

# CONFIDENTIAL ATTORNEY-CLIENT PRIVILEGED COMMUNICATIONS

To: Nancy Isserlis, City Attorney's Office

From: Assistant Chief Rick Dobrow, Assistant Chief Selby Smith, Director Tim Schwering,  
and Deputy Director Sarah Lynds

RE: Confidential Attorney-Client Privileged material

Date: September 18, 2015

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This confidential communication is to advise you that on September 17, 2015, we had a Labor Management meeting with the Lieutenants and Captains Association and the Police Guild. There were many issues brought up, mainly concerns regarding treatment of members. Please see attached notes.

In addition to this meeting, we met with the Mayor and City Administrator on September 10, 2015 at their request. We spoke about the budget but we were also asked additional questions as a result of a meeting that the Mayor and City Administrator had with the Lieutenants and Captains Association and Police Guild on September 8, 2015.

The Mayor and City Administrator sought clarification surrounding topics discussed at the meeting with the Lieutenants and Captains Association, involving Chief Frank Straub's behavior. We confirmed the validity of some of the issues that had been raised by the lieutenants and captains and expressed our own concerns regarding the behavior. We have witnessed multiple instances of communication and management tactics that could constitute a hostile work environment. We believe there is a pattern and practice of inappropriate behavior and we confirmed the concerns of the members of the Lieutenants and Captains Association.

We have witnessed and/or experienced:

- Unreasonable emotional outbursts
- Personal attacks
- Threats regarding our employment and position
- Scare tactics
- Retaliation
- Degradation of character
- Demeaning and condescending treatment
- Profane and highly inappropriate language

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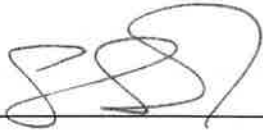
- Untruthfulness
- Misrepresentation of the Mayor, City Administrator, and others

Regardless of personality, rank, or status, we have a duty to protect our employees and the citizens of Spokane and to move SPD forward. We want to keep the organization healthy, functional, and professional.

Please advise.



Assistant Chief Rick Dobrow



Assistant Chief Selby Smith



Director Tim Schwering



Deputy Director Sarah Lynds

**CONFIDENTIAL ATTORNEY-CLIENT PRIVILEGED  
COMMUNICATIONS**

To: City Attorney's Office  
From: The Executive Board of the Lieutenants and Captains Association  
RE: Confidential Attorney-Client Privileged material  
Date: September 18<sup>th</sup>, 2015

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On September 8<sup>th</sup>, 2015 several members of the Spokane Police Department Lieutenants and Captains Association met with City Administrator Theresa Sanders and Mayor David Condon. This meeting was at the invitation of the Mayor to discuss the 2016 City Budget and any other "areas of interest."

During the meeting many members discussed their concerns with the performance of Police Chief Frank Straub. Members of this Association reported several specific examples of unprofessional and even hostile behavior directed toward themselves or other members by Chief Straub. These actions taken by the Chief of Police, in his official capacity, against subordinate members of this agency constituted a pattern of behavior dating back over two years. It often included profanity, personal degradation, or other behavior not becoming the office of the Spokane Police Chief. His behavior has created a workplace environment inconsistent with collaboration and contrary to effective leadership.

Several other concerns were shared about the lack of communication by Chief Straub to the members of his Command and Senior Staff tasked with carrying out the daily operations of the Spokane Police Department. This behavior has resulted in inefficient resource allocation, duplication of efforts, wasted time, unnecessary overtime, and general frustration. When the Chief fails in these initiatives he often blames the result on the very people he failed to include in the planning process.

During the meeting, our membership provided full support in continuing to move the Spokane Police Department forward. We also avowed it was our interest and intention to avoid any embarrassment or negative publicity directed toward the Spokane Police Department as a result of the Chief's actions.

On September 17<sup>th</sup>, 2015, members of the Lieutenants and Captains Association executive board met with Assistant Chief Rick Dobrow, Assistant Chief Selby Smith, Director Tim

Schwering, Deputy Director Sarah Lynds, members of the Spokane Police Guild, and Human Resources Representative Meghann Steinolfson for a scheduled Labor-Management meeting. During that meeting, members of the Executive Board summarized the concerns of the Lieutenants and Captains Association with the behavior of the Chief of Police as discussed at the September 8<sup>th</sup> meeting with the Mayor and City Administrator. We respectfully advised those present of the issues discussed and to advise we, as an Association, would not tolerate any further unprofessional behavior by the Chief of Police directed at our members or other members of the agency. We also reiterated our commitment to the future success of the Spokane Police Department.

Respectfully Submitted,

Out of town  
Dave McCabe, President

Eric Olsen  
Eric Olsen, Conductor

Mark Griffiths  
Mark Griffiths, Vice President

Justin Lundgren  
Justin Lundgren, Member at Large

Dave Richards  
Dave Richards, Treasurer-Secretary