



Use of Force Commission Final Progress Report





Mayor David Condon





Chief Frank Straub

The City and the Police Department have made great progress in implementing all twenty-six (26) of the Commission's recommendations.





Crime is Down

In 2014, the Spokane Police Department reduced crime in all categories:

- Violent crime: down 19.72%
- Property crime: down 7.52%
- Overall crime: down 8.36%



Use of Force is Down

**In addition to reducing crime,
SPD officers simultaneously reduced
use of force incidents by 22%.**

- In 2014, Spokane Police officers used force in 114 incidents out of 129,338 contacts with individuals in the community.
- Force was used in less than one-tenth of one percent of overall community contacts.



Progress

All police-specific recommendations have been initiated, are complete, or are in the process of being completed.





Recommendation #1:

SPD should conduct cultural audit.

Progress: The DOJ-COPS Office conducted a random survey of officers. The results of officer surveys are contained in the DOJ-COPS Final Report and are part of the Collaborative Reform process.

DOJ-COPS will conduct follow up surveys in the coming months.





Recommendation #2:

Bring greater transparency to the City's negotiations with the Spokane Police Guild and the Spokane Police Lieutenants and Captains Association.

Progress: This is an ongoing process and requires dialogue between the Mayor's Office, City Legal, and each of the labor organizations.





Recommendations 3, 4, 5, & 6:

Recommendations 3, 4, 5, & 6 are complete.

3. Re-write SPD mission statement
4. Complete WASPC Accreditation Process
5. Ensure corporate ownership of SPD Policy Manual
6. Explicitly link SPD canons and ethical standards to hiring decisions and all force management actions





Recommendation #7:

The chief and command staff should actively engage the community in an ongoing dialogue about the department.

Progress: There is a consistent community dialogue going on at many levels:

- Youth and Police Initiative (YPI)
- Police Activities League (PAL)
- Body Camera Outreach
- Coffee with a Cop
- Many More...
- Junior Police Academy
- LGBTQ Outreach
- NAACP Outreach
- News Director Meetings





Recommendations 8 & 9:

Recommendations 8 & 9 are complete.

8. Ensure complete understanding of the governing legal standards for the use of force
9. Update and maintain certifications of the SPD's Defensive Tactics instructors



Recommendation #10:

Review current officer staffing levels and practices to ensure sufficient patrol officers are available to maintain public safety.

Progress: As a result of this recommendation, SPD's authorized strength was increased to 310 officers.

DOJ-COPS has recommended we conduct a staffing study to ensure appropriate police and civilian staffing levels.





Recommendation #11:

Improve training plans and practices.

Progress: DOJ-COPS noted significant improvements in SPD training plans and practices. We continue to develop and identify areas for improvement.

We are working with WSU to continue to enhance our current training practices and to connect academic research to future training plans and practices.

Criminal Justice Training Commission (CJTC) Basic Law Enforcement Academy returned to Spokane.





Recommendation #12:

Establish a continuing Crisis Intervention Training (CIT) program and adopt protocols for the deployment of CIT officers.

Progress: 95% of SPD officers have received 40 hours of Crisis Intervention Training (CIT).

We have another class scheduled for March and after that class nearly 100% of SPD officers will be trained in Crisis Intervention.

In April we will begin enhanced CIT for approximately 15-20 SPD officers (additional 40-50 hours of training).





Recommendation #13:

WSU-SPD partnership to develop simulation-based training models affirm the de-escalation of potentially violent encounters as a primary goal of the department.

Progress: All SPD officers have been trained in Verbal Defense and Influence (VDI) and this concept has been incorporated into all aspects of SPD training.





SPD Training:

**The Combination of CIT and VDI
directly correlate to SPD's reduction
in use of force incidents.**





SPD Training:

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SPD Training:



- Reality Based Training
- Field In-service Training
- New manual written and Field Training Officers recruited and trained



Recommendation #14:

Improve use of force report writing system.

Progress: All SPD officers have gone through use of force report writing training.





Recommendation #15:

Improve investigative practices in use of force incidents.

Progress: SPD continues to train Internal Affairs staff and other units in investigative best practices.

- NACOLE
- LAPD visits
- Seattle visits





Recommendation #16:

Improve the administrative review of use of deadly force by officers.

Progress: SPD is working on this recommendation with DOJ-COPS Office.

Administrative Review Panel is now reviewing all Officer Involved Shootings (OIS).



Recommendation #17:

*Create and deploy a fully developed
Early Intervention System (EIS).*

Progress: SPD has created and deployed an early intervention system and will work with DOJ-COPS to enhance and improve this system.





Recommendation #18:

Equip officers with body cameras.

Progress: SPD has purchased 200+ body cameras.

We have conducted a body camera pilot program with 17 officer participants. We continue to gradually equip more officers with cameras.

Currently we are working on a research project with Arizona State University (ASU) to measure the effect of body cameras on police/community interactions.





Recommendation #19:

Explore standardizing the weapons carried by officers in the line of duty.

Progress: The standardization of SPD weapons is complete.





Recommendations 20-26:

***Additional recommendations
are being implemented via the City of Spokane and
the Ombudsman Commission.***

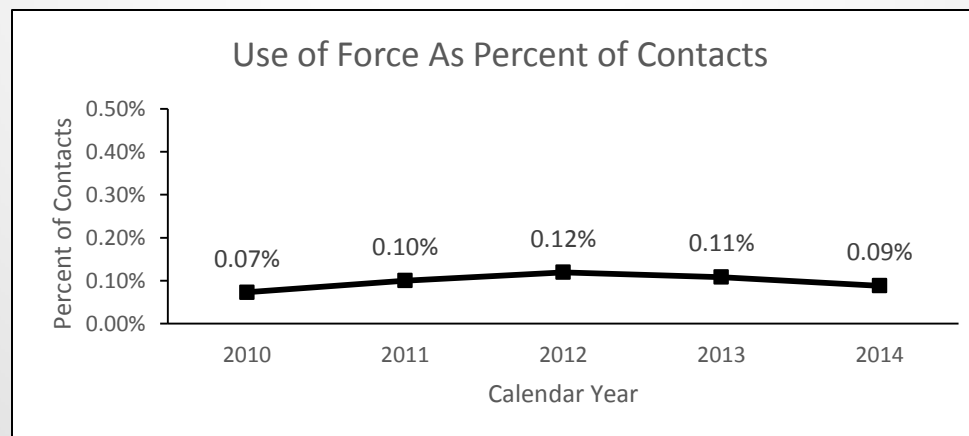




The Path Forward

In conclusion, SPD use of force incidents are down by 22%.

Research by Eastern Washington University (EWU) Professor Ed Byrnes confirms that use of force by SPD officers continues to decline.





The Path Forward

SPD is now working with the DOJ-COPS Office and continuing to engage in the Collaborative Reform process.





The Path Forward

Thank you to the men and women of the Use of Force Commission for your dedication to the Spokane community and the impact your work has had on the Spokane Police Department.

