



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Office of Professional Accountability

August 2015 Report

**Public Safety Committee Briefing
September 21, 2015**



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Officers Successfully De-Escalating Situations

Chief Straub,

I am writing to commend the professionalism of Officer David Stone and the other SPD officers [Aaron Kirby]. These officers responded to a mental health crisis of a young man that was very paranoid and delusional due to his refusal to take his medications. This is common with individuals who have mental illnesses. Family members and friends were concerned for the safety of this young man and others in the community should he not be hospitalized.

This young man was cornered by family members and friends at a friend's house. It was quite obvious this man would not go voluntarily with family to the hospital for treatment and stabilization. SPD was called. All of the officers acted in a caring and professional manner to help with this mental health crisis. The officers worked hard to de-escalate the situation. Eventually, AMR was called and the man was transported against his will to Sacred Heart Hospital with minimal force with no injuries to anyone.

Again, KUDOS to you and the men and women of the Spokane Police Department.

-Ron Wright

Selected Excerpts of Officer Commendation Letters

Our daughter was recently a victim of a vehicular assault... The professionalism and compassion shown by the Spokane Police Department in handling this incident is noted. All officers with whom we interacted showed exemplary behavior and conducted themselves above and beyond our expectations. Please let their superiors know we are grateful for their service to our community.

-K.S.

I had a jury trial yesterday. It was a DUI affected by case. Officer Julian Cedeno was the investigating officer. I wanted to personally let you know about the amazing job he did. He met with me in advance to prep, and responded to all my last minute trial emails. It was his first trial testifying and he did great. He followed all of my advice and answered the questions with confidence. The jury came back with a Guilty verdict in 9 minutes.

-Mubarak Abdur Raheem, Assistant City Prosecutor, Spokane

Officer John O'Brien, Thank you for helping E. off the Monroe Street Bridge a few months ago. Thanks for all the hard work and love that you gave us all. We appreciate you.

-Caryn and Jeanne



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I must, really MUST, somehow get a HUGE Thank You to the Spokane Drug Enforcement Team which shut down a HUGE problem on my street. I am overwhelmed with gladness. It's hard to express the enormous sigh relief some of us feel. We can breathe a little easier, but will stay vigilant.

-Signed 2100, 2200, 2300, Block residents of West Mallon and West Dean

I was involved in a traffic incident... The incident was investigated by Officer Aaron Childress of your department. Officer Childress was polite, pleasant and very competent. If I were not retired, Officer Childress is the type of officer that I would want working under my command.

-Captain Don Manning, Retired, Spokane County Sheriff's Office

Dear Matt [Officer Matt Rose], I would like to take this opportunity to thank you for an excellent presentation during WAPA's Support Staff Training in Spokane. The evaluation forms were all very positive. There were several comments on your excellent presentation skills, and how "awesome" you were. We appreciate the time and energy you put into making your presentation. It is obvious that you played an enormous part in making our program a success.

-Amber Haslett-Kirn, Training Coordinator, Washington Association of Prosecuting Attorneys

The Renton Police Department responded to a brutal home invasion robbery. The victims were elderly and they were severely beaten. Our investigators were able to identify a suspect, living in Spokane. Detective Kordel was very grateful for the assistance he received from Spokane Police Department. Officer Carrol assisted Detective Morris with the suspect's booking. Sergeant Preuninger next assisted by involving his entire squad and Renton Detectives with the service of the search warrant. Once the residence was secure, Sergeant Preuninger provided our detectives with scene security until they were done serving the warrant. After the detectives left Spokane and returned to Renton, Detectives Lonnie Tofsrud and Greg Thieschafer reached out to Detective Kordel and offered further assistance. They helped by researching, checking on video, and obtaining Spokane County Jail phone calls. When Detective Kordel obtained another search warrant for the Spokane residence, Detective Thieschafer offered to service to avoid a return trip to Spokane. As a result, Detective Thieschafer recovered more evidence and had his evidence unit send it to Detective Kordel. On behalf of the Renton Police Department, I would like to offer our thanks and gratitude to the members of your department that provided outstanding service in this case.

-Kevin Milosevich, Chief of Police, Renton Police Department

The ladies who helped me today at the Records Department were very friendly, professional, and efficient. My compliments on a job well done!

-Alice M. Galeotti



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Internal Affairs Unit Update

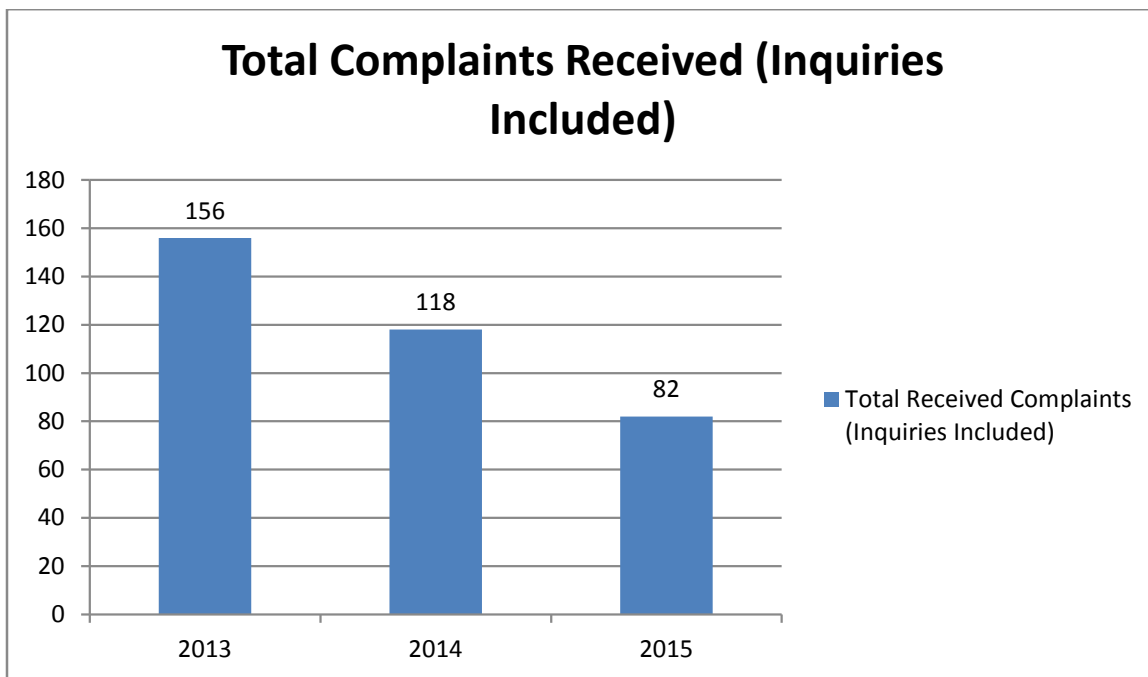
2015 January 1st through August 31st Complaints

Complaints Received:

Total: 82

Closed Out as Inquiries: 55

IA Complaint Comparison



2015: We received 82 total complaints (55 of those are inquiries) during the first eight months of 2015, **30% fewer complaints than the same time frame in 2014 and 47% fewer than 2013.**

2014: We received 118 total complaints (68 of those were inquiries) during the first eight months of 2014, **24% fewer complaints than the same time frame in 2013.**

2013: We received 156 total complaints (67 of those were inquiries) and 14 Citizen Inquiries during the first eight months of 2013.



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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: 42
Received by the Spokane Police Department	Total: 40
Internally Generated by the SPD	Total: 9

Categories of Complaints**

Allegations associated with **Citizen Complaints** received between January 1st and August 31st, 2015. **Note: Some investigations involve multiple allegations.

Allegation	Number
Accidental Firearm Discharge	1
Biased Policing	1
Burglary	1
Careless Handling of Equipment	1
Conduct Unbecoming	1
Collusion between CPS and Crime Check	1
Crime (Assault)	1
Demeanor	13
Did not like radio traffic	1
Disclosure of Confidential Information	1
Driving Complaint	7
Duplicate complaint sent to OPO	1
Excessive Force	4
Fail to Provide Name and Badge Number	1
False Arrest	2
False Statement	3
Harassment	2
Lack of or Inadequate Response	35
Improper Parking	1
Insubordination/Dereliction of Duty	1
Investigative Review	1
Fail to Report Domestic Violence	1
Misuse of Public Funds	1
Off Duty Action/Use of Force	1
Racism	1
Sexual Harassment	1
Trafficking Stolen Property/Planting Evidence	1



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Improper Search/Seizure	4
Unknown	2
Unlawful Access of Law Enforcement Database	1
Unlawful Entry	1
Unprepared for Demands of Office	1

Current Status of 2015 Cases

Status of Allegations	Number
Exonerated	3
Sustained	1
Not Sustained	2
Unfounded	1
Training Failure	1
Resigned prior to Termination	0
Administratively Suspended	11
Changed to Inquiry	55
In Compliance	1

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

Administratively Suspended- A complaint that is closed because the investigation is unable to proceed any further due to circumstances outside the control of the investigator (i.e., Involved officer quits/retires, complainant does not cooperate with the investigation, complaint involves the elements of a crime and investigation could jeopardize prosecution, investigative leads are exhausted and no evidence of wrongdoing was uncovered, etc.)



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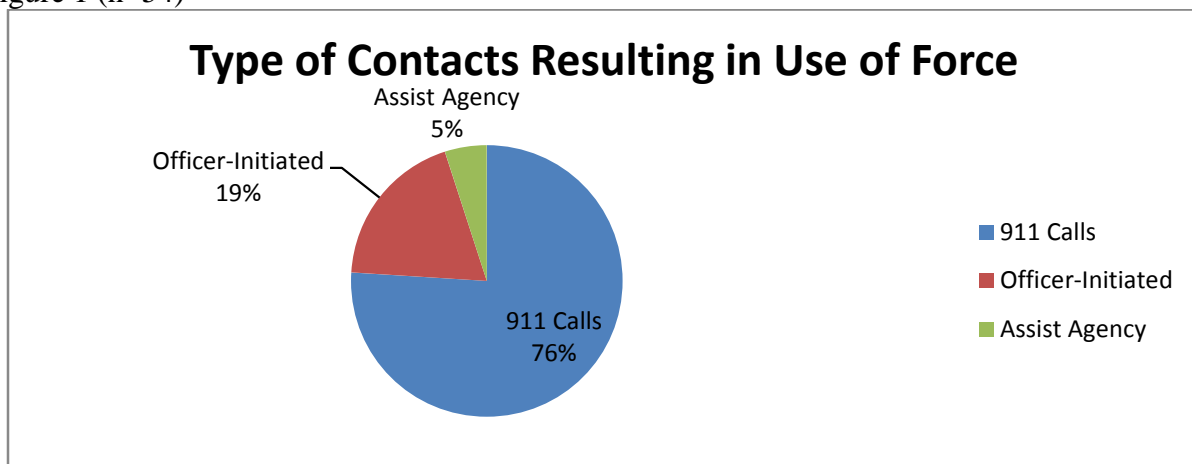
Use of Force Update: Mid-Year 2015

Total Incidents

In the first six months of 2015, Spokane Police Department officers used non-deadly force in 54 incidents out of 71,500 documented contacts with individuals in the community; 3,950 of the contacts involved arrests, 1,540 involved warrant arrests, and 5,974 involved citations. Reportable force was used in less than 0.076% of citizen contacts. One non-fatal deadly force incident occurred in the first six months of 2015. This rate is comparable to 2014; 56 use of force incidents occurred during the first six months of 2014.

Type of Contact

Figure 1 (n=54)



76% of use of force incidents resulted from officers being dispatched to 911 calls rather than officer-initiated activity. In 19% of incidents, the officer initiated contact. Some examples include serving a warrant, an officer on foot patrol witnessing a fight outside a nightclub, an officer following up on a stolen vehicle, and three traffic stops. 5% of calls involved officers assisting another agency. See Figure 1. Officers were being dispatched to 911 calls in 86% of the incidents during the same time frame in 2014.

Domestic Violence-related calls were the most common type of call resulting in a reportable use of force. DV-related calls (include a wide variety of classifications from DV protection order violations to DV Assault) made up 18% of incidents. Other common types of calls resulting in force included serving a court-ordered warrant (9%), and Person with a Weapon (7%). Analysis of use of force incidents has determined that Domestic Violence-related calls are the most common type of call resulting in force over the past seven years. The Training Unit has strategically planned training addressing this issue, incorporating Domestic Violence situations into Reality-Based Training for officers.



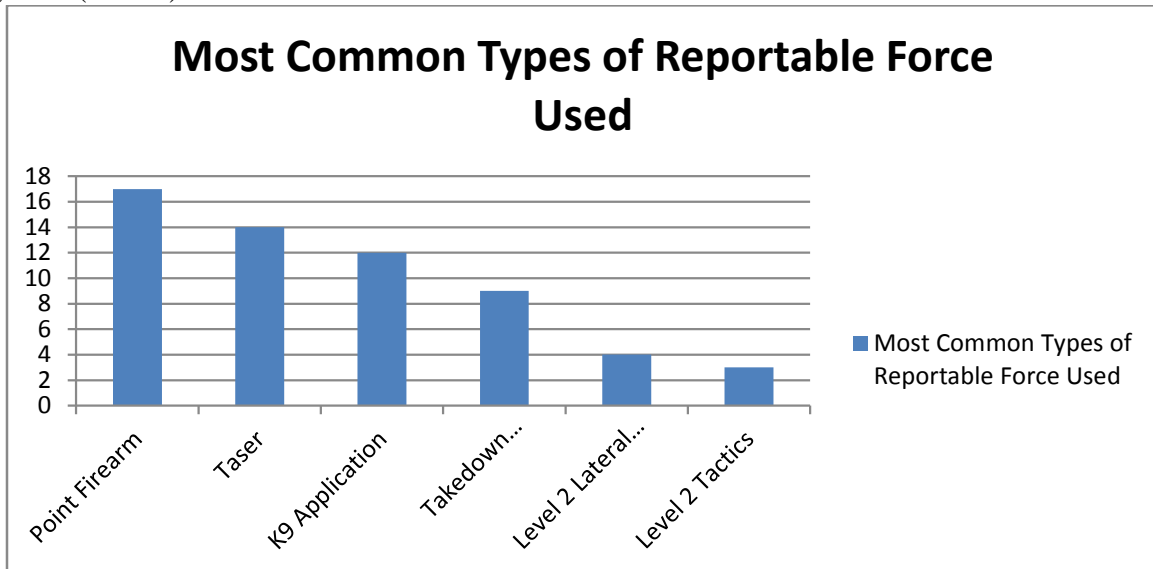
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Type of Force Used

Figure 2 (n=102)



Many of the incidents involved multiple officers and more than one type of force. For example, while taking a subject into custody, one officer might use a Takedown Technique while another officer used a Taser. In the first six months of 2015, pointing a firearm (the “draw and direct” technique) was the most frequent type of reportable force used, which was also the case during the same time period in 2014.

Spokane Police officers are required to document the circumstances of use of force incidents and identify a reason that force was used. The most common reason (32% of incidents) was that a suspect was fleeing from a Felony arrest. The subject was resisting arrest in 25% of incidents; assaulting officer/s in 18% of cases; and threatening to harm others in 16%. The subject was fleeing a Misdemeanor arrest in 4% of incidents. 5% of incidents involved multiple reasons.

For more information:

Please refer to *SPD Comprehensive Analysis of Reportable Use of Force Incidents Mid-Year 2015* for a more in-depth analysis.

The analysis and individual use of force reports are available on SPD’s website at the following link: <https://my.spokanecity.org/police/accountability/use-of-force/>

For more information, contact Program Manager Kathy Armstrong at (509) 835-4519 or karmstrong@spokanepolice.org.



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Officer-Involved Shooting Incidents Update

Many cases are pending a Deadly Force Review Board (DFRB) before they are closed out. 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 is in the process of updating the DFRB policy with DOJ but will be scheduling the DFRBs beginning October 2015.

IA14-003 (Status: Pending DFRB)

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 released their findings May 11, 2015. The case went to the Administrative Review Panel (ARP). This case has been completed and reviewed through all levels and is waiting for a Deadly Force Review Board (DFRB).

IA14-017 (Status: Pending DFRB)

Incident 14-92522 took place March 26, 2014 at 1527 W. Grace. The County Prosecutor’s Office completed their review and presented their findings on February 27, 2015. The case went to the ARP. This case has been completed and reviewed through all levels and is waiting for a Deadly Force Review Board (DFRB).

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).

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.

F15-039 (Status: Under SIRR Investigation)

Incident 15-149064 took place May 6, 2015 at 5527 N Ash. The case is still under investigation by the Spokane County Sheriff’s Office.

F15-061 (Status: Under SIRR Investigation)

Incident 15-257577 took place July 27 2015 at 4120 N. Division. The case is still under investigation by the Spokane County Sheriff’s Office.

F15-067 (Status: Under SIRR Investigation)

Incident 15-274070 took place August 8, 2015 at 616 E. Sanson. The case is still under investigation by the Spokane County Sheriff’s Office.



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Emergency Response Unit (ERU) Mid-Year Update

The SPD ERU Team was activated a total of 37 times from Jan. 1st 2015 to June 2014, which is comparable to total activations for the first six months of 2014. Below is a list and explanation of the number and types of ERU activations. The activations do not account for on-duty ERU members responding to and resolving problems while on patrol.

- Warrant Service -10*
- Barricaded Subject-10
- High Risk Arrest- 8
- Security Detail- 9

*These operations include warrant service for other SPD Units (SIU/Major Crimes/Regional Drug Unit, etc.) as well as outside agency requests (WSP/Federal agencies).

During activations, ERU medics provided life-saving treatment to six victims.

In addition to responding to high-risk situations, SPD's ERU provides training on topics such as Emergency Response, Rescue, Hostage Rescue, Active Shooter, and Mass Casualty Response to outside entities.

During the first six months of 2015, ERU provided training to training to other public safety agencies, such as:

- (a) The U.S. Marshal Service
- (b) Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)
- (c) Homeland Security
- (d) U.S. Border Patrol
- (e) Liberty Lake Police Department
- (f) Pullman Police Department
- (g) WSU Police
- (h) Spokane City Fire Department
- (i) Spokane County Fire Department
- (j) Cheney Fire Department
- (k) Airway Heights Fire Department

ERU also provided training to local daycare centers, Spokane Public Schools, private schools not affiliated with District 81, church security offices and security offices for River Park Square and Northtown.

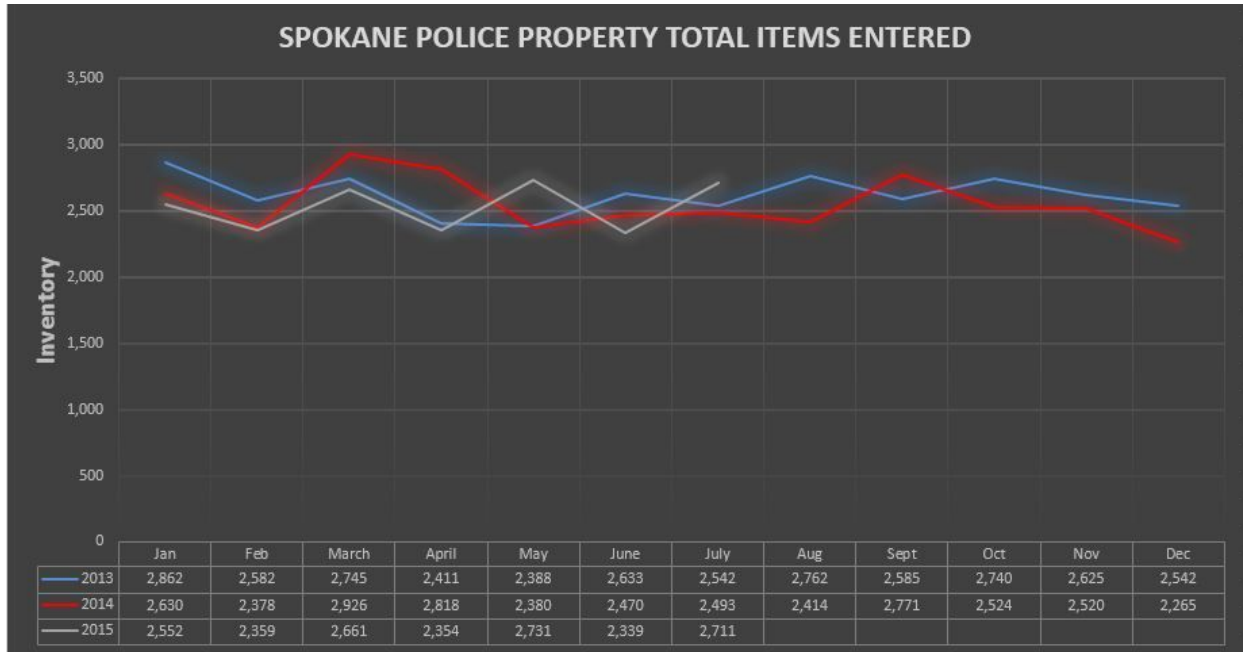


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Property Unit Update





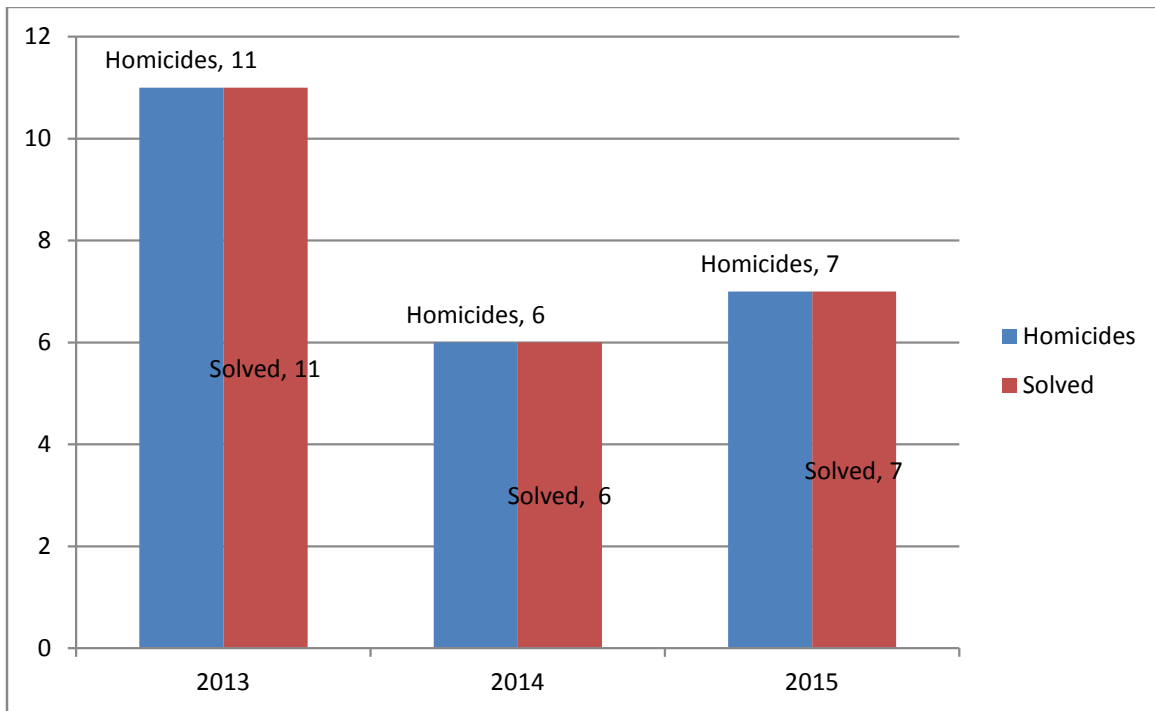
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Investigations Update

Homicide Rates Comparison: January 1-August 31



In comparison to the same time frame in 2013, there were 45% fewer homicides in 2014 and 36% fewer in 2015.

SPD Investigations solved 100% of the homicides during the first eight months of the year during 2013, 2014, and 2015.

According to FBI data for 2013, only 64.1% of homicides were cleared across the nation.

https://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2013/crime-in-the-u.s.-2013/offenses-known-to-law-enforcement/clearances/clearancetopic_final



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Homicide Statistics from January 1, 2015 to August 31, 2015

Total Homicides: 7

Homicides Solved: 7

Clearance Rate: 100%

Date	Location	Victim	Suspect	Status
01/14/2015	Downtown Motel	White Female Age 34	White Male Age 36	Solved
01/25/2015	5 th / Hatch	Black Male Age 32	#1: Black Male Age 29 #2: White Male Age 49 #3: White Male Age 36 #4: Black Male Age 29	Solved
03/19/2015	7 th /Helena	Black Male Age 26	Hispanic Male Age 26	Solved
03/24/2015	Diamond/Haven	White Male Age 22	White Male Age 28	Solved
05/26/2015	Northwest Accessories	Hispanic Male Age 17	#1: Black Male Age 25 #2: Asian Female, Age 28	Solved
07/19/2015	Hamilton/Ermina	White Male Age 51	Hispanic Male Age 50	Solved
07/21/2015	5 th /Altamont	Black Male Age 45	White Male Age 27	Solved

Victim Demographics

The majority (86%) of victims were male. 43% of the victims were White/Caucasian. 43% of the victims were Black/African-American. 14% of victims were Hispanic. The average age was 34.

Suspect Demographics

The majority (90%) of suspects were male. 45% of the suspects were White/Caucasian. 27% of suspects were Black/African-American. 18% of suspects were Hispanic. 9% were Asian. The average age was 33.



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Homicide Statistics from January 1, 2014- to August 31, 2014

Total Homicides: 6

Homicides Solved: 6

Clearance Rate: 100%

Date	Location	Victim	Suspect	Status
01/03/2014	Astor/Carlisle	White Male Age 48	White Male Age 25	Solved
02/28/2014	Knox/Maple	White Male Age 30	#1: Hispanic Male Age 40 #2: Hispanic Male Age 26 #3: White Male Age 33 #4: White Male Age 23	Solved
04/29/2014	Standard/Jackson	White Female Age 45	White Male Age 37	Solved
06/07/2014	STA Plaza	White Male Age 49	White Male Age 40	Solved
07/08/2014	Deaconess	White Female Age 30	White Male Age 37	Solved
8/10/2014	Howard Johnson	White Male Age 32	Hispanic Male Age 22	Solved

Victim Demographics

The majority (80%) of victims were male. 100% of the victims were White/Caucasian. The average age was 39.

Suspect Demographics

100% of the suspects were male. 67% of the suspects were White/Caucasian. 33% of suspects were Hispanic. The average age was 31.



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Homicide Statistics from January 1, 2013 to August 31, 2013

Total Homicides: 11

Homicides Solved: 11

Clearance Rate: 100%

Date	Location	Victim	Suspect	Status
01/29/2013	Lincoln/Wabash	White Male Age 34	White Male Age 36	Solved
03/06/2013	Wall/Dalke	White Male Age 28	White Male Age 68	Solved
03/11/2013	4000 block of Fort George Wright Dr.	Asian Female Age 20	#1: White Male Age 45 #2: White Male, Age 23	Solved
3/25/2013	Boone/Lee	White Male Age 25	White Male Age 56	Solved
03/30/2013	Greene/Mission	White Male Age 18 months	White Male Age 23	Solved
05/03/2013	Lincoln/Princeton	Black Male Age 33	White Male Age 33	Solved
04/28/2013	Adams/6th	White Male Age 32	#1: White Male Age 46 #2: White Male Age 43 #3: White Female 39	Solved
05/16/2013	Grace/Maple	Black Male Age 33	White Male, Age 21	Solved
06/27/2013	Spokane River at Riverpoint Blvd.	White Male Age 40	#1: White Male Age 19 #2: Black Male Age 24	Solved
07/22/2013	16 th /Club Dr.	White Male Age 50	White Male Age 41	Solved
08/21/2013	The Hop	Black Male Age 26	#1: Black Male Age 23 #2: Native Male Age 25	Solved

Victim Demographics

The majority (91%) of victims were male. 64% of the victims were White/Caucasian. 27% of the victims were Black/African-American. 9% of victims were Asian. The average age was 27.



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Suspect Demographics

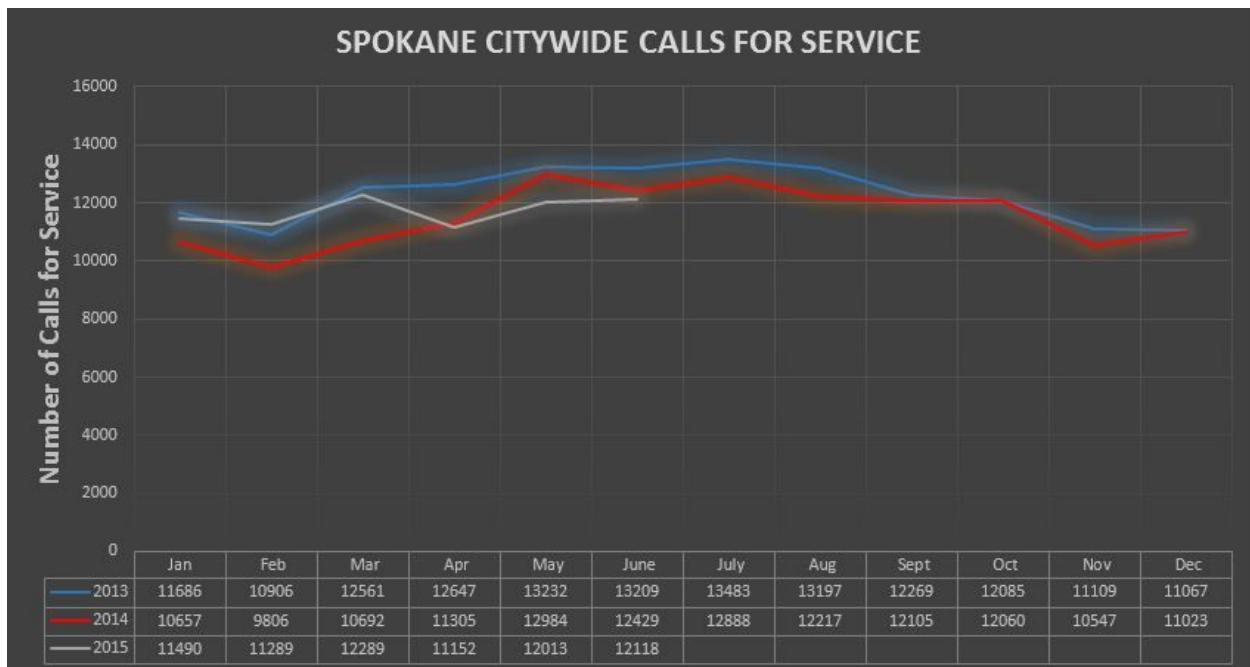
The majority (94%) of suspects were male. 81% of the suspects were White/Caucasian. 13% of suspects were Black/African-American. 6% of suspects were Native. The average age was 33.

Suicide Call Data

Spokane Police officers responded to 533 suicide attempt calls during the first six months of 2015. Officers did not use reportable force to detain citizens during any of those calls.

A citizen inquired how many times officers had been called to Monroe Street Bridge for suicides/suicide attempts over the past decade. SPD officers responded to 211 suicide attempt or suicide calls on the Monroe Street Bridge from 2005-2015.

Calls for Service and Crime Rates

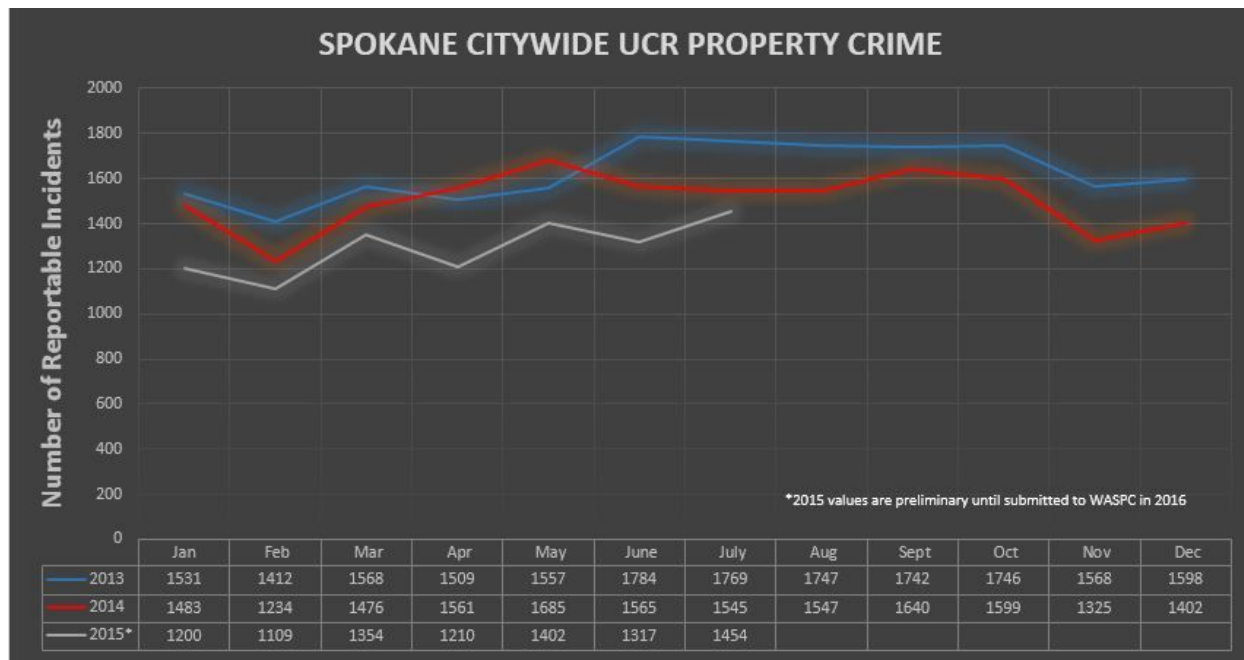
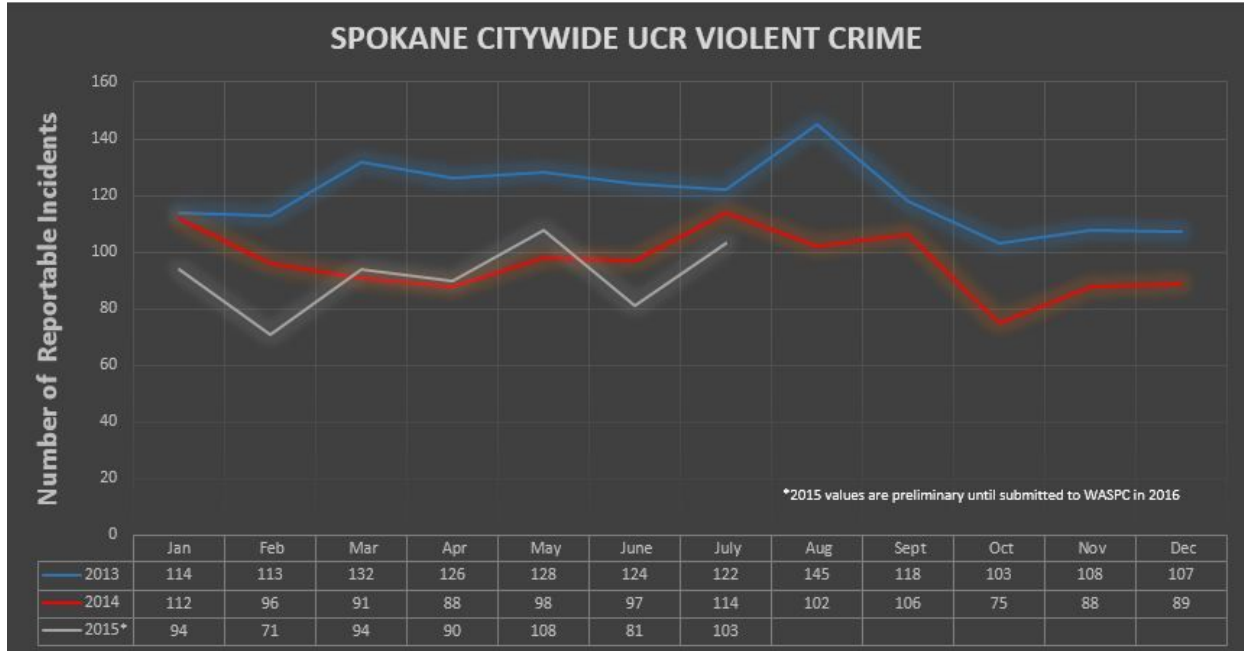




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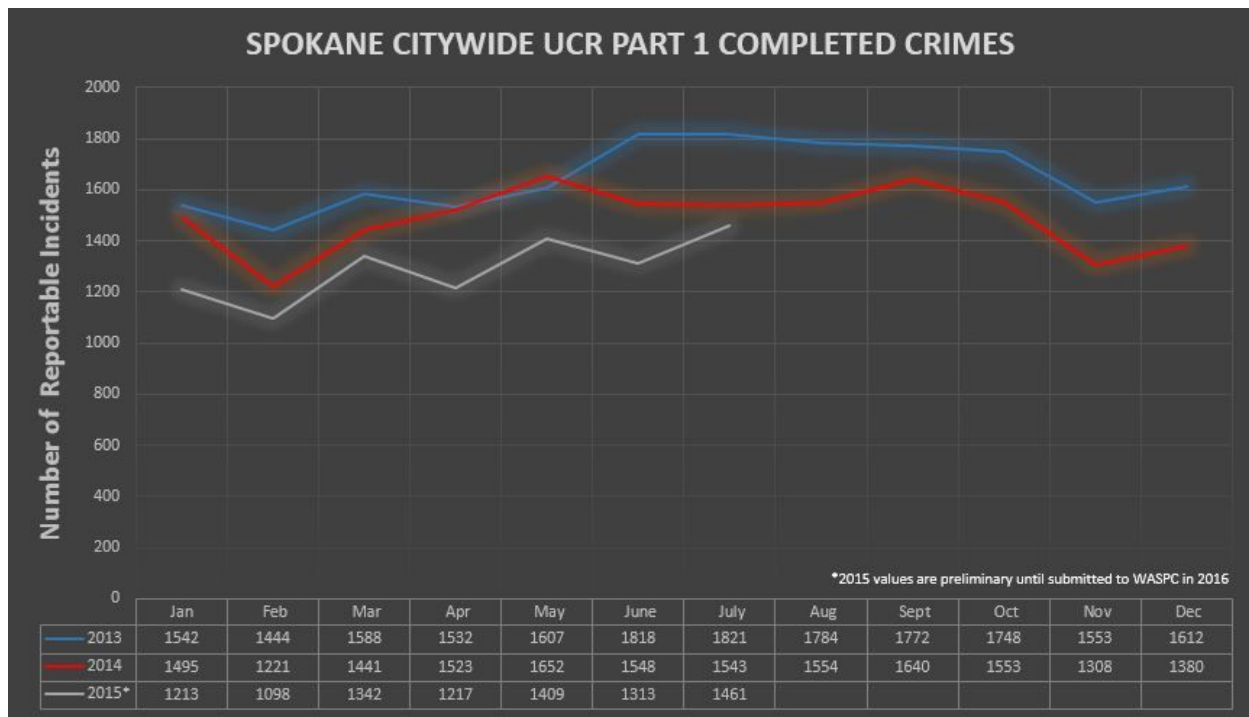
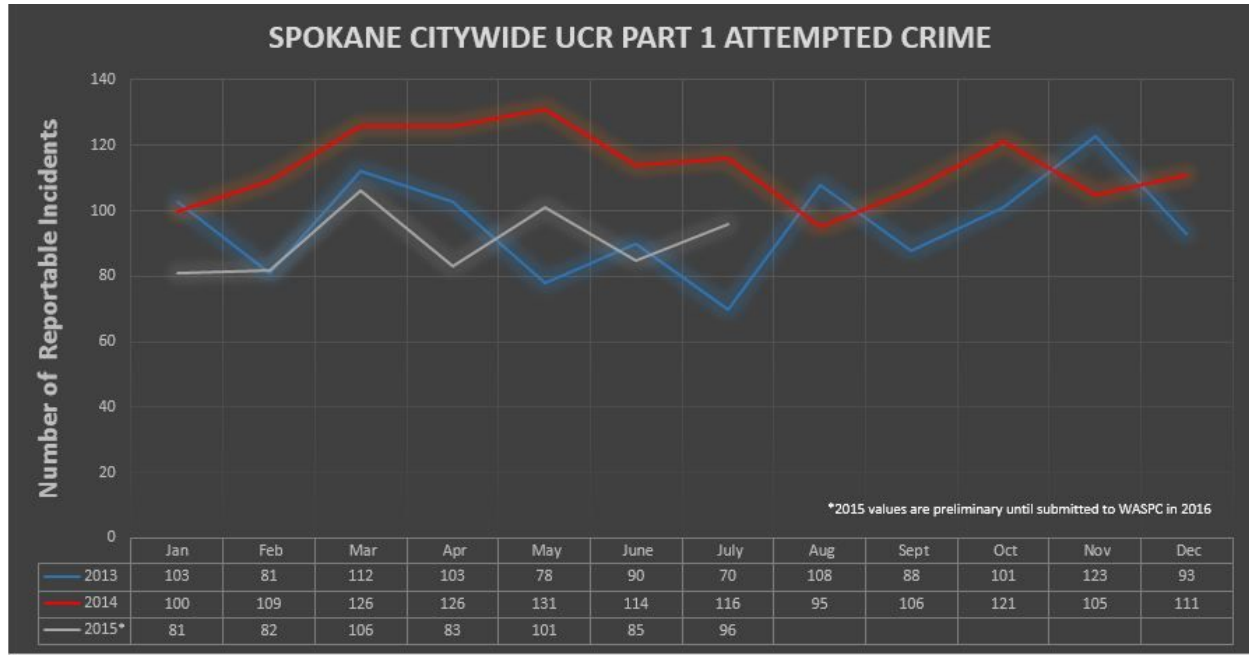




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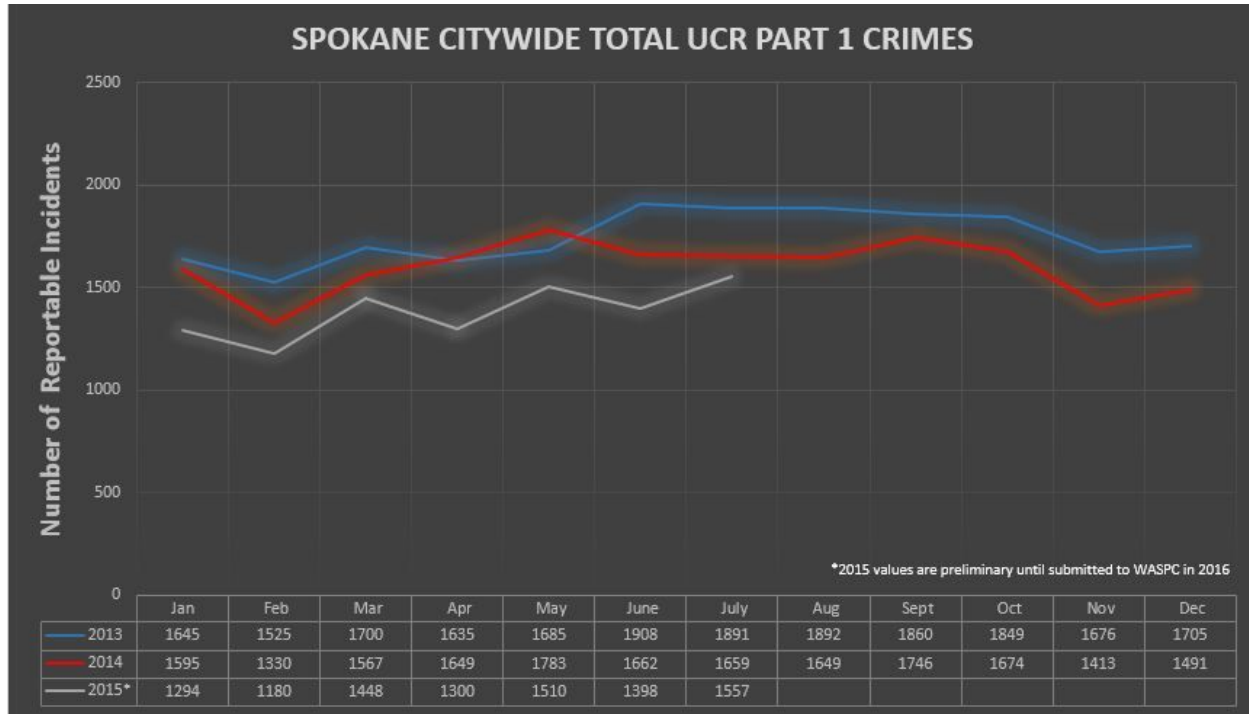




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Records Unit Update

Public Record Disclosures as of 08/30/15

Oldest request not completed: 1/27/2015
 New requests received this week: 110 requestors / 263 records
 Total requests started but not complete:* 1134 pending records
 *(33 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: 0
 Requests for body camera video: 139

Records Specialists are working very hard to respond to public record requests in a timely manner but they are currently buried in requests. The first week of September alone, Records staff received 961 records requests. Most of the employees who work in public record redaction are working overtime every day to respond to requests as required by law. Currently, the staffing levels are not high enough to re-direct staff from other Records duties to be trained in public records requests.



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Outreach Update

Police Activities League (PAL) Update

The Police Activities League (PAL) wrapped up its season with a BBQ and awards ceremony on August 20, 2015. All of the PAL participants and their families were invited to join our end of summer BBQ celebration. Chief Straub and Mayor Condon recognized all the youth and volunteers.

This year was special because it included programs in three neighborhoods (North, West, and East) with a total of 150 kids. Following each session, players engaged in a STEM (Science, Technology, Engineering, Math) activity hosted by AmeriCorps VISTA volunteers and United Way. SPD provided character education with many speakers talking to the kids about their choices. SPD also provided speakers to talk with the kids about avoiding drugs and gangs. Thanks to our partnership with the City of Spokane's Parks and Recreation Department, 35 kids received free swimming lessons as part of the PAL program.

SPD's partners made it a very successful program. Many of PAL's community leaders come from organizations that SPD already partners with (KFCA Ministries, Operation Healthy Family, Spokane Southeast Lions, and Spokane Public Schools). However, many new community leaders joined the effort this year. United Way, WSU Extension, Northeast Youth Center, and West Central Community Center are a few organizations that joined us this year. Teen mentors participated at the Liberty Park PAL session thanks to the partnership with the Martin Luther King Jr. Family Outreach Center. PAL received increased support from the community, as well as internal support. Several local businesses donated items for the youth, and the Spokane Police Guild and Lieutenants and Captains Association each donated \$500.00.

For more information about PAL, please contact Lieutenant Tracie Meidl at 509-625-4162 or tmeidl@spokanepolice.org.



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2015 PAL Post-Season Survey Results

(Combined 3 Sessions of PAL: West, North, and East)

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

94% of youth agreed. One youth who disagreed wrote that he would ask a teacher instead.

“I trust the officers who patrol my community.”

93% of youth agreed.*

“I enjoyed the PAL program.”

96% of respondents agreed; (100% agreed at both North and East locations).

“This program helped me trust Spokane Police officers.”

95% of respondents agreed.

“This program helped me trust community leaders.”

98% of respondents agreed.

*In the West program pre-season survey, only 41% agreed that they trusted officers. This group’s post-season response improved to 88% in agreement.

Demographics

The post-season survey was conducted with 81 youth.

Age: The average age of respondents was 9.8.

Gender: 35 (43%) respondents were male; 42 (52%) were female. 5 (6%) did not mark gender.

Race/Ethnicity:

- 28 respondents (35%) were Caucasian
- 24 respondents (30%) were African-American
- 10 respondents (12%) were Multi-Racial
- 6 respondents (7%) were Hispanic
- 4 respondents (5%) were Native American
- 3 respondents (4%) were Asian/Pacific Islander
- 3 respondents (4%) did not indicate race
- 2 respondents (2%) marked “other”
- 1 respondent (1%) wrote “I don’t know”



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Implementation of DOJ Recommendations: Progress Report as of September 11, 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 working on an in-depth training on IA procedures and Blue Team for supervisors that will take place September 17 and 22, 2015. In February 2015, all supervisors were trained on the use of Evidence.com to view videos associated with administrative use of force reports.

Officer Use of Force Report Writing:

Use of Force Report Writing/Body Camera Training for officers took place in May 2015; approximately half of patrol officers have completed the training. The other half of patrol officers will receive the training in November 2015.

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.

This recommendation involves two policies: Officer-Involved Shooting Policy (Policy 310) and Use of Force Policy (Policy 300). Lt. Lundgren met with Guild representatives on February 3, 2015, to make sure that there were no issues with implementing this recommendation. He then 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. The recommended practice is in place, even though the policy has not been finalized yet. Current officer-involved shooting incidents have been entered into Blue Team as a Use of Force by IA Sergeant Staben.

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

Working with the SIRR team supervisors, Lt. Wohl created an investigative case file format. The proposed format was shared with other deadly force investigation stakeholders such as the Prosecutor, Office of Police Ombudsman (OPO) Attorney, and SPD’s Training Unit. Stakeholder feedback was positive and the form was adopted. Before the recommendation is considered



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complete, CNA (the DOJ COPS Office Technical Assistance provider) will need to review deadly force files where the investigative case file format is used. The other agencies are currently using the template in their investigations. SIRR will be updating its protocol to reflect the use of the form.

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 was positive and SIRR partners agreed to use the form. Before the recommendation is considered complete, DOJ will need to review deadly force files where the investigative case flow sheet is used. The other agencies are currently using the template in their investigations. SIRR will be updating its protocol to reflect the use of the form.

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.

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. 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 software; 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.

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 and referred the matter to Chief Straub. The Use of Force Commission acknowledged that a culture shift had already taken place in some areas; for example, officers’ attitudes regarding mental



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health issues and training. Commissioner Hammond spoke about the Commission's interviews with officers that took place before CIT training was mandatory. Initially, some officers were not receptive to CIT training, and did not fully understand or appreciate the importance of being prepared to handle mental health issues. Some officers felt that the training was more for the role of the mental health professional rather than police officer. Some officers were not sure they wanted to participate in training. In contrast, as all officers became trained in CIT during 2013-2014, many officers changed their minds. Overall, officers have embraced CIT, with many officers saying it was making a difference for them in the field, having the right tools to deal with mental health crises. Additionally, many officers expressed interest in additional CIT training. When SPD asked patrol officers if they were interested in Enhanced CIT training, some officers had to be turned away as there were not enough spots available for all interested parties. Commissioner Hammond stated that cultural change had already taken place in regards to officers embracing opportunities to better serve individuals with mental health issues. The Commission had hoped to see changes with increased professionalism and improving services, especially to community members from marginalized populations.

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. Kathy Armstrong completed the use of force analysis of the first six months of 2015. Lt. Lundgren will include information on the report in the updated IA Standard Operating Procedures (SOPs), which will be finalized late September 2015.

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

The 2014 Use of Force Comprehensive Analysis was shared with over 100 organizations and posted to SPD's website. The 2015 mid-year Analysis will be shared with the Public Safety Committee on September 21, 2015, and then shared with more than 100 organizations in the community. It will also be available on the website.

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



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continued work on the original draft, which was sent to CNA for review on April 23. CNA did not offer additional feedback. CNA clarified at the March 19, 2015 site visit that this recommendation will no longer apply after the implementation of the Early Intervention System (EIS). CNA considers the recommendation complete.

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. SPD has adopted an Internal Communications Strategy, and Kathy and Public Information Officer (PIO) Teresa Fuller are working with Chief Straub on internal communication initiatives to keep members of the Spokane Police Department (both civilian and commissioned) apprised of pertinent organizational information (examples of pertinent information include: changes to staffing, upcoming events, changes to policies and procedures, new training, etc.). Chief Straub is also providing updates and answering staff questions at the Fall 2015 in-service.

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 six month probation post-promotion Field Training Officer (FTO) program. The syllabus is being extensively researched and developed through other departments and exterior resources in order to achieve best practices. The Committee will meet again in late September to discuss prioritizing the courses/training, training expenses, and sustaining funding.

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. Chief Straub facilitated the Procedural Justice training to all members of the department (civilian and sworn) during the April 2015 in-service. Kathy sent the class materials and attendance



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rosters to CNA at the end of in-service training on April 29. More Procedural Justice training will take place in November 2015.

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 and Kathy Armstrong developed the Early Intervention System (EIS) policy based on research of other agencies' policies, with input from the City Attorney's Office, bargaining units, Training Unit, Captains and Executive Staff, and CNA.

The policy was formally approved by Chief Straub on July 31, 2015.

The policy will be officially "rolled out" in September 2015. 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 included in the policy. The policy was formally approved by the Chief on July 31, 2015.

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.

The requested criteria are included in the policy. The policy was formally approved by the Chief on July 31, 2015.

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 handling 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 created a policy memorializing the process for policy updates. The draft was sent to CNA on June 3, 2015. He received feedback on June 18 and made some changes. The new version was



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sent to CNA on August 20 (see attached). Lt. Lundgren also sent it to the bargaining units for feedback on August 20. The policy was sent to Executive staff for review on September 15.

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 Use of Force (UOF) policy was sent to the City Attorney's Office for review. The City Attorney's Office is providing an extensive review of the policy. The review should be completed in October 2015.

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 Training Plan Committee met several times to revise the Training Policy. Kathy shared a draft with CNA on July 24, 2015. The Training Policy itself is broad, while the Training Plan will be very specific about the types of training required and how often it is required. The Training Plan will cover the requirements of training that CNA specifically asked about: related to use of force, CIT/CIT Refresher, Procedural Justice, etc. CNA stated that they had no major comments or revisions at the time and were looking forward to seeing the draft of the Training Plan. Kathy sent the policy to the City Attorney's Office on August 3, 2015. The City Attorney's Office also approved the revisions. The draft policy was then sent to Executive staff on August 4, 2015 and was sent to the bargaining units on September 4, 2015.

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 meeting took place February 12, 2015, and the committee is continuing to meet. The 2016 Training Plan is still a work in progress. Lt. King believes it will be finalized later this fall.

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.



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SPD's Buyer Micaela Martinez confirmed that the purchase contract was signed by the Chief on September 10 and went to City Legal for signatures. It will then go to the City Clerk's office for recording and then the purchase will occur.

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.

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, Director of Crisis Response Services, Frontier Behavioral Health, 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 Crisis Response Center, working alongside mental health professionals (MHPs). The training will involve officers accompanying the MHPs to conduct in-person assessments and follow-up visits. 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. The recertification will also be addressed in the Training Plan, when it is finalized. Both Sgt. Waters and Stacie Cornwell confirmed that the on-site training is working well.

On June 19, Lt. King confirmed that all of the officers who needed refresher training have completed it. We will continue this plan going forward. He is sending out the second list of people who took CIT training fall 2013, and they should all complete the refresher training by 11/30/2015. By that date, all SPD officers will have had CIT or CIT refresher training within the last two years.



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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. 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 Administrative Review Panel (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 this recommendation to Sgt. Staben from Internal Affairs. Sgt. Staben provided a draft document detailing the system 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. Kathy Armstrong showed CNA examples of the recommendation put into place. CNA is waiting for the Internal Affairs Standard Operating Procedures (SOPs) to be updated this fall to officially finalize this recommendation.



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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 Use of Force Review Board (UOFRB) policy is currently under review by the City Attorney's Office. The policy is expected to be complete in October 2015. 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. CNA gave feedback on June 9. Lt. King discussed feedback with CNA at the late June conference call. The Training Unit and Office of Professional Accountability staff members are working with the City Attorney's Office on the policy, which is expected to be completed October 2015.

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. It will take place late September 2015. Lt. Lundgren will communicate the training requirements to other members of the department by disseminating the new policy department wide upon adoption. Director Schwering, Lt. Lundgren, and Kathy Armstrong will share the new requirements with the public during the OPA's continuing outreach efforts (e.g., small-group meetings and presentations).



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

SPD consulted with community members and staff to develop the strategy. Kathy received feedback internally and from many different community organizations and then updated the strategy to include their input. Kathy presented it to the Public Safety Committee at the April meeting. She then sent it to all of the groups that Director Schwering met with on April 23, offering to meet with any groups about the strategy. The strategy was posted to the SPD website on April 24. Kathy has since updated the strategy and sent it out to the community again.

SPD continues to increase outreach efforts. On June 1, 2015, Kathy reached out to all the organizations and agencies that Director Schwering had previously met with, plus other SPD contacts, and offered to schedule presentations regarding UOF and/or recent training initiatives such as CIT. Kathy is also conducting community outreach presentations to keep our community stakeholders in the loop about Collaborative Reform. She explains the Collaborative Reform process and how SPD is working with internal and external partners and CNA to move forward on the reforms. Kathy has presented to several groups so far and has several more presentations scheduled throughout the coming months. The OPA is using the outreach presentation feedback forms suggested by CNA. Also, SPD's Public Information Officer is using more social media to improve engagement and the City's cable channel to get information out to the public.

On July 21, Kathy sent CNA a description of the community outreach and education conducted by SPD's Defensive Tactics Cadre, under the direction of Sgt. Shawn Kendall. While Sgt. Kendall has held safety awareness classes for international students at Mukogawa Fort Wright Institute for years, he is presenting at more college campuses now and many other venues (homeless youth shelter, churches, mental health professionals, Spokane Parks Department employees, etc.). Kathy also shared the Cadre's work done in partnerships with Spokane's Fire Department and Frontier Behavioral Health (Enhanced CIT Training).

Kathy developed a brochure about the Office of Professional Accountability's frequently asked questions about the complaint process and shared it with SPD's outreach contacts on July 24, 2015. The brochure was also posted on the website and a blog was created to bring attention to it. OPA staff will continue meeting with community organizations throughout the year, promoting transparency and open communication.

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

Mayor Condon, Chief Straub, Pastor Shon Davis, and Lt. Tracie Meidl were invited to the White House's Community Policing Forum that took place July 23, 2015. The invitation was given in response the work Spokane Police Department is doing in relation to the Interim Report of the



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President's Task Force on 21st Century Policing. SPD's youth outreach efforts were applauded and recommended for other communities. Chief Straub and Pastor Davis also attended the Police Executive Research Forum (PERF) "Strengthening Police and Community Relationships" meeting on July 10, 2015.

SPD will continue the trend of building on existing success to create more opportunities for outreach.

- The 2015 Police Activities League (PAL) program successfully tripled its reach to families. The program received expanded support as it continued to grow.
- SPD/City of Spokane has won two major awards based on Youth and Police Initiative (YPI's) success.
- YPI continues to grow with meaningful, successful sessions. The June YPI session with the Gay-Straight Alliance at Rogers High School was incredible, and it happened because of the partnership with OUTSpoken.
- SPD built on the success of YPI to create a similar program in partnership with Spokane Public Schools, "Restore Our Kids" (restorative justice- alternative to suspension).

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

The Citizens Academy took place from May 6-June 3, 2015. Kathy sent the roster and evaluations to CNA after graduation. Kathy also contacted community groups to inform them of the Use of Force training class for civilians on January 22, 2016.

In addition to the Citizens Academy, SPD also held a special Community Academy on April 18, 2015 (documentation sent to CNA on April 22). This event resulted from discussions at a December 22 meeting about law enforcement and race relations, initiated by SPD and facilitated by Pastor Shon Davis. Chief Straub, the CYI unit, Lt. King, and Pastor Shon developed an Academy as a follow-up to the first meeting. The event was structured like a mini-Academy with use of force demos and VIRTRA training, but also included a 90 minute discussion between community leaders and law enforcement (Chief Straub, Training Cadre, and the CYI unit). Participants mainly represented Kingdom Fellowship Church Alliance --Multicultural Ministers Alliance (a group of 14 Hispanic, Native, African-American, and White ministries/churches), historically Black churches, and leaders from educational institutions. The discussion was afterwards and was very robust. As a result, several community leaders are getting involved in YPI, SPD Chaplain Advisory Board, etc. and SPD is following up with more information about volunteer and training opportunities with these participants. It was a very positive experience from all accounts. The feedback forms showed that community leaders felt it was very helpful.



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Participant Kitara Johnson said, “The community academy was an eye opening experience and very powerful tool that I recommend to all community leaders and citizens who have ever questioned the use of force concerning law enforcement. The specific exercise that has been branded in my mind was the virtual simulation where you are given a standard issue belt, weapon, pepper spray, and Taser and interact with the simulation. I found myself firing off three rounds and previously questioned police use of force and why they fired shots to kill when involved in an arrest. The Academy allowed me to listen to officers and learn of specific training they are provided to respond without reaction. I also feel that this academy was a step towards transparency of Spokane Police Department in a hands-on practical way.”

Recommendation 10.4: SPD should form a chief’s advisory council.

The Chief will be handling this recommendation. The Police Advisory Committee (PAC) continues to grow and improve. SPD is also promoting PAC through social media, advertising, and emailing contacts. Kathy sends information about PAC and the quarterly public meetings to many groups such as Center for Justice, Native Project, the Ombudsman Office and Ombudsman Commissioners, etc. The most recent PAC public meetings have been featured in the City’s Gazette publication. In addition to PAC recruiting for more diverse community leaders, PAC meetings are more effective. PAC members continue to show increasing levels of engagement. PAC members enjoy being part of the media list and getting information in a timely manner. PAC’s awareness and involvement with SPD continues to increase, and community participation in PAC is increasing as well. At the June quarterly meeting, 13 guests attended and some expressed interest in joining PAC. A new member from the Native Project joined in September.

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 accepted SPD’s request. The Diagnostic Center Resolution Intake Panel (DCRIP) meeting took place June 12, 2015. A follow-up meeting including Chief Straub took place on July 17, 2015. Signed agreement forms were sent to the Diagnostic Center on July 23, 2015. The Kick-Off meeting took place August 25, 2015. The Diagnostic Center has begun regular conference calls with SPD and plans a site visit in October.

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.



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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.

In order to provide consistent and prompt communication with the community following a critical incident, Spokane Investigative Regional Response (SIRR) Team partner agencies are now all using a standardized template for media releases, and are also posting the releases on their agency's websites. Kathy shared the template with CNA as well as examples of how the template is used in current press releases that are posted on the agencies' websites.

SPD also clarified with the community that in the case of a critical use of force incident, SPD will issue a press release as soon as possible (sometimes within a few hours of the event). This initial release will provide a basic summary of the incident. The release identifies the agency managing the investigation of the incident and clarifies that all future communications regarding this incident will be sent via the SIRR Team. The press release is shared internally and with members of the Police Advisory Committee at the same time it is shared with the media. The press release is posted on SPD's website. If appropriate and when possible, SPD will reach out to community organizations whose clients or members are affected by the incident. For example, if the involved citizen is a client receiving mental health services, mental health professionals will be contacted as soon as possible. SPD will use both traditional (e.g., phone, in-person meetings) and electronic means of contacting affected communities. The procedure for notifying the community was included in the updated Community Outreach Strategy, which was posted on the website and emailed to community organizations. Kathy confirmed that Spokane County Sheriff's Office is using the media template in their investigation of the deadly force incidents that occurred in July and August of 2015.

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.

Kathy Armstrong has been analyzing the results from SPD youth outreach program surveys such as PAL and YPI, and is sharing the results with CNA and with the Public Safety Committee. In late April, Kathy 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. She also administered similar surveys to community organizations and Neighborhood Councils. She is working with SPD's Buyer to arrange for a city-wide survey with questions specific to Spokane Police. Kathy received the draft survey and sent it to CNA on



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September 14. Work on this recommendation will continue throughout the 18-month implementation period. At the advice of DOJ, SPD will be implementing the CP-SAT community-policing survey in 2016, nearing the end of the Collaborative Reform Initiative.