
From: Lowe, Heather <hlowe@spokanecity.org>
Sent: Monday, May 11, 2015 9:46 AM
To: Kammi Mencke Smith; Collette C. Leland
Subject: FW: Followup with my council reps
Attachments: raceandpolicing.pdf

FYI...I could not remember if you received this or not so I wanted to send just to make sure.
Thank you!



Heather L. Lowe | City of Spokane | Human Resources Director
509.625.6233 | fax 509.625.6379 | hlowe@spokanecity.org | spokanecity.org



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From: Fagan, Mike
Sent: Monday, April 27, 2015 10:33 AM
To: Mayor; Piccolo, Mike; Isserlis, Nancy; Lowe, Heather
Cc: McGrath, Sheryl
Subject: FW: Followup with my council reps

Hi All,

Scott makes some good points, attached flyer should have probably come from some other organization also.

Please let me know if I can help in any way.

Thank you and regards,

Mike Fagan

From: Richter, Scott
Sent: Friday, April 24, 2015 9:05 AM
To: Waldref, Amber; Fagan, Mike
Subject: Followup with my council reps



Hello Councilmembers Waldref and Fagan:

I felt I needed a bit of a followup with both of you. First off, I am not at all upset with either of you. Anytime I requested a meeting with either of you, both of you were more than willing. I know for the most part this is a mayoral issue, and that is where my problems lie.

Second, I'm not positive I would've wrote the previous email, but waking up at 3:00 in the morning and laying in bed until 4:45 doing nothing but stewing about how embarrassed and mad I am about the OPOC and our first seven months of existence. Instead of thinking I might fall back to sleep, I did something about my insomnia - I wrote and sent the email. But this followup is so you two don't think I'm upset with either of you, because I'm not - both of you have been

very helpful.

In January when I came to both of you when I found out about the mistreatment of OPO staff by commissioners, I really feel both of you did your job channeling my complaints to the mayors office, as it belonged. 2 of the 3 commissioners who were engaging in the very poor treatment of staff were the mayors appointees. Both of you spoke to the mayor on my behalf, and those actions resulted in me gaining a meeting with the mayor, but he cancelled on me the morning of the meeting and all I got was an "everything has been corrected" by one of his staff members. It didn't take long at all for the misbehavior to start again (if it ever really stopped), but I already blew the whistle and nothing happened. Even more was occurring and it was worse than before, so it took longer for me to blow the whistle again because of the mayors failure to address the issue with me I was figuring in that nothing happened the first time. The mayor was wrong because the behavior never stopped. I personally confronted the three most culpable commissioners in January, and their misbehavior was instead given the green light by the mayors original failure to squash their misbehavior. In short, I hold the mayor 100% responsible for what is happening (both the HR aspects and allowing the OPOC to run amok of the ordinance) because he didn't have the time to listen to any of my concerns in January. But worse, he cancelled the morning of our meeting when it had been scheduled for at least a week or longer.

I also mentioned an obvious bias on the commission (please see attached and make your own determination). But once again, I feel the need to clarify my statement. I couldn't be more of a supporter of equality across the board, but it is beyond vital the OPO and the commission stay neutral and don't allow their biases to be seen. I have attached one of the documents that recently was an official OPO / OPOC meeting notice. It's not neutral in the least and I do believe it damaged the neutrality of the OPO, and as a result, the credibility of both the OPO and OPOC as well. Because I believe this particular commissioner has continually lets personal biases (although I 100% support doing these things outside official OPOC activities) into what needs to be a completely unbiased entity (for the sake of the community and those who are going to need the OPO services in the future), I believe that this commissioner should be asked to choose between their community roles because of the conflict of interest and inability to refrain from allowing personal biases into OPOC activities, statements, and documents.

I cannot underscore my belief that this is creating a very dangerous situation for both the short and long-term mission of the city, the community, but perhaps more importantly for the OPO because of the potential isolation of some community members may if they needed the OPO services, but didn't feel they were unbiased or that they will be treated fairly. I personally wish the OPOC would be disbanded or at least put a moratorium on all of the OPOC's activities until this mess can be sorted out by the powers-that-be. Nothing but damage has been caused so far, so if more damage can be stopped from occurring, I am 100% for it. Nothing I say internally is taken seriously, so I can no longer play tug-of-war 4v.1 and expect to be able to win.

Thank you both for always listening to my concerns and taking them seriously.
Scott Richter