



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Office of Professional Accountability

July 2015 Report

**Public Safety Committee Briefing
August 17, 2015**



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Officers Successfully De-Escalating Situations

Rachel Lamphere wanted to acknowledge the officers involved in a high risk situation that had serious potential to end badly. The individual is normally a very stable, productive member of our Evergreen Club. Unfortunately, he decompensated significantly with his mental condition and entered into a serious crisis situation that involved explicit threats and acts of violence to others, potential for crime, and unfortunately it was such a scene that it was all viewed in a public area by his neighbors. The responding officers did an exceptional job managing the risk without incident and getting this individual the help he needed. I had a chance to review the police report, which from my perspective, an excellent documentary of the incident and included everything we would want to know for my crisis team's response. It was exceptionally thorough, clear, and concise, and so helpful in ensuring this individual received the help he needed. Please pass on my appreciation to Corporal David Adams and Officer Todd Brownlee. Rachel said, "The officers were absolutely wonderful and truly treated him with respect and dignity despite his illness, symptoms and behaviors. Very impressive."

-Staci Cornwell, Director of Crisis Response Services

When driving west on Broadway approaching Elm today, I observed a naked white male walking north on Elm. He did not see me. We had no calls on him yet. As he walked, he was yelling that he wanted to die and that he had relations with his mother-- classic Excited Delirium. I was able to stay back and observe him and advised radio to start medics and AMR (American Medical Response). I advised we needed at least four officers on scene to safely control the subject. The subject turned around and saw me. I started telling him medics were on their way. He continued yelling he wanted to die. Sgt. Crane arrived on scene and we effectively blocked all northbound traffic on Elm. The subject lay down in the middle of the streets. I advised responding officers to keep lights and siren off as they approached the area. Fire and ambulance were also advised of this. Corporal Blessing arrived on scene and blocked all southbound traffic on Elm. We all stood back with Sgt. Crane and I communicating with the subject, telling him medics were on the way. Officer Rosenthal then arrived on scene. The subject was alternating between standing and lying in the middle of Elm. The ambulance arrived on scene and the crew was briefed by Officer Rosenthal. The crew brought up the stretcher. We all in a coordination of movement went up with hands on. He did not fight us. He was told we were there to help him. AMR brought the stretcher up at the same time we were able to safely load him and secure him with four point restraints. All this time, he continued yelling how he wanted to die. He was safely loaded into an ambulance and transported to Sacred Heart Hospital for treatment. The incident started at 1216 hours and he was safely in the hands of medics at 1228 hours. I was so disappointed I did not have a camera and none of the other responding officers had cameras. If we had this on film, it would have been used as an example of why CIT training is effective and a positive outcome. When the subject was safely loaded into the ambulance, several citizens that witnessed the encounter clapped. They were clapping for the SPD and the way the call was handled.

-Sergeant Anthony Giannetto



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Selected Excerpts of Officer Commendation Letters

I attended the stop class this week from an unexpected speeding ticket I received in June and the class was awesome. Traffic IS a big deal. Like so many I had probably become complacent with driving and needed this class. Thanks to Officers Ron (Tilley) and Glenn (Bartlett) for taking their time to teach this class and their humor too.

-Rob Birch

On Sunday morning, I unfortunately had a pit bull injure my cat. The injuries did result in my cat's death. Two police officers [Tom Stanton and David Kennedy] came out to assist with the incident. They were very thoughtful and kind. Officers rolled my car back to enable me to get my cat and go to vet. They took care of gathering all of the information from the owner of the pit bull. We appreciate their professionalism, kindness, and thoughtfulness. They both understood how emotional it was for us. Too often police officers are not acknowledged for all of the different things they do in the line of duty. Please send both officers our thanks and appreciation for what they did.

-Edbera Wilson

I would like to take this opportunity to commend several members of your Academy staff for their efforts in putting together the HR 218 Qualifications for retired police officers. Sergeant Robert Boothe assembled an excellent staff to work the firing line in conjunction with volunteers as there were sometimes 30 people firing on the range at one time. His knowledge, professionalism, and enthusiasm for the event made everyone feel welcome and at home during the qualifications. I did not get the names of all the officers working the firing lines; however, they were knowledgeable, professional, and friendly to work with. They were also excellent at maintaining the event's strict safety standards.

-Skip Blythe, Riverside, CA Police Department (Retired)

I saw Sergeant Crane being an awesome human being and showing some real kindness and compassion. He gave a distraught dad \$10 to buy his kids ice cream after a stressful custody issue. Corporal Ferguson and Officer Quarles should also be commended. All three of these officers showed compassion and tried to leave a positive impression on the young children.

-Marissa Butler

I had the opportunity to go on a ride-along with Officer Caleb Howard. I have been considering a possible career as a dispatcher and Officer Howard proved to be a valuable resource in this area. He kindly answered questions regarding his interaction with dispatch and set-up a time for me to "sit in" at the Dispatch Center during the course of the evening. Officer Howard had to arrest a suspect toward the end of his shift. This person was aggressive and vulgar. I was very impressed with Officer Howard and the restraint he showed during the situation. I think if the public was able to see the abuse our officers face each day they might have a greater respect for the job that you all do.

-Lindsey Carey



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Internal Affairs Unit Update

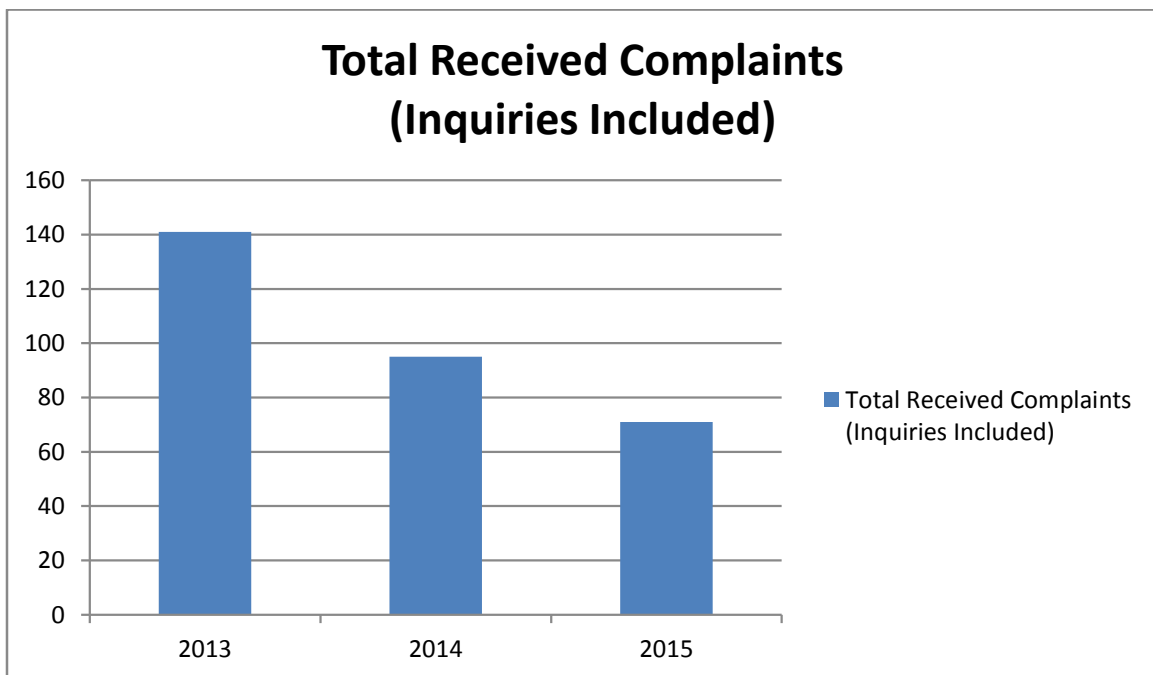
Bringing Additional Clarity to the Complaint Process

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

Complaint forms are available in six languages: English, French, German, Russian, Spanish, and Vietnamese.

IA Complaint Comparison

Comparing the first seven months of 2013 and 2015, complaints have reduced by 50%





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2015

We received 71 total complaints (46 of those are inquiries) during the first seven months of 2015.

2014

We received 95 total complaints (50 of those were inquiries) during the first seven months of 2014.

2013

We received 141 total complaints (60 of those were inquiries) and 14 Citizen Inquiries during the first seven months of 2013.

2015 January 1st through July 31st Complaints

Complaints Received:

Total: 71

Closed Out as Inquiries: 46

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: 35**

Received by the Spokane Police Department **Total: 36**

Internally Generated by the SPD **Total: 8**

Categories of Complaints**

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

Allegation	Number
Accidental Firearm Discharge	1
Burglary	1
Careless Handling of Equipment	1
Conduct Unbecoming	1
Collusion between CPS and Crime Check	1



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Crime (Assault)	1
Demeanor	12
Did not like radio traffic	1
Disclosure of Confidential Information	1
Driving Complaint	6
Duplicate complaint sent to OPO	1
Excessive Force	3
Fail to Provide Name and Badge Number	1
False Arrest	2
False Statement	3
Harassment	1
Lack of or Inadequate Response	31
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
Sexual Harassment	1
Trafficking Stolen Property/Planting Evidence	1
Improper Search/Seizure	4
Unknown	2
Unlawful access of Law Enforcement Database	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	6
Changed to Inquiry	30



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

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

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

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

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

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

Officer-Involved Shooting Incidents Update

IA14-003 (Status: 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).

IA14-017 (Status: Pending DFRB)

Incident 14-92522 took place March 26, 2014 at 1527 W. Grace. The County Prosecutor's Office just completed their review and presented their findings on February 27, 2015. SPD Internal Affairs Sergeant Braun received the case two weeks later from Washington State Patrol, the lead investigator on the SIRR Team. Sgt. Braun presented his completed investigation to Lt. Lundgren on April 28, 2015. Upon the completion of Lt. Lundgren's review, the case was submitted to the ARP pod on May 1, 2015. Captain Richards assigned Lt. McCabe as the author of the review.

IA14-027 (Status: Pending DFRB)

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



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incident” in Recommendation 8.7 of their report. SPD is in the process of updating the DFRB policy with DOJ.

IA14-057 (Status: Under SIRR Investigation)

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

F15-039 (Status: Under SIRR Investigation)

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

Use of Force Comparison

- Total Incidents: Use of force incidents from January 1-July 31 totaled 62 in 2015 (71 in 2014 and 76 in 2013).
- The most common types of force used during the time frame in 2015 were pointing a firearm and Body Weight/Manual Force (same in 2014). In 2013, Body Weight/Manual Force was also the most common type of force used. However, pointing a firearm was not classified as a reportable use of force until May 2013.
- In 2015, subject resistance was characterized as active resistance (52% assaultive behavior (38%); life threat/suicidal (9%); and passive resistance (1%). In the same time frame in 2014, subject resistance was characterized as active resistance (51%); assaultive behavior (27%); life threat/suicidal (19%); and passive resistance (3%). In the same time frame in 2013, subject resistance was characterized as active resistance (50%); assaultive behavior (39%); life threat/suicidal (10%) and passive resistance (1%).
- Most incidents stemmed from officers responding to a call for service, as opposed to a court-ordered contact, officer-initiated contact, or assisting another agency. In 73% of the incidents in 2015, the officer was responding to a call for service (85% of the incidents during the same time frame in 2014). In 2013, 68% of incidents stemmed from calls for service; 27% were officer-initiated, 6% were assisting other agencies. One call was not specified.



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Investigations Update

Homicide Statistics from January 1, 2015 to July 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 July 31, 2014

Total Homicides: 5

Homicides Solved:

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

Victim Demographics

The majority (80%) of victims were male. 100% of the victims were White/Caucasian. The average age was 40.

Suspect Demographics

100% of the suspects were male. 71% of the suspects were White/Caucasian. 29% of suspects were Hispanic. The average age was 33.



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

Total Homicides: 10

Homicides Solved: 10

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

Victim Demographics

The majority (90%) of victims were male. 70% of the victims were White/Caucasian. 20% of the victims were Black/African-American. 10% of victims were Asian. The average age was 30.



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Suspect Demographics

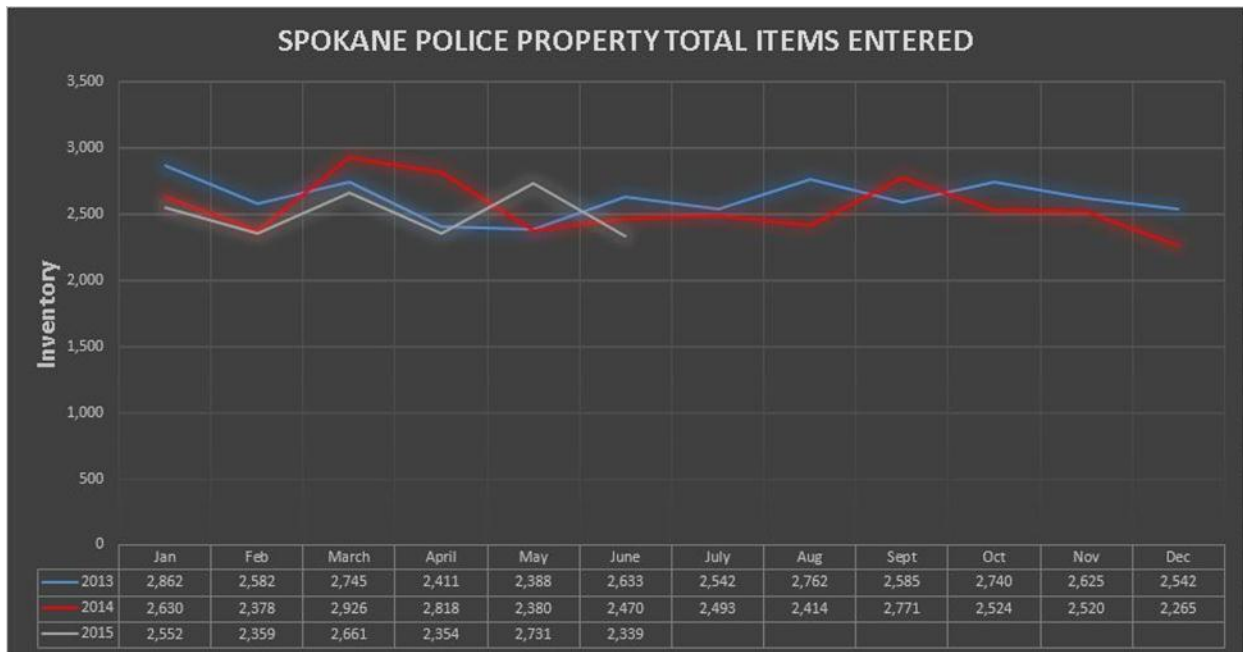
The majority (93%) of suspects were male. 93% of the suspects were White/Caucasian. 7% of suspects were Black/African-American. 18% of suspects were Hispanic. 9% were Asian. The average age was 36.

Property Facility Update

The Property Facility is bursting at the seams in regards to vehicle storage. The facility stores vehicles that are held as evidence and also vehicles that have been seized.

Inside Storage: 95 vehicles (176% capacity)

Outside Storage: 30 vehicles (188% capacity)



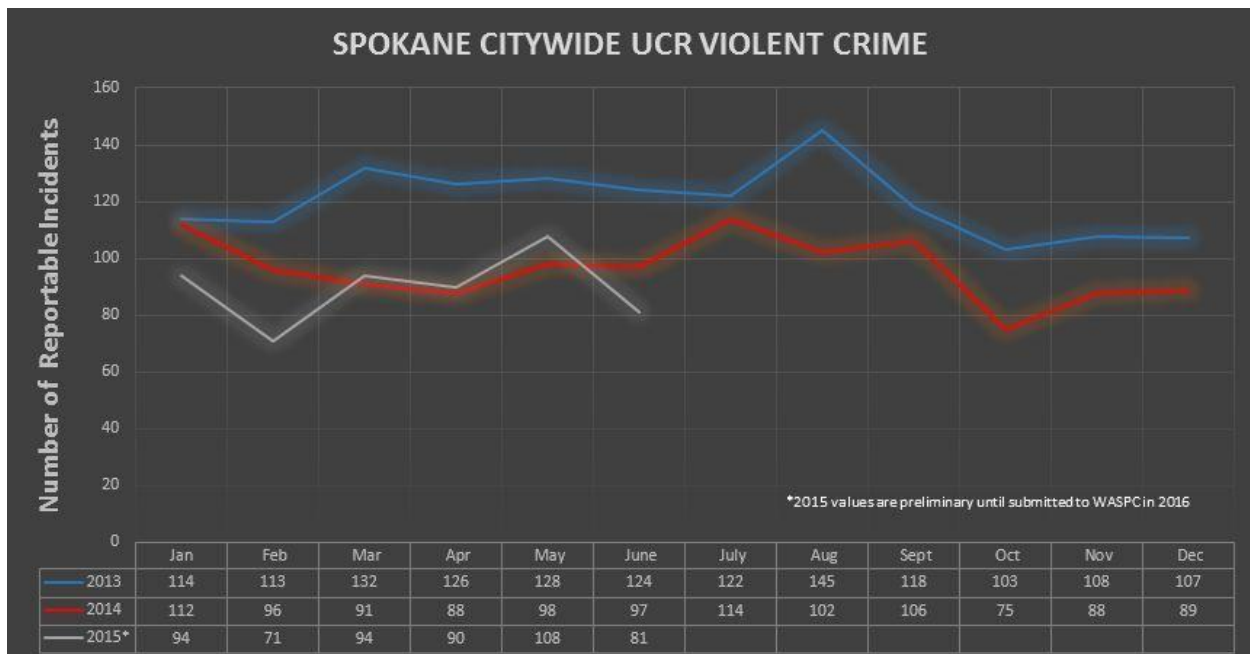
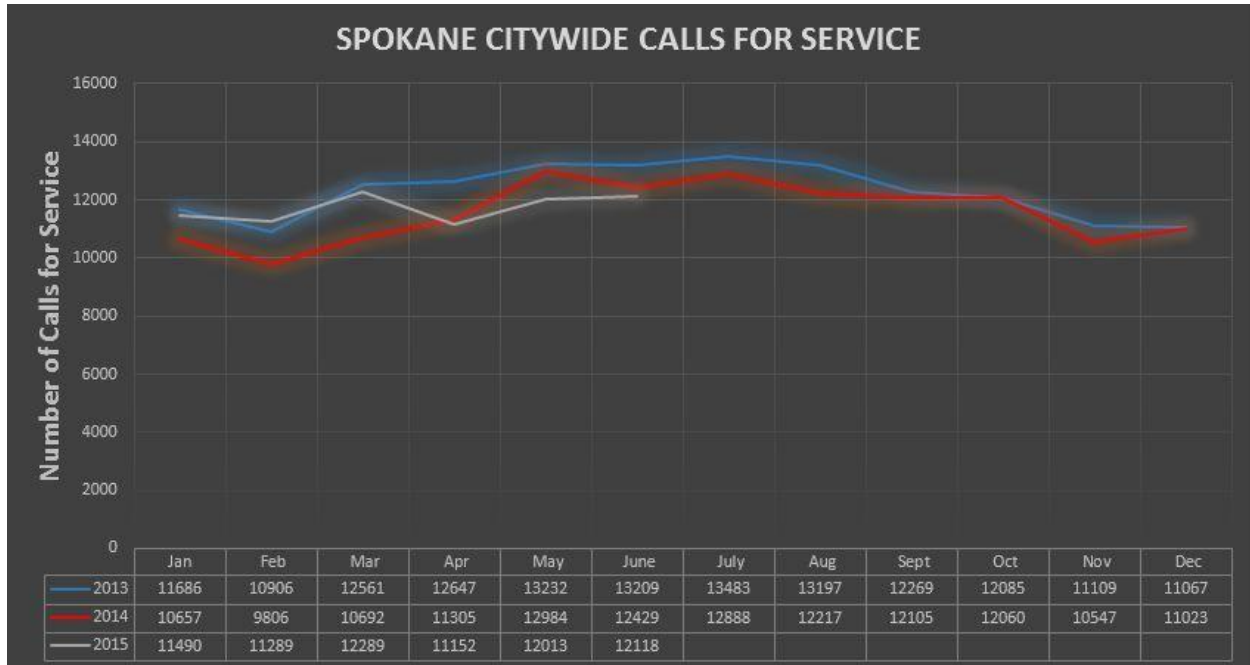


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Calls for Service and Crime Rates

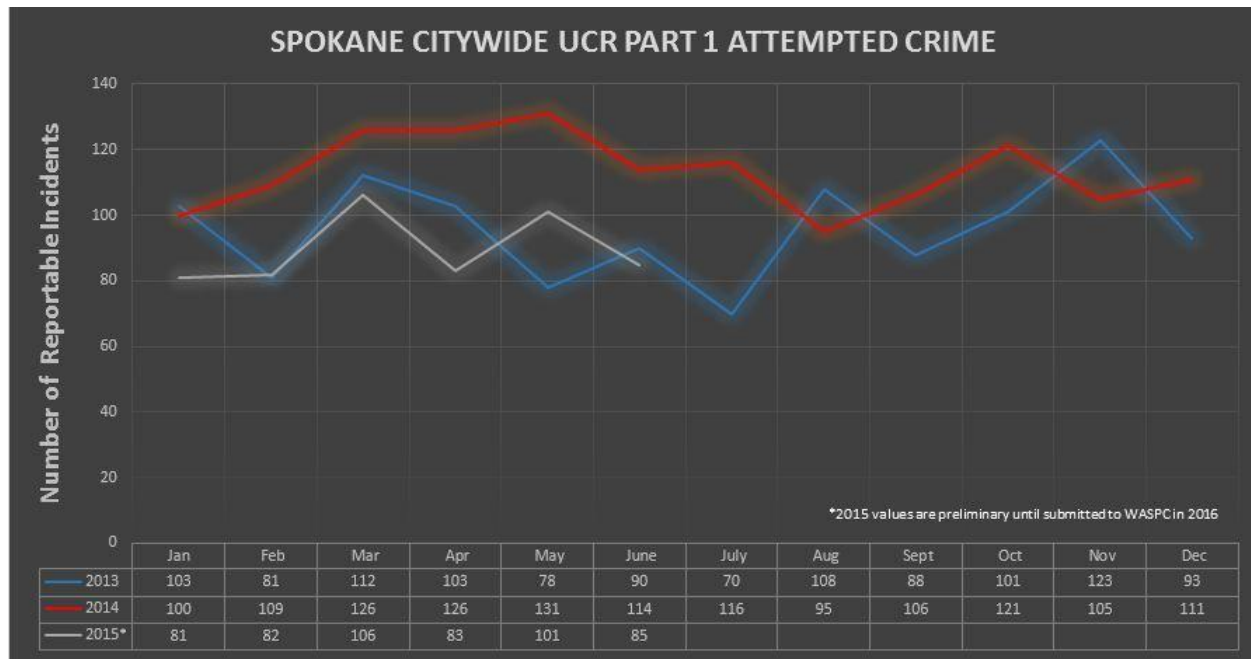
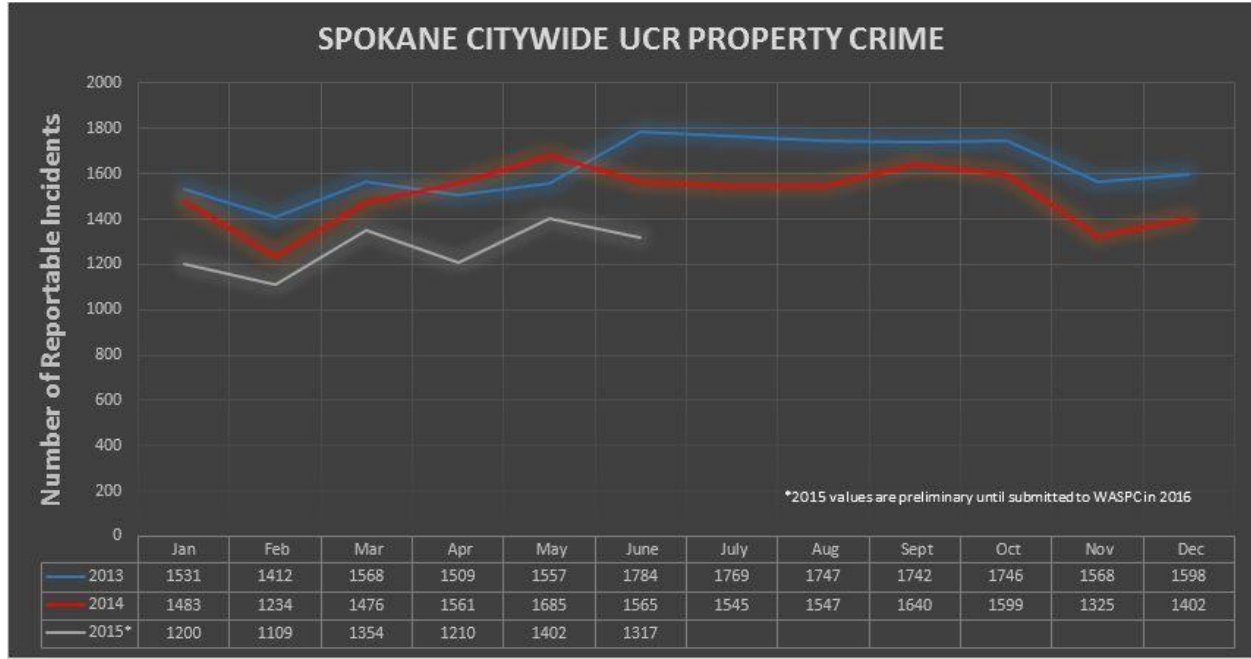




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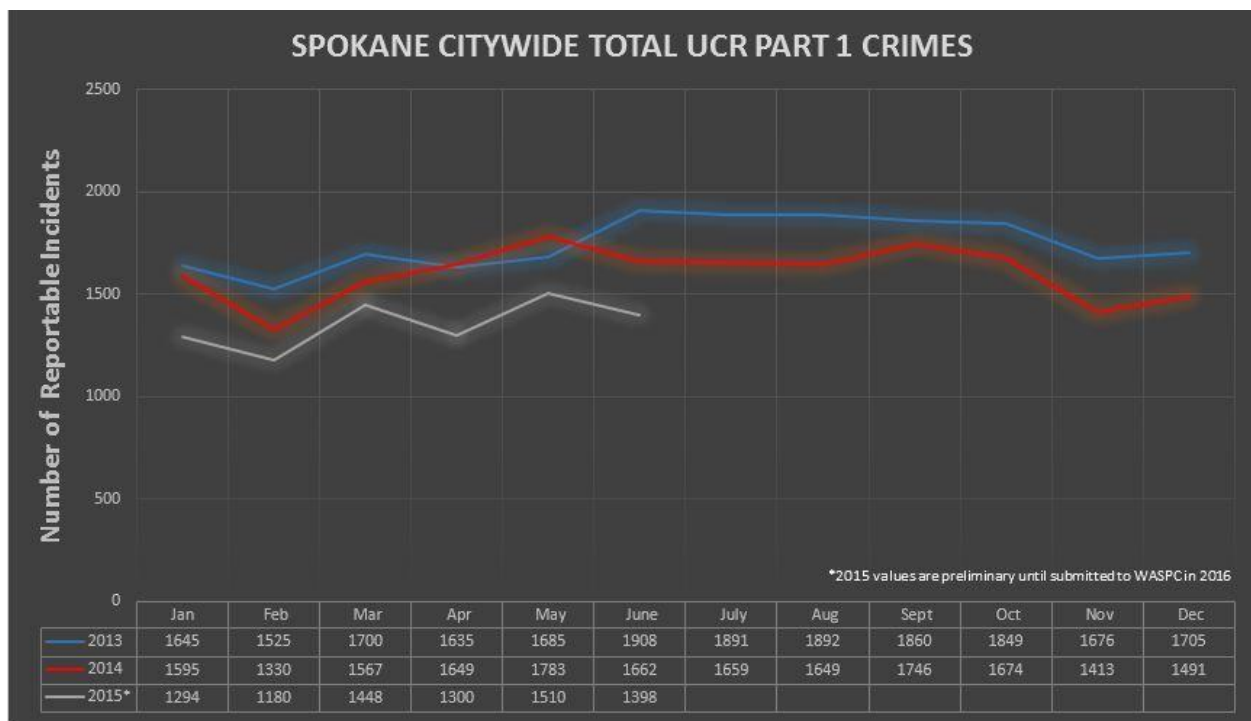
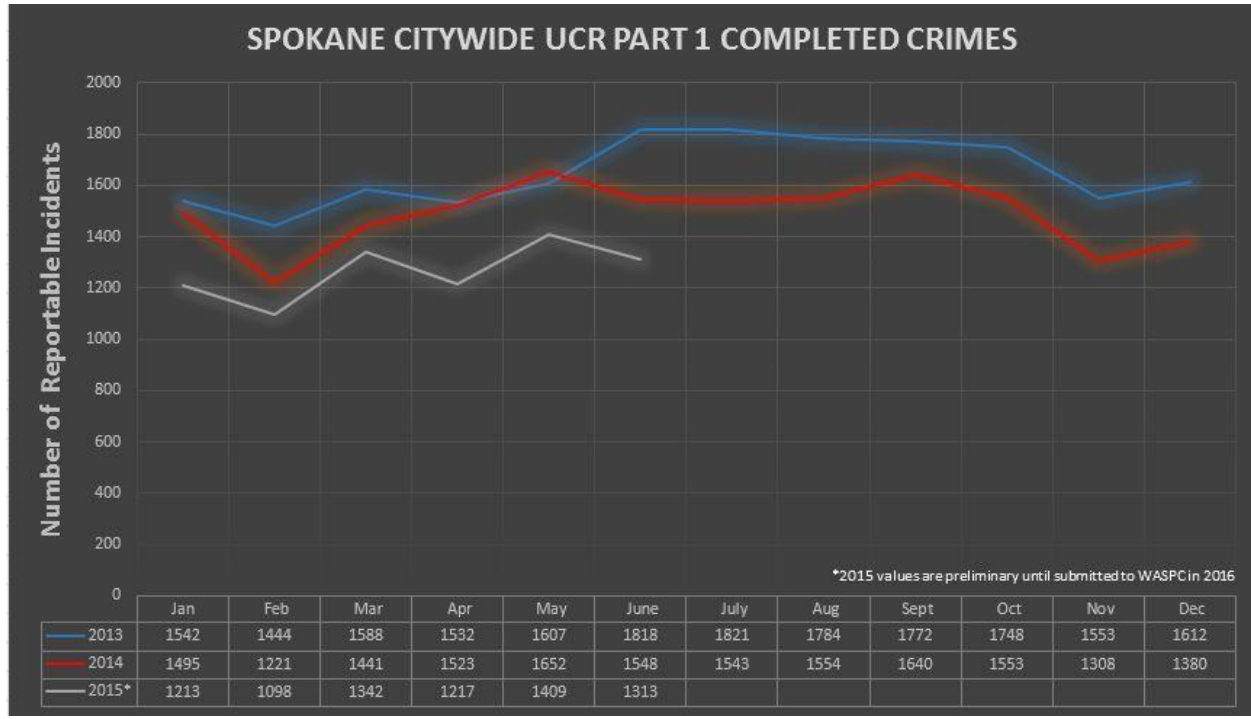




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Records Unit Update

Public Record Disclosures as of 08/03/15

Oldest request not completed:	1/23/2015
New requests received this week:	70 requestors / 1,751 records
Total requests started but not complete:*	884 pending records
(35 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:	46 (oldest request dated 7/28/15)
Requests for body camera video:	133

Outreach Update

Community, Youth, and Intervention Services Unit Outreach

CYI Community Outreach activities in July included:

- Visiting the Native Project Youth Program
- Visiting Spokane Eastside Reunion Youth Camp
- Attending Jacob's Well Refugee Sessions
- Restorative Justice meeting with Spokane Schools
- Visiting the Martin Luther King Jr. Teen Leadership Program
- NAACP meeting
- Community Wellness and Prevention Initiative (CWPI) meeting
- Unity in the Community Meeting
- Juvenile Court Coordination of Service presentations

Police Activities League (PAL) update:

The PAL season kicked off July 7, 2015, expanding to three neighborhoods, including West Central and Hillyard-area parks in addition to East Central. SPD has been collaborating with My Spokane and Spokane Parks and Recreation to enhance the PAL program. Many children are swimming after the activities, and several received scholarships for swim lessons. United Way added literacy activities to the program as well.

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



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Implementation of DOJ Recommendations

Progress Report as of August 7, 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 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 the late fall of 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. Lt. Wohl believes that the other agencies are currently using the template on the recent incidents under investigation.

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. Lt. Wohl believes that the other agencies are currently using the template on the recent incidents under investigation.

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 health issues and training. Commissioner Hammond spoke about the Commission’s interviews



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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. On February 11, Lt. Lundgren and Kathy Armstrong shared the analysis with the Training Director and subject matter experts. After their input was incorporated, Tim shared it with Command Staff on February 16. On March 11, Kathy received feedback from CNA regarding the analysis and will implement feedback in future (2015 mid-year) reports. Lt. Lundgren will include information on the report in the updated IA Standard Operating Procedures (SOPs). Kathy is currently working on the use of force analysis of the first six months of 2015.

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 (OPO). 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, Kathy received feedback three times. One reply was a message of appreciation and support for SPD, and the other two were just



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friendly exchanges. No community stakeholders responded to any of the content. In June, Kathy received feedback from a few members of the Hispanic Business and Professional Association and the Police Advisory Committee (PAC). The citizens had read the supplemental information about force applications and minority subjects in addition to the general analysis. Citizens were “very pleased with the overall outcomes” and that stated officers used great restraint in many dangerous situations. Additionally, the PAC members appreciated the clarification about the “draw and direct” technique of an officer pointing a firearm and giving commands that is classified as a reportable use of force.

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 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. 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.).

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



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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. Kathy sent Sgt. Overhoff's first draft to CNA on May 13 and received feedback. A second draft was sent to CNA July 21. The Committee will meet again in late August 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 rosters to CNA at the end of in-service training on April 29.

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

Lt. Lundgren 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.



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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 is currently working on a second draft.

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 will provide an extensive review of the policy.

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

Lt. King and the 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 is currently undergoing review.

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



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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.

SPD's Buyer Micaela Martinez is working with Lt. King and the City's Buyers to procure the software.

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

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

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

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

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

On February 27, 2015, Lt. King met with Sergeant Waters at SPD and Staci Cornwell, 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. CIT refresher



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

On May 27, Sgt. Waters confirmed that the on-site training is working well and they have not run into any major problems. Sending individual officers to the site for training creates fewer staffing challenges than trying to train large groups of officers at a time. Officers have commented on the positive aspect of building rapport with mental health professionals and understanding their job better, as well as the benefit of practical experience. Staci Cornwell also reported, “The feedback from Officers has been overwhelmingly positive for the CIT refresher training at Crisis Response Services. It has been a great experience for my mental health staff as 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.

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

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

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

On February 5, 2015, Lt. Lundgren provided the Spokane Police Guild and the Lieutenants and Captains Association with a copy of the Las Vegas Collaborative Reform Process. The document contains some insight as to how the voting process works for LVPD. The bargaining units are currently reviewing this information as it changes the 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.



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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.

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. 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.



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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. Lt. King, Sgt. Kendall, Lt. Lundgren, and Kathy Armstrong are working with the City Attorney's Office on another version and then will send another version to CNA.

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, 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).

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



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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 to the work Spokane Police Department is doing in relation to the Interim Report of the 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. So far:

- SPD is expanding the Police Activities League (PAL) from one to three neighborhoods, using existing community resources and partnerships and creating new ones. For example, My Spokane and Spokane Parks Department are helping with PAL registration and swimming for the kids.
- Many community leaders are from organizations that SPD already partners with (KFCA Ministries, Spokane Southeast Lions, and Spokane Public Schools). However, many new community leaders are joining to coach and help out.
- Teen mentors are participating at the Liberty Park PAL session thanks to the partnership with the Martin Luther King Jr. Family Outreach Center and the Youth and Police Initiative (YPI) held there.
- PAL is receiving increased support from the community, as well as internal support. Several local businesses have donated items for the youth, and the Spokane Police Guild and Lieutenants and Captains Association each donated \$500.00.
- SPD/City of Spokane has won two major awards based on YPI's success.



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- 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.

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.”



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

The Chief will be handling this recommendation. CNA noted in the finding that the Police Advisory Council (PAC) meetings were regarded as “ineffective, not necessarily reflective of the concerned community, and lack the potential to meet many community stakeholder groups.” However, PAC continues to grow and improve. In the last six to eight months, several new members from different constituencies (LGBTQ, Iraqi, youth) joined PAC, and PAC is actively recruiting for more members. SPD is also promoting PAC through social media, advertising, and emailing contacts. In March 2015, Kathy sent 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. On June 1, 2015, Kathy sent information about joining PAC and attending quarterly meetings to all the neighborhood councils, as well as SPD's greater contact list. Kathy specifically sent PAC info to groups that CNA had mentioned in the recommendation (Center for Justice, Native Project, NAACP, OPO, mental health organizations, LGBTQ organizations, etc.). Kathy also asked Gloria Ochoa to share the information with the Mayor's Advisory Council on Multicultural Affairs (MACMA). 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.

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 will take place August 25, 2015.

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.

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. 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.