



**SPOKANE POLICE DEPARTMENT
OFFICE OF PROFESSIONAL ACCOUNTABILITY**

**Office of Professional Accountability
February 2015 Report**

**Public Safety Committee Briefing
March 16, 2015**



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

Selected Examples of Officers De-Escalating Situations

It was just a week ago that two of your police officers (Nate Spiering and Chris Johnson) responded to a call our agency made requesting assistance with a person who had wandered into our office we deemed to be in a psychotic state. We had previously contacted mental health professionals, but they were not available at the time. We would like to express our sincere appreciation for the approach that was taken and the subsequent positive outcome. The officer taking the lead had clearly been well-trained in mental health, as he proceeded to respectfully question the woman and provide verbal de-escalation when she appeared to be reacting as a result of her mental health issues. The professionalism demonstrated was remarkable! I am a supervisor at our agency and I have been in the mental health field for over 15 years; I learned helpful techniques just from observing his interaction with her. I believe that in a very short period of time (approximately 20 minutes) the officer gained her trust enough for her to cooperate with being handcuffed and escorted out of the building to be transported to the hospital. He did a commendable job and was able to facilitate her getting the help she needed as well as ensure the safety of our clients and staff. Our hats go off to him! Kudos to the department for providing excellent mental health training! We were wondering if an officer, hopefully the same one, might be available to provide training for our staff regarding maintaining safety in similar situations. Thank you once again for a job extremely well done.

-Gwen O'Neill, Supervisor; Carol Paradis, Office Manager; Ethan Churchill, Facilities Manager; Empowering, Inc. Services

Officer Michael Russo went to a call where a father called to report his drug-addicted son had again broken into his home. Officer Russo conducted a patient and thorough investigation that resulted in an alternate solution. There was no fresh break-in and the son had been living in the garage off and on for some time, trying to exist in deplorable conditions. He appeared to be coming down off a high from illicit drugs, had medical issues, and hadn't eaten in three days. The son was at first uncooperative. Officer Russo re-approached the dad and obtained fresh clothes for the son who was filthy and wet. The young man seemed to want medical attention but kept bringing up excuses for why he couldn't leave. He finally agreed to go with Officer Russo who offered to buy him a meal and take him to the hospital of his choice. Officer Russo took him to the McDonald's drive-through and then to Holy Family for medical treatment and a mental health referral. Dealing with this young man required a great deal of patience and compassion. I was impressed with how Officer Russo dealt with this man. Not only did this alternate solution serve the son well, it helped solve a problem for the father who was truly at wits end over his son's drug use.

-Sergeant Tom Lee, Spokane Police Department



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

Selected Excerpts of Officer Commendation Letters

Recently I visited the Records department requesting records. I was impressed with both Beth Gleason and Kristi Jackson because not only were they knowledgeable but both were courteous, helpful and friendly. Beth and Kristi represent the Spokane Police Department in the best way and I hope they are recognized for their excellent service to the citizens of Spokane.

-Jay Fliger

Real Police are in...Spokane! After seeing tonight, on how this officer handled a U-turn violator on Nevada and E. Francis where the violator almost smacked into my car. Luckily I'm more defensive than anything, seeing how professional this cop was tonight around 8:10PM by handling this person. You have instilled some faith back to someone that has had a hard time trusting cops, where I'm just over here visiting family with my fiancé and enjoying the weekend for her birthday. We both wanted to say thank you for instilling more respect within our hearts on seeing how the cop handled this violator rather than turning his/her head to the violation. We're heading back tomorrow, and I thought I would take a moment to say thank you and keep up the great work here.

-Jim Coutts

I just wanted to take a moment to thank Detective Craig Wendt and Officer Traci Ponto and anyone else involved with recovering our stolen property! To be honest, I didn't think that I would get much help when calling in but I was wrong. Officer Ponto arrived within an hour or so of my call to Crime check and was very thorough and helpful. She put me in contact with Detective Wendt via the phone and he was able to retrieve my stolen property. He was extremely helpful with all the info on how to handle the situation. It feels good to have a prompt & caring police force on your side.

-Eric Frickle, The Kitchen Engine

A woman called the Chief's Office to express how much she appreciated Officer Aaron Childress's help in an embarrassing situation. She found herself locked outside in frigid temperatures, wearing only her slip. A passer-by called police and Officer Childress responded. He had her sit inside his warm car with a warm blanket until the locksmith arrived. This elderly citizen had just moved to Spokane and this was her first experience with the police. She was impressed with his kindness and polite manner.



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

Internal Affairs Unit Update

2015 January 1st through February 28th Complaints

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: 3
Received by the Spokane Police Department	Total: 7
Internally Generated by the SPD	Total: 0

Categories of Complaints**

Allegations associated with **Citizen Complaints** received between January 1st and February 28th, 2015

Allegation	Number
Crime (Assault)	1
Demeanor	2
Driving Complaint	1
Excessive Force	1
Lack of or Inadequate Response	5
Trafficking Stolen Property/Planting Evidence	1
Improper Search/Seizure	4

**Note: Some investigations involve multiple allegations. Investigations do not include Inquiries.

Current Status of 2015 Cases

Citizen Complaints

Status	Number
Exonerated	
Sustained	
Not Sustained	
Unfounded	
Resigned prior to Termination	
Administratively Suspended	1
Changed to Inquiry	3



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

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.

Records Unit Update

Public Record Disclosures as of 01/31/2015

Oldest request not completed:	9/3/14
New requests received this week:	171
Total requests started but not complete:*	365
(21 of the requests are very large and the requestors have been provided with an extended completion date.)	
Total requests not processed:	41 (oldest request dated 1/27/15)

Public Record Disclosures as of 02/28/2015

Oldest request not completed:	2/26/15
New requests received this week:	268
Total requests started but not complete:*	435
(35 of the requests are very large and the requestors have been provided with an extended completion date.)	
Total requests not processed:	20 (oldest request dated 2/26/15)



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

Technical Assistance Response Unit (TARU) Update

During the month of February:

- Chris Seidel created from the ground up a real-time SPD Fleet web-based software program. This will be coming on live the first week of March and will be an entire new way of Fleet to interact with the rest of the department.
- Both Sean McDonald and Chris Seidel attended and successfully completed Teel Technology's Cell Phone Forensics Physical and Logical Training Certification Course and are now certified cell phone forensic examiners.
- Officers John McGregor and Kevin Shearer are working on a department-wide audit regarding network devices which will ultimately be a large cost savings for SPD.
- Sean McDonald single-handedly created a small and short-term computer training facility for the new SPD Records employees.
- Kyndrin Tenny and Brandi Belcher finalized the 2014 Universal Crime Reporting (UCR) Crime Statistics.

Outreach Update

Community, Youth, and Intervention Services Unit Outreach

The Community, Youth, and Intervention Services Unit is busy planning the 2015 Police Activities League summer session. PAL started in 2013 and expanded as participation doubled in 2014. In 2015, the PAL program is expanding to include two separate programs in the East Central and West Central neighborhoods. CYI also will reach out to the Hillyard neighborhood for a PAL program as well. CYI is also partnering with Spokane Parks and Recreation in 2015. Parks is providing free online registration for PAL participants, and free swimming for the youth. CYI will provide outreach to at least 150 youth participants in 2015, as well as their families.

CYI also hosted another successful Youth and Police Initiative (YPI) session at Shadle Park High School.

CYI Community Outreach activities this month included:

- 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



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

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 February 28, SPD had received 80 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. To assist with the formation of the group, Kathy Armstrong shared all of the body camera contacts with OPO Assistant Becky Hollwedel. The policy will be revised and updated to reflect any forthcoming changes in state law addressing video footage and public records.

SPD is collaborating with two universities on body camera research. Bryce C. Newell, a PhD Candidate at the University of Washington, is currently studying SPD's adoption of body-worn cameras. Newell's research encompasses both qualitative study - in the form of ride-alongs and informal interviews with officers about how they feel about, and experience, wearing the cameras - as well as quantitative methodologies such as surveys of officer opinions and attitudes towards the cameras, and analysis of departmental data on use of force and citizen complaints. The study also includes an examination of public disclosure law and the impacts of such disclosure requirements on police departments in Washington State that have adopted body-worn cameras. The study has been designed to provide valuable information about how officers perceive body cameras and how they use them in their day-to-day work, as well as to determine how the cameras may be impacting use of force rates and the number of complaints filed by citizens. It is expected that these findings will help the department evaluate its pilot and initial use of the cameras, and to inform the development of future policies on body-worn camera use.

SPD is also working with Arizona State University's Center for Violence Prevention and Community Safety on body camera studies. Professor Michael D. White's study is entitled: "Assessing the Impact and Consequences of Police Officer Body-Worn Cameras: A Multi-Site Randomized Controlled Trial." His abstract reads:

"Body-worn cameras (BWCs) are perhaps the most debated topic in policing today. Advocates and critics have made numerous claims about the impact and consequences of the technology, but most of these claims are untested. BWCs have the potential to completely transform police-citizen encounters, and in the wake of the shooting of Michael Brown in Ferguson, adoption of the technology is likely to be exponential. This transformation, in the virtual absence of empirical evidence on BWCs, is profoundly troubling. The current study will represent the seminal investigation of BWCs. The centerpiece of the study involves a multi-site randomized controlled trial (RCT) in Tempe, AZ and Spokane, WA that will investigate questions that go to the very core of the role of BWCs in policing, including officer perceptions; citizen perceptions; BWCs as a training and violence reduction tool; the potential for a civilizing effect (i.e.,



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

reductions in use of force and citizen complaints); the potential for BWCs to facilitate sentinel event review; and the impact on “downstream” criminal justice actors (and outcomes). The current study, funded by the Laura and John Arnold Foundation, is a two-year project beginning on March 1, 2015. Rigorous research on BWCs is sorely needed, as police departments are essentially “flying blind” with the technology. The current study will place both the Tempe and Spokane Police Departments at the center of the dialogue on police body-worn cameras as the technology transforms policing in the 21st century.”

Director Schwering recently served as a panelist for a body camera briefing at the U.S. House of Representatives Law Enforcement Caucus, led by Representatives Dave Reichert (R-WA) and Bill Pascrell, Jr. (D-NJ). He also met with the Privacy and National Security Council for the National Association of Criminal Defense Lawyers regarding body cameras.

2014 Statistics: Spokane Police Department

Community Contacts

In 2014, officers from the Spokane Police Department made a minimum of 129,338 contacts with individuals in the community.

Of those contacts:

- 9,255 involved arrests
- 3,228 of the total arrests involved subjects with outstanding warrants
- 9,984 citations were issued
- 114 involved a reportable use of force

Racial/Ethnic Background of Arrestees in 2014

- Of 8,357 total adult arrests, 6768 subjects (81%) were White, 840 (10%) were African-American; 588 (7%) were Native American; 117 (1%) were Asian or Pacific Islander; and 222 (2%) were Hispanic. 22 subjects’ race/ethnicity was not noted.
- Of 898 total Juvenile arrests: 624 subjects (69%) were White; 147 (16%) were African-American; 71 (8%) were Native American; 23 (3%) were Asian or Pacific Islander; and 21 (2%) were Hispanic. 12 subjects’ race/ethnicity was not noted.

Source: Universal Crime Reporting data submitted to the Washington Association of Sheriffs and Police Chiefs (WASPC)



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

Domestic Violence Incidents

Of 3,695 total domestic violence incidents, 2,487 were actual DV assaults. 994 involved protection order violations. 2014 totals include: 108 burglaries, 70 larceny thefts, 8 robberies, 21 forcible rapes, 3 motor vehicle incidents, 3 murders, one arson incident.

Source: Universal Crime Reporting data submitted to the Washington Association of Sheriffs and Police Chiefs (WASPC).

SWAT/ERU Statistics

Since the early 1970's, the Spokane Police Department has maintained a Special Weapons and Tactics (SWAT) Team. In late 2014, the SWAT team was re-named to the Emergency Response Unit. This name came about to better reflect an increase in team responsibilities and capabilities. The members of the Emergency Response Unit (ERU) are highly motivated and dedicated to the safety of this community and the mission of the Spokane Police department.

Tactical Missions

The SPD ERU Team was activated a total of 42 times from January 1st, 2014 to December 31st, 2014. Below is a list and explanation of the number and types of SWAT activations.

High-Risk Warrant Service – 17

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

Tactical Operations – 20

Tactical Operations include barricade suspects, armed suicidal suspect, high risk arrests and other high risk operations (both ad hoc on patrol and prior planned). This statistic includes incidents involving high-risk prisoner transport, homicide suspect arrests, armed robbery specials and sensitive item protection.

Special Events – 3

Bloomsday, Lilac Parade, and New Year's Eve



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

Outside Agency Assists – 2

ERU responded to 2 assists for the Spokane County Sheriff's Office.

ERU Training

Training Received

On average, each ERU Officer participated in approximately 220 hours of advanced training. This number represents weekly maintenance training for operational team members. Each officer's participates in two 10-hour training days per month. In addition to team maintenance training, the six designated marksmen train an additional 8 hours a month, CART members train an additional 4 hours a month, and medics train an additional 4 hours per month.

In 2014, the unit started with enhanced mission requirements. The requirement was for unit members to be better trained in advanced negotiation skills, enhanced Crisis Intervention Training (CIT) capabilities and increased rope rescue skills. All ERU officers participated in 8 hours of negotiation skills by the end of 2014. Currently, all ERU officers have participated in basic CIT class and 5 are scheduled in 2015 to attend an advanced CIT course. ERU rappel masters researched and purchased much needed rope safety equipment and will continue to explore more needed safety equipment.

Training over the year included:

- Negotiation/de-escalation training
- Advanced firearms skills
- Hostage rescue tactics
- Barricaded subject tactics
- High risk arrest tactics
- Active shooter incidents
- Advanced medical training
- Tubular assault (plane/train) tactics



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

Training Provided by SPD ERU Team

In 2014, ERU officers provided countless hours of training to SPD members, Spokane Fire Department, members, outside agencies and civilians. This training included firearms, tactics, water rescue, and medical training to commissioned officers. Several outside civilian businesses were provided training on active shooters and hostage taking awareness. ERU is committed to providing training to the department and community and will continue this in 2015. ERU medics also continued their training with the SFD Rescue Task force. This program brings police and medics together as one team to respond to high-risk events that have injured people or have a high likelihood of injury to people. During 2014, ERU medics consulted with agencies across the country on this concept, and have been requested by Coeur d'Alene Fire/Police and Spokane Valley Fire to aid in their implementation of similar programs.

K9 Program Statistics

From January 1st to December 31st, 2014, SPD K9s were deployed 1,415 times, assisting with tracking, building searches, perimeter security, evidence finds, and suspect apprehension. Deployments often were associated the following types of calls: burglary in progress, felony warrant service, vehicle theft, domestic violence, murder, assault, shooting, robbery, and so on. Canine captures totaled 233. Canine contacts occurred 24 times, 1.7% of total K9 deployments.

Sergeant Kendall implemented field training tracking in 2014. In addition to the unit's weekly maintenance training, this special training was incorporated to enhance each team's tracking ability. 142 field training sessions were held in "Hot Spot" (higher crime) locations in the evening. In addition to providing quality training, Sergeant Kendall hoped to deter crime in these areas by providing a high-visibility police presence of marked cars, uniformed personnel, and police canines.

The K9 program instructed at six schools, including hosting the Washington State Police Canine Association's Spring Seminar and Advanced Handler course. Officer Mark Wong from the Seattle Police Department wrote: "I would like to thank the Spokane Police Department for hosting the 2014 Canine Advanced Handler Training Course. Police Dog Ziva and I attended and we experienced a high level of quality training, perhaps the best that I've seen in 21 years as a police officer. Please share my appreciation with your staff, guided by Lieutenant Kevin King and Sergeant Shawn Kendall. Everyone provided the warmest welcoming hospitality and it was a week I will never forget." K9 unit team members also attended six schools during 2014.

The K9 unit's outreach efforts totaled 25 public demonstrations at special events and schools. For example, Officer Buchmann talked to five classes at Salk Middle School, discussing the roles of police officer, K9 units, and the dogs themselves. He showed how his K9 partner Talon



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

could do an article search (find the teacher's keys hidden in the grass). The demonstrations received positive feedback. Animal Hospital Manager Taryn Lambert wrote: "The K9 Unit was truly one of the most talked-about demonstrations at our event. Thank you for allowing your officers the time to spend with us. We would love to have you back next year."

Implementation of DOJ Recommendations Progress Report March 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.

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 IA procedures and Blue Team. This training may take a while to develop as the training for supervisors will encompass so many things and be a hands-on training. In the meantime, he has scheduled five supervisor trainings throughout the month of February on the use of Evidence.com to view videos associated with administrative use of force reports. The Technical Assistance Response Unit (TARU) will lead the training.

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. The report writing training is ready to go, but SPD will not begin the training until more patrol teams begin wearing cameras.

Assistant Chief Dobrow said there is also specific training on use of force report writing for supervisors that will be incorporated into the regularly-scheduled sergeants' training.

At a meeting on March 3rd with the Training Cadre, Lt. Lundgren presented a new list of drop-down menus for the supervisor's use of entering a Use of Force report in Blue Team. The group agreed on many changes that will allow supervisors to easily track more variables in each use of force incident.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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.

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, and then is working on changing the policy. All policy changes will go through the City Attorney's office for approval. This recommendation involves two policies: Officer-Involved Shooting Policy (Policy 310) and Use of Force Policy (Policy 300).

Lt. Lundgren included the instructions and sent a revised version of the Officer-Involved Shooting Policy (Policy 310) to Sergeant Dashiell for Lexipol formatting on February 19, 2015. It was sent to City Legal on March 3, 2015.

On March 3, 2015, Lt. Lundgren 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). Policy 300 is being sent to Sergeant Dashiell for minor formatting changes and then will go to City Legal for review.

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

On January 29, 2015, Lt. Lundgren met with Major Crimes Lt. Wohl, who is working on a template for deadly force files. Lt. Wohl will present the template at the next SIRR meeting on March 18th, and ask for buy-in. (A meeting had been scheduled for February 11, 2015, but was cancelled due to an officer-involved shooting at an agency in Eastern Washington.) It is important to note that Lt. Wohl cannot force SIRR to agree to the template, but SPD can fully implement it for cases where SPD is the investigator (like a Spokane County Sheriff's Office officer-involved shooting).

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.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

Lt. Wohl is developing a checklist/case flow sheet. He and his colleagues are reviewing at SPD's IA investigation checklist and other agencies' forms as examples. Lt. Wohl will also present the proposed checklist at the next SIRR meeting on March 18th.

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 (Rec. 4.1) is instructing all SPD supervisors and command staff in the proper way to memorialize all video evidence for non-deadly force investigations.

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 Commission's final report will provide guidance as to the next steps.

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 (which captures trends) 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.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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.

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, the OPA has 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.

Lt. Lundgren met with the Police Guild and Lieutenants and Captain Association on February 3rd to get buy-in. Lt. Lundgren will be working on implementing this practice into policy. IA Sergeant Steve Braun started the project on February 3.

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.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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.

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. The Chief will be facilitating the training. Kathy will send the class materials and attendance rosters to CNA at the end of April.

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 and Lt. Lundgren scheduled a meeting with Erin Jacobson at City Legal on March 25 to further review the draft policy. The next step is to meet with the bargaining units, and then the policy will be formatted by Sergeant Dashiell.

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



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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

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

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 criteria. The requested information is now 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, overseeing the Office of Inspections, is in charge of this recommendation. Lt. Lundgren will create a policy memorializing the process for policy updates.

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 in City Legal.

15 policies came back from Legal on February 26, 2015. They are with Sergeant Dashiell for Lexipol formatting on minor modifications and will go to Director Schwering for presentation to command staff. Another batch of seven policy updates went to Mari on March 3.

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

Lt. King and the Defensive Tactics Cadre have been tasked with this recommendation. They met on February 13, 2015 to discuss the implementation. Lt. King, Sergeant Kendall, and Range Master Boothe worked on the policy changes along with Kathy Armstrong and Lt. Lundgren. After meetings on February 25 and March 3, 2015, the proposed policy changes were incorporated into the Use of Force Policy. The policy is being sent to Sgt. Dashiell for formatting and then will be sent to City Legal.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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.

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 they met again on February 27. Discussion continues on the formation of the plan.

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.

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. They met on February 13, 2015 to discuss the implementation. Lt. King, Sergeant Kendall, and Range master Boothe immediately began work on this policy. The subject matter experts met with Kathy Armstrong and Lt. Lundgren on February 25 and March 3, 2015, to discuss the draft policy change. The updated policy (part of the Use of Force policy) was sent to Sergeant Dashiell on March 12 for formatting and then will go to City Legal.

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



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

Range master Sergeant Boothe is leading this recommendation. He began work on policy review, collaborating with other law enforcement agencies and looking at best practices. The subject matter experts Range master Boothe, Lt. King, and Sgt. Kendall met with Kathy Armstrong and Lt. Lundgren on February 25 and March 3, 2015, to discuss Sgt. Boothe's proposed changes. The updated policy will soon be sent to Sergeant Dashiell for formatting and then will go to City Legal for review.

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. Staci and Sgt. Waters will present their recommendations to the SPD Mental Health Steering Committee on March 19, 2015.

Then Lt. King will be working with the Office of Professional Accountability to implement the requirement into policy.

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



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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. He will review it with Lt. Lundgren after Lt. Lundgren returns from Crisis Intervention Training (CIT) training. Lt. Lundgren will implement the policy change after its approval.

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. Policy 300 is being sent to Sergeant Dashiell for formatting and then will go to City Legal for review. 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.



SPOKANE POLICE DEPARTMENT

OFFICE OF PROFESSIONAL ACCOUNTABILITY

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 will be handling this recommendation. He is already working on DFRB issues, including making sure that any recommendations that come out of DFRBs are incorporated into future training. The spring 2015 in-service includes training related to two recommendations made at DFRBs. Lt. King has a meeting scheduled with Lt. Lundgren and Kathy Armstrong on March 27 to discuss updates to DFRB policy.

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 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 and asked for feedback. Commissioner Dominguez said he would discuss the draft with other commissioners and would be in touch. On March 11, Lt. Tracie Meidl and Assistant Chief Selby Smith shared the outreach draft with the members of the Inland Northwest Business Association.

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 upcoming 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, will be sharing the public meeting information through social media.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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. For example, the Police Activities League is starting in two other neighborhoods. She and Kathy will share the completed surveys of youth outreach with CNA and DOJ at the site visit on March 19.

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

Lt. King and AC Dobrow met on January 29 about this recommendation. AC Dobrow asked the Police Advisory Committee (PAC) to give input on the Citizen Academy. Many of the committee members had attended the Citizen Academy in the past and had great suggestions about what they found most interesting and helpful. AC Dobrow shared those suggestions at the meeting, and Lt King added a few more ideas.

The initial plan is five weekly evening sessions with topics such as police procedures, Emergency Response Unit, K9, Internal Affairs processes, civilian oversight, Office of Police Ombudsman, use of force reality-based training, VIRTRA, body cameras, and Crisis Intervention training.

The Training Plan Committee will discuss the Citizen Academy and provide input at their meetings. Lt. Tracie Meidl will also incorporate plans for the Citizen Academy in the community outreach strategy. Lt. King and the training staff will be working closely with Lt. Meidl.

On March 11, Lt. King confirmed that the Citizen Academy is scheduled for Wednesdays in May, and he is working with all the instructors on scheduling. He will be asking for assistance from the instructors, Lt. Meidl, and Kathy Armstrong to help promote the Academy. Kathy will reach out to the Office of Police Ombudsman and Commissioners to help educate the community about the opportunity.

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.

Kathy Armstrong contacted three companies who provide staffing analyses and spoke with several other law enforcement agencies to learn about their experience. On March 11, Director Schwering confirmed that he is exploring the possibility of using local resources (WSU, Gonzaga, City of Spokane) to complete the analysis.



SPOKANE POLICE DEPARTMENT OFFICE OF PROFESSIONAL ACCOUNTABILITY

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.

Director Cotton and Assistant Chief Smith will be working on this recommendation. 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 a critical incident. She said she will remind SIRR group members to use this template and will re-distribute at the next meeting.

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.

At a February conference call, DOJ COPS recommended that SPD complete the CP-SAT (community and police survey) in June 2015. Kathy Armstrong contacted DOJ COPS to begin the process and has collected the contact information for all of the community partners who participated in 2013. Kathy contacted the CP-SAT provider on February 13, 2015 to make arrangements for the CP-SAT to be administered in June. Kathy heard back from the provider, but COPS Office personnel Tawana Elliot advised Kathy that they would actually prefer that the CP-SAT be administered in late 2015/early 2016.