



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Office of Professional Accountability

April 2015 Report

Public Safety Committee Briefing
May 18, 2015



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Selected Examples of Collaborations with Mental Health Providers

Morning, Keith [Captain Keith Cummings],

I wanted to take a quick minute to share this internal communication regarding Excelsior's participation as an ECIT immersion site. This has been an opportunity to closer collaborate and has raised awareness about how hard the Spokane Police work for our community. Thank you for all you do.

-Andrew Hill, M.S., NCC, LMHC, CMHS, RRT, Associate Director, Excelsior Youth Center

As many of you know, Excelsior was selected as an immersion site for the Enhanced Crisis Intervention Training, which is a joint training effort put on by the Spokane Police Department and Frontier Behavioral Health. Last Wednesday was the first of four training immersion experiences we will be offering. I wanted to say thanks for everyone's flexibility and support, as it went extremely well. The participants expressed an overwhelmingly positive view of our staff. They had multiple opportunities to observe our staff doing our everyday jobs, which they described as "magic" and "inspiring." They were extremely complimentary of our ability and willingness to engage with some of the hardest to place clients. Also, they were able to see our clients at their best, which once again reminded me of the privilege we all have to work with such resilient and unique individuals.

It was also a time for us to continue to build strong working alliances with our community partners, namely our local law enforcement. Much work has been down over the last year to increase collaboration and ameliorate misunderstanding. Our opportunity to host this training is one more step in building bridges with our local law enforcement. While de-briefing the event, an officer said, "I never knew how much you all do, and -if I see Excelsior's name on my screen- I will try my best to be out there as fast as I can."

One of my take away was a deeper appreciation for our local law enforcement. Just like us, they are tasked with serving and protecting some of society's most vulnerable, and wrestle with how to manage stretched resources and increasing demand for services in a way that is safe and effective. I walked away from Wednesday with new resolve to advocate and support the Spokane Police Department and do my part to collaborate well.

-Ryan Kiely, M.S., LMHC, NCC, CMHS, Program Coordinator

I am writing this letter to express appreciation and gratitude for the services and collaboration that Officer Jordan Ferguson has demonstrated with Frontier Behavioral Health. Officer Ferguson has consistently attended Frontier Behavioral Health Washington Branch staff meeting on a monthly basis. He has been a great resource, extremely responsive when staff contact him, and has developed a strong collaborative relationship with the Washington Branch staff and clients. His approach, perspective, and compassion towards the population we serve and response to critical incidents truly reflect the spirit of CIT training and the collaborative relationship between Spokane Police Department and Frontier Behavioral Health. An example of Officer Ferguson's commitment to the community occurred recently during one of the team's staff meetings. Officer Ferguson heard that the Washington Branch lacked donations of winter



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

coats and volunteered to coordinate collecting winter coats from other police officers. He delivered these to the Client Holiday Celebration so that staff could give these out as gifts to people who did not have warm winter clothing. Please know how appreciative we are for the collaborative relationship Officer Ferguson has developed with us. He is truly seen as a member of the team at the Washington Branch.

-Esa Lariviere, Director of Community Support Services, Frontier Behavioral Health

Selected Excerpts of Officer Commendation Letters

Not enough is said about the effectiveness of the Spokane Police Department. Specifically, I wish to highlight the professionalism of one of its patrolman, Officer Spolski. He responded to a domestic dispute call between two of my family members on the evening of April 25th 2015. He handled the emotionally charged situation in a compassionate, fair and insightful manner. Please thank Officer Spolski on my behalf for his assistance in bringing about a resolution to the conflict.

-S.M.

Chief Straub, I would like to commend your officers for their superb work, and you for enabling an atmosphere and culture of pro-activeness for assisting citizens. In mid-December of last year, my brand new \$600 iPhone was stolen. I made contact with Officer Applewhaite while he was on patrol. Officer Applewhaite was very concerned for my loss, and immediately arranged for your PACT team [Officers S. Kennedy, D. Howe, Corporal McCollough, and Sergeant Vigesaa] to conduct a sting operation to recover my phone. The team acted quickly and intelligently, and I had my phone back only two hours from when I first contacted Officer Applewhaite. I am extremely impressed. I am also very grateful for this thoroughly professional police operation.

-Ali Davey

Chief Straub, thank you to you and your superb staff for hosting the Youth Leadership Spokane Class of 2015 Public Safety Day. Your staff provided excellent demonstrations and information to the youth. Please pass my sincere thanks to Lt. Meidl, Officer DeRuwe, your K9 Team, and Defensive Tactics Team for making a positive impression on 23 young leaders. Because of your involvement and generous support, this year's class is better informed, able to view the community through other perspectives, and challenged to grow as servant leaders. More importantly, I am convinced that your commitment to leadership for our adult and youth programs will yield rich dividends in the years ahead. Thank you for your amazing investment in Leadership Spokane.

-Brian Newberry, Executive Director, Leadership Spokane

Officer Shane Phillips was engaging and very supportive of the diaper drive. He brought a positive light to our drive and his sense of humor and his easy going nature was wonderful and for the volunteers and general public. Thank you again Spokane PD for your support and commitment to our community

-Bethany Osgood



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Internal Affairs Unit Update

2015 January 1st through April 30th Complaints

Complaints Received:

Total: 35

Source of 2015 Complaints*

*Note: Sometimes a citizen will report a complaint in multiple places, in those cases the place where the complaint was first reported is noted.

Received by the Office of Police Ombudsman **Total: 23**

Received by the Spokane Police Department **Total: 8**

Internally Generated by the SPD **Total: 4**

Categories of Complaints**

Allegations associated with **Citizen Complaints** received between January 1st and April 30th, 2015

Allegation	Number
Crime (Assault)	1
Demeanor	9
Driving Complaint	4
Excessive Force	2
False Arrest	1
Lack of or Inadequate Response	17
Fail to Report Domestic Violence	1
Misuse of Public Funds	1
Off Duty Action/Use of Force	1
Sexual Harassment	1
Trafficking Stolen Property/Planting Evidence	1
Improper Search/Seizure	4
Unknown	2
Unprepared for Demands of Office	1
Untruthfulness	1

**Note: Some investigations involve multiple allegations.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Current Status of 2015 Cases

Citizen Complaints

Status	Number
Exonerated	
Sustained	
Not Sustained	
Unfounded	
Resigned prior to Termination	
Administratively Suspended	1
Changed to Inquiry	25

Unfounded - When the investigation discloses that the alleged act(s) did not occur or did not involve department personnel.

Exonerated - When the investigation discloses that the alleged act occurred, but that the act was justified, lawful and/or proper.

Not Sustained - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the employee.

Sustained - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

Training Failure - Deficiency in training was the cause of the alleged act.

Closed Due to Mediation - Is an alternative to the investigation, adjudication and disciplinary process.

Officer-Involved Shooting Incidents Update

IA14-003 (Status: Under ARP Review)

Incident 14-17178 took place January 16, 2014 at Truth Ministries on 1910 E Sprague. Internal Affairs interviews have been done for some time. The County Prosecutor's Office just released their findings May 11, 2015. The case will be going to the Administrative Review Panel (ARP) within a week.

IA14-017 (Status: Under ARP Review)



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Incident 14-92522 took place March 26, 2104 at 1527 W. Grace. The County Prosecutor's Office just completed their review and presented their findings on February 27, 2015. SPD Internal Affairs Sergeant Braun received the case two weeks later from Washington State Patrol, the lead investigator on the SIRR Team. Sgt. Braun presented his completed investigation to Lt. Lundgren on April 28, 2015. Upon the completion of Lt. Lundgren's review, the case was submitted to the ARP pod on May 1, 2015. Captain Richards assigned Lt. McCabe as the author of the review.

IA14-027 (Status: Pending DFRB)

Incident 14-131373 took place April 29, 2014 at the intersection of Standard and Jackson. The Prosecutor's Office presented findings October 6, 2014. This case has been completed and reviewed through all levels and is waiting for a Deadly Force Review Board (DFRB). A DFRB has not been scheduled yet, because the Department of Justice COPS Office advised that "SPD should reassess the purpose and goal of the DFRB to ensure that it both provides transparency and maintains its ability to effectively assess tactics, training, and equipment after a deadly force incident" in Recommendation 8.7 of their report. SPD has updated the DFRB policy; it is currently under review with DOJ.

IA14-057 (Status: Under SIRR Investigation)

Incident 14-378583 took place on November 8, 2014 near 800 W. Montgomery. The case is still under investigation by the Washington State Patrol. Sgt. Braun spoke with Sgt. Morrison of the WSP on April 21, 2015. Sgt. Morrison stated that the investigation is nearly complete and that Sgt. Braun will be given a CD containing the criminal investigation when the case is submitted to the Prosecutor's Office.

F15-039 (Status: Under SIRR Investigation)

Incident 15-149064 took place May 6, 2015 at 5527 N Ash. Internal Affairs has not begun any work yet, as the criminal investigation is not completed.

Records Unit Update

Public Record Disclosures as of 04/26/15

Oldest request not completed:	12/24/2014
New requests received this week:	51 requestors / 255 records
Total requests started but not complete:*	720 pending records
(38 of the requests are very large and the requestors have been provided with an extended completion date.)	
Total requests received this week not yet processed:	86 (oldest request dated 4/21/15)



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Outreach Update

Community, Youth, and Intervention Services Unit Outreach

The Community, Youth, and Intervention Services (CYI) Unit was recognized by the Chase Youth Commission as a “Champion of Youth” in the Government category. CYI is gearing up for the Police Activities League for the summer of 2015. Registration this year will be through My Spokane. The registration and flyer were shared community-wide in late April.

The most recent YPI session was held at the Martin Luther King, Jr. Family Outreach Center. OUTSpoken radio show staff observed the YPI session. Sergey Grankin wrote a blog about the experience. An excerpt from that blog follows:

In January 2014 Spokane Police Department started a program called YPI, an abbreviation for Youth and Police Initiative. The basic premise is that officers and policemen gather a group of teens, often one of impoverished, high risk or a minority group that struggles with the fuzz. These kids may have experienced arrests in the family or grew up in an environment where the cops were enemies, or even have experienced their own confrontations with the 5-0. The initiative then proceeds to interact with the youth in a way that builds connections, bonds and friendships between the youth and the police. My observations of one such session with the youth left me stunned.

A recess yard with a half court and hoop was filled with laughter, exuded energy and fostered camaraderie. Police men were playing basketball alongside African-American students of the nearby neighborhoods. Officers were sincerely talking and sharing jokes with young adults as if they had been good friends a while. Even during the official session where the youth and police circled up to talk about perspectives, the teens were connected and involved with friendly law enforcement officers. It was interesting to think how many of these kids were reluctant to come at first. Many looked forward to getting done with the talks sooner, and just promptly receiving their promised monetary reimbursement.

This experience shed a bit of light on what the situation and solution could possibly entail. A discussion about cooperation and escalated responses prompted an inner dialogue in my head. If you don't cooperate with an officer in a simple on scene confrontation, they may perceive you as a culprit or criminal, taking action to help straighten the situation and get answers. I was intrigued even more when both police and youth of the community talked about such a situation. Teens agreed that if you cooperate to simple questions, there will be no need to escalate or de-escalate any situation. Officers even stated that use of force is uncommon and most officers know when to use it appropriately. So maybe there are hot head officers in the nation that put a bad face on police as a whole, but there are certainly many who care to make a difference and change the world.

-Sergey Grankin



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

CYI Community Outreach activities in April included:

- Teaching at the Youth and Justice Forum
- “Think It Thursday,” Odyssey Youth Center
- Homeless Coalition
- “Excelerate Success”
- Promise Zone Designation monthly meetings
- Juvenile Court Coordination of Service presentations
- Reading to kids at the Martin Luther King Jr. Family Outreach Center every other week

Body Camera Implementation Project—Progress Update

Over the next several months, SPD will review use of the cameras and work to develop estimates on the video storage capacity and staff time to respond to record requests that a full body camera program would require. As of the end of April, SPD had received 93 requests for video footage. The Police Ombudsman Commission is in the process of forming a body camera stakeholder group. SPD will consult with that group to help with the process of creating a permanent policy governing body camera use. The policy will be revised and updated to reflect any forthcoming changes in state law addressing video footage and public records.

SPD will be training several dozen officers on Use of Force Report Writing / Body Camera training during the month of May, as 91 officers will begin wearing body cameras in June as part of SPD’s study with Arizona State University.

Implementation of DOJ Recommendations

Progress Report as of May 8, 2015

Recommendation 4.1: While the recent implementation of Blue Team software to document UOF incidents will potentially solve most issues with inaccurate reporting, SPD should still train its officers on the proper reporting of use of force tools and tactics used in an incident.

Supervisor Training:

Lt. Lundgren is heading up this recommendation, although this recommendation involves Internal Affairs and Training. On the IA side, Lt. Lundgren is working on an in-depth training on



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

IA procedures and Blue Team for supervisors. This training may take a while to develop as the training for supervisors will encompass so many things and be a hands-on training.

Also related to Blue Team training, Lt. Lundgren and the Training Cadre made changes to improve the supervisor's use of entering a Use of Force report in Blue Team. The group agreed on many changes to the list of drop-down menus that will allow supervisors to easily track more variables in each use of force incident. Lt. Lundgren will go over the changes in Blue Team and the implementation of the new Early Intervention System when he leads the IA supervisor training. That training is expected to take place in a few months, after relevant policy changes have been officially approved. In the meantime, Technical Assistance Response Unit (TARU) staff trained all supervisors on the use of Evidence.com to view videos associated with administrative use of force reports.

Officer Use of Force Report Writing:

On the Training side, Lt. King explained how they will meet the goal of training every officer on proper UOF report writing. Although officers have had use of force report writing as an in-service training, that training was a shorter block than the 8-hour course we have now. As officers are outfitted with body cameras, they will attend an all-day scenario-based training on use of force report writing and body cameras. During the training, officers go through scenarios wearing the body cameras, write reports, review the video footage, examine how well the report documents the incident, and learn to improve their report writing. As SPD gradually phases in body cameras, each team will be trained. Use of Force Report Writing Training for officers is currently taking place and approximately half of patrol officers will have the training by the end of June.

Recommendation 4.2: The supervisor of an officer involved in a deadly force incident should always complete a Blue Team Use of Force Report for the incident.

Lt. Lundgren is the point person for this recommendation. He met with Guild representatives on February 3, 2015, to make sure that there were no issues with implementing this recommendation.

This recommendation involves two policies: Officer-Involved Shooting Policy (Policy 310) and Use of Force Policy (Policy 300). Lt. Lundgren included the instructions in the Officer-Involved Shooting Policy (Policy 310) and inserted the verbiage "Internal Affairs shall complete the Blue Team Use of Force Report for any incident involving deadly force" into the draft Use of Force Policy (Policy 300).

Draft policies 310 and 300 are currently under review with the City Attorney's Office.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Recommendation 4.3: The SIRR team should develop a common template for all deadly force incident files.

Working with the SIRR team, Lt. Wohl created an investigative case file format. The proposed format was shared with other deadly force investigation stakeholders such as the Prosecutor, OPO Attorney, and SPD's Training Unit. Stakeholder feedback has been positive. Lt. Wohl advised that as soon as the documents were complete and signed off by SIRR, he would forward the documents to Kathy Armstrong.

Before the recommendation is considered complete, SIRR will need to update the protocol to reflect adoption of the new format. DOJ will also need to review deadly force files where the investigative case file format is used.

Recommendation 4.4: SPD should develop a formal way to track the investigatory (criminal and administrative) process and include this tracking sheet with every deadly force file.

Lt. Wohl confirmed that the investigative case flow document was created. He explained, "This will be in the front of any case file, showing when and to who the case was forwarded onto." The proposed document was shared with other deadly force investigation stakeholders such as the Prosecutor, OPO Attorney, and SPD's Training Unit. Stakeholder feedback has been positive. He advised that as soon as the documents were complete and signed off by SIRR, he would forward the documents to Kathy Armstrong.

Before the recommendation is considered complete, SIRR will need to update the protocol. DOJ will also need to review deadly force files where the investigative case flow sheet is used.

Recommendation 4.5: SPD should include all supporting documentation (e.g., photos, radio transmissions) in all non-deadly use of force files, and these complete files should be saved electronically in one location. SPD should audit these files annually in order to ensure that they are complete.

Lt. Lundgren is currently working with external partners County Forensics and the Prosecutor's Office to determine how Internal Affairs can have all photos in a timely fashion loaded into Blue Team; however, there are issues with custody that will require a few meetings. Part of the Evidence.com training mentioned above (Recommendation 4.1) is instructing all SPD supervisors and command staff in the proper way to memorialize all video evidence for non-deadly force investigations.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

The audit of 2014 use of force files was completed February 5, 2015 by Program Manager Kathy Armstrong. No major issues were identified. The audit's findings were memorialized in a memo.

Recommendation 4.6: SPD should consult with the city of Spokane's use of force commission to clarify and define their request for a cultural audit and to determine if a further examination of the department's culture is necessary.

Chief Straub and the Use of Force Commission discussed this issue on February 13, 2015. The Use of Force Commission acknowledged that a culture shift had already taken place in some areas. The Use of Force Commission has referred the matter to Chief Straub.

Recommendation 4.7: SPD should analyze use of force reporting data on a semiannual basis and before and after major policy or procedure changes in order to identify trends and quickly remedy any issues through remedial training or discipline.

The 2014 Use of Force Comprehensive Analysis was completed on February 10, 2015. On February 11, Lt. Lundgren and Kathy Armstrong shared the analysis with the Training Director and subject matter experts. After their input was incorporated, Tim shared it with Command Staff on February 16.

On March 11, Kathy received feedback from CNA regarding the analysis and will implement feedback in future (2015 mid-year) reports. Kathy and Lt. Lundgren will include information on the report in the updated IA SOPs.

In addition to the analysis done by the Office of Professional Accountability, WSU researcher Steve James will examine use of force data and other related data for further analysis over the next few months.

Recommendation 4.8: SPD should continue to publish annual use of force reports and release these reports to the public.

The Use of Force Comprehensive Analysis is complete. It was shared with the public safety committee during the February 17th meeting. On February 18, it was posted to the website, emailed to outreach contacts, and emailed to the Office of Police Ombudsman. It will also be shared with the community through meetings, such as Director Schwering's outreach presentations.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

The week of February 23-27, Kathy sent it to all of the Chief's Office outreach contacts as well as Director Schwering's contacts and every neighborhood council. At CNA's suggestion, the report is now posted in two different places on the City's website.

After sending the document to over 100 contacts/organizations, Kathy received feedback three times. One reply was a message of appreciation and support for SPD, and the other two were just friendly exchanges. No community stakeholders responded to any of the content.

Recommendation 4.9: SPD should further examine the patterns of behavior for officers with a high frequency of use of force incidents. This additional examination should be conducted every four years.

Sgt. Braun's draft was sent to the Training staff for their input on February 17 and sent to CNA on March 10 for their guidance. Sgt. Braun and Kathy Armstrong incorporated CNA input and continue work on the original draft, which was sent to CNA for review on April 23.

Recommendation 5.1: SPD executive leadership should hold meetings with their personnel to discuss the changes, the intended strategy, the reasoning behind the changes, and the impact of these changes and to reaffirm the department's overall mission.

Chief Straub discussed internal communication with every member of the department through in-service training that took place April 2015. Kathy sent all the in-service rosters and evaluations to CNA on April 29.

Recommendation 5.2: Manuals outlining the training and learning requirements, transitional period, and mentoring opportunities for all promotions to supervisory-level positions should be updated or developed.

Assistant Training Director Sergeant Overhoff has been tasked with forming committees to provide input for the different supervisory-level positions, starting with Sergeant training. He is currently working with several department resources to design Sergeant training for the rest of the year. Sgt. Overhoff is currently working on the promotional mentorship program with a syllabus that will cover pre-promotion and a 6 month probation post-promotion FTO program. The syllabus is being extensively researched and developed through other departments and exterior resources in order to achieve best practices. Kathy sent Sgt. Overhoff's first draft to CNA on May 13.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Recommendation 5.3: The SPD leadership should emphasize the importance of procedural justice policing practices and provide additional training on these topics.

Lt. King sent several employees to DOJ COPS Office Procedural Justice training in spring 2014. On February 25, it was confirmed that SPD will be providing the Procedural Justice training to all uniformed personnel through the April 2015 in-service.

Chief Straub facilitated the Procedural Justice training. Kathy sent the class materials and attendance rosters to CNA at the end of in-service training on April 29.

Recommendation 6.1: SPD should formalize the EIS notification process and include the officer's supervisor, IA, the officer's union representative, and executive leadership in this notification process.

Lt. Lundgren met with the Spokane Police Guild leadership on February 3, 2015, to discuss this recommendation. He also provided the Lieutenants and Captains Vice President with a copy of all recommendations and requested input on February 3rd. They will be discussing this issue and many others with their attorney.

Kathy Armstrong and Lt. Lundgren reviewed EIS policies from six other law enforcement agencies and the IACP's model agency. On February 27, Kathy met with Mary Muramatsu, SPD's legal advisor, to discuss the formation of the policy. Lt. Lundgren composed a draft on February 28th and shared it with the other IA staff.

Kathy and Lt. Lundgren shared the draft policy with the training staff on March 3rd and incorporated more of their feedback. Kathy and Mary Muramatsu had a follow up meeting the next day. Kathy met with Erin Jacobson at City Legal on March 25 to further review the draft policy.

The draft policy was reviewed by CNA and is currently under review by the City Attorney's Office. A second version will be sent to CNA in the next few weeks.

After the policy is formally approved, Lt. Lundgren will educate SPD staff about the EIS during his training for supervisors.

Recommendation 6.2: SPD should expand the type of information its EIS collects, such as sustained complaints and completed training.

The requested information was written into the draft policy. Please see Recommendation 6.1.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Recommendation 6.3: The SPD should adjust the triggering criteria in its EIS from six to four use of force incidents per officer per year.

At the first of the year, Lt. Lundgren instructed Michelle Reiner, the IA Secretary who tracks material for the EIS, to change the triggering criteria. The requested information was written into the draft policy. Please see Recommendation 6.1.

Recommendation 6.4: SPD should establish both periodic and ad hoc procedures to update its policy manual to ensure that it is consistent with departmental practices.

Lt. Lundgren is in charge of this recommendation. All new policies and modifications to existing SPD policies are now approved by the City Attorney's Office. Sgt. Dashiell and Lt. Lundgren have begun the process of making several ad hoc policy changes as well as systematic Lexipol updates with the assistance of Mari Odle. The new process is working very well.

Lt. Lundgren is working on a policy memorializing the process for policy updates.

Recommendation 6.5: SPD should immediately update its UOF policy to ensure that it is comprehensive and consistent with the departmental practices.

After several meetings between Internal Affairs and the Defensive Tactics Cadre, the draft policy was sent to the City Attorney's Office for review. The City Attorney's Office will provide an extensive review of the policy.

Recommendation 7.1: SPD should revise policy 208 to ensure that it reflects current departmental practices and requirements for use of force training.

Lt. King and the Defensive Tactics Cadre have been tasked with this recommendation. Progress is ongoing, as they work with consulting WSU researcher Steve James. On March 5, Steve James shared the new lesson plan template they developed. Lt. King advises that the work on this policy is ongoing.

Recommendation 7.2: SPD should establish a committee to evaluate and determine department-wide training needs and develop an annual training plan.

Assistant Chief Dobrow established a committee for long-range planning, comprised of external partners, criminal justice training experts, and SPD personnel. The first Training Plan Committee



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

meeting took place February 12, 2015, and they met again on February 27. The Training Plan is still a work in progress.

Recommendation 7.3: SPD should develop a data collection and evaluation capacity for training conducted throughout the department and should use the data captured to identify and proactively address any training deficiencies.

Lt. King is working with Deputy Director Sarah Lynds to discuss plans to purchase the data collection software. On March 13, Sarah advised that she was not sending out an RFP yet and that City IT is handling the purchasing process. The process of purchasing software is ongoing.

Recommendation 7.4: SPD should re-examine its policies, procedures, and training on the use of the LNR and require a deadly force review every time a level 2 LNR is used.

Lt. King and the Defensive Tactics Cadre have been tasked with this recommendation. The draft policy (part of the Use of Force policy) is under review by the City Attorney's Office.

Recommendation 7.5: SPD should update its rifle policy and provide officers with explicit and more detailed guidance on the proper deployment of rifles.

The draft policy is under review by the City Attorney's Office. The review is expected to be extensive.

Recommendation 7.6: SPD should institutionalize the CIT training by updating its training policies to reflect the CIT recertification requirement.

On February 27, 2015, Lt. King met with Sergeant Waters at SPD and Staci Cornwell of Frontier Behavioral Health, a mental health subject matter expert, to develop the recertification requirement. Lt. King reported that the meeting went well. They came up with a great plan for the recertification. Instead of it being classroom-based, it will be a practical experience of officers working at the mental health call center, working alongside mental health professionals. It will allow for collaborative problem-solving and relationship-building with the MHPs as well as give the officers a practical application to use and build upon their existing knowledge and skills.

CIT refresher training will be provided every two years and will consist of four hours. The requirement and lesson plan was shared with the department on April 15, 2015. CIT refresher



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

training has begun. The recertification will also be addressed in the Training Plan, when it is finalized.

Recommendation 8.1: SPD should mitigate the delay caused by the county prosecutor by formalizing its new process and beginning the administrative investigation after the SIRR team completes its criminal investigation.

Lt. Lundgren has been tasked with this recommendation. He initially met with the bargaining units on February 3, 2015. Lt. Lundgren advised that the Chief's Office and bargaining units need to discuss this further before we can work on a new policy.

Recommendation 8.2: SPD should expand the scope of the ARP finding determinations to allow panel members to vote on officer tactics and decision-making and policy violations outside the use of force

On February 5, 2015, Lt. Lundgren provided the Spokane Police Guild and the Lieutenants and Captains Association with a copy of the Las Vegas Collaborative Reform Process. The document contains some insight as to how the voting process works for LVPD. The bargaining units are currently reviewing this information as it changes the ARP process which is a component of the disciplinary system. Lt. Lundgren advised that the Chief's Office and bargaining units need to discuss this further before we can work on a new policy.

Recommendation 8.3: SPD should update the policy manual to ensure that it accurately reflects the current ARP process and provides detailed guidance on the roles and responsibilities of each ARP member.

Lt. Lundgren will be working on developing this policy after implementation of 8.2 which covers changes in the process.

Recommendation 8.4: SPD should develop a system to track the information exchange between the Office of Professional Accountability and the supervisors who are in charge of ensuring that the recommendations are implemented.

Lt. Lundgren assigned IA Sgt. Staben to this task. Sgt. Staben provided a draft on March 10, 2015. Lt. Lundgren approved it. Sgt. Staben sent it out to all supervisors on March 18, 2015. It was sent out as a Training Bulletin to the entire department on April 9th, 2015. This recommendation is complete.



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Recommendation 8.5: SPD should formally document the UOFRB's policies and outcomes and should collectively review non-deadly use of force incidents on a monthly basis.

The UOFRB policies and outcomes are included in the Use of Force Policy, Policy 300, which is under review by the City Attorney's Office. After the policy has been approved, the UOFRB will be formally implemented.

Recommendation 8.6: Although civilian members (e.g., the ombudsman, SPD director of strategic initiatives) are included in the DFRB, SPD should also include the ombudsman in the D-ARP.

This recommendation will require consult with the Spokane Police Guild and Lieutenants and Captains Association as it constitutes a change in the Ombudsman's role as per the agreements with both bargaining groups. This matter was referred to Chief Straub to discuss at labor-management meetings.

Recommendation 8.7: SPD should reassess the purpose and goal of the DFRB to ensure that it both provides transparency and maintains its ability to effectively assess tactics, training, and equipment after a deadly force incident.

Lt. King shared the draft DFRB policy with the Training Cadre and with Internal Affairs for input. The draft policy was sent to the City Attorney's Office and to CNA for review on May 12.

Recommendation 8.8: SPD should formalize the new IA training requirements and guidelines in the department's policy manual and communicate these changes to the department and community stakeholders.

Lt. Lundgren is working on this project, as described in Recommendation 4.1. Lt. Lundgren will communicate the training requirements to other members of the department by disseminating the new policy department wide upon adoption. Director Schwering will share the new requirements with the public during his continuing outreach efforts and public meetings.

Recommendation 10.1: SPD should sustain and institutionalize these outreach efforts by establishing a continued community outreach strategy and plan.

Lt. Tracie Meidl has met with her staff and with Kathy Armstrong on January 28, 2015. After several more meetings, they developed a community outreach strategy draft. The draft was



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

shared with executive staff on February 27. Lt. Lundgren shared it with supervisors on March 10 and asked for input. On March 10, Kathy shared the draft with the Police Advisory Committee and the Office of Police Ombudsman and Commissioners. On March 11, Lt. Tracie Meidl and Assistant Chief Selby Smith shared the outreach draft with the members of the Inland Northwest Business Association. Kathy has continued to share the draft with community stakeholders such as SPD's youth outreach partners, Spokane Public Schools, the YWCA, Skils'kin, OutSpokane, League of Women Voters, the Chair of the City of Spokane's Human Rights Commission, Lutheran Community Services, SPD's Mental Health Steering Committee, and all the neighborhood councils. Stakeholders have offered helpful feedback.

The final version of the community outreach strategy was shared with SPD's contacts and was posted to the website.

Recommendation 10.2: SPD should leverage existing or past outreach programs to increase its active engagement with the community.

In order to offer more public forums to the community, Kathy emailed outreach contacts to share the Police Advisory Committee public meeting on March 19. She also asked Lt. Meidl to share the information. Monique Cotton, Director of Communication and Public Information, shared the public meeting information through social media.

As far as expanding past outreach programs, Lt. T. Meidl and her team are planning a continuation or expansion of all of their current outreach programs. At the request of participants and community leaders, the Police Activities League (PAL) is starting in two other neighborhoods, Hillyard and West Central. Kathy shared the PAL flyer and registration form with CNA and all of the outreach contacts.

Lt. Meidl and Kathy shared the completed surveys of youth outreach with CNA. Kathy provided a summary of the 2014 PAL end-of-season survey. 28 youth completed the survey at the PAL end of season barbecue. The average age of respondents was 10. 64% were male, 32% were female, and 7% did not indicate gender. 15 respondents were African-American; 4 were Caucasian; 4 were Biracial; 2 wrote "American;" 2 did not indicate race; 1 wrote Hispanic. Of the Biracial respondents, one indicated Native/Black, one indicated Black/White, and two indicated Black/Hispanic/Caucasian.

92% agreed, "I believe Police Officers are mostly fair to the youth who live in my neighborhood."

93% agreed, "I trust the officers who patrol my neighborhood."



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

93% agreed, “If I had a problem at school or in my neighborhood, I would feel comfortable asking a Police Officer for help.”

88% agreed, “This program helped me to trust Police Officers.”

88% agreed, “I feel the Spokane Police Department respects me.”

92% agreed, “I feel the Community Leaders (coaches) respect me.”

Recommendation 10.3: Similar to its media academy, SPD should hold a citizen’s academy on an annual basis.

The Citizens Academy started on May 6, 2015. Kathy will send the roster and evaluations to CNA after graduation.

Recommendation 10.5: SPD should conduct a staffing analysis to determine if the department is meeting its operational needs and has an adequate amount of staff to ensure its continued mission, objectives, and community policing principles.

The Office of Justice Program’s Diagnostic Center will be providing technical assistance to SPD regarding workload analysis. Kathy sent the intake forms to the Diagnostic Center on May 4, 2015 and the Diagnostic Center will soon be scheduling a Resolution Intake Panel. Using the Diagnostic Center rather than a private firm is cost-effective, as bids for similar work at other agencies ran between \$40,000-80,000, and the Diagnostic Center does not charge any fees. The Diagnostic Center also works closely with other Department of Justice units.

Recommendation 10.6: The SIRR should revise its media relations protocol to ensure that the agency involved in a deadly force incident is allowed to release appropriate information after a deadly force incident. In addition, SPD should continue to utilize and improve virtual and more traditional methods to maintain communications with interested community stakeholders after a critical incident.

On March 10, Director Cotton advised that she will be meeting with the SIRR Team and will bring up the revision suggestion. SPD has a Critical Incident Communication Protocol which shows the communication steps following a critical incident, providing a guide for consistent and ongoing communication with the community following a critical incident. She can suggest similar guidelines for other agencies and suggest the drafting of a SIRR Critical Incident Communication protocol. She will also be discussing a draft template for a SIRR team news release to help to promote consistent and prompt communication with the community following



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

a critical incident. She said she will remind SIRR group members to use this template and will re-distribute at the next meeting.

Director Cotton met with the SIRR supervisors on March 31 to discuss Recommendation 10.6. Director Cotton shared her draft template for a SIRR team news release to help to promote consistent and prompt communication with the community following a critical incident. She will be developing a modified version for all the SIRR team agencies to use. SIRR will be updating their protocol to reflect the official ability for a representative of the agency involved in a critical incident to give an initial statement and send out an initial news release based on the official's initial statement. Director Cotton will draft a template with suggested releasable information which the official and the initial can include in order to provide the community information following a critical incident, while not jeopardizing the investigation. Additionally, all agencies plan to post these news releases on their websites.

As Director Cotton started a new position with the Parks Department, Kathy will follow up with the newly-selected Public Information Officer regarding this recommendation at the end of May.

Recommendation 10.7: SPD should routinely survey the community to measure increased police-community relationships, increased understanding of police procedures, and organizational changes and to evaluate police-initiated programs like the PAL.

This recommendation is ongoing. At the advice of DOJ, SPD will be implementing the CP-SAT in late 2015/early 2016. In addition to the CP-SAT, SPD is looking into the possibility of a city-wide survey later in the year. In late April, Kathy Armstrong administered a community partners survey to several agencies that work closely with SPD (e.g., schools, hospitals, mental health professionals, law enforcement agencies, City and County public defenders and prosecutors). The survey results were very positive and provided helpful feedback.