



SPOKANE POLICE DEPARTMENT
OFFICE OF PROFESSIONAL ACCOUNTABILITY

Office of Professional Accountability
March 2015 Report

Public Safety Committee Briefing
April 20, 2015



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Selected Examples of Officers De-Escalating Situations

I am writing to commend the two police officers [Beau Brannon and Beatrice Manwill Spolski] who answered by 911 call at 2:30 am. A young woman had driven her car through the fence next door to my building. After the accident, she and two young men had a yelling and screaming fight. The two men wanted her to leave the scene and she was insisting on staying. At first a male officer showed up and a few minutes later, a female officer arrived. Both of them were totally calm and professional. The two young men were extremely belligerent and obnoxious and in spite of the taunting and sarcasm, both police officers carried on calmly, showing respect to all three of the young people. The young woman, who had been hysterical after the incident, calmed down. I'm sure it was the professional manner of the police officers that helped her keep herself in control. These police officers deserve all the kudos they can get for their calm professionalism and response for the young people in this situation. Please commend these two officers for me and my neighbors.

-Mary Lou Sproul

[SPD responded to a call where the person was driving under the influence, had evaded police, and had collided with another vehicle.]

When I arrived on-scene, Officer Quarles was giving verbal commands to the driver of the car. The suspect was not responding appropriately to Officer Quarles' commands. Officer Quarles maintained a very impressive command voice and presence during these negotiations. Officers maintained a high level of officer safety and tactical thinking. The officers present did not try to rush the suspect or force the issue. They maintained positions of cover and considered less-lethal options. The suspect became increasingly obstinate and our efforts were being discomfit by the suspect's intoxication. In reviewing the video from my body camera I noted that I had over sixteen minutes of video before we moved in to apprehend the suspect. He had been moving around in the car and it was easy to think that he was trying to access a weapon. When the suspect was out of the car, he was clenching his bared teeth and yelling at us, "Fire!" It was quite apparent he was trying to goad us into shooting him. He would not keep his hands still and kept shoving them in his pockets. It was not until he started moving back towards the open door of his car did we move in to arrest him. It was not very long ago that we would have rushed in to apprehend him. All the officers showed great control and restraint, giving de-escalation a chance to work. The suspect had minor injuries, and after medics cleared him, he was transported to jail and booked for Attempting to Elude, DUI, and Attempted Hit & Run.

-Corporal Ferguson, Spokane Police Department



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Selected Excerpts of Officer Commendation Letters

My mother was experiencing some health issues at her apartment downtown. When I arrived, Fire and paramedics were on scene working on Mom, attempting to revive her. In such a surreal moment, I was greeted by Spokane Police Officers Mark Zimmerman and Kyle Heuett and Chaplain Beth Wilson. I wanted to recognize what top-notch people you have working for your organization. Officers Zimmerman and Heuett were extremely courteous and professional.

I also want to say a special thanks to Chaplain Wilson. She stayed with us through the process until the funeral home arrived. What a tremendous asset she is to the Spokane Police Department. With so much negative publicity these days with regards to law enforcement, I just wanted to take the time to thank these three people for the fine service they provide to the people of Spokane.

-S.M.

We are so grateful for the Self Defense Awareness workshop put on by Spokane Police Department. Sgt. Shawn Kendall and his fellow officers who came and did an amazing presentation of practicality awareness of self-defense has been an eye opener for many students and faculty/staff here at Spokane Falls Community College. This spring quarter we will also ask them to return for more knowledge regarding a very important issue. The officers did a user friendly presentation and hands on that made everyone there leaving more confident and safe. Thank you to our Spokane Police Department for bringing this to the students, faculty and staff. There never is too much information on being protected and safe.

-Sheri Staudinger, Spokane Falls Community College

I can't begin to tell you how grateful I am that Officer Tami Johnson came to my aid when my car died in the middle of a busy intersection during rush hour commute time. I appreciated her calm and kind demeanor. She is a tribute to your force and you are lucky to have her. She was so efficient and nice to me and helped me feel at ease.

-Sandi Wendling

My stolen car was recovered/repared. We are driving it! Way to go, Spokane Police Department! We love you! Be safe!

-David Smith



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Internal Affairs Unit Update

2015 January 1st through March 31st Complaints

Complaints Received:

Total: 19

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: 12**

Received by the Spokane Police Department **Total: 7**

Internally Generated by the SPD **Total: 1**

Categories of Complaints**

Allegations associated with **Citizen Complaints** *received* between January 1st and March 31st, 2015

Allegation	Number
Crime (Assault)	1
Demeanor	3
Driving Complaint	2
Excessive Force	1
False Arrest	1
Lack of or Inadequate Response	11
Fail to Report Domestic Violence	1
Misuse of Public Funds	1
Sexual Harassment	1
Trafficking Stolen Property/Planting Evidence	1
Improper Search/Seizure	4
Untruthfulness	1

**Note: Some investigations involve multiple allegations.



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Current Status of 2015 Cases

Citizen Complaints

Status	Number
Exonerated	
Sustained	
Not Sustained	
Unfounded	
Resigned prior to Termination	
Administratively Suspended	1
Changed to Inquiry	11

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 03/29/2015

Oldest request not completed: 12/14/2014

New requests received this week: 285

Total requests started but not complete:* 793

*(34 of the requests are very large and the requestors have been provided with an extended completion date.)

Total requests not processed: 19 (oldest request dated 3/26/15)



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Technical Assistance Response Unit (TARU) Update

During the month of March, TARU:

- Rolled out the new “real time” fleet management application, developed in-house by Chris Seidel. Fleet updates will now be visible on the roll call screens and via email.
- Worked with City IT to implement a new software purchasing policy, where essentially all software purchases and license renewals now need to be vetted through City IT.
- Continued to work closely with City Fleet to ensure that we maintain a safe and efficiently running fleet.
- Confirmed correct programming or re-programmed all Department Portable Radios to include Channel 4 (Patrol Undercover Operations Channel – L OPS 2) into the radio.
- Re-allocated the old Patrol “Car-to-Car” radio channel to a new Patrol Undercover Operations Channel for PACT and all Patrol Non-Uniform Operations and Incidents.
- Surveyed the Department for pager users to prepare for a Paging Frequency Update which will render all currently used department pagers non-operational.
- Purchased and deployed an “elective” wireless computer mouse to Patrol to complement their in-field laptop and help with navigating different software.
- Prepared and deployed a new Ford SUV to the Patrol Fleet for use.
- Purchased and deployed new Portable Radio antenna cradles for SPD K9 operators for their personal tactical armor.
- Purchased and acquired Internal Wireless Gobi Cards for SPD K9 Officers and installed in their Panasonic CF31 Toughbook Laptops.

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. The upcoming session is expanding to involve two new programs in Hillyard and West Central neighborhoods. CYI is working with several organizations to help with PAL’s expansion.

The most recent YPI session was held at Ferris High School. It was very successful and several participating officers commented on the effectiveness of YPI. One officer wrote that it was very beneficial for “students to see officers as real people, and for officers to realize that teenagers come from a variety of backgrounds and home lives (or lack of).” Another wrote that he felt the program really bridged the gap between officers and teens. Community leaders also reacted positively to the session.



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“I would absolutely love to join you guys again. I was inspired and encouraged by what I witnessed and have been sharing it many others in the community. Continue to do the great work that you do and know that there are many of us in the community that are willing to stand with you at a time where it is critical to do so. The media has done a good job of creating a divisive climate between police and the minority community. With ALL of us standing together from various diverse backgrounds, we can show that change is possible. I believe that! It starts with our youth. I am a firm believer in change when a group of like-minded people are committed to it. Let me know of any community events that you would like me to attend/support. Glad to have met you and thanks for your commitment to bettering our community. Look forward to working with you again.”

--Leon Covington, MSW, Child Welfare Training Manager

CYI Community Outreach activities in March included:

- Dr. Seuss’ Birthday Celebration at Longfellow Elementary
- Odyssey Youth Center: planning a Q&A session with their members to gain support for hosting a YPI session.
- OUTSpoken (LGBTQ radio show) meetings
- “Race: the Power of Illusion” workshop.
- Presented at Inland Northwest Business Alliance luncheon
- Homeless Coalition
- School Community Partnership at Newtech Skills Center
- “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
- Interviews with Gonzaga and University of Washington college students studying law enforcement
- Superhero Fun Run, supporting CASA Partners and youth in foster care or dependency. Lt. Meidl and Officer DeRuwe cheered on the participants and interacted with children at the event, inviting them to see the inside of a police car and use the PA system. Over 500 people participated in the Fun Run.

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



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program would require. As of March 31, 2015, SPD had received 89 requests for video footage. The Police Ombudsman Commission is in the process of forming a body camera stakeholder group. SPD will consult with that group to help with the process of creating a permanent policy governing body camera use. The policy will be revised and updated to reflect any forthcoming changes in state law addressing video footage and public records.

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

Implementation of DOJ Recommendations Progress Report as of April 15, 2015

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

Supervisor Training:

Lt. Lundgren is heading up this recommendation, although this recommendation involves Internal Affairs and Training. On the IA side, Lt. Lundgren is working on an in-depth training on IA procedures and Blue Team for supervisors. This training may take a while to develop as the training for supervisors will encompass so many things and be a hands-on training.

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

Officer Use of Force Report Writing:

On the Training side, Lt. King explained how they will meet the goal of training every officer on proper UOF report writing. Although officers have had use of force report writing as an in-service training, that training was a shorter block than the 8-hour course we have now. As officers are outfitted with body cameras, they will attend an all-day scenario-based training on



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use of force report writing and body cameras. During the training, officers go through scenarios wearing the body cameras, write reports, review the video footage, examine how well the report documents the incident, and learn to improve their report writing. As SPD gradually phases in body cameras, each team will be trained. Use of Force Report Writing Training for officers is planned to begin in May.

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

Sgt. Braun's draft was sent to the Training staff for their input on February 17 and sent to CNA on March 10 for their guidance. Sgt. Braun and Kathy Armstrong will incorporate CNA input and continue work on the original draft and begin a review of 2014 as well.



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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.

Chief Straub is facilitating the Procedural Justice training. Kathy will send the class materials and attendance rosters to CNA at the end of in-service training.

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

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

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

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

The draft policy is currently under review by the City Attorney's Office.



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

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

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

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

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

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

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

Lt. Lundgren will create a policy memorializing the process for policy updates.

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

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

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



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

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

Assistant Chief Dobrow established a committee for long-range planning, comprised of external partners, criminal justice training experts, and SPD personnel. The first Training Plan Committee meeting took place February 12, 2015, and they met again on February 27. The Training Plan is still a work in progress.

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

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

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

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

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

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

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



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

CIT refresher training will be provided every two years and will consist of four hours. The requirement and lesson plan was shared with the department on April 15, 2015. CIT refresher training has begun. The recertification will also be addressed in the Training Plan, when it is finalized.

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

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

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

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

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



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

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

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

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

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

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

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

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

Lt. King is continuing work on the DFRB policy, reviewing other agencies' policies as well.



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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. On March 11, Lt. Tracie Meidl and Assistant Chief Selby Smith shared the outreach draft with the members of the Inland Northwest Business Association. Kathy has continued to share the draft with community stakeholders such as SPD’s youth outreach partners, Spokane Public Schools, the YWCA, Skills’kin, OutSpokane, League of Women Voters, the Chair of the City of Spokane’s Human Rights Commission, Lutheran Community Services, SPD’s Mental Health Steering Committee, and all the neighborhood councils. Stakeholders have offered helpful feedback.

The final version of the community outreach strategy will be shared with SPD’s contacts and posted to the website.

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

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

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



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

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

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

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

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

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

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

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

The Citizens Academy is scheduled to begin in May and is being promoted throughout the community.

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. She is waiting to hear from the Office of Justice Program's Diagnostic Center to see if SPD can receive technical assistance from the Diagnostic Center.



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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.

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.

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

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

This recommendation is ongoing. At the advice of DOJ, SPD will be implementing the CP-SAT in late 2015/early 2016. In addition to the CP-SAT, Director Cotton is looking into the possibility of a city-wide survey, and discussions are ongoing about a community partners survey.