



# **SPOKANE POLICE DEPARTMENT**

## **CHIEF OF POLICE**

### **CRAIG N. MEIDL**

## **Strategic Initiatives**

### **December 2022 Report**



## **Public Safety and Community Health Committee Briefing**

### **December 5, 2022**



**Excerpts of Commendations**  
**(Personal Identifying Information has been removed)**

**Officers Nate Clark and Derek Jones**, Thank you for taking extra time and patience with the youth at Excelsior. Your efforts support a healthy rapport to build from which will be remembered by them. You demonstrated the values of skilled officers. Thank you to the officers that helped me in a situation that was very difficult. You went above and beyond what you needed to do. Thank you for helping us out in a time of need and responding with compassion and a willingness to collaborate. Your non-judgment and kindness shapes lives. Thank you for making such a heartfelt effort to help them. It does not go unnoticed.

I had the most wonderful experience with one of your officers and his name was **[Officer Andrew Chappell]**. He went out of his way to help a little old lady get her rings back that were stolen. So I would like to have you put something in his record about what a wonderful person he is. Thank you.

Craig Meidl, I'm 82 and had a flat tire that I could not fix. **Officers [Tyson] Setzler and [Ryan] Skay** fixed the tire, showing me courtesy and concern for my well-being. You should feel proud to have such officers on your staff. These men are the best. And they represent what is best about the Spokane Police Force. Congratulations to you and your officers for a job well done.

**Officer Kyle Heuett** just completed a situational awareness presentation to the staff of Hospice House South in Spokane. I appreciated all he had to say. His delivery was one of seriousness interjected with appropriate and relatable real-life situations. And his humor was spot on! In our business, we believe whole heartedly in humor, so we all appreciated his. The content was relevant, succinct, and applicable. I'm positive his time, effort, experience and energy will avoid a poor situational outcome for at least one of our staff members here at HHS or in their off-duty hours. On behalf of HHS, the staff and all the clients and families that cross our threshold and place their trust in us, thank you! He made us better today!

**Officer Austin Toal**, I was speeding. Thank you for giving me the opportunity to purchase a starter. I am confident my car will start before work now; I installed my new starter today. I will not be trying to make up time on the roads by driving over the speed limit. Again, thank you for making me accountable and requesting this receipt.

I was involved in a minor fender bender. The responding officer, **Michele Kernkamp #626**, was courteous and professional with both parties. Thank you for all the work you do!



## Internal Affairs Unit Update

### January 1 through October 31, 2022, Commendations and Complaints

Commendations Received:    **Total: 203**

Complaints Received:        **Total: 70 (58 from community)**

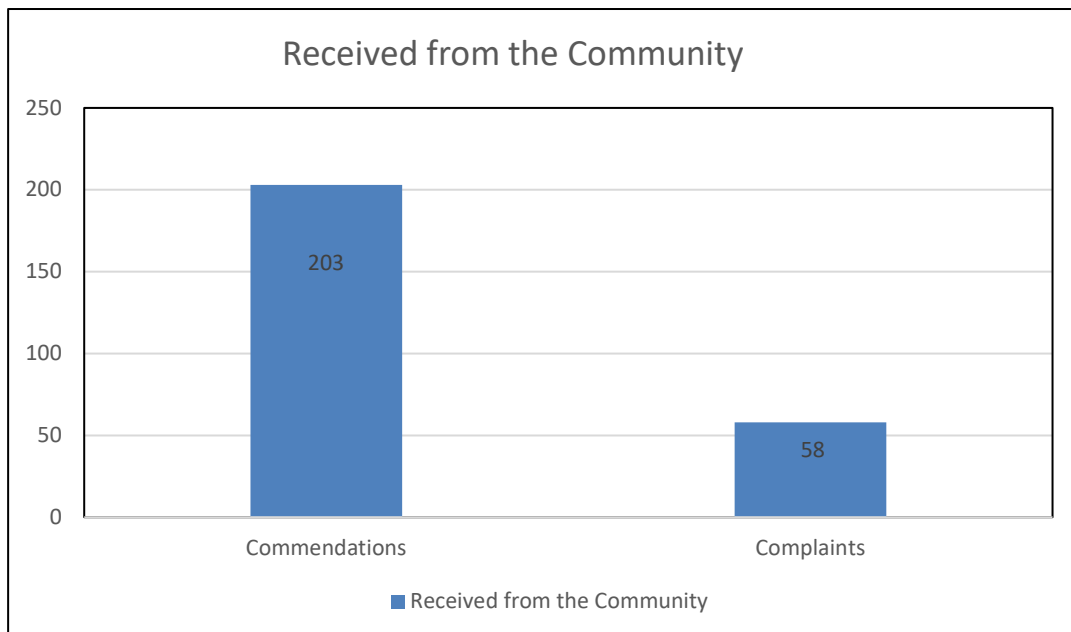
**Closed Out as Inquiries: 6 (As of October 31, 2022)**

*An inquiry is an initial complaint about employee conduct which, even if true, would not qualify as a personnel complaint and may be handled informally by a department supervisor and shall not be considered complaints.*

### Source of Complaints—January 1 through October 31, 2022

Received by the Office of Police Ombudsman	<b>Total: 22</b>
Received by the Spokane Police Department	<b>Total: 48</b>
Internally Generated by the SPD	<b>Total: 12</b>
Generated by the Community	<b>Total: 58</b>

The department consistently receives more commendations from the community than complaints.



## Use of Force Update

### 2022 Non-Deadly Reportable Use of Force Incidents

From January 1- October 31, 2022, there were 66 non-deadly use of force incidents, including 15 K9 contacts and 48 other types of force (e.g., TASER). Five incidents involved both a K9 and other force.

### 2022 Deadly Force Incidents (Officer-Involved Shootings)

From January 1- October 31, 2022, there were four deadly force incidents.

#### **Incident 2022-20012711 (Pending Prosecutor Review)**

Incident 2022-20012711 took place on January 24, 2022, in the area of 2400 E. Desmet. The Spokane Independent Investigative Response (SIIR) completed the criminal investigation. The case is with the Spokane County Prosecutor's Office.

#### **Incident 2022-20134271 (Pending Criminal Investigation)**

2022-20134271 took place on August 3, 2022, in the area of 2<sup>nd</sup> and Sheridan. The Spokane Independent Investigative Response (SIIR) is conducting the criminal investigation.

#### **Incident 2022-20156670 (Pending Criminal Investigation)**

2022-20156670 took place on September 4, 2022, in the area of 2900 E. Wabash Avenue. The Spokane Independent Investigative Response (SIIR) is conducting the criminal investigation.

#### **Incident 2022-20184192 (Pending Criminal Investigation)**

2022-20184192 took place on October 16, 2022, in the area of 100 S Cedar. The Spokane Independent Investigative Response (SIIR) is conducting the criminal investigation.

## Items of Interest – Hiring and Recruiting

With the award of a grant from Washington State Criminal Justice Training Commission, SPD has enhanced ongoing recruiting efforts. SPD has made progress on four recruiting goals and, as a result, SPD has experienced increased applicants sending their Public Safety Test scores to SPD.



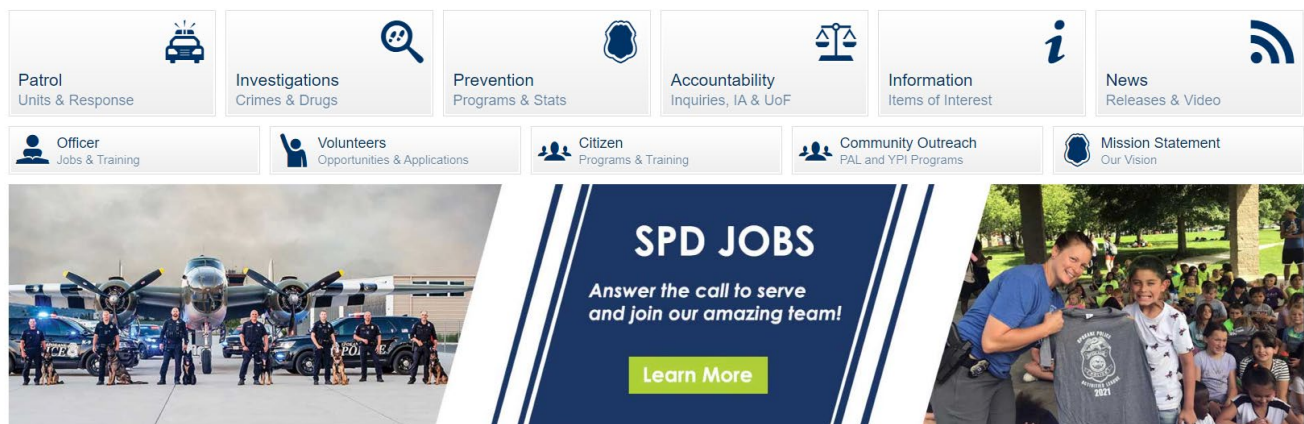


## Progress on Recruiting Goals

**Goal: Develop multimedia videos or recruiting materials that represent officers from identified underserved community.**

- SPD displayed five recruiting billboards highlighting a Hispanic/Latino female recruiter. The locations of the billboards were distributed along highly traveled arterials in Spokane that see weekly impression rates of 58,784 to 197,195 views, depending on the location.
- The grant paid for a social media campaign on Facebook and Twitter, and the City of Spokane paid for a Careers in Government social media campaign for the grant reporting period.

In October 2022, in collaboration with Thuy Truong, City IT Web Designer, the SPD Jobs (Recruiting) page was completely revamped. The home page <https://my.spokanecity.org/police/> now has an eye-catching banner, featuring a female officer, under the various tabs for that provides a direct link to the jobs page.



The Jobs page has been completely re-done.

<https://my.spokanecity.org/police/officer/jobs/>

Both hiring videos are listed and feature our diverse recruiting team.



Changes to this page were based on feedback from applicants. Applicants shared that our salary and benefit information was not easily accessible, compared to other agencies. Now there are separate areas for Lateral Entry, Open Entry, and Certified Open Entry, and each area has a drop-down arrow for salary and requirements, as well as a link to the application.

## Lateral Entry

Are you currently serving as a law enforcement officer, or have you recently left your officer position in good standing? Are you interested in continuing your career in public safety? If so, coming to work for the City of Spokane could be your next great career move!

Salary



Requirements

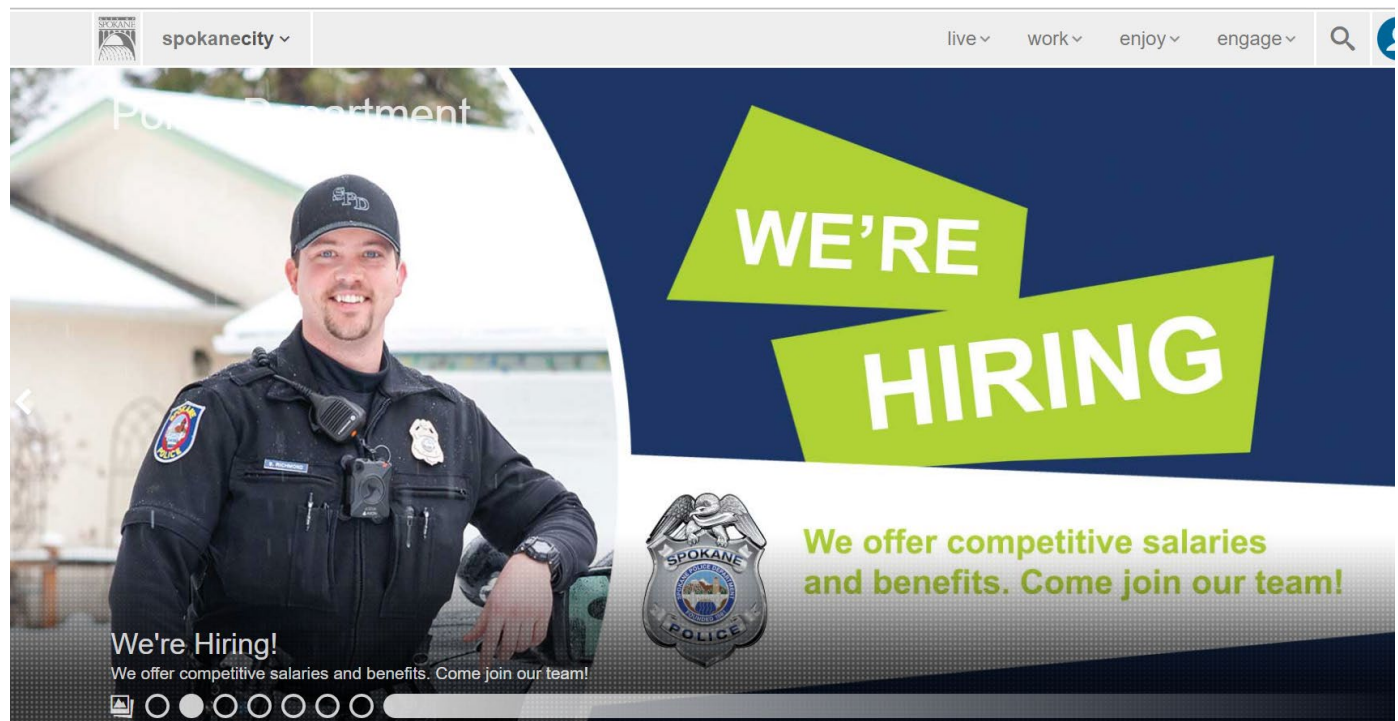


Apply Online Today

Additionally, the Jobs page has a Salary Info chart, a Pay Incentives list (longevity, education, shift differential, specialty unit, tuition reimbursement and 457 deferred compensation program contribution), Benefits, and Schedule information.

There is also a blog entry that directs the user to our new recruiting video.

<https://my.spokanecity.org/police/>



Contact information for recruiters at the Spokane Police Academy is also listed, along with information about the Physical Ability Test Requirements.

**Goal: Increase community outreach contacts for the purpose of recruiting from underserved community in the City.**

- Between July-September 2022, SPD attended 11 events with the purpose of recruiting. Six of the events were local events in Spokane County, including a university career fair, a military career fair, and community events. The events resulted in contacts with 32 potential applicants, reaching all underserved communities: Female, Asian, African American/Black, American Indian/Native Alaskan, Hispanic/Latino, Native Hawaiian/Pacific Islander, and Multi-Racial communities.
- The five events that recruiters traveled to during that time period resulted in contacts with 64 potential applicants, reaching all underserved communities. Recruiters had good results at the Public Safety Tests at Olympia and Lynnwood, Washington. Recruiters also made positive connections at career fairs at University of Texas at Arlington and Recruit Military Career Fair at Fort Hood, Texas.

**Goal: Identify a program to reinforce and support those police officers from the underserved communities in order to retain them in the Spokane Police Force.**

- The existing mentoring program for new officers has been very successful. The new FTO intervention training program introduced in 2022 has also increased support for new officers. Additionally, incorporating new hires into community outreach events helps officers build networks within the department and the community.
- One new officer from an underserved community shared her experience with the new training program, “That week of training was very beneficial for many reasons. It was a good break during a very mentally taxing couple of months. It allowed me to reflect back and bring up certain situations or training avenues I would like to explore. Being back with my peers from the Academy was awesome and we were able to compare experiences which also brought up training points. As a group, we were able to conclude there were specific things we needed more training on, one being building searches. After the week out at the Academy I felt like my brain had a good reset and I am much more confident in building searches. I would absolutely recommend this is something that continues for future recruits.”
- 23 of the 26 (88%) officers hired in 2021 were retained. (Of the three who were not retained, one White female and one White male did not pass the FTO process; one White female decided to transition from a commissioned position to a civilian position with SPD.) 2021 demographics included female, Hispanic, and American Indian/Native Alaskan officers. In 2022, 24 of the 25 officers hired so far are all retained (96%). One White male resigned during the FTO process and returned to his previous job. The 2022 hires include female, Asian, African/American Black, Hispanic, and Native Hawaiian/Pacific Islander officers.

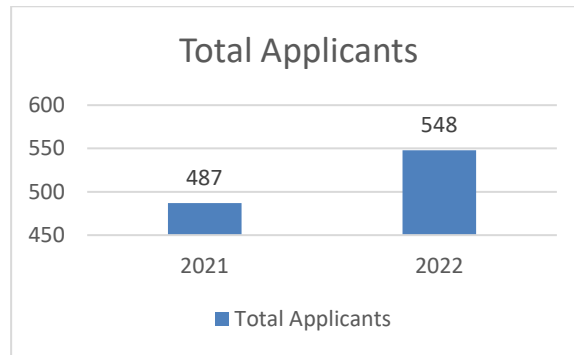
**Goal: Increase number of underserved community police officers recruited (indicated by the number of and demographics of those that take the Public Safety Test).**

- During the quarterly reporting period of July-September 2022, SPD has seen an increase of candidates from underserved communities.

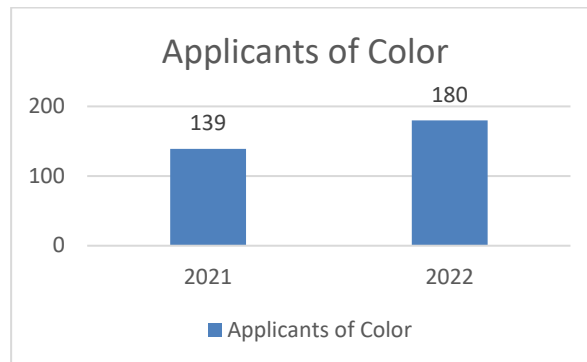
- 47% (7 out of 15) of those who passed the Olympia PST and 43% (3 out of 7) of those who passed the Lynnwood PST and sent results to Spokane were from underserved communities.

### Recruiting Results so far in 2022 (From Public Safety Testing)

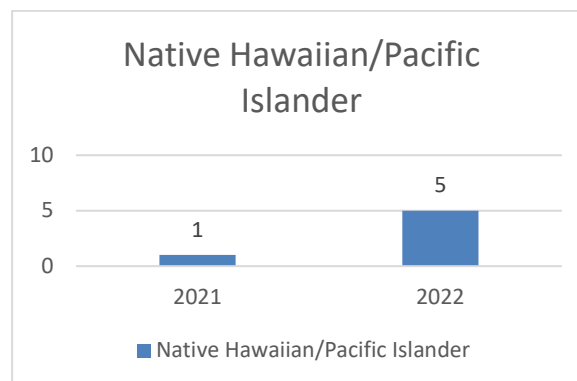
Overall, since the inception of the grant in 2022, we have seen positive results. We have experienced an 11% increase of total candidates passing the PST and sending their scores to Spokane, from 487 from January-September 2021, to 548 in January-September 2022.



Applicants who are people of color has increased 23%, increasing from 139 in January-September 2021 to 180 in January-September 2022.

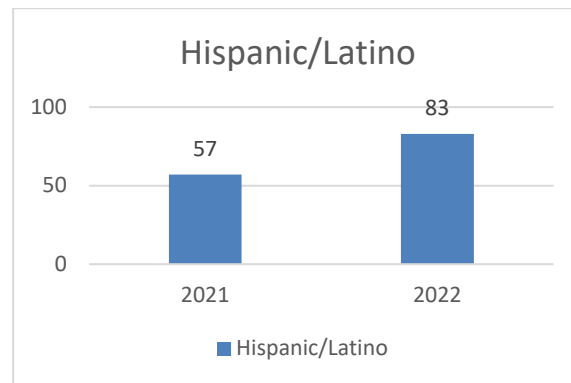


The number of Native Hawaiian/Pacific Islander applicants increased from 1 in January-September 2021 to 5 in January-September 2022.

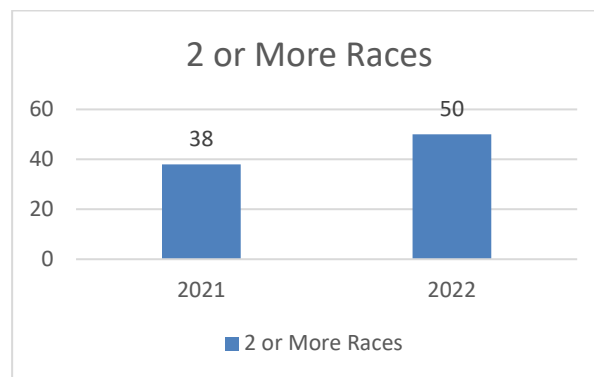




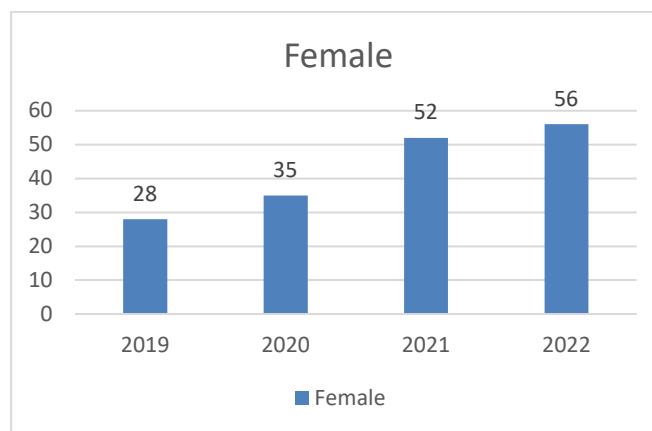
SPD saw a 31% increase in Hispanic/Latino applicants, 57 in January-September 2021 to 83 in January-September 2022.



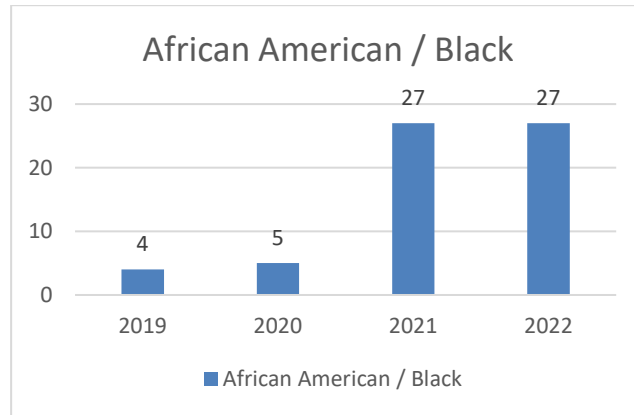
SPD saw a 24% increase in Multi-Racial applicants, 38 in January-September 2021 to 50 in January-September 2022.



SPD experienced a more modest gain of female applicants (7%) during the grant implementation period, but over the past four years, the number doubled, from 28 applicants during January-September 2019 to 56 in 2022.



With African American/Black applicants, the number stayed the same between January-September 2021 and 2022, but increased fivefold from 2020, due to SPD's recruiting efforts prior to receiving the WSCJTC grant.



We did not experience an increase in American Indian/Alaskan Native or Asian applicants. However, recruiters did not encounter many applicants from those communities at Public Safety Tests or other events during this recent reporting period.

Caveat: Sending PST scores to SPD is a first step in the hiring process; it precedes applications with Civil Service. The hiring process (background investigation, interviews, physical ability test, psychologist evaluation, medical examination, polygraph) takes several months to complete. After an entry level officer is hired, the officer spends several months in the Basic Law Enforcement Academy (BLEA). Space is limited in the two BLEA academies in Spokane, with SPD entering a maximum of 20 candidates a year. BLEA graduates then must complete several more months of training with a Field Training Officer, usually about 18 months after hire before the officer can respond to calls on a solo basis.

These applicants that are reflected in the Public Safety Tests above may be hired in 2023 and come into service in 2024, so we do not experience the results of our recruiting right away. However, the department is moving in a positive direction with the increase in interested candidates from underserved communities.

SPD recruiting efforts have resulted in increasing hires of diverse individuals. In the last two years, females have comprised 16-17% of new hires, compared to 4% in 2019. 16-25% of new hires have represented communities of color (8% in 2019). This is critical to having a diverse Spokane police force, especially with retirements. In the last two years, retirements included six female officers, two Hispanic officers, two Native American officers, one Black officer and one Multi-Racial officer. Some of our Department Recruiters below:



## SPD Volunteers in the Community

SPD Volunteers came to Northeast Youth Center to educate kids about bullying. Reserve Officer Ed Richardson and Cadets Deon Prescott and Kauwila Anakalea-Crawford enjoyed spending time with the kids.



## Precinct Highlights

### North Precinct

#### Collaboration with Neighborhood Residents and Businesses

- Neighborhood Resource Officer J. Pavlischak has been working on numerous nuisance residences and towing multiple abandoned vehicles in the West Central area.
- Neighborhood Resource Officer (NRO) Deanna Storch teamed up with Code Enforcement several times recently with boarding up properties that were classified as Do Not Occupy. She is working with Northside businesses who have asked for assistance with trespassers. Multiple individuals have been trespassed at various locations. In the case of one business, management had tried several things to reduce transients in the area, after a transient lit a small fire near one of their entrances. They installed a new chain-link fence and a fence around the perimeter of the parking lot. They also hired a security company. These measures had helped, but NRO Storch gave the manager additional suggestions to improve trespassers, by having a Trespass Exclusion form on file and posting the property with No Trespassing signs.
- NRO Storch is also monitoring several businesses in the Newport Hwy/Holland area that were recently victimized by burglaries.

### South Precinct

#### Collaboration with Neighborhood Residents and Businesses

- South Precinct Neighborhood Resource Officers have been working on encampments by the riverbank off Waterworks. They have cleared camps on Hutton, Fiske, and Smith.

- Officers are making business contacts and Crime Prevention through Environmental Design (CPTED) evaluations for businesses around the new shelter area.
- NROs continue to tag and tow motorhomes and passenger cars in our areas, with a special emphasis on the area around the camps on DOT property.
- NRO Berrow reported receiving complaints from neighbors about vehicles near Garry Park. He has increased his checks of the area to deal with the issues caused by the vehicles (criminal issues, safety issues). He is seeking a Chronic Nuisance Notice on a property that is associated with theft and drug activity, particularly the theft of catalytic converters.
- NROs are focusing on the Trent Corridor (Freya to Fancher/River to Sprague), with the commercial areas and neighborhood along Trent. There were 180 calls for service of all types during the mission, and 12 arrest/citations with 8 Part I crimes.

### Precinct Outreach

- Captain Cowles is helping the 2<sup>nd</sup> Harvest Food Bank at the Martin Luther King Jr. Community Center each week.

### **Downtown Precinct**

#### Crime Prevention Missions

- During September and October 2022, the Precinct focused on Division-Pine/Pacific-2<sup>nd</sup>. NROs use high visibility patrols, voluntary contacts, and enforcement if needed. The Trueblood clinician makes daily check-ins. These tactics are in place to reduce open drug use, make referrals to service providers, and reduce Part I Crimes.
- Officers make contacts with people downtown, offering services and resources available to assist with drug addiction, housing, mental health, etc. Officers educate people about the Sit and Lie, Unauthorized Camping, and new shelter options. Officers often offer to provide a courtesy ride to a shelter or treatment facility.

During the Mission period, the Downtown Precinct saw a slight reduction in calls for service and arrests. The area continues to have many medics (often overdose) calls.

- On September 28, 2022, the DTP reported that over the last two weeks, 93 calls for service, 45 officer-initiated incidents, 15 arrests, no Part I crimes, and four medics calls.
- On October 12, 2022, the DTP reported that over the last two weeks, 90 calls for service, 31 officer-initiated incidents, 10 arrests, one Part I crimes, and eight medics calls.
- On October 26, 2022, the DTP reported that over the last two weeks, 86 calls for service, 32 officer-initiated incidents, 9 arrests, two Part 1 crimes, and five medics calls.

The Precinct saw a significant improvement with Sit and Lie violations in the area.

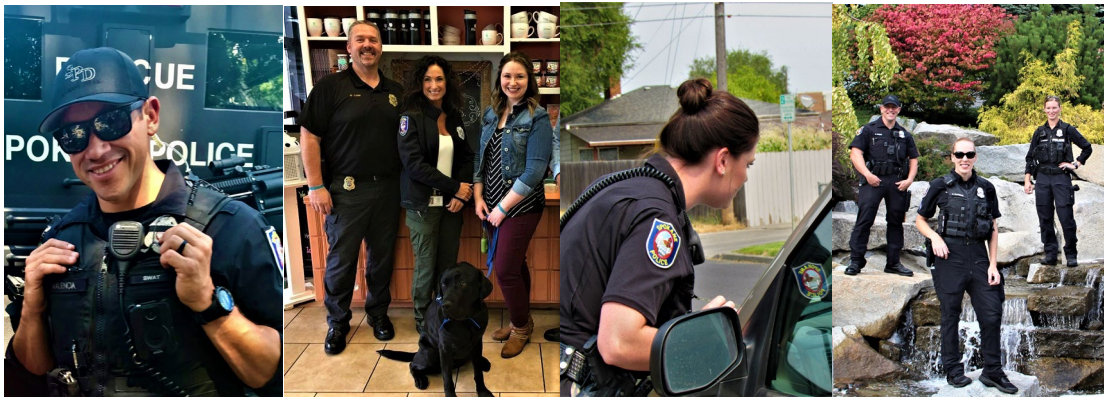
- On October 12, 2022, the DTP reported that over the last two weeks, 30 new warnings for Sit and Lie were issued. Ten citations were issued, 12 individuals were arrested on warrants, and eight people were arrested on new charges.
- October 26, 2022, the DTP reported that over the last two weeks, 14 warnings were issued with six citations. Three individuals were arrested on warrants, and two people were arrested on new charges.



On October 26, 2022, the Downtown Precinct started a new mission: Diamond Parking Lots at 1st/Washington (314 W 1<sup>st</sup> Ave) and Howard/Riverside (517 W Riverside). The goal is to reduce vehicle prowling, trespass, drug use, and reduce Part I crime in those areas. The results of this mission will be reported in a future report.

#### Precinct Outreach

- Downtown Community Court triage meeting
- Hot Spotters meeting
- Downtown security group meeting
- Business Improvement District Board meeting
- Washington State Public Safety Review Panel meeting
- Riverside Neighborhood Council meeting



#### **Outreach Update**

#### Secondary Transition Education Program (STEP) School

Officers enjoyed giving a Safety talk on October 24, 2022, to the students in the STEP program. STEP is a Special Education program that provides intensive supported services for access to instructional and vocational activities in the community, supporting the final years of transition. Officers talked about what to do in an emergency, how to call 911, and police work in the community. The students were very engaged and had a lot of questions. Two of the students are currently participating in an employment training program at the Public Safety Building. Officers are working with staff to plan a field trip to the Public Safety Building.





### Drug Take-Back Day Planning

Community Outreach officers attended a meeting with Northeast Community Center members for upcoming community events, including the Drug Take Back Day on October 29, 2022. Officers also attended a planning meeting with West Spokane Wellness Partnership (WSWP). WSWP is a group of people living and working in West Spokane who care about the health and wellness of its youth and families, specifically about substance use. Coalition members include adults and youth who work in a variety of Spokane businesses, agencies and community organizations.

Officers and volunteers also attended the event along with our partners (North East Support Team, West Spokane Wellness Coalition, Shadle Wellness Coalition, COPS NW and Northeast Community Center).



Spokane residents were able to stop by two locations to drop off expired medication for destruction. Once collected, the medication is turned over to the Drug Enforcement Administration for destruction. Drug Take back happens twice a year. This Fall, 99 pounds of medication was collected. (244 pounds were collected overall for 2022.)

### Fall Family Festival

Country music star Chris Young helped spread awareness and education about the dangers of fentanyl at a free concert at Riverfront Park. His performance was part of the Spokane Alliance for Fentanyl Education (SAFE) Fall Family Festival on October 29, 2022. The festival offered resources on fentanyl use/help/awareness, food, and fun activities.

### Hillyard Farmers Market

Officers participated in the season finale of the Northeast Community Center Farmers Market. They walked throughout the Market, talking to families and participants.

### Shadle Wellness Coalition Meeting

Officers attended a meeting with community members on health-related issues in the Shadle Park area, to include youth vaping and access to health resources.

### Jefferson Elementary School Visit

A school counselor from Jefferson Elementary asked if Community Outreach could come talk to a class. We were advised there were two students that wanted to be police officers, but were not coming to school every day. The counselor told the students if they came for a full week, she would try to get a police officer



to visit. Community Outreach Officers met with the students, and then they were introduced to the class. Officers did a safety talk for the class during the visit. Officers will follow up with the two students and from the counselor. The two students were advised if they came to school for the whole month, Community Outreach officers would come back and eat lunch with the class.

### Halloween Fun

The Community Outreach Unit enjoyed attending numerous Halloween events in the community, such as Trunk or Treat at Stevens Elementary, Family Trunk or Treat at Holy Names Apartments, Tent and Treat at St. Matthews Lutheran School, and Trunk or Treat with the SPD Chaplains. Officers were able to hand out candy and stickers at these events and play games. Officers participated at the West Central Community Center Hallow-Fest, an event held inside and outside of the community center, involving hundreds of people. Officers and Volunteers also attended festivities at Northtown Mall.



### DEA Citizens Academy

The Drug Enforcement Administration - DEA/SPD Joint Citizens Academy, taking place throughout October and November 2022, is teaching community members about the fentanyl epidemic as part of Operation Engage Spokane. Operation Engage Spokane is a comprehensive community-level approach to address the drug epidemic through prevention strategies, facilitating conversations and collaboration with local

partners. The Citizens Academy and Fall Festival are part of the community activities to raise awareness about fentanyl and combat increasing overdoses and overdose deaths.

Academy participants got a close-up look at the dangerous drugs threatening our community.

