

RESOLUTION NO. \_\_\_\_\_

A resolution regarding steps to be taken to achieve reform in the Police Department and in law enforcement.

WHEREAS, the issue of reform in the Police Department and law enforcement has been a pressing concern for the citizens of Spokane, the City administration and the City Council for several years; and

WHEREAS, on October 19, 2009, the City Council passed Resolution No. 2009-0079 requesting that the Mayor and the City administration bargain with the City of Spokane Police Guild and the Spokane Police Lieutenants and Captains Association to grant explicit independent investigatory authority to the Office of Police Ombudsman; and

WHEREAS, several steps have been taken to improve accountability and confidence in the Police Department and law enforcement, including the creation of the Office of Police Ombudsman and the adoption of Lexipol best practices policies by the Police Department in conjunction with the Spokane Police Guild and the Spokane Police Lieutenants and Captains Association; and

WHEREAS, the opportunity to improve accountability and confidence in the Police Department and in law enforcement is provided by various means including legislative action by the City Council, administrative action by the City, and negotiations with the affected labor unions; and

WHEREAS, it is the desire of the City Council to coordinate its efforts with the City administration and the affected labor unions to take effective and progressive steps over the course of the next year to implement changes in law enforcement at all levels to improve the accountability and confidence in the Police Department for the benefit of the citizens of the City, members of the Police Department and the City government.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF SPOKANE that in order to achieve improvement in accountability and confidence in the Police Department and in law enforcement, the City Council proposes that the City administration take the following steps:

I. OVERSIGHT. The City Council believes open, transparent and accountable government works best for the citizens of Spokane. Examples of steps to improve police oversight includes:

1. Internal Affairs Reports. Publish all Internal Affairs reports from 2009-2011 on the Office of Police Ombudsman website by March 1, 2012, as well as all subsequent reports when issued with appropriate redaction in compliance with the Washington State Public Records Act.

2. Body Camera Program. Institute a program to purchase and equip police officers with body cameras.
3. Discipline Matrix. Develop a discipline matrix to address discipline issues related to members of the Police Department.
4. Office of Police Ombudsman – Administrative Steps. Implement administrative changes to the Office of Police Ombudsman including:
  - a. Create annual goals and objectives;
  - b. Pursue discussions with Spokane County regarding contracting with the OPO for services to the County Sheriff's Office; and
  - c. Publish critical incident reports on all use of deadly force cases subject appropriate redaction pursuant to the Washington State Public Records Act.
5. Office of Police Ombudsman – Ordinance Amendments. Amend the Office of Police Ombudsman (OPO) ordinance to:
  - a. restore independent investigative authority of the OPO;
  - b. restore published closing reports and recommendations;
  - c. remove Police Guild pre-screening requirement for the OPO; and
  - d. allow the OPO investigations to be considered for disciplinary purposes.

II. COMMUNITY INVOLVEMENT. Community involvement is a key element to improved relationship between citizens and the Police Department. Examples of steps to improve community involvement include:

1. Police Commendations. Create a section to the Office of Police Ombudsman website to present all official commendations to City of Spokane police officers and announce the commendations at weekly City Council meetings.
2. Public Information Officer. Review the functions of the Public Information Officer for the Police Department (PIO) with consideration as to whether the functions of the PIO should be performed by a civilian employee and/or whether other police officers should receive training in public information tasks.

III. TRAINING. Additional areas of training and possible changes to existing training will improve the quality of and confidence in law enforcement. Examples of steps to be taken to improve training include:

1. Re-Certification of Commission on Accreditation for Law Enforcement (CALEA).
2. Use of Force Policy. Review and revise when appropriate the Police Department's Use of Force Policy with consideration given to the outcome of the Mayor's Advisory Board on Policing and the Use of Force Commission.
3. COPS Standard and Guidelines for Internal Affairs. Review and revise when appropriate the Police Department's policies regarding Internal Affairs in light of the COPS Standards and Guidelines for Internal Affairs.
4. Comprehensive Crisis Intervention Training Program. Review Police Department policies regarding crisis intervention training with the intent to assist officers in better understanding of how to interact with those under the influence of alcohol, drugs or untreated mental illness. Explore opportunities for engaging community mental health professionals in training and response.

IV. ENHANCED DELIVERY OF SERVICE. By improving the delivery of services, including data collection, the Police Department can improve accountability and public confidence. Examples of steps to enhance delivery of service include:

1. Property Crimes Unit. Review whether the Property Crimes Unit should be re-established, including providing the necessary funds, or whether other procedures can be established to investigate property crimes.
2. Routine Traffic Enforcement Information — Data Collection. Collect accurate data on race, age, and gender of all persons stopped and searched by the Police Department as set out in RCW 43.43.480-.490, report such data to the public annually and work proactively with minority and other diverse communities to address the issue of racial profiling.

BE IT FURTHER RESOLVED that the City Council recognizes that many of the steps presented in this resolution may affect the working conditions of represented employees and would need to be negotiated with the affected unions. By passing this resolution, the City Council does not intend to bypass the required negotiations. The City Council anticipates all parties negotiating in good faith while taking into consideration the fiscal reality facing the City.

Adopted this \_\_\_\_ day of \_\_\_\_\_ 2012.

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City Clerk

Approved as to form:

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Assistant City Attorney