



# SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

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## **Office of Professional Accountability**

May 2015 Report

**Public Safety Committee Briefing**  
**June 15, 2015**



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### Selected Excerpts of Officer Commendation Letters

I would like to take the time to say a big thank you to Officer Doug Strosahl (Neighborhood Officer). Our case was a very complex and unique one that required several pieces to come together in order for it to be resolved. Being that it was a mental health case, we were fearful for our lives and the safety of our children. Every night was getting worse and our neighbor was becoming more threatening and mentally unstable. Officer Strosahl helped us to understand how the process works in using Crime Check, behavioral health and when to call 911. Officer Strosahl kept in contact with us throughout the weeks to check in on our family and make sure we were safe. After everything came together and they were able to catch our neighbor and get her the help she needed, Officer Strosahl then took the time to check in our family again to see if we were still safe and enjoying our new found peace. Because of Officer Strosahl and his dedication to justice, protecting citizens and restoring order our lives have been so much easier and safer! From our entire extended family and friends (about 50 of us) we say THANK YOU! You are our hero and you have restored our faith in humanity.

*-L. P.*

Last Saturday my daughter was involved in a minor hit and run. Officer Scott Haney responded and I just wanted to say he was so nice, kind, helpful and had a good sense of humor. I wanted to thank Officer Haney for just being so terrific! Thanks again!

*-Michelle Bahr*

There seems to be a swell of disrespect and downright hate towards police officers lately. With all the officers around the country being attacked, and sadly some losing their lives, I just wanted to say that I for one have the upmost respect and admiration for what you do on a daily basis. You face situation after situation where you have no idea how it will unfold. You have chosen a path that very few people would travel. From the bottom of my heart (and just saying thank you doesn't seem like enough) thank you for what you do!

*-Stu Benshoof*

Assistant Chief Smith, your talk to Spokane Chapter 102 was most excellent. The members are all praising your time with us and the message that you brought to our members. Keep up the great work!

*-Merle Iverson, Secretary, Spokane Chapter 102, National Sojourners, Inc.*

Sue C. called the Chief's Office to make sure that her experience with an amazing officer was made known. On April 29th, she accidentally hit a bicyclist. Fortunately, the cyclist was not hurt too bad but she was very shaken up. She said that Officer Van Tassel was so wonderful because he cared about how she, the driver, was doing, too. He made sure she was ok to drive home and took the time to let her know that it was going to be okay and that it could have been worse. She is very thankful for how Officer Van Tassel treated her during what she called "the worst day of my life." She also said that she has never had a bad experience with any of our officers and felt the need to send some praise to our department and to thank our officers for all that they do to keep our community safe.



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## Internal Affairs Unit Update

### 2015 January 1<sup>st</sup> through May 31<sup>st</sup> Complaints

Complaints Received:

**Total: 42**

### 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: 20**

Received by the Spokane Police Department **Total: 22**

Internally Generated by the SPD **Total: 5**

### Categories of Complaints\*\*

Allegations associated with **Citizen Complaints** received between January 1st and May 31<sup>st</sup>, 2015. \*\*Note: Some investigations involve multiple allegations.

<b>Allegation</b>	<b>Number</b>
Crime (Assault)	1
Demeanor	11
Driving Complaint	4
Excessive Force	2
False Arrest	1
Lack of or Inadequate Response	19
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
Untruthfulness	1



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## Current Status of 2015 Cases

### Citizen Complaints

Status	Number
Exonerated	1
Sustained	
Not Sustained	
Unfounded	
Training Failure	1
Resigned prior to Termination	
Administratively Suspended	2
Changed to Inquiry	30

**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.



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## IA Complaint Comparison

### **2015 complaints as of 5/15/2015:**

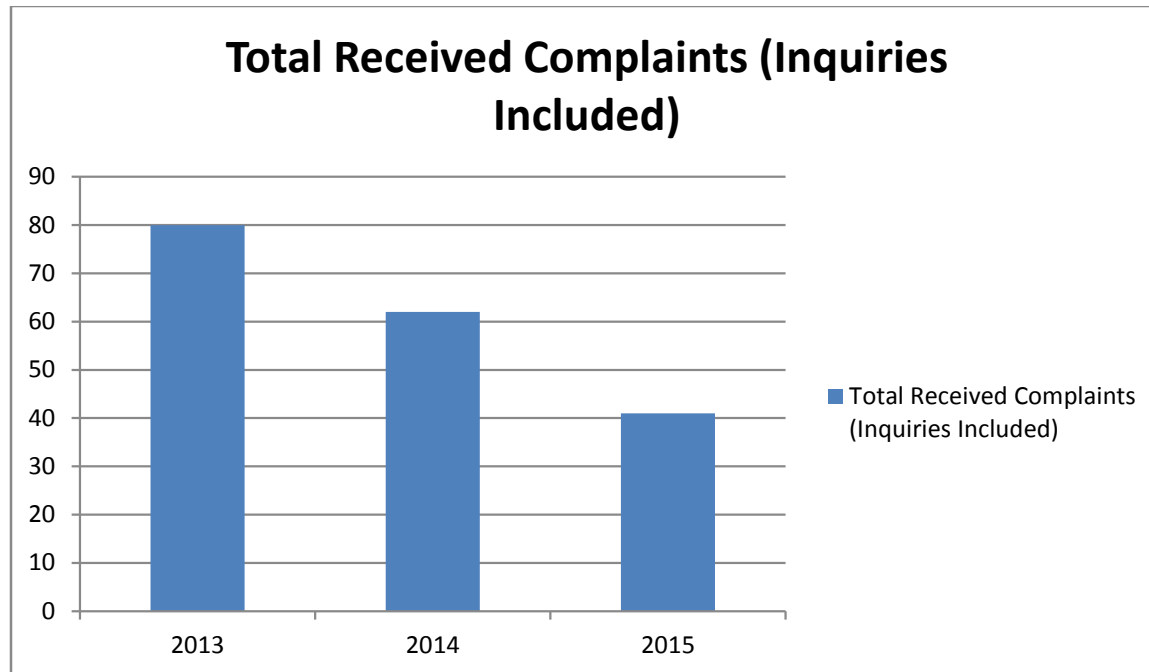
We have 41 total complaints (29 of those are inquiries)

### **2014 complaints as of 5/15/2014:**

We had 62 total complaints (31 of those were inquiries)

### **2013 complaints as of 5/15/2013:**

We had 80 total complaints (34 of those were inquiries); we also had 13 Citizen Inquiries.



## Use of Force Comparison

- Total Incidents: Use of force incidents from January 1-May 31 totaled 44 in 2015 (43 in 2014 and 47 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 types of force used. However, pointing a firearm was not classified as a reportable use of force until May 2013.



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- In 2015, subject resistance was characterized as active resistance (59%); assaultive behavior (29%); life threat/suicidal (10%); and passive resistance (2%). In the same time frame in 2014, subject resistance was characterized as active resistance (51%); assaultive behavior (26%); life threat/suicidal (21%); and passive resistance (2%). In the same time frame in 2013, subject resistance was characterized as active resistance (51%); assaultive behavior (43%); and life threat/suicidal (6%).
- 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 80% of the incidents in 2015, the officer was responding to a call for service (86% of the incidents during the same time frame in 2014). In 2013, 62% of incidents stemmed from calls for service; 31% were self-initiated, and 7% were assisting other agencies.

### Officer-Involved Shooting Incidents Update

#### **IA14-003 (Status: Under ARP Review)**

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

#### **IA14-017 (Status: Under ARP Review)**

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 incident" in Recommendation 8.7 of their report. SPD has updated the DFRB policy; it is currently under review with DOJ.

#### **IA14-057 (Status: Under SIRR Investigation)**

Incident 14-378583 took place on November 8, 2014 near 800 W. Montgomery. The case is still under investigation by the Washington State Patrol. Sgt. Braun spoke with Sgt. Morrison of the



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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.

### Investigations Update

The Spokane Regional Domestic Violence Task Force (SRDVTF) is comprised of representatives from many groups involved in Domestic Violence (i.e., City and County law enforcement, prosecutors, probation, advocates, judges, Lutheran Community Services, DV perpetrator program coordinators, etc.). Recently, the SRDVTF decided to conduct a Criminal Justice Safety Audit for domestic violence incidents to ensure that best practices are being used and to identify any gaps in service to DV victims. The audit will evaluate DV incidents, from initial 911 call to adjudication, and will be coordinated by SPD Sergeant Brad Hallock and Chauntelle Lieske, Associate Director of Legal Services for the YWCA.

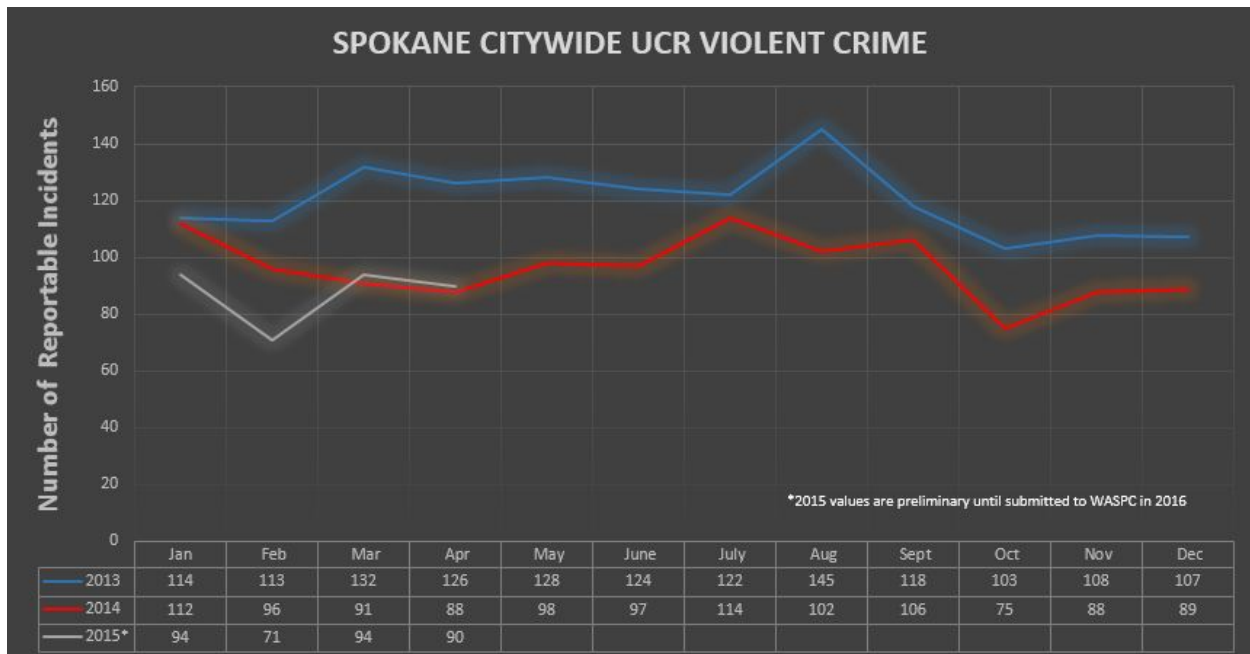
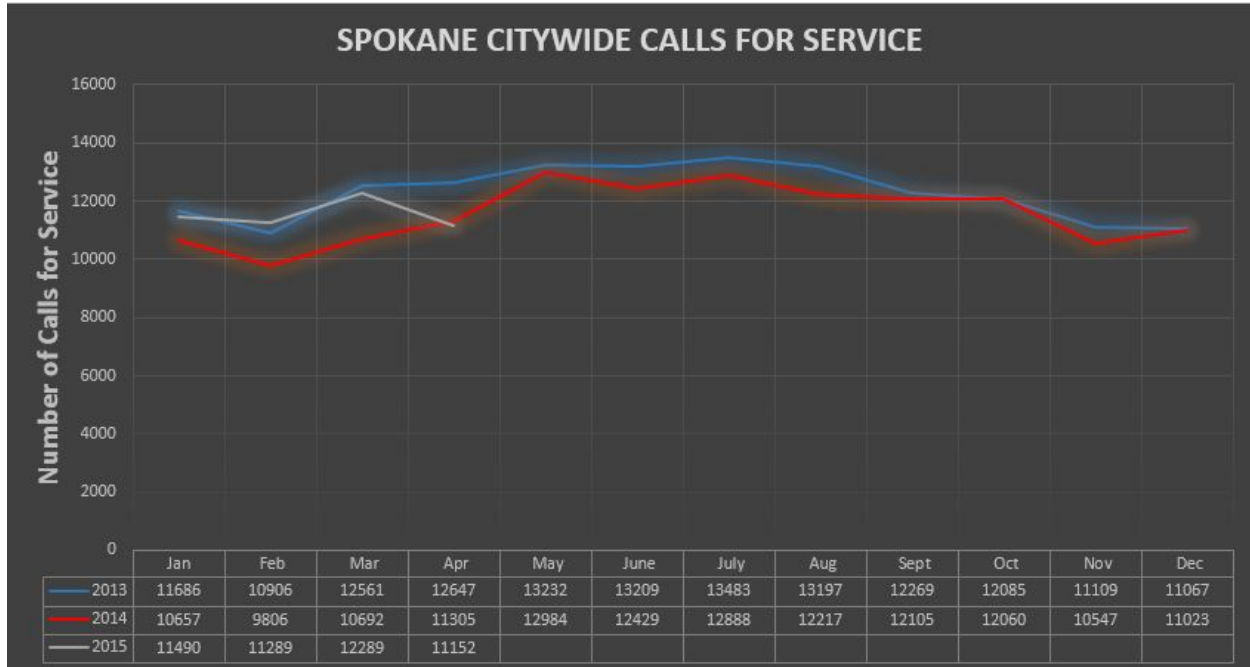


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## Calls for Service and Crime Rates



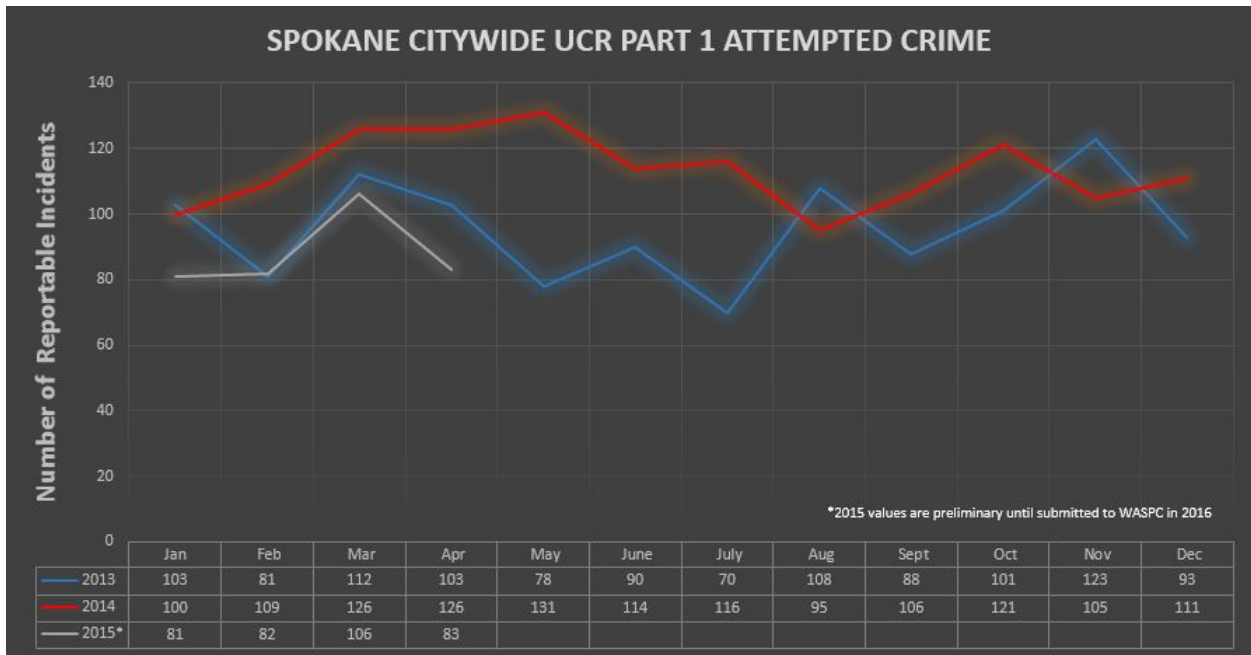
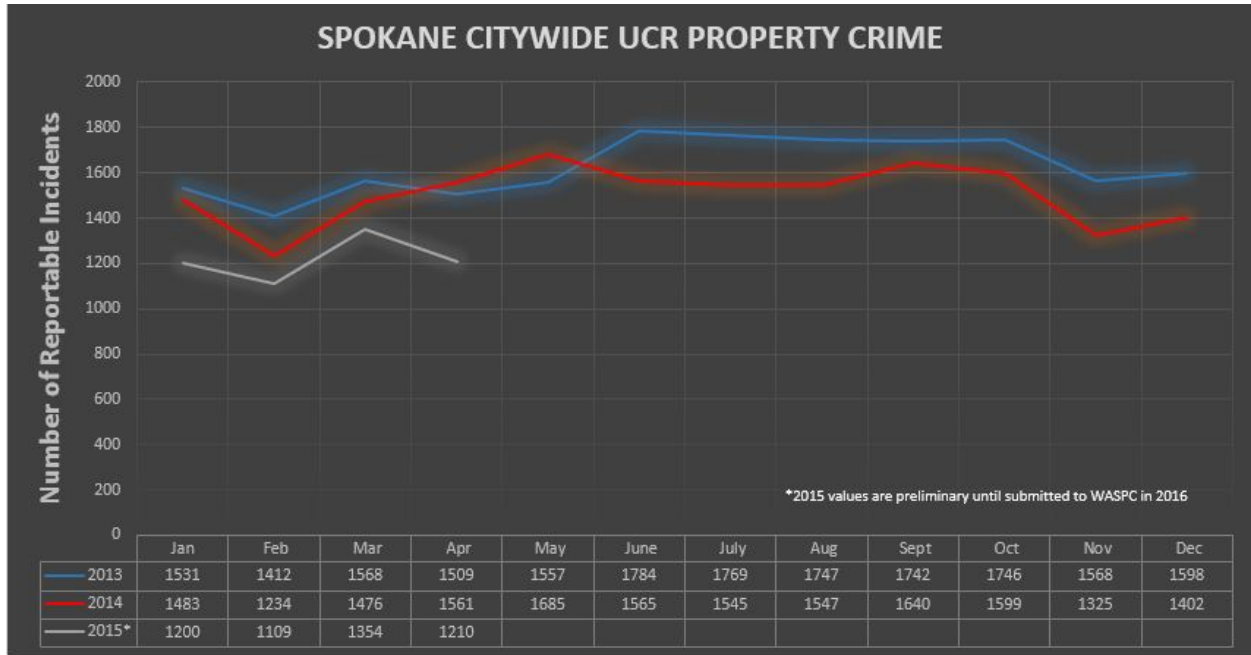




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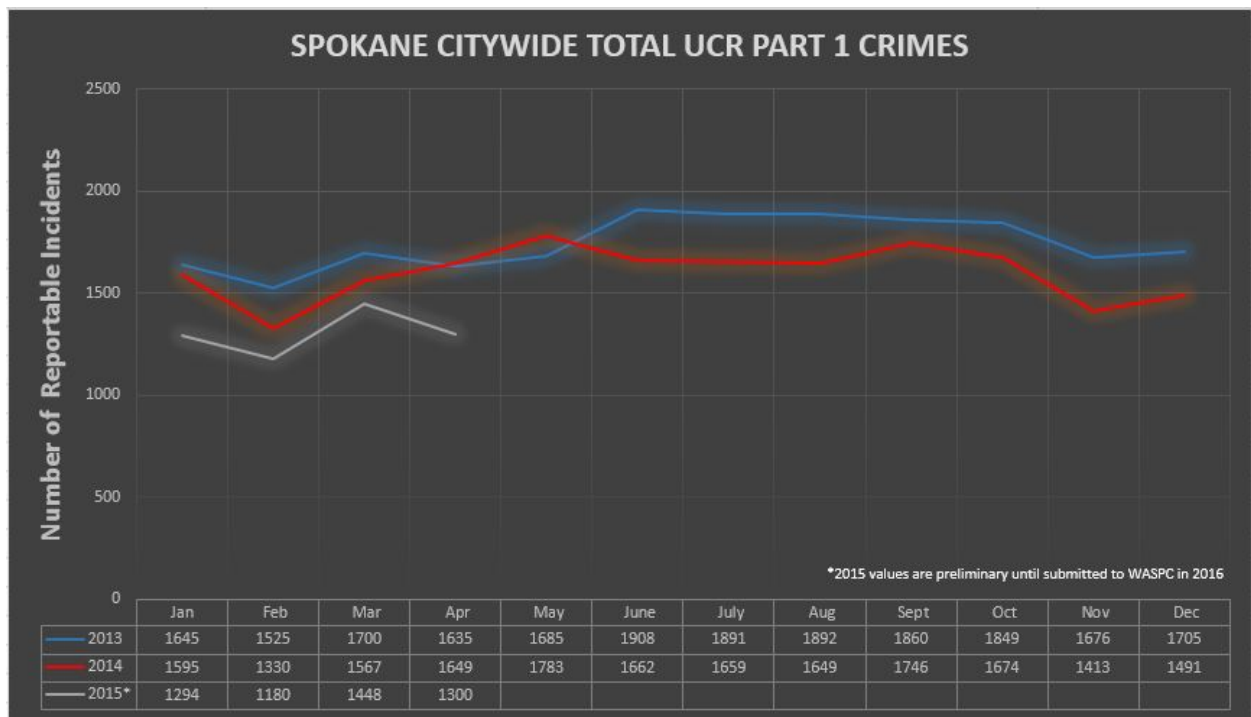
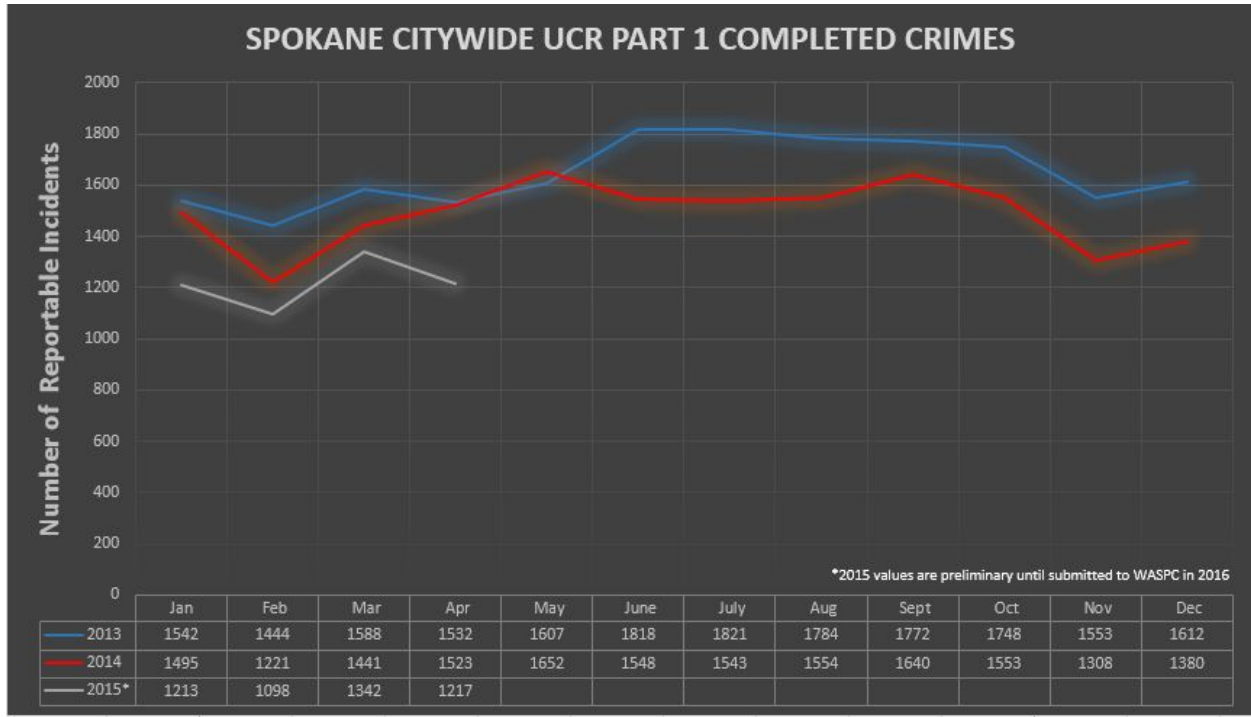




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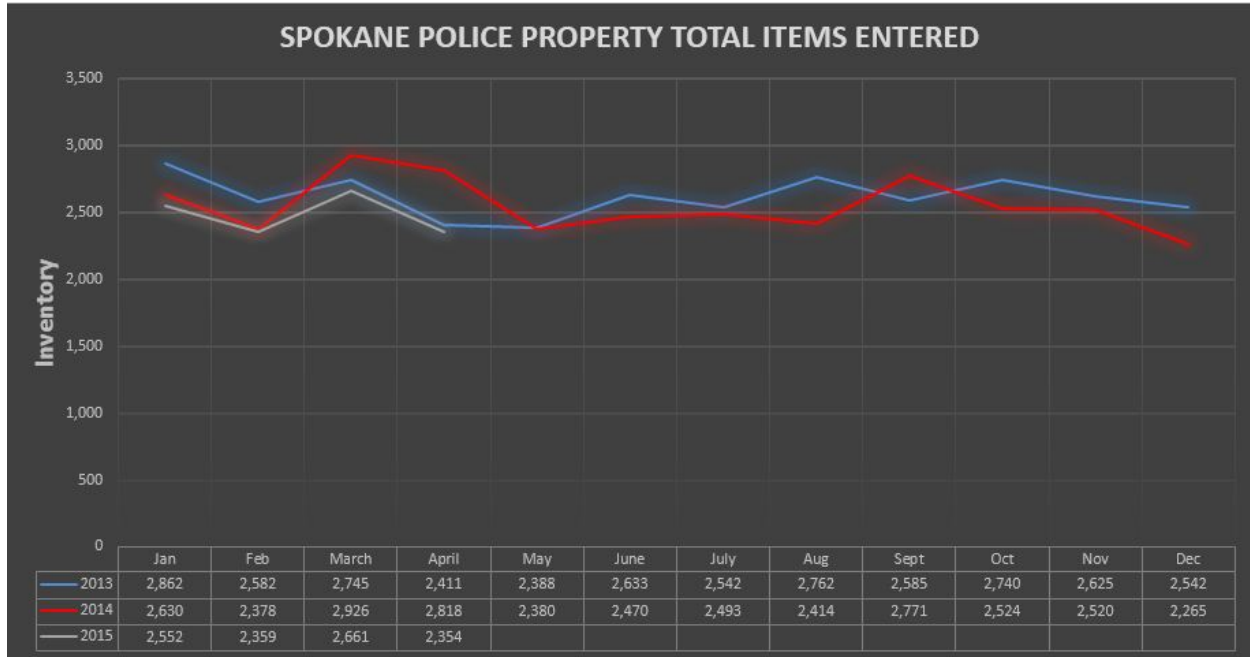


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## Property Unit Update



## Records Unit Update

### Public Record Disclosures as of 06/01/15

Oldest request not completed: 1/22/2015  
 New requests received this week: 81 requestors / 310 records  
 Total requests started but not complete:\* 771 pending records  
 (40 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: 16 (oldest request dated 5/26/15)  
 Requests for body camera video: 120

## Outreach Update

### Community, Youth, and Intervention Services Unit Outreach

CYI Community Outreach activities in May included:

- Living Safer, Being Smarter - How to be safe and prevent crime (Hate Crime Workshop) -Panelist participation
- Gang discussion at Rogers High School



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- Youth for Christ annual fundraising dinner
- “Excelerate Success” annual community event
- Homeless Coalition
- Bemiss Career Fair
- Garry Middle School Career Fair
- KHQ Career Fair
- National Day of Prayer events
- Spark West Central meeting
- Restore Our Kids at Spokane Public Schools
- Promise Zone Designation monthly meetings
- The ZONE quarterly meeting
- Hot Spotters community meeting
- School Community Partnership
- Juvenile Court Coordination of Service presentations
- Reading to kids at the Martin Luther King Jr. Family Outreach Center every other week

PAL update: As of May 31, 2015, planning continues for the expansion of PAL. United Way’s “Excelerate Success” has committed to AmeriCorps volunteers providing literacy activities to each of the neighborhood PAL sessions this summer.

YPI update: YPI will hopefully gather more support due Spokane being chosen as a finalist for the All-America City Award. The theme is “Spotlight on Engaging and Supporting Vulnerable Boys and Young Men.” The City of Spokane applied for the award, and YPI was one of the three highlighted programs in the application. Officer DeRuwe will represent Spokane in Denver at the National Presentation/Competition June 11-14, 2015. YPI will likely gain additional local resources (such as more participating community leaders and sponsorships) as a result of the recognition.

The current YPI session is at Rogers High School with the Gay-Straight Alliance (GSA). This is the first YPI specifically for LGBTQ youth and allies participating. Participating officers volunteered to attend and to support this particular group of youth. This YPI session is the result of targeted outreach by CYI Lt. Meidl and Officer DeRuwe and collaboration with OUTSpoken.

### **Body Camera Implementation Project—Progress Update**

Over the next several months, SPD will review use of the cameras and work to develop estimates on the video storage capacity and staff time to respond to record requests that a full body camera program would require. As of the end of May, SPD had received 120 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



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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.

Several dozen officers were trained 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 June 3, 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



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the implementation of the new Early Intervention System when he leads the IA supervisor training. That training is expected to take place in a few months, after relevant policy changes have been officially approved. In the meantime, Technical Assistance Response Unit (TARU) staff trained all supervisors on the use of Evidence.com to view videos associated with administrative use of force reports.

### Officer Use of Force Report Writing:

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

### **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



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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, DOJ 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 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, 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.**

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.



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

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

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

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

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

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

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

The Use of Force Comprehensive Analysis is complete. It was shared with the public safety committee during the February 17<sup>th</sup> 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.





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

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

Sgt. Braun's draft was sent to the Training staff for their input on February 17 and sent to CNA on March 10 for their guidance. Sgt. Braun and Kathy Armstrong incorporated CNA input and continue work on the original draft, which was sent to CNA for review on April 23. SPD is waiting for more input from CNA. CNA did clarify at the March 19, 2015 site visit that this recommendation will not need to be done after the implementation of the Early Intervention System (EIS).

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

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

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

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

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



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

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

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

Lt. Lundgren met with the Spokane Police Guild leadership on February 3, 2015, to discuss this recommendation. He also provided the Lieutenants and Captains Vice President with a copy of all recommendations and requested input on February 3<sup>rd</sup>. 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 28<sup>th</sup> and shared it with the other IA staff.

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

The draft policy was reviewed by CNA and the City Attorney's Office. An updated version was sent to CNA and the bargaining units on May 28, 2015.

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.



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**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 created a policy memorializing the process for policy updates. The draft was sent to CNA on June 3, 2015.

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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



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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.

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

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

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

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

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

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

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



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

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

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



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**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, League of Women Voters, the Chair of the City of Spokane's Human Rights Commission, Lutheran Community Services, SPD's Mental Health Steering Committee, and all the neighborhood councils. Stakeholders have offered helpful feedback. The final version of the community outreach strategy was shared with SPD's contacts and was posted to the website.

On page 94 of the report, regarding Recommendation 10.1, CNA noted that "community organizations consistently emphasized a lack of understanding in two main areas: the investigation of SPD officers following a UOF incident, both deadly and non-deadly, and the recent CIT training delivered to SPD officers." On June 1, 2015, Kathy reached out to community groups and offered to schedule presentations regarding UOF and/or recent training initiatives such as CIT.

CNA had suggested feedback forms for outreach presentations. Director Schwering recently conducted two body camera presentations with AARP and Northwest Autism Center, using the outreach presentation feedback forms. The feedback forms were very helpful. Several people requested ride-alongs with officers, which Kathy was able to help coordinate, and the feedback on the presentation was very positive.

**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. The meeting was also shared through social media. Kathy will also be advertising the next public meeting taking place in June 2015.

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



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neighborhoods, Hillyard and West Central. Kathy shared the PAL flyer and registration form with CNA and all of the outreach contacts.

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

- 92% agreed, "I believe Police Officers are mostly fair to the youth who live in my neighborhood."
- 93% agreed, "I trust the officers who patrol my neighborhood."
- 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."

As of June 1, 2015, planning continues for the expansion of PAL. United Way's "Accelerate Success" has committed to AmeriCorps volunteers providing literacy activities to each of the neighborhood PAL sessions this summer.

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

The Citizens Academy started on May 6 and will end June 3, 2015. Kathy will send the roster and evaluations to CNA after graduation. Kathy recently contacted community groups to inform them of the Use of Force training class for civilians on January 22, 2016.

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





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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 OPOC, 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, OPOC, mental health groups, LGBTQ groups, 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 Gazette.

In addition to PAC recruiting for more diverse community leaders, PAC meetings are more effective. PAC members continue to show increasing levels of engagement. At the May PAC meeting, every member was in attendance except one who was excused. PAC members are communicating more frequently with each other through email. For example, Mr. Vang, the Hmong community representative, recently shared an event for his community (World Refugee Day), and also shared a video about Hmong history. Newer members such as Hussam Al-Khalidy (Iraqi community) are actively sharing issues from their communities and the group is problem-solving together. 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.

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

The Office of Justice Program’s Diagnostic Center will be providing technical assistance to SPD regarding workload analysis. Kathy sent the intake forms to the Diagnostic Center on May 4, 2015 and the Diagnostic Center will soon be scheduling a Resolution Intake Panel. Using the Diagnostic Center rather than a private firm is cost-effective, as bids for similar work at other agencies ran between \$40,000-80,000, and the Diagnostic Center does not charge any fees. The Diagnostic Center also works closely with other Department of Justice units. The Diagnostic Center Resolution Intake Panel (DCIRP) meeting is scheduled for June 12, 2015.

**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**



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**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.**

SPD's newly-selected Public Information Officer Teresa Fuller is now working on the recommendations regarding communication, including better communication about critical incidents. On May 13, an in-custody death occurred involving the Spokane County Jail and Spokane Police Department. SPD took a proactive, unprecedented approach to informing the community. As the involved person was African-American, Community Outreach Lt. Tracie Meidl immediately got in touch with many leaders of the African-American community. Lt. Meidl emailed and then called leaders from the NAACP, MACMA, university diversity leaders, multicultural ministers community, and our outreach partners. She also invited a domestic violence partner from the YWCA, because the event involved domestic violence. The Chief, County Sheriff, and SPD Community Outreach staff briefed leaders about the incident and answered questions. Later, Pastor Shon Davis shared an email about the process with his multicultural faith contacts, asking for peace and prayers. SPD also met with the family of the deceased.

DOJ recommended sharing information with community leaders about critical use of force incidents in a timely manner and using traditional methods (phone calls and meetings) to reach out and specifically address community concerns arising from use of force incidents, and SPD's actions in the incident described above clearly follow the recommendation.

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

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