



SPOKANE POLICE DEPARTMENT

Office of Professional Accountability

Timothy B. Schwering

Office of Professional Accountability

February 2016 Report

**Public Safety Committee Briefing
March 21, 2016**



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Selected Excerpts of Officer Commendation Letters

I just wanted you to know how incredibly helpful the SPD was on Friday. We had a potentially dangerous situation with a staff member's estranged spouse. Our resource folks responded and linked with SPD. SPD served an order and helped keep my staff member and school safe. They even came out to our building at the end of the day to deliver property to my staff member.

-C.P.

I would like to commend your police force, and especially the public information officer for the help and compassion that was shown towards my wife and I during the midnight fireworks display at the park. Our dog ran away from us, and I don't think that we would have found her if not for the help of Sgt. Carr, and the public information officer. Thank You

-Jason and Holly Grubb

I am not sure who the immediate Patrol Supervisor for Chris Bode is but since he was working for SWAT at the time of this incident I thought I would contact you regarding the assistance he provided a Deputy during a Robbery call. First of all, please thank him for his willingness to assist another officer without hesitation. Secondly, his report is remarkable. He should be commended for an excellent job documenting his actions and response to this incident. Chris has represented the Spokane City Police Department and SPD SWAT with the highest degree of professionalism.

-Sergeant Jack Rosenthal, Spokane County Sheriff's Office

I just wanted to thank Officer Pavlischak for his great customer service. He was so very polite and respectful to the client both on the phone and in person the entire time he was involved with client and Crisis Response Services on 2/8/16. I am hoping to get this positive feedback to his superiors to let them know that Officer Pavlischak was very professional, kind, and respectful, and I very much appreciated working with him.

-Cynthia Hawn, DMHP, Frontier Behavioral Health

Sergeant Kendall, I wanted to thank you very much for spending time at our office this morning. Your presentation was great and we appreciated the extra time you spent with us to go over location-specific concerns and such. My team felt like it was good information and we're already putting it to good use! I definitely plan on inviting you back to help us with some drills. I just don't think that we can be too prepared!

-Shawna Sampson, MSW, Homeless Services Operations Coordinator, SNAP



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Internal Affairs Unit Update

January 1 through February 29, 2016 Complaints

Complaints Received:

Total: 19

Closed Out as Inquiries: 5

*As of March 14, 2016. Other 2015 cases may be closed out as inquiries as they are processed.

Closed out As Inquiries

- C16-002: The complainant was satisfied after talking with the IA Sergeant about his burglary and thanked SPD for the call.
- C16-003: The IA Sergeant thanked the citizen for making the complaint about officer driving too fast and stopping the car in the middle of the crosswalk. However, there was not enough information provided to identify the involved officer.
- C16-006: The complainant alleged that officers punched her husband while he was being arrested. Body camera video proved the allegations to be false.
- C16-007: The complainant alleged that the officer failed to complete a report; however, the officer was from another agency and was not a Spokane Police Department employee. The complaint falls outside the jurisdiction of Internal Affairs and the Ombudsman.
- C16-011: The complainant alleged Excessive Force; however, the officer was from another agency and was not a Spokane Police Department employee. The complaint falls outside the jurisdiction of Internal Affairs and the Ombudsman.

Source of 2016 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: 9**

Received by the Spokane Police Department **Total: 10**

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



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Categories of Complaints**

Allegations associated with **Citizen Complaints** received between January 1 and February 29, 2016. **Note: Some investigations involve multiple allegations.

Allegation	Number
Abuse of Authority	1
Conduct Unbecoming	1
Crime: Rendering Criminal Assistance and Obstruction	1
Demeanor	4
Driving Complaint	1
Excessive Force	3
Failure to Complete Report	2
False Statements	2
Inadequate Response	7
Racial Bias	2
Unlawful/Improper Search	1

Disposition Definitions

- **Unfounded** - When the investigation discloses that the alleged act(s) did not occur or did not involve department personnel.
- **Exonerated** - When the investigation discloses that the alleged act occurred, but that the act was justified, lawful and/or proper.
- **Not Sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the employee.
- **Sustained** - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.
- **Training Failure** - Deficiency in training was the cause of the alleged act.
- **Closed Due to Mediation** - Is an alternative to the investigation, adjudication and disciplinary process
- **Administratively Suspended-** A complaint that is closed because the investigation is unable to proceed any further due to circumstances outside the control of the investigator (i.e., Involved officer quits/retires, complainant does not cooperate with the investigation, complaint involves the elements of a crime and investigation could jeopardize prosecution, investigative leads are exhausted and no evidence of wrongdoing was uncovered, etc.)



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Officer-Involved Shooting Incidents Update

2014 Open Cases

IA14-057 (Status: Under SPD Administrative Investigation, under ARP review)

Incident 14-378583 took place on November 8, 2014 near 800 W. Montgomery. The Washington State Patrol investigation is closed and the County Prosecutor's Office completed their review. SPD Internal Affairs completed their review; the case is with the Administrative Review Panel (ARP).

2015 Open Cases

F15-039 (Status: With Administrative Review Panel)

Incident 15-149064 took place May 6, 2015 at 5527 N Ash. The Spokane County Sheriff's Office finished their investigation. It is with the Prosecutor. SPD has begun the internal investigation.

F15-061 (Status: Under SPD Investigation)

Incident 15-257577 took place July 27 2015 at 4120 N. Division. The Spokane County Sheriff's Office finished their investigation. SPD has begun the internal investigation.

F15-067 (Status: Under SIRR Investigation)

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

F15-096 (Status: With Prosecutor)

Incident 15-359223 took place October 12, 2015, at 4118 E. Longfellow St. The Spokane County Sheriff's Office finished their investigation. It is with the Prosecutor.

F15-102 (Status: Under SIRR Investigation)

Incident 15-392381 took place November 7, 2015 at Division and Olive. The case is still under investigation by the Spokane County Sheriff's Office.

No cases in 2016



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Use of Force

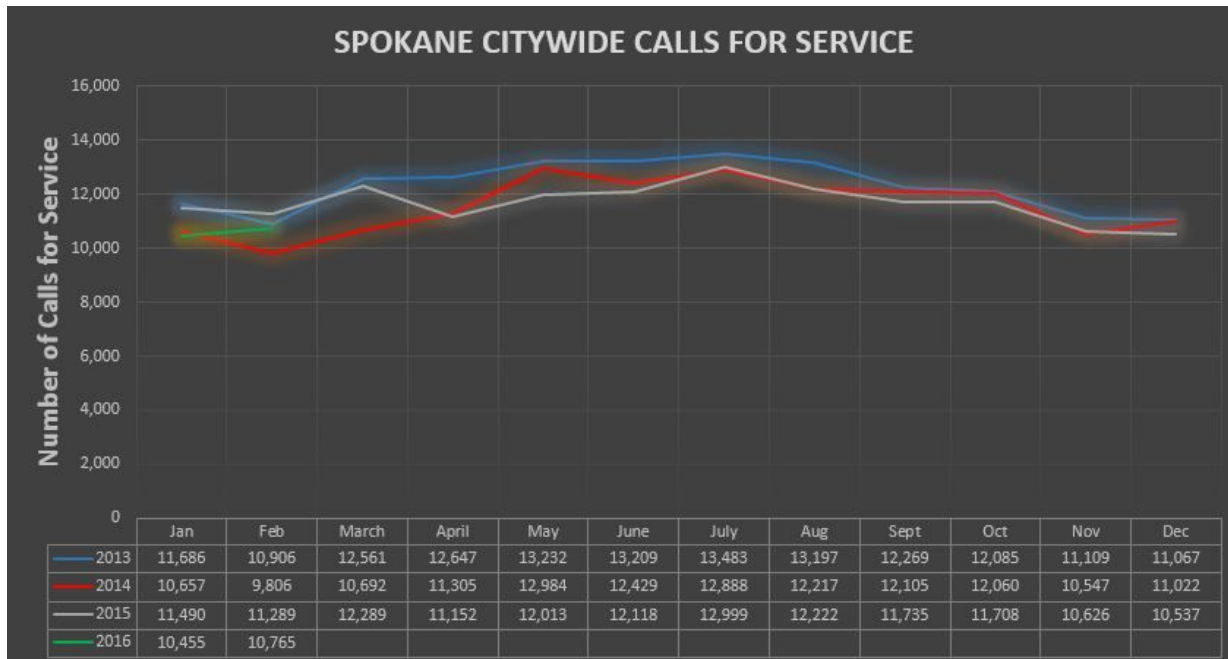
Total Incidents through February 2016 (as of March 1, 2016): 20 (17 through February 2015)

7 of the incidents are reportable under the new Use of Force policy—these incidents would not be reportable with the previous policy. They involve the application of a Level 1 Lateral Neck Restraint (LNR), which does not render the subject unconscious but often a warning is given that if the subject continues to resist, a Level II restraint will be applied. These incidents all involved the Level 1 LNR but no other type of physical force. No incidents involved the Level II LNR.

Other use of force incidents included K9 applications, the intentional pointing of a firearm, Taser deployment, Takedown Technique, Level 2 tactics, and body weight/manual force.

*The 2015 Use of Force Analysis will be available at an upcoming Public Safety Committee Briefing.

Calls for Service and Crime Rates

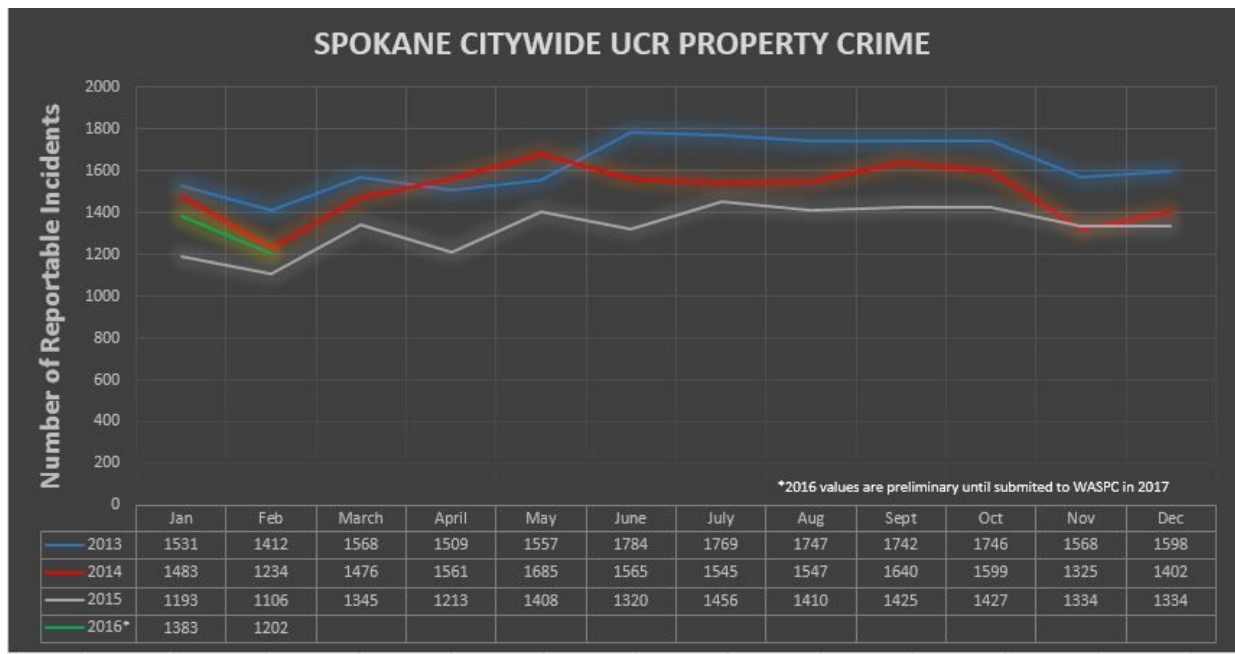
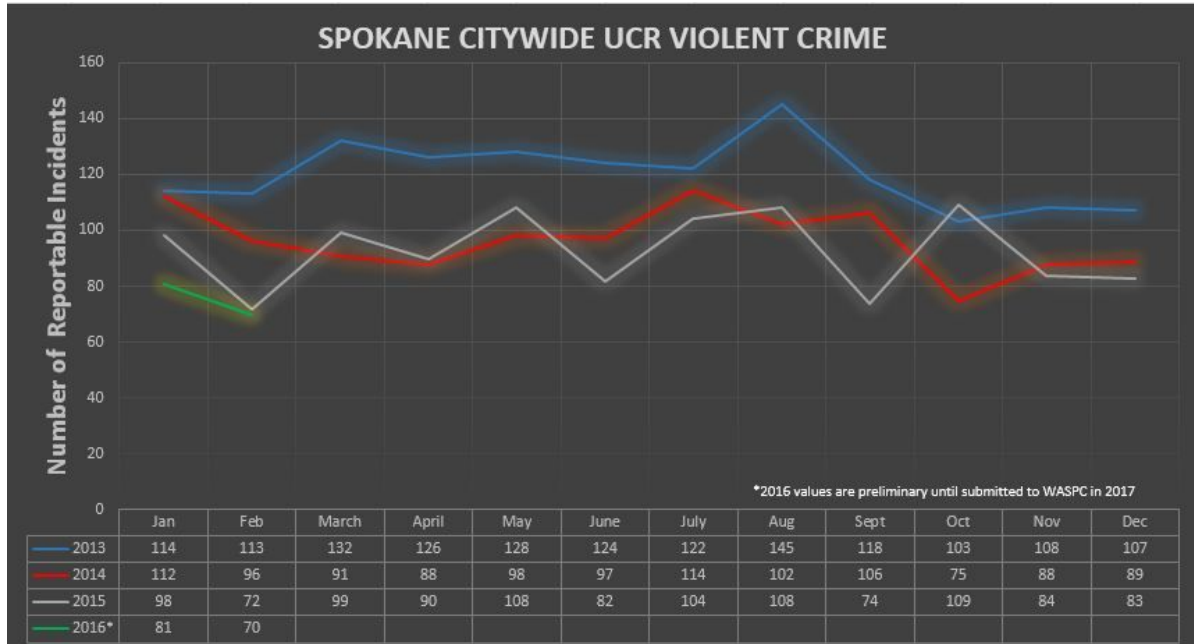




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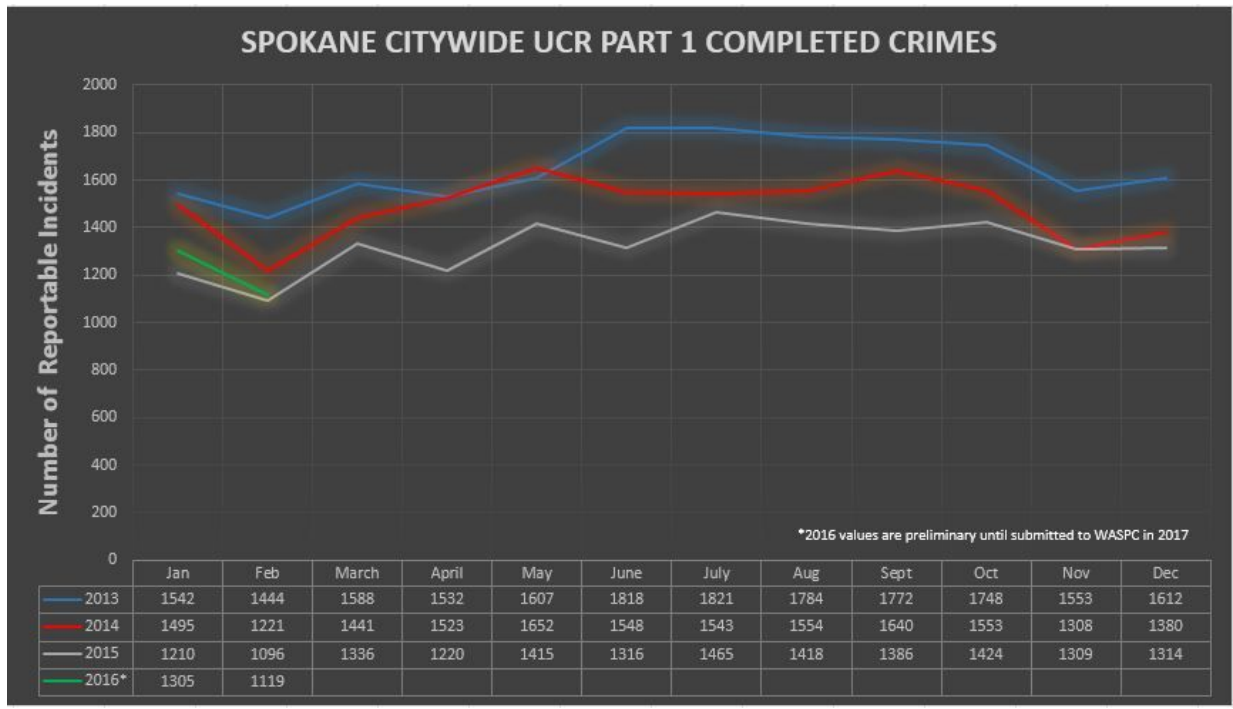
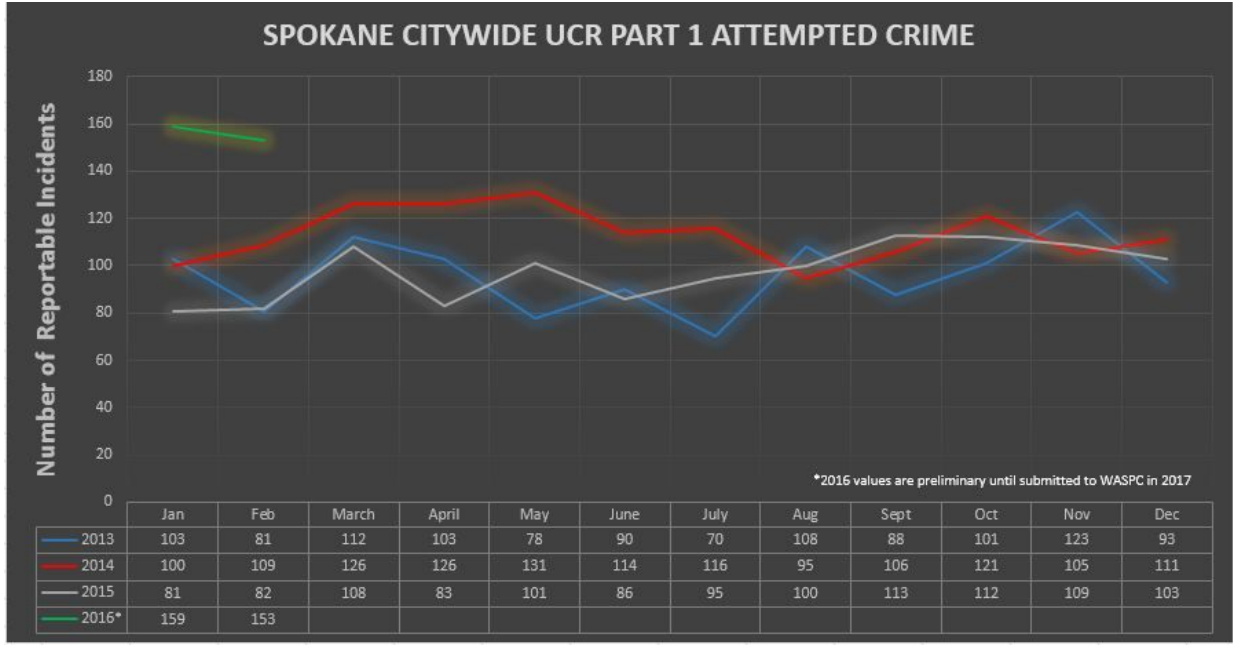




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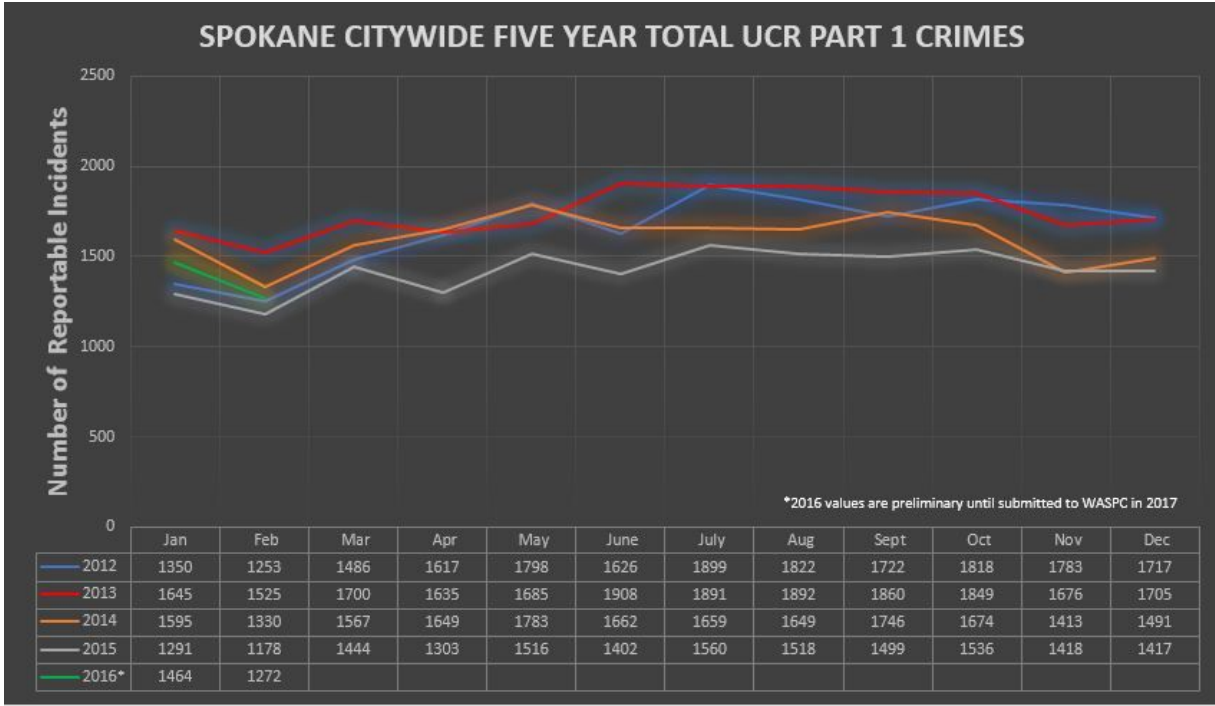




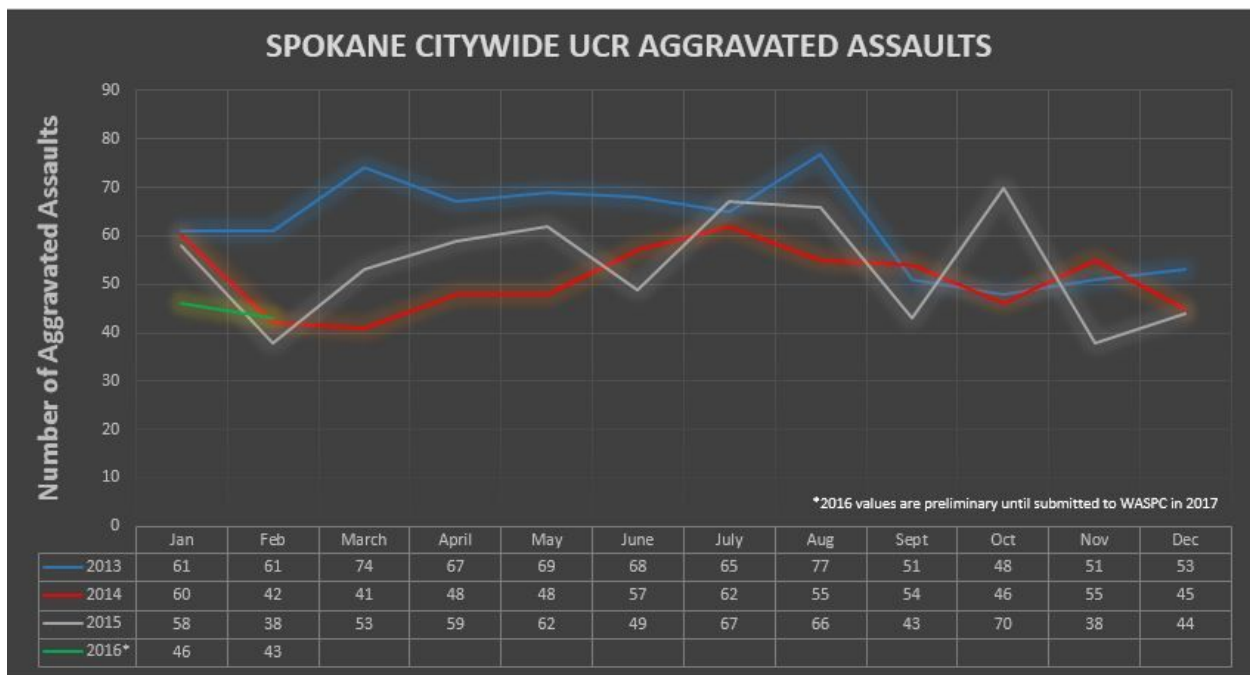
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Aggravated Assaults



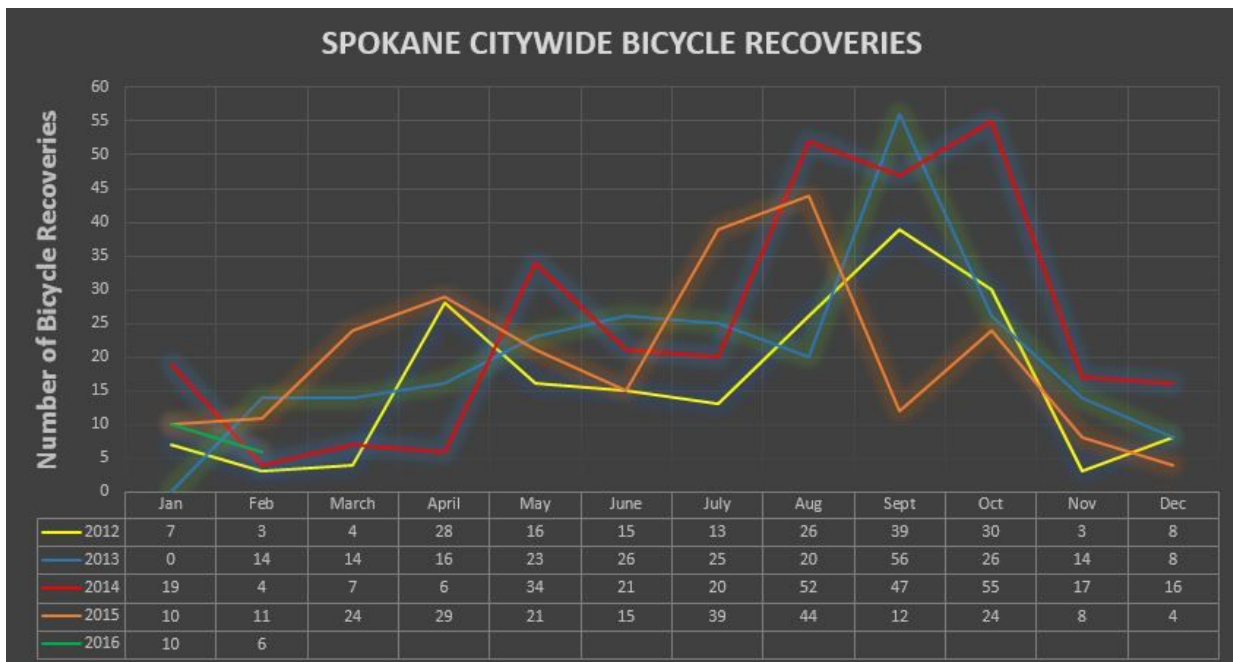
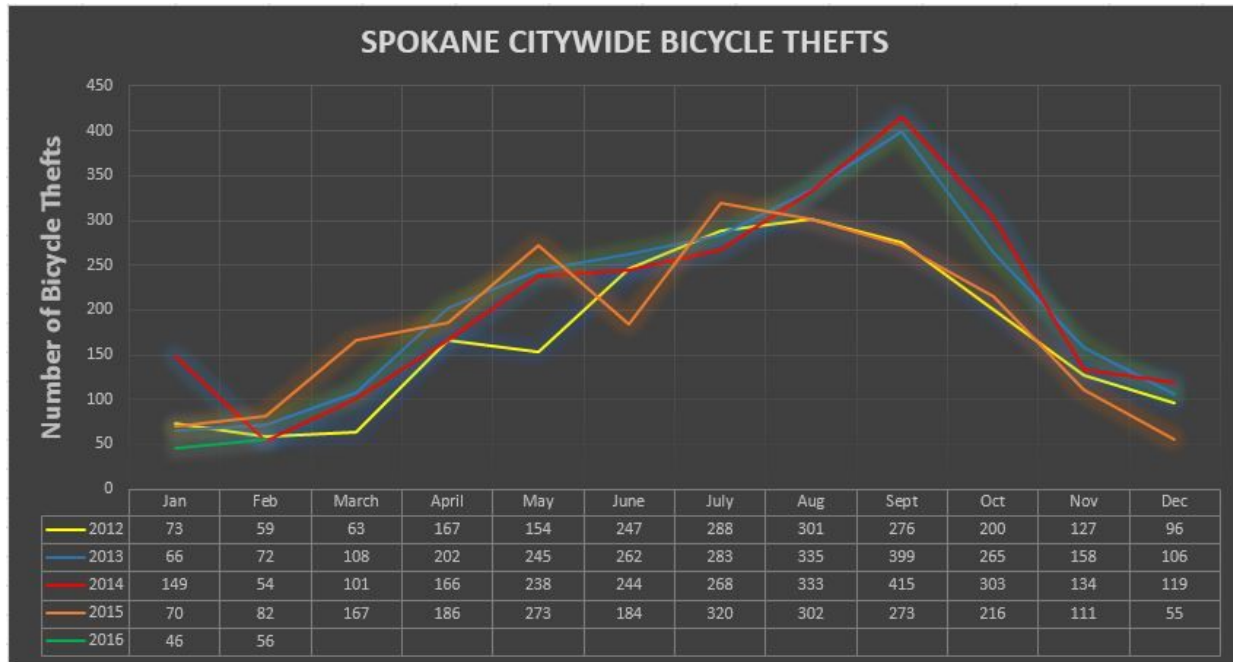


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Bicycle Theft and Recovery Update



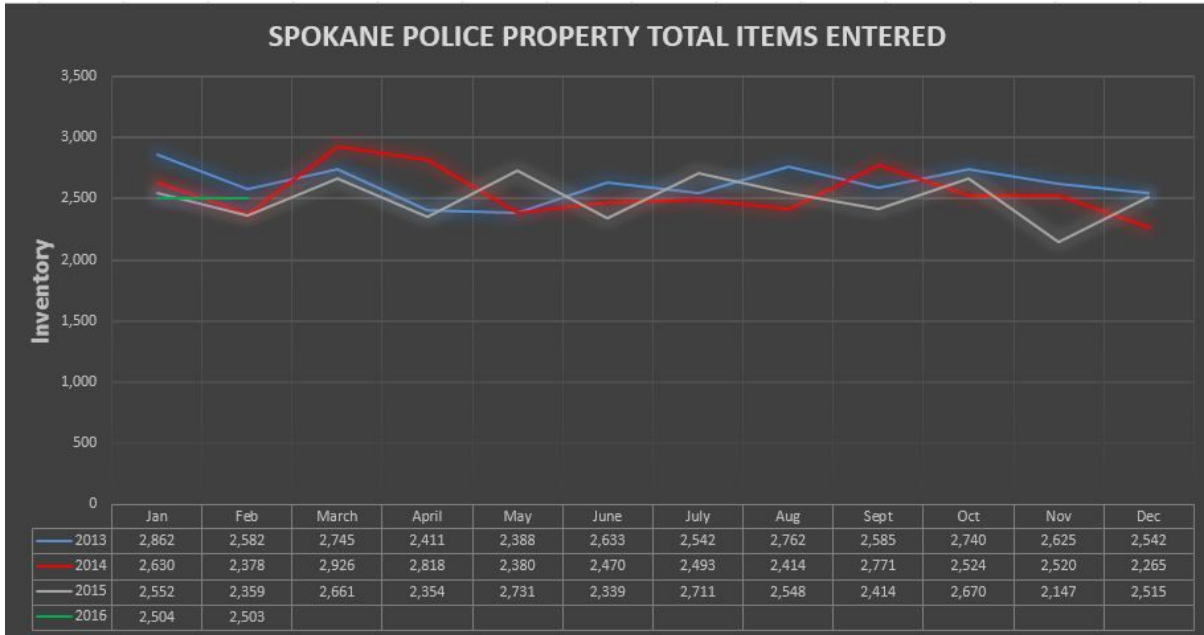


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Property Unit Update



Records Unit Update

Public Record Disclosures as of 3/13/2016

Oldest request not completed:	10/07/2016
New requests received this week:	186 records/82 requestors
Total requests started but not complete:*	1013 pending records
*(63 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:	239 (oldest date 3/2/2016)
Requests for body camera video:	255**

**One of the requests is for all body camera videos. This request is being provided in installments.



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Outreach Update

Youth & Police Initiative (YPI)

The YPI program continues to grow. It has now involved 220 teens and 92 officers, and many community leaders, with 18 sessions all over Spokane. YPI involves five days of learning, role play, and dialogue resulting in meaningful interaction. In 2015, 58% of the participants represent communities of color. The survey results are always great at the end of the sessions with the majority of kids rating their YPI experience and getting to know the officers as excellent. There is a current program at Ferris High School and North Central begins at the end of the month.

Several YPI graduates were hired to work at Riverfront Park this summer after participating in a job fair.

Restore Our Kids (ROK)

ROK is a partnership between Spokane Public Schools and SPD, with Pastor Shon Davis. The program increases communication and improves the relationship between youth and police, while keeping our kids in school. ROK is a program offered as a restorative justice option and an alternative to suspension. Students are referred to the ROK course in lieu of suspension. ROK is a program like a condensed YPI session.

The pilot took place in spring 2015. The youth loved ROK. 92% of youth thought their overall ROK experience was good or excellent, with 8% rating it fair. 84% of participating youth agreed that the experience of meeting police officers was good or excellent, with 16% rating the experience fair. And the best part is, they experienced ROK instead of suspension. ROK is starting back up in April, because Spokane Public Schools received grant money to run the program.

Community Police Forums

The Faith Leaders Community-Police Alliance is holding monthly Police & Community Forums called: "Bridging the Gap: Building Trust and Legitimacy." Forums are held in different locations throughout the City. They are open to everyone but address issues of mistrust and perception, particularly with communities of color. Survey results from the January forum show that the forums are effective. 82% of participants agreed with the question: "Did this event further our goal of building trust?" 92% of participants agreed with the question: "Do you feel this event gives the community a chance to be heard?"

The March 19th forum takes place at Morning Star Baptist Church on 3909 W. Rowan. The April forum will be held at one of the Spokane Public Schools sites; information will be available at the next PSC report.



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Outreach Highlights from February 2016 and the first week of March 2016:

Lt. Tracie Meidl attended the WCCC Celebration of Youth: A Community Showcase on March 4. The Celebration of Youth is a community event and a free dinner showcasing local youth and their talents, skills, and leadership. Tracie went especially to support the Native Project's Youth Council. She spent the time networking with youth and participated in three Native American dances.

Lt. Meidl also served as a Judge at the Chase Youth Awards on March 10, 2016.

Sergeant Dan Waters spoke with about 200 refugees from various communities at the American Law and Justice Workshop March 9 at Gonzaga University. With the help of interpreters, Sgt. Waters introduced the participants to Spokane Police and hand out native-language cards. The native-language cards are cards that people can give to the police if they are ever contacted. The card lists the person's name, native language, and an English-speaking contact person that should be called. The workshop, sponsored by Refugee Connections Spokane, Community Colleges of Spokane and Gonzaga Law School, aims to educate immigrants and refugees about their legal rights and resources.

<http://www.seattletimes.com/seattle-news/immigrants-introduced-to-us-laws-at-spokane-workshop/>

SPD also participated in a smaller-scale event put on by World Relief on March 4. Representatives from SPD and the Spokane County Sheriff Office introduced themselves to all the refugee participants at the event and interpreters help facilitate discussion.

Upcoming Events of Interest:

- March 23: Public Compstat, 9:30 am, City Council Chambers
- March 24: Coffee with a Cop, 8-10 am, McDonald's at 2211 W. Wellesley
- April 9: Media Academy from 9-Noon, SPD Academy
- April 30: Community-Police Forum, 4 pm, Shadle Park High School
- May 7: Junior Police Academy at Riverfront Park



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SPD SWAT Team - Training and Outreach

Collaboration with Agencies

SPD SWAT's primary purpose is to respond to high risk situations, such as armed and barricaded subjects. However, SPD SWAT collaborates with many agencies. During 2016, SPD SWAT will continue to work with other municipal, state, and federal agencies to train for a multi-agency regional response to mass casualty events and natural disasters.

- Regionally, there will be more collaboration with federal agencies, such as the airport, TSA, Homeland Security, U.S. Marshals, and tribal agencies.
- SPD is also working with the National Guard and Avista on planning for natural disaster emergencies, and resulting issues such as water shortages, blackouts, etc.
- Locally, SPD SWAT and the Spokane County Sheriff's Office SWAT team are training together.
- SPD Explosive Disposal Unit (EDU) and SWAT are training together. The goal is to reach victims sooner and begin rescue faster.

Here's a recent example of the benefits of the units training together:

On March 4, 2016, SWAT responded to a domestic violence incident where the armed and suicidal subject barricaded himself in the house and would not let the two adults and child leave the house. Hostage negotiators spoke with the man for six hours. He became irrational, threatening to make police kill one of the females inside and himself. At one point, the man used a small child as a human shield. Officers were able to enter the house, safely remove the child and adults from the house, and take the man into custody. No one was injured during the encounter. The SWAT and EDU teams had just trained together Friday afternoon, hours before this incident, on dynamic entry. The topic played a crucial role in bringing this incident to conclusion without injuries to the victims, suspect, or officers involved.

<http://www.spokesman.com/stories/2016/mar/05/man-arrested-after-standoff-allegedly-used-child-a/>

SPD SWAT provides training on topics such as Emergency Response Rescue, Hostage Rescue, Active Shooter, and Mass Casualty Response to outside entities. Throughout 2015, SWAT provided training to other public safety agencies, such as: US Marshal's Office; Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF); Homeland Security; and US Border Patrol.

Training for police departments included Liberty Lake Police Department; Pullman Police Department; Washington State University Police; Lincoln County Sheriff's Office; Reardon Police Department, and Spokane International Airport PD. SWAT trained Spokane City Fire



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Department; Spokane County Fire Department; Cheney Fire Department; and Airway Heights Fire Department.

Training in the Community

Throughout 2016, SWAT will also meet with many private businesses and area schools to help them with threat assessments and emergency action plans. In 2015, SWAT provided domestic terrorism response and active shooter response training to local daycare centers, Spokane Public Schools, private schools, Spokane's child advocacy center, church security offices, and security offices for River Park Square and North town Shopping malls. SWAT also provided training to several local businesses.

Outreach

Outreach efforts will also increase in 2016. SWAT members will be part of the Junior Police Academy in May 2016, interacting with children and families. SWAT will also take the armored vehicle to community events to explain how SWAT is involved in rescue operations. SWAT will fully participate in National Police Week (May 15-21, 2016) throughout the community and also at the Fairchild Air Force base vehicle display.

SPD SWAT will be holding an Open House/Media event, inviting the community in to learn about SWAT and show the unit's rescue capabilities. The date has not been determined yet.



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SPD K9 Unit- 2015 Statistics

The SPD K9 Unit had a busy year!

- K-9 Calls: 1,156
- Captures: 242
- K9 contacts: 28
- Unit Training Hours: 1,696.05 training hours (Average 28.27 per handler per month)
- Public demonstrations at schools and special events: 33
- Donations generated: \$22,500.00
- Revenue generated from hosting classes: \$24,700.00
- New K-9 “Zeus” for Officer Todd Belitz

Schools Taught:

- Washington State Police Canine Association 2015 Spring Seminar (Lewiston, Idaho)
- Advanced Handler Course (Spokane, Washington)
- Basic Handler Course (Spokane, Washington)
- SWAT/K-9/ERAD Tactical Course (Boise, Idaho)

They also provided Field In-Service Training and training for new hires



K9 Officer Jake Jensen with K9 “Cruz”



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Implementation of DOJ Recommendations: Progress Report as of March 14, 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:

Supervisors were trained on the use of Evidence.com to view videos associated with administrative use of force reports in February 2015. Supervisors received training on IA procedures and Blue Team on September 17 and 22, 2015. New sergeants and soon-to-be promoted sergeants received two hours of training on Use of Force Reporting and using Blue Team software at the Sergeant Academy in January 2016. Use of Force Reporting and using Blue Team software was again covered at the Supervisor training on February 23 and 29, 2016.

Officer Training:

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 received training s November 20, December 4, December 11, and December 15, 2015. SPD continues to hold Officer Use of Force Report Writing classes to train new hires and to offer additional training for officers. The next class is scheduled March 21, 2016. Additionally, all officers are receiving training on the use of force policies with a special emphasis on reporting use of force during Spring In-Service 2016. Reporting is covered in the Level One and Level Two Defensive Tactics Re-certification classes. All officers receive these classes annually as part of In-service. Reporting is also covered in the Force Options Re-certification class, held in January and February 2016, which was mandatory for all officers. *Status: SPD considers this recommendation Complete.*

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). Both policies have been revised to reflect the recommendation. The recommended practice is in place; current officer-involved shooting incidents have been entered into Blue Team as a Use of Force by IA investigators. *Status: SPD considers this recommendation Complete.*



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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. The other agencies are currently using the template in their investigations. Before the recommendation is considered complete, CNA (the DOJ COPS Office Technical Assistance provider) will need to review deadly force files where the investigative case file format is used. *Status: SPD considers this recommendation In Progress; the recommendation should be considered Complete after CNA reviews files.*

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. The other agencies are currently using the template in their investigations. Before the recommendation is considered complete, DOJ will need to review deadly force files where the investigative case flow sheet is used. *Status: SPD considers this recommendation In Progress; the recommendation should be considered Complete after CNA reviews files.*

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.

All files can now be saved in Blue Team, including photos and links to body camera video. The Internal Affairs Standard Operating Procedures (SOP) document explains the details. Supervisors were trained during the fall 2015 supervisor training.

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. On a continual basis, Internal Affairs will check Use of Force Reports and verify that all



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appropriate documentation is attached. Annually, each case for the prior twelve months will be audited again to verify that all supporting documentation is attached. The audit of the 2015 use of force files was completed February 10, 2016 by Lieutenant Steve Braun. *Status: SPD considers this recommendation Complete.*

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.

The Use of Force Commission discussed this issue on February 13, 2015 and referred the matter to Spokane Police Department. The City is moving forward on conducting an audit. Kathy Armstrong was appointed as the lead staff person. Kathy obtained input from a large variety of internal and external stakeholders during the month of January 2016, including all the former Use of Force Commission members. She included the input in a draft of recommendations concerning the scope, process, and reporting for the culture audit. SPD is now meeting with local universities to see if they want to partner. *Status: In Progress.*

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

The 2014 Use of Force Comprehensive Analysis was completed on February 10, 2015. Kathy Armstrong completed the use of force analysis of the first six months of 2015. Major Lundgren memorialized the report in the updated IA Standard Operating Procedures (SOP). Work on the 2015 Analysis is underway. *Status: SPD considers this recommendation Complete.*

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

The 2014 Use of Force Comprehensive Analysis was shared with over 100 organizations and posted to SPD's website. The 2015 mid-year Analysis was shared with the Public Safety Committee on September 21, 2015, and then shared with more than 100 organizations in the community. When Kathy disseminated the report, she offered to hold meetings and presentations if groups wanted to do so. The analysis is available on the website. As of the writing of this report, she has received positive feedback from community members. Future reports will be shared with the public. This recommendation is considered to be completed. *Status: At the six months review, the COPS Office determined this recommendation was Complete.*



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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). *Status: At the six months review, the COPS Office determined this recommendation was 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.

SPD Executive staff discussed internal communication with every member of the department through in-service training that took place April 2015 and October 2015. Kathy sent all the in-service rosters and evaluations to CNA. SPD adopted an Internal Communications Strategy. Chief Dobrow and Assistant Chief Meidl met with all staff during 2016 spring In-service. The last week of in-service, after he retired, Director McDevitt attended in-service to talk with employees. Other important improvements to internal communication: Assistant Chief Meidl is now sharing the minutes from Senior Staff meetings with All Police. SPD is reinstating a committee of people of all ranks and the Chief-- the Vertical Advisory Committee. *Status: At the six months review, the COPS Office determined this recommendation was Complete.*

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.

SPD has developed a Career Development Plan and held the first Detective Academy (December 2015) and Sergeant Academy (2016) for newly-promoted officers and officers who are likely to promote. Kathy sent over the schedule and evaluations. Beginning with the rank of Sergeant, we have established a formal mentoring program. SPD is developing the promotional training manuals. Additionally, 60 supervisors and soon-to-promote officers completed the 120-hour Police in Leadership Organizations course. *Status: In Progress.*

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 Procedural Justice training for officers in spring 2014. All members of the department (civilian and sworn) received some Procedural Justice training during the April 2015 in-service. In January 2016, all SPD supervisors, commissioned and civilian, attended Procedural Justice training with the Center for Public Safety and Justice at the University of Illinois at Chicago (the DOJ COPS Office provider). Our supervisors gave the course and instructors rave reviews, and showed a 67% increase in knowledge, skills, and abilities between the pre- and post-tests. Many supervisors felt they had a strong foundation before but benefited greatly from the reinforcement and enhancement of new tools to implement procedural justice throughout the department.

Later this year, at a date to be determined, we will be hosting a Procedural Justice Train-the-Trainer training in partnership with the DOJ COPS Office and the Center for Public Safety and Justice. We will be offering the opportunity to all the agencies in our region. After this training, we'll train our entire department. Procedural Justice is endorsed by the President's Task Force on 21st Century Policing and long-embraced by DOJ COPS Office.

Additional related training took place in November 2015; the Washington State Criminal Justice Training Commission (WSCJTC) held a pilot training on Implicit Bias for SPD. SPD leadership attended along with community members from the Police Advisory Committee, the Faith Alliance leaders, and the Mayor's Advisory Council on Multi-Cultural Affairs (MACMA). Since the pilot program, the WSCJTC is now providing four hours of Implicit Bias training to all recruits in Basic Law Enforcement Academy (BLEA). SPD Officer Winston Brooks is the instructor. *Status: In Progress.*

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.

Major 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. Major Lundgren educated SPD supervisors about the EIS during his training for supervisors in September 2015. The policy was officially incorporated into the SPD Policy Manual. Officers received training on the policy during the 2016 spring In-service. *Status: SPD considers this recommendation to be Complete.*

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



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The requested information was included in the policy. *Status: SPD considers this recommendation to be Complete.*

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

The requested criteria are included in the policy. *Status: SPD considers this recommendation to be Complete.*

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.

All new policies and modifications to existing SPD policies are now approved by the City Attorney's Office. Sgt. Dashiell and Major 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. Major Lundgren created a policy memorializing the process for policy updates with input from the City Attorney's Office, bargaining units, Captains and Executive Staff, and CNA. The policy incorporated into the SPD Policy Manual. *Status: SPD considers this recommendation to be Complete.*

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

The Use of Force (UOF) was revised with input from the City Attorney's Office, bargaining units, Training Unit, Captains and Executive Staff, and CNA. It was incorporated into the SPD Policy Manual in with many other new and revised policies. It was sent out to officers along with a Training Bulletin on December 14, 2015. Training Unit instructors trained officers on the policy during Field In-Service Training (FIT). Officers received additional training during Spring 2016 In-Service training. *Status: SPD considers this recommendation to be Complete.*

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 is very specific about the types of training required and how often training is required. The Training Plan covers the requirements of training that CNA specifically asked about: related to use of force, CIT/CIT Refresher, Procedural Justice, etc. The policy was developed with input



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from the City Attorney's Office, bargaining units, Captains and Executive Staff, and CNA. The Training Policy was incorporated into the SPD Policy Manual. *Status: SPD considers this recommendation to be Complete.*

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 2016 Training Plan is in effect with additional training being added in. *Status: SPD considers this recommendation to be Complete.*

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.

The purchase of training software occurred in September 2015. Training for Academy staff members began in October 2015. The last staff training took place January 5, 2016. Training staff members were trained on the software. The software is fully implemented. Academy staff reports that the new training software is working beautifully and is fully operational. The FTO Coordinator is especially pleased about the ability to easily conduct audits. *Status: SPD considers this recommendation to be Complete.*

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.

The City Attorney's Office provided an extensive review of policies related to the Lateral Neck Restraint (LNR), part of Policies 300, 302, and 308. The revised policies were developed with input from the City Attorney's Office, bargaining units, Training Unit, Captains and Executive Staff, and CNA. These policies were incorporated into the SPD Policy Manual with many other new and revised policies. SPD did not incorporate the second part of the recommendation that would require a deadly force review when a Level 2 LNR is used, as that goes against case law and the teachings of the Washington State Criminal Justice Training Commission. Legal expert Missy O'Linn, who assisted with the Use of Force Commission, also strongly advised SPD not to make Level 2 LNR deadly force in policy. As a compromise, SPD now has a special review for LNR applications at Use of Force Review Board (UOFRB). Policies were sent out to officers along with a Training Bulletin on December 14, 2015. Training Unit instructors trained officers on the policy during Field In-Service Training (FIT). Officers received additional training on the policy during Spring 2016 In-Service training. SPD also implemented yearly training on the



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technique; all officers are mandated to re-certify in the technique in their Force Options Re-certification classes. *Status: SPD considers this recommendation to be Complete.*

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 rifle policy review involved input from the City Attorney's Office, bargaining units, Training Unit, Captains and Executive Staff, and CNA. This policy was incorporated into the SPD Policy Manual with many other new and revised policies. The new policy was shared with the department with a Training Bulletin. Officers received additional training during Spring 2016 In-Service training. *Status: SPD considers this recommendation to be Complete.*

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. Both Sgt. Waters and Staci Cornwell confirmed that the on-site training is working well. The recertification was addressed in the Training Plan.

On June 19, Lt. King confirmed that all of the officers who needed refresher training as of spring 2015 completed it. As of November 30, 2015, all SPD officers have had CIT or CIT refresher training within the last two years. Kathy followed up with Staci Cornwell in early 2016; Staci reaffirmed the effectiveness of the training and positive feedback from her staff members. We will continue this plan going forward. *Status: SPD considers this recommendation to be Complete.*

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.



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The new process is included in the revisions to Officer-Involved Shooting Policy (Policy 310). Director Schwering memorialized the process in a memo that was shared department-wide on December 29, 2015. The information was also sent out in an update to the Office of Professional Accountability's distribution list of community members in January 2016. CNA may want to review files to see that this practice is in place; however, press releases shared with CNA show that SPD is releasing available body camera video and reports as soon as possible—usually at the completion of the criminal investigation, before the Prosecutor has rendered the decision. *Status: SPD considers this recommendation to be Complete.*

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, Major 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. Major Lundgren advised that the Chief's Office and bargaining units need to discuss this further before we can work on a new policy. *Status: No action until the collective bargaining process begins in 2016.*

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.

Major Lundgren will be working on developing this policy after implementation of 8.2 which covers changes in the process. *Status: No action until the collective bargaining process begins in 2016.*

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.

Major Lundgren assigned this recommendation to Sgt. Staben from Internal Affairs. Sgt. Staben provided a draft document detailing the system on March 10, 2015. Major 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 was waiting for the Internal Affairs Standard Operating Procedures (SOP) to be updated in September 2015 to officially finalize this recommendation.



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The recommendation was memorialized in the SOP. *Status: SPD considers this recommendation to be 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 Use of Force Review Board (UOFRB) was memorialized in Policy 302. It was incorporated into the SPD Policy Manual with many other new and revised policies. The policy was sent out to officers along with a Training Bulletin on December 14, 2015. Additional training at in-service and roll call trainings were provided. Monthly UOFRB meetings have been scheduled throughout 2016. *Status: SPD considers this recommendation to be Complete.*

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 the Chief's Office to discuss at labor-management meetings. *Status: No action until the collective bargaining process begins in 2016.*

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.

The Deadly Force Review Board (DFRB) policy, Policy 302, was revised with input from the City Attorney's Office, bargaining units, Training Unit, Captains and Executive Staff, and CNA. It was incorporated into the SPD Policy Manual with many other new and revised policies. The policy was sent out to officers along with a Training Bulletin on December 14, 2015. Additional training was provided during the spring 2016 In-service. *Status: SPD considers this recommendation to be Complete.*

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.

Major Lundgren communicated the training requirements to other members of the department by disseminating the new SOP (finalized September 2015) department-wide upon adoption.



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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). Major Lundgren recently presented to the Browne's Addition Neighborhood Council and the East Spokane Rotary Club. *Status: SPD considers this recommendation to be Complete.*

SPD is not reporting on the recommendations that involve the Office of Police Ombudsman (9.1, 9.2, 9.3, and 9.4) and are not within SPD's control. However, SPD is helping with recommendation 9.2 and 9.3.

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 has shared the strategy with various community groups, offering to meet with any groups about the strategy. The strategy was posted to the SPD website on April 24, 2015.

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. The OPA is using the outreach presentation feedback forms suggested by CNA.

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

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



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open communication. The 2016 plan is currently being updated. *Status: At the six months review, the COPS Office determined this recommendation was Complete.*

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

SPD will continue the trend of building on existing success to create more opportunities for outreach. A few examples of growing youth outreach:

- The 2015 Police Activities League (PAL) program successfully tripled its reach to families. The program received expanded support as it continued to grow.
- SPD/City of Spokane has won two major awards based on Youth and Police Initiative (YPI's) success.
- YPI continues to grow with meaningful, successful sessions, with collaborations from partners like Spokane School Resource Officers and OUT Spoken. As of this report, SPD has held 18 YPI sessions. 92 officers and many community leaders have participated. 220 youth have graduated from YPI. A 2015 YPI Reunion took place on December 22, 2015. YPI is scheduled at least monthly for the rest of the school year.
- Youth from the YPI program continue to stay engaged with SPD. Several YPI graduates volunteered in the PAL program. Youth also organized a Youth and Police-Stand Together group for the Martin Luther King, Jr. Unity March in January 2016. In February 2016, many YPI graduates participated in special job training and got summer jobs.
- Officer DeRuwe conducts an outreach program based on YPI at Juvenile Court every month.
- 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). ROK is beginning again in April 2016, now that SPS obtained grant money for the program.
- Midnight Basketball, a partnership between SPD, East Central Community Center, and KFCA Ministries, is a Friday-night young adult basketball program built on the success of PAL.
- The Faith Alliance, using YPI as a model for courageous conversations, is now holding monthly Community-Police forums. Forums are scheduled for the first five months of 2016.

Status: In Progress; work will continue throughout the implementation period.

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



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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. The Chief 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, 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.”

The 2016 Community Academy takes place April 16, 2016. The 2016 Citizens Academy begins April 20, 2016. *Status: At the six months review, the COPS Office determined this recommendation was Complete.*

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

The Chief’s Office’s approach to this recommendation is two-fold-- strengthening the existing Police Advisory Committee (PAC) and the establishment of a new group, The Spokane Faith Leaders & Police Community Alliance. PAC continues to grow and improve. SPD is also promoting PAC through social media, advertising, and emailing contacts. Kathy sends information about PAC and the quarterly public meetings to many groups such as Center for Justice, Native Project, the Ombudsman Office and Ombudsman Commissioners, etc. The most



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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, including a review of critical incident body camera footage with SPD employees prior to media release. PAC's awareness and involvement with SPD continues to increase, and community participation in PAC is increasing as well.

The Spokane Faith Leaders & Police Community Alliance was established in the summer of 2015 to create and maintain open and ready lines of communication between the Spokane Police Department and leaders of Spokane's faith community. The goal of this Alliance is to ensure mutual respect between the police and the community and to build and sustain trust and legitimacy between the citizens in the City of Spokane and the Spokane Police Department. It is the intent of the Alliance to foster mutual knowledge and understanding between faith leaders and the police department, the clergy's respective congregations, and the communities in which they serve. It is anticipated that improved mutual understanding, respect and trust, communication and access will come about between the police department, leaders of Spokane's various religious faiths and traditions and all ethnic communities through monthly meetings, ride-a-longs, training, and personal communication.

The Alliance does not replace PAC but will serve a different purpose. The Faith Alliance, as part of its mission, will serve as a catalyst to bring about healing within the community. Many of the Alliance members are actively involved with a variety of SPD functions, including outreach and training. One of the primary programs is Community-Police forums that bring understanding and healing through panel discussions with law enforcement and community members, particularly multicultural communities. Alliance members also support outreach in other ways. Pastor Lonnie Bingle is planning a fundraiser to support PAL and YPI. *Status: In Progress.*

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 Programs' Diagnostic Center is providing technical assistance to SPD regarding workload analysis and an evaluation of community policing efforts. Kathy initiated the contact with the Diagnostic Center in March 2015 and applied for technical assistance in May; the engagement will continue over the rest of the DOJ recommendation implementation period. The Diagnostic Center's technical assistance will allow SPD to evaluate its existing resources and make the best possible decisions in allocating resources. The Diagnostic Center designated Dr. Gary Cordner as the subject matter expert working with SPD. The first Diagnostic Center site visit took place January 12-14, 2016. The second visit is scheduled for March 15-16, 2016.



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In order to fully meet the recommendation of conducting a staffing analysis, SPD also participated in Police Resource Allocation & Deployment training. SPD issued a Request for Proposals for a formal patrol staffing analysis. The selection panel met February 24, 2016 and a vendor was chosen. The contract is being finalized. Work on the formal staffing analysis will begin soon. *Status: In Progress.*

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.

The SIRR Protocol was officially updated (to include the media template) and finalized at a meeting on October 29, 2015. The updated SIRR Protocol is now a public document and was posted to the SPD website.

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.

In efforts to improve transparency, it will also now be the practice of Spokane Police Department to release the critical incident video from body worn cameras as soon as legal and practical following the criminal investigation being forwarded to the Spokane County Prosecutor for review. CNA may want to review files to see that this practice is in place; however, press releases shared with CNA show that SPD is releasing available body camera video and reports as



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soon as possible—usually at the completion of the criminal investigation, before the Prosecutor has rendered the decision.

It is also important to note that SPD brought in FBI-LEEDA trainer Judy Pal in March 2016 to help develop a team of line-level Public Information Officers. *Status: SPD considers this recommendation to be Complete.*

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. Surveys are also done for participants of community outreach presentations, Enhancing the Survival Mindset safety awareness classes, Citizen Academies, and community forums. In April 2015, 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 this summer.

She arranged a city-wide survey with questions specific to Spokane Police. The Citywide survey started October 1, 2015. One excellent take-away from the survey was that 85% of respondents felt that SPD's recent reforms benefit the community regardless of any previous awareness of the outreach effort. The survey also showed that many people are unaware of SPD's new programs and that outreach is still greatly needed (54.4% are aware of training, 42.1% are aware of youth outreach, and 55.7% are aware of the creation of specialty units). SPD has had some traditional media coverage on the new programs but it's not reaching everyone.

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 March 2016, nearing the end of the Collaborative Reform Initiative. Kathy is currently working with ICF, the CP-SAT provider, to administer the survey. It will conclude at the end of March. SPD will continue to survey the community after the implementation period is over. *Status: In Progress.*