcement Agencies (CALEA). In addition, I was a consultant to other Public Safety Departments in Washington to assess their readiness standards under the IACLEA/CALEA guidelines.

In 2009, I was contacted by a recruiting firm inquiring whether I would be interested in applying for the position establishing the first Office of Independent Review in Fresno, California. Due to the unique circumstances in Fresno, the challenge of establishing a new civilian oversight organization, and my strong purpose and passion in life, I accepted.

I successfully established the Office of Independent Review (OIR) and by all measures have satisfied both proponents and detractors of civilian oversight; provided meaningful communication and transparency for the community and the police department; and effectively facilitated a calm balance after more than ten years of turmoil to establish the OIR. During the first year, I provided 121 recommendations, discovered 4 major systemic issues resulting in impactful recommendations, reviewed over a thousand internal affair investigations and inquiries, issued 41 audit reports and worked tirelessly with all stakeholders.

As the first Independent Reviewer, I quickly established office operations and external protocols; built internal and external relationships; worked with a reduced staff due to

budget reductions; provided reports and presentations to the City Council and City officials, and worked with committee groups such as the Central California Criminal Justice Committee. I worked closely with the police department, City Council, police officer association, and city officials to finalize the first voluntary officer-citizen mediation program and promote a "win-win" environment.

Here are a few of my accomplishments: I identified, published, and made recommendations to address the Fresno Police Department's 7-year backlog of Use of Force cases involving 48 Officer Involved Shooting (OIS) and In-Custody Death (ICD) cases that remained in "open" status. My recommendations have streamlined the current processing and investigatory time, established timely and accountable case management, as well as recommending best practices. Moreover, the police department accepted nearly all recommendations made by the OIR since its inception in 2009 and nearly 95% of the open OIS/ICD cases were completed and closed within the first year, notably without compromising the integrity of the investigations. In addition, due to the OIR's review of OIS/ICD cases, the Grand Jury initiated a subsequent investigation and issued a report concerning the inadequacies of the District Attorney's Office as related to Officer Involved Shooting cases in Fresno.

Due to my review and analysis of OIS-Use of Force cases, and after withstanding political and media pressures, my reports supported the findings of a 2011 Federal civil rights case that found that the officer used unreasonable and unnecessary deadly force in the wrongful death of a citizen. In fact, United States Federal Chief District Court Judge of the Eastern District of California, Anthony W. Ishii, who presided over the trial, called me and advised me that due to the quality and relevancy of my reports, he read portions of the report into the court record. In addition, he said that my report was very informative, well written and provided significant findings relevant to the civil rights issues. (10-CV-00581-AWI-BAM, United States District Court, Eastern Division-California).

Additionally, the internal affairs case management system used to monitor and record an initial inquiry or complaint made by a citizen to its ultimate disposition was not efficient or effective. As a result of the OIR mid-year report, the Department overhauled the internal affair system and allotted funds to purchase a state of the art software program in order to reach best practices for internal affair investigations and to provide a more transparent and trustworthy system for the community and police accountability.

As a result of significant and disturbing discoveries through Use of Force audit reports, one recommendation that was made, adopted and immediately implemented was formal internal affairs training for all supervisory and staff personnel in which I participated in the all-day 8-hour training. Additional recommendations were made concerning Use of Force review and recommendations were provided to stakeholders in Mid-year and Annual Reports as well as individual audit reports. Lastly, in-depth review and analysis of Use of Force, biased based policing, and the Early Alert System (Early Intervention System) were completed and highlighted in the Mid-year and Annual reports. In 2011, the police department and the OIR were in the early stages of reviewing body cameras for field-testing.

In addition, I established a healthy, transparent, and meaningful dialogue with various community groups. Through innovative thinking and community discussion, I established traditional and new innovative methods to further community involvement

and communication. These methods included a quarterly newsletter (both online and hardcopy), a presence utilizing Facebook and Twitter, a quarterly activity log (that included a summary of incidents, audits, and recommendations), public confidence surveys, and the strong recommendations to promote transparency by releasing audit reports within the parameters of the California Peace Office Bill of Rights.

After making 121 recommendations in the first year, there was substantial evidence that the Office had a profound positive effect on the police department and the community. In addition to facilitating a calm balance after more than ten years of turmoil to establish the OIR, public confidence satisfaction in the police department increased within in a one-year time period by 12% (from 68 to 80%). The professional survey firm, who has years of experience in police accountability surveys, indicated that this one-year turnaround was a dramatic and unprecedented achievement that nearly reached their highest level of 84%.

A significant increase in internal affair complaints occurred the year I arrived (2009); but after the first year of working with the police department, city officials, and having dialogue with community members; internal affair complaints declined to their lowest level in 8 years. Moreover, in 2011, the public confidence survey revealed that 2/3 of the citizens believed that the Office of Independent Review and the Independent Reviewer helped improve the level of service at the Fresno Police Department. I am a Certified Practitioner of Oversight (CPO) through the National Organization of Civilian Oversight of Law Enforcement (NACOLE).

Unfortunately, due to a significant budget deficit, continuing budget crisis, and budget negotiations: the office did not receive further funding for the new fiscal budget of 2012 beginning July 1, 2011. I returned to Washington and resumed my trial advocacy as a Prosecuting Attorney for the Renton City Attorney's Office where I mentor and coach a young Prosecuting Attorney's Office while also mending strained relationships with outside stakeholders (police department, court personnel, and probation). I was quickly appointed as Chief Prosecuting Attorney where I managed attorneys and legal staff overseeing criminal prosecution.

I have provided mentorship to other prosecutors (more senior in employment at Renton). Also, I have collaborated with Municipal Court personnel to streamline prosecutorial services. In addition, as Chief Prosecuting Attorney, I have rebuilt the rapport and working relationship with various stakeholders inside and outside of the Prosecutor's Office, particularly with the court administrator, current presiding judge and police department.

As Chief Prosecuting Attorney, I conducted research, compiled national and local statistics and prepared a comprehensive proposal to increase the FTE of the prosecutor's office by one additional prosecuting attorney as well as change the classification of a legal assistant to paralegal. The proposal was successfully presented to the City Administrator and Mayor and was approved by the City Council in April 2014. Lastly, I have collaborated with the court administrator, domestic violence advocate, probation, public defender and the police department to implement a domestic violence calendar/court as well as re-configure the court's calendars upon appointment of the additional prosecutor and paralegal.

Lastly, I was reappointed as a Judge, pro tem for the King County District Court and

have been very busy volunteering with various organizations within the King County Bar Association. As a Judge (*pro tem*), I presided over bench and jury trials, pre-trial and motion hearings, and various other court calendars as an impartial, neutral, and unbiased fact-finder or trier of fact. My record for fairness and integrity was exemplified by the fact that I have never been affidavited to be removed from any case. Also, the Washington State Women's, King County Bar Associations, and the Tacoma-Pierce County Bar Associations have rated me as "well-qualified" for a judicial position.

I have over twelve (12) years of mid-managerial and executive level leadership experience, serving as the first Independent Reviewer for the OIR, Director of Public Safety and Risk Manager, Judge (*pro tem*) Chief Prosecuting Attorney, and as a police supervisor. Throughout my eighteen (18) year legal career, I have taught criminal and civil law, search and seizure, legal updates, ethics, and other legal training to various law enforcement agencies. Additionally, as a Deputy Prosecuting Attorney, I was relied upon by law enforcement agencies throughout King County for legal advice, probable cause review, review and approval of search warrant affidavits on a 24-hour basis.

I have fostered a climate of multicultural understanding between various cultures and groups with differing perspectives. As the OIR I worked with groups such as the Central California Criminal Justice Center, ACLU, and the Fresno Police Officer's Association. As a police officer at LAPD I held town hall meetings for hundreds of minority citizens to facilitate heated and often explosive dialogue due to the riots sparked by the Rodney King incident and subsequent State and Federal trials of the police officers involved. As a law student I spearheaded a group of students and professors that discussed diversity ideology, which led to the establishment of a Diversity Council.

My extensive public speaking experience and interpersonal skills were beneficial during intense media exposure as OIR in Fresno and in town hall meetings in Los Angeles to effectively and transparently provide meaningful communication to the public. As part of the community outreach program I was interviewed for a three-part television series on the OIR for public awareness and education. In addition, I published a brochure describing the OIR and the complaint process and a booklet for students titled, "A Students Guide to Police Practice."

Lastly, I earned a Juris Doctorate from Seattle University, School of Law, with a Bachelor of Arts degree in Business Management from the University of Phoenix. I am a licensed attorney with a practice that has spanned over sixteen years, inclusive of civil law, employment law, TORT claims, with a specialization in criminal law.

I would be honored to provide my services and experience from civilian oversight, law and justice, community work in Washington State and law enforcement expertise. I look forward to contributing my unique skill sets to make a difference and add value; ensure accountability and to seize the opportunities to provide a balanced, just and effective Police Department; improve transparency, accountability, and respect that exemplifies a collaborative and meaningful process between the community and the Police Department.

Sincerely,

Eddie J. Aubrey, J.D.



EXPERIENCE

Aubrey Law Firm, Mercer Island, WA
Attorney at Law

2015-Current

- Attorney at law specializing in police accountability, constitutional policing, law enforcement best practices, constitutional law, criminal law, law enforcement policies and procedures, police audits-reviews-investigations, specialized audits/reviews of use of force-officer involved shootings and liability exposure.
- Experience in employment, labor, civil (TORTS), contract, city/county/state government laws, landlord/tenant, higher education WAC, asset forfeitures, with a specialization in criminal/appellate law.

King County District Court, Seattle, WA.

2013-current

2008-2009

Kent Municipal Court, *Kent, WA.*

2001-2004

Auburn Municipal Court, *Auburn, WA,*

2001-2002

Judge, pro tem

- Acts as a Judge, *pro tem*, and presiding over criminal jury trials, bench trials, constitutional motion arguments and hearings, traffic infraction hearings, traffic accident hearings, parking citation hearings, mitigations, arraignments, pre-trial conferences, Adjudication by Mail, domestic violence reviews and trials, reviews and sentencing, jail calendars, Protection Order hearings, quash warrants, and other criminal motion and civil hearings.

Renton City Attorney's Office, Renton, WA.

2011-2015

Chief Prosecuting Attorney, Prosecuting Attorney

- Supervise, manage, lead and evaluate City Prosecutors, criminal paralegal and other criminal support staff.
- Review, analyze, argue and write constitutionally based legal research, arguments and written memorandums to the trial court, and courts of appeal, such as Superior Court on RALJ appeal cases.
- Argued and wrote legal memorandum case law on U.S. Constitutional Fourth, Fifth, Sixth, and Fourteenth Amendments as well as the Washington State Constitutional.
- Provide comprehensive and professional criminal and constitutional based legal services including researching, drafting and writing briefs, opinions and ordinances, coordinating prosecution policy.
- As Chief Prosecutor, make criminal filing decisions and criminal motion arguments based on the U.S. and Washington Constitution and assign appropriate cases to prosecuting attorneys.

- Conduct misdemeanor, traffic infraction/accident, jury trials, bench trials, constitutionally based motion hearings, sentencing and review, guilty pleas, impound hearings, traffic/accident hearings, mitigation hearings, and stipulated orders.
- Complete legal memorandums, findings, and conclusions of law on constitutionally based arguments.
- Domestic violence prosecutor handling pre-trials, jury and bench trials, including victim and witness interviews.
- Prepare, investigate, interview citizens and police witnesses, and conduct misdemeanor trials.
- Investigate criminal cases for filing purposes.
- Represent the City on regional committees, task forces, and forums with the community on related issues in the criminal justice system.
- Negotiates appropriate criminal for dispositions.
- Provide Constitutional based legal advice and effectively problem solving issues with stakeholders.
- Liaison between the Prosecutors Office, Court, probation, elected city officials and local law enforcement.
- Assist prosecuting attorneys and support staff with professional development.
- Provides advice concerning judicial, prosecutorial, and law enforcement policies and procedures based upon, codified law, case law and Constitutional law.

Office of Independent Review (OIR), Fresno, CA.

2009-2011

Independent Reviewer

- Served as the first Independent Reviewer-IR (Independent Police Auditor) of the newly formed OIR overseeing the 900 sworn and civilian members of the Fresno Police Department.
- Enhanced public trust and strengthen community-police relations as a neutral, civilian third-party review of police policies, procedures, strategies, complaint and internal investigations.
- Provided a written audit report evaluating the investigation adequacy and thoroughness, the quality and accuracy of the investigation, and provide recommendations as well as make policy and procedure recommendations to the City Manager, City Council, and Police Department executive staff.
- Provided advice to implement policies and procedures consistent with the U.S. Constitution, California Constitution, and law enforcement best practices.
- Established policies, procedures, daily office operation, leasing of operational office, budget, and staffing of this newly formed office.
- Ensured the integrity of the Fresno Police complaint and internal investigations processes by auditing Use of Force investigations, Officer Involved Shootings, In- Custody deaths, collisions during pursuits that result in serious injury or death, complaints involving alleged bias, claims of retaliation, and any other complaint at the discretion of the IR.
- Responded to all Officer Involved Shooting or In-Custody death, monitor and observe the scene, obtains a briefing and walk through of the location,

monitors and observes subsequent interviews including discussion with investigators.

- Reviewed citizen and employee complaints via the Inquiry and Complaint Logs to identify any unresolved complaints, trends, or untimely-completed complaints.
- Identified and Monitored trends using the Early Alert (Intervention) System that monitors and tracks officer complaints and demographic.
- Served as a Community Resource by making presentations to the community and stakeholders about the OIR, its role and process of which complaints are received and investigated, accepting complaints, maintaining brochures and pamphlets about the OIR, and promote transparency and trust about the complaint process, as well as commend Police employees.
- Served as a Resource for Police Officers and Managers for consultation concerning recommendations for changes to policies, make presentations to newly hired police officers and officers at roll call or division meetings.
- Provided a mid-year and annual report that includes statistical analysis of complaints, audits of internal affair investigations, discipline charts inclusive of all categories and dispositions, analysis of trends and patterns, summaries of audit reports and the OIR's recommendations.
- Worked with City Council in the finalization, approval, and then implementation of a voluntary officer-citizen mediation program.

Tacoma Community College, Tacoma, WA

Director of Campus Public Safety

2005-2009

Director of Custodial Services

Risk Manager

- Provide leadership and management of campus safety, custodial services, security, motor pool, traffic enforcement, parking operations, student identification.
- Develop, implement and manage campus parking, safety and security & custodial policies, procedures and practices.
- Oversee processing of TORT, Labor & Industry claims, compliance with Campus Security Act (Clery Act).
- Developed comprehensive Emergency Preparedness and Pandemic Response Plan, spearheaded Emergency Response Conference, teaches and provides assessments to other Colleges concerning Emergency Preparedness.
- Work closely with Human Resources in employment law, discrimination cases, sexual harassment, WFSE & WPEA union issues.
- Review contracts, legal documents, and provide analysis of legal issues pertaining to Federal and State laws, such as HIPPA and FERPA
- Provide information and analysis of potential or current issues placing the College in risk while also maintaining State required Risk Management accountability.
- Participate in various committees, such as Safety Council, Joint Advisory Committee, Events Conference Service, President's Council on Equity and Diversity, Student Senate meetings.

- Make oral or written presentations to the Board of Trustees, staff & faculty training, Tacoma-Pierce Chamber of Commerce, other Community Colleges as requested, and campus law enforcement entities throughout the Northwest.
- Work closely within the team structure of administrative executives reporting the Vice President of Administration and aligning the Public Safety & Custodial mission and vision with that of the College mission and vision.
- Hire, train, supervise and evaluate staff using traditional teaching techniques but taking advantage of technology by digitally recording training and allowing access on our Intranet, providing digital recordings for other departments to use, digital recording of department and staff messages and updates.
- Develop and administer annual budgets of 2 departments of \$1.5 million in operating and assets while assuring appropriate fiscal accountability and controls.
- Oversee criminal and administrative investigations of the department.
- Manage, maintain, and develop safety and emergency preparedness program and communications.
- Oversee completion of safety inspections and safety issues.
- Work closely with facilities to plan, coordinate and implement improvements and modifications to campus facilities that involve safety and security.
- Oversee compliance with all administrative safety and fire issues and regulations.
- Coordinate the collection of data to support success in meeting departmental objectives and effective operations.

Campus Public Safety Readiness Assessor, Seattle, WA.
Consultant

2007-2009

- Conduct complete readiness assessment of operational aspects to efficiently and effectively operate a Campus Public Safety Department.
- Assessments that include standards from the Commission on Accreditation for Law Enforcement (CALEA), International Association of Campus Law Enforcement (IACLEA), and the Bureau of Justice.
- Assessment included over 160 CALEA standards.
- Assessments reviewed all aspects of readiness operations, including policies, procedures, Constitutional and best practices review for law enforcement action, equipment, staffing and personnel evaluations, emergency preparedness, NIMS/ICS compliance, CLERY compliance, command structure, communications and interoperability, administrative structure and responsibilities within higher education, hiring and training of officers, document and information gathering, and best practices.

King County Prosecutors Office, Seattle, WA.
Deputy Prosecuting Attorney V

1997-2005

- Published and unpublished Court of Appeal arguments and written legal memorandum case law on U.S. Constitutional Fourth, Fifth, Sixth, and Fourteenth Amendments as well as the Washington State Constitutional.

- Provide comprehensive and professional criminal and constitutional based legal services including researching, drafting and writing briefs, opinions and ordinances, coordinating prosecution policy.
- Review, analyze, argue and write constitutionally based legal research, arguments and written memorandums to the trial court, and courts of appeal, such as Superior Court and the Courts of Appeal.
- Complete legal memorandums, findings, and conclusions of law on constitutionally based arguments.
- Prepare, investigate, interview citizens and police witnesses, and conduct felony, misdemeanor, and civil trials for County, State, and National concerns.
- Conducted felony, misdemeanor, and traffic infraction/accident, jury trials, bench trials, motion hearings, sentencing and review, guilty pleas, impound hearings, traffic/accident hearings, mitigation hearings, and stipulated orders.
- Handled domestic violence pre-trials, jury and bench trials, including victim and witness interviews.
- Develop, facilitate, and provide training for law enforcement officers and civilians within their departments or to outside entities such as Swedish Hospital.
- On-call 24 hours a day for legal advice, warrant affidavit approvals, wire tap approvals, financial seizures, real and personal property seizures, and general advice.
- Special Prosecutor for the King County Sheriff's Department-Valley Narcotics Enforcement Task Force and multiple police agencies.
- Evaluate and investigate criminal cases for filing purposes.
- Negotiate appropriate criminal and civil cases for dispositions.
- Complete civil hearings and provides legal advice.
- Liaison between the Prosecutor's Office, local law enforcement, and other business and community entities.
- Educate and conduct meetings with citizens concerning the justice system.
- Participate in local Seattle and King County community events representing the Prosecutor's Office.
- Prosecutor for adult and juvenile "Drug Court"
- Prosecutor for juvenile "Treatment Court"
- Prosecutor for "Domestic Violence Court"
- Worked and mentored students interested in public service through the John Stanford Public Service Academy.
- Mentored and fostered a climate of multicultural understanding while working with students and youth in Yakima during law a law conference, at the University level at Seattle Law School.

Los Angeles Police Department, Los Angeles, CA.

<i>Reserve Police Officer</i>	1994-1998
<i>Police Officer 3-Dare Instructor</i>	1989-1994
<i>Police Officer 3-Field Training Officer</i>	1988-1989
<i>Police Officer 1 & 2-Patrol Duties</i>	1985-1988

- Prepared reports, investigated crimes, arrested offenders, performed patrol duties based on the penal code, constitutional based case law, and the U.S. California Constitution.
- Essential personnel for the Emergency Operations Center Command Post
- Listed in 1993 and certified to be promoted to Sergeant prior to leaving in 1994.
- 27 commendations, including the revision of the Field Training Manual based upon law enforcement best practices, constitutional case law, U.S. & California Constitution, and P.O.S.T. standards.
- Volunteered as reserve police officer and acted as a patrol supervisor during law school.
- Trained new police officers and acted as a senior police supervisor.
- Union representation as a LAPD Protective League union delegate.
- Drug Recognition Expert (DRE), Narcotics Expert, & Traffic Accident Investigator.
- Provided a research and assessment review based up Constitutional Policing to implement a more comprehensive community based policing model.
- Negotiated and mediated at town hall meetings after the Rodney King Incident.
- Used skills of problem solving in high stress, high-pressure situations to reach a peaceful and amenable resolution.
- Provided additional mediation services at Parent meetings at Elementary, Junior High, and High Schools during high stress racial tension.
- Instructed students and parents about personal development skills
- Interacted with officers, fire department, and other organizations using community based policing in a team concept to address crime issues.

Santa Monica Police Department, Santa Monica, CA.

Agent-Senior Level Executive Management

1983-1985

Patrol Officer

1980-1983

- Prepared reports, investigated crimes, arrested offenders, performed patrol, bicycle, ATV, beach patrol duties, practiced constitutional policing based on the penal code, constitutional based case law, and the U.S. California Constitution.
- Supervised, staffed, organized, and maintained a police communications division of 12-15 civilian operators and up to 20 sworn employees.
- Conducted internal audits of the 911 center.
- Completed employee evaluations.
- Updated and revised policies and procedures for the front desk manual and the 911 communications center.
- Provided leadership in a high stress environment.
- Trained new police officers and reserve police officers.
- Performed high level security operations during the 1984 Olympics in Los Angeles.
- 10 commendations, including revision of the Front Office Operating Procedures
- Performed similar duties as a Patrol Officer with LAPD.

Torrance Police Department, Torrance, CA.

Community Services Officer-Jailer

1978-1980

- Inspects jail facilities for security, cleanliness, and maintenance
- Receives and books and searches prisoners
- Maintains order and jail security
- Takes fingerprints, photographs, and collects evidence during the booking process
- Accompanies and maintains custody of prisoners to and from visiting area
- Processes prisoners for release
- Prepares and serves meals
- Orders or purchases from store, receives and maintains inventory of food and other jail supplies
- Maintains records of bookings and prisoner care
- Ensures prisoners hygiene and issues related supplies
- Monitors prisoners physical condition and requests medical treatment or transfer as appropriate

EDUCATION

Juris Doctorate, May 1997, Seattle University School of Law
Bachelor of Arts, Business Management, May 1994, University of Phoenix
Certified Practitioner of Oversight (CPO) NACOLE
International Law Enforcement Auditors Association-Auditors Seminar 2010
FBI/WCJTC LAPD's Rampart Corruption/NJ State Police Racial Profiling
POST Basic, Intermediate, Advanced Police Officer Certificates
Police Supervision School
Jail Operations Certification
Tacoma-Pierce Chamber of Commerce Leadership Academy
Washington Executive Leadership Academy (WELA)
Leading from the Middle Seminar (Middle Management)
Leading from the Edge Seminar
Homeland Security National Incident Management (NIMS)
CLERY (Campus Security/Crimes Statistics Act): Train the Trainer Certified
Incident Command Systems Academy (ICS)
Trial Advocacy-National District Attorney Association
Department of Justice Training-Gangs
Department of Justice Training-Drug Enforcement
Fraud and Identity Theft Training
Los Angeles Police Academy (Basic)
Rio Hondo Police Academy (Basic and Reserve Officer Training)
Multitude of in-service yearly trainings to maintain Police Certifications
Multitude of CLE's yearly to maintain an active member of the WSBA
Spanish-Immersion School Guatemala

AFFILIATIONS

National Association for Civilian Oversight of Law Enforcement (NACOLE)
NACOLE-Membership Development & Engagement Committee (Member)

International Law Enforcement Auditors Association (ILEAA)
International Association of Campus Law Enforcement (IACLEA)
Washington Association of Campus Law Enforcement, Treasurer (WACLEA)
Safety/Security Emergency Management Professionals, Vice President (SSEMP)
Emergency Preparedness & Safety Committee, Chair
President's Council on Equity and Diversity
Washington Women Lawyers, King County & Tacoma-Pierce Judges rating as
"Well qualified" for the Judiciary
Ambassador for the People to People, Judiciary Committee to Central Europe
Washington State Bar Association
King County Bar Association
Seattle University, School of Law, Moot Court Judge
National Association of College and University Business Officers (NACUBO)
Washington Economic Justice Forum Committee
Seattle Diversity Council
Yakima Youth Conference
John Stanford Public Service Academy
Tacoma-Pierce County Chamber of Commerce
Los Angeles City Councilman Zev Yaroslavsky Award Recipient

**Instruction/
Courses Taught**

Fresno Citizens Academy
Fresno Police Internal Affairs Investigators Training
South King County Police Criminal Law Training
Harborview Public Safety Criminal Law Training
WACLEA CLERY Act Training
WACLEA Public Safety Academy Criminal Law
Campus Public Safety/Mutual Aid Training
Basic Law Enforcement Training Week
Emergency Preparedness Training
Current laws for Polygraph Examiners
Campus Public Safety Readiness Assessor
Street Law for High School Students
DARE Program for High School, Jr. High, Elementary

EMPLOYMENT HISTORY: List all experience, paid and voluntary, related to the position for which you are applying. Beginning with your most recent employment first, list all employment experiences within the last ten years.

COMPANY NAME: City of Renton-City Attorney's Office ADDRESS: 1655 South Grady Way PHONE: 425-430-6480 SUPERVISOR NAME: Larry Warren-City Attorney REASON FOR LEAVING: Career advancement-Still employed MAY WE CONTACT THIS EMPLOYER: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 12, 31, 11 TO: _____ Last Salary: 100,000	JOB TITLE: Chief Prosecuting Attorney NO. & TYPE OF EMPLOYEES SUPERVISED: 3 Prosecuting Attorneys 3 Legal Assistants (Direct work) DUTIES AND/OR RESPONSIBILITIES: Supervise, manage, evaluate Prosecutors. Set policy & procedures. Work with outside stakeholders & provide legal advice.
COMPANY NAME: City of Fresno-Office of Independent Review ADDRESS: 2600 Fresno Street PHONE: 559-621-8000 SUPERVISOR NAME: Mark Scott-City Manager REASON FOR LEAVING: Non-funding of office due to budget cuts MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 10, 01, 09 TO: 07, 01, 11 Last Salary: 117,000	JOB TITLE: Independent Reviewer (Police Auditor) NO. & TYPE OF EMPLOYEES SUPERVISED: 1 support staff DUTIES AND/OR RESPONSIBILITIES: Citizen oversight of the police department. Reviewed officer-involved shootings, deaths, excessive force, worked with community.
COMPANY NAME: Tacoma Community College ADDRESS: 6501 S. 19th Street PHONE: 253-566-5000 SUPERVISOR NAME: Sylvia Barras/Kathryn Longfellow REASON FOR LEAVING: Career advancement-Police Oversight MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 09, 01, 05 TO: 9, 30, 09 Last Salary: 75,000	JOB TITLE: Director of Public Safety NO. & TYPE OF EMPLOYEES SUPERVISED: 16 public safety officers/staff DUTIES AND/OR RESPONSIBILITIES: Supervise, manage, direct supervisors and officers providing public safety at community campus, emergency response, budgets.
COMPANY NAME: King County Prosecutor's Office ADDRESS: W554 King County Courthouse PHONE: 206-296-9000 SUPERVISOR NAME: Mark Larson REASON FOR LEAVING: Career executive experience MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DATES EMPLOYED (Mo/Day/Yr) FROM: 03, 01, 97 TO: 08, 31, 05 Last Salary: 66,000	JOB TITLE: Deputy Prosecuting Attorney NO. & TYPE OF EMPLOYEES SUPERVISED: none DUTIES AND/OR RESPONSIBILITIES: Felony and misdemeanor prosecution, jury & bench trials, approved search warrants, provided legal advice to police agencies

ADDITIONAL INFORMATION: You may include any comments that may show further qualifications for this position or any other information you feel the City should know about you. (Attach additional information, if necessary).

I am a Judge (pro tem) for King County District Court and previously for Kent and Auburn Municipal courts (2001-Current)
 I was a police officer for the Los Angeles and Santa Monica Police Departments with various experience including union representation of police officers involved in personnel complaints (1980-1994). I am a certified practitioner of police oversight (CPO) via NACOLE.

AGREEMENT: I understand that any misrepresentation or omission in my application will be justification for termination or refusal of employment. If I am considered as a finalist for appointment, I hereby authorize any individual, company or institution with whom I have been associated to furnish the City of Spokane any pertinent information concerning my employability which they may have on record or otherwise. I do hereby release the individual, company, or institution and all individuals connected therewith from all liability for any damages whatsoever incurred in furnishing such information.

Signature Edwin J. Aron
 This form must be signed (digital signatures are accepted).

Date July 25, 2015