



# City of Spokane

August 31, 2012

Criminal Justice Training Commission  
19010 1<sup>st</sup> Ave. South  
Burien, WA 98248

Commissioners of the WSCJTC:

The purpose of this letter is to request an exemption from the basic law enforcement academy for newly hired Spokane Police Chief Frank G. Straub, Jr. We are requesting that the commission grant Mr. Straub permission to attend the Basic Equivalency Academy as allowed under WAC 139-03-030 in order for him to meet the requirements set forth in RCW 43.101 after reviewing the following information.

- (a) ***Particular regulation from which exemption, waiver, extension or variance is sought.*** We, the City of Spokane, are requesting an exemption from RCW 43.101.200 Law Enforcement Personnel – Basic Law Enforcement Training Required – Commission to Provide and RCW 35.21.333 Chief of Police or Marshal – Eligibility Requirements for newly hired Chief of Police Frank G. Straub, Jr. Mr. Straub was hired as the Police Chief on August 21, 2012, with his official start date to be on or about September 17, 2012.
- (b) ***Nature of the exemption, waiver, extension or variance which is sought.*** According to RCW 43.101.200 all law enforcement personnel must “engage in basic law enforcement training which complies with standards adopted by the Commission pursuant to RCW 43.101.080” and that “such training shall be successfully completed during the first six months of employment unless the basic training is otherwise waived or extended by the commission.”

Frank G. Straub, Jr. became a “commissioned” federal law enforcement officer (special agent) in the U.S. State Department’s Office of Diplomatic Security in October 1984. Mr. Straub attended one month of specialized training which included, in part: firearms, counterterrorism vehicle operations, and improvised explosive devices, in Washington D.C. (approximately 160 hours of training). On November 15, 1984, Mr. Straub attended the Federal Law Enforcement Training Center’s (FLETC) Criminal Investigator Training Program in Glynco, Ga. Mr. Straub successfully completed class number CI-503 on January 9, 1985. The Criminal Investigator Training Program is 300 course hours completed in eight weeks. Mr. Straub returned to Washington D.C. where he completed an additional month of specialized training in dignitary protection and other law enforcement topics (approximately 160 hours of training). In total Mr. Straub completed approximately 620 hours of initial/basic federal law enforcement training.

After performing an in depth background check on Mr. Straub and after reviewing his training records and his last 28+ years of federal, state and local law enforcement employment, we at the City of Spokane believe that Mr. Straub’s combined education, training, and law enforcement experience exceeds that of the basic academy, and therefore, we are requesting that the Criminal Justice Training Commission grant him a commission with the State of Washington to serve as a Police Chief with the City of Spokane and further allow him to participate in the equivalency

***“Spokane – Near Nature, Near Perfect”***

academy. We are requesting this waiver under WAC 139-03-030 – Request for Exemption, Waiver, Extension or Variance.

- (c) ***Mitigating Factors.*** Mr. Straub was employed as a federal law enforcement officer (special agent) with full law enforcement power and authority with the U.S. State Department's Office of Diplomatic Security for 3 years (from 1984-1987). During his tenure with Diplomatic Security, Mr. Straub carried a firearm, qualified with the firearm on a quarterly basis, attended in-service training (investigative techniques, legal updates, defensive tactics, etc.), conducted criminal investigations which led to the arrest and prosecution of persons in federal and state courts. Mr. Straub executed arrest and search warrants, conducted surveillances, used other investigative techniques, and worked closely with state and local law enforcement agencies to enforce federal and state laws. For example, Mr. Straub led a multi-agency task force (DS, New York City Police Department, and Pennsylvania State Police) investigation of Russian Organized Crime activities in the New York metropolitan area. During the course of this year-long investigation, physical and electronic surveillance techniques were used, cooperating witnesses developed, search and arrest warrants obtained and executed, and subjects of the investigation convicted in federal and state criminal proceedings. Additionally, Mr. Straub served as a member of the FBI-NYPD Joint Terrorist Task Force. Mr. Straub worked on a regular basis with state and local police officers throughout the United States and overseas in the conduct of dignitary protection assignments. During 1987, Mr. Straub spent four months in the U.S. Embassy, Bogota, Colombia where he was assigned to protect the ambassador and his wife.

In 1987, Mr. Straub was recruited by the U.S. Naval Investigative Service (NIS) where he served as a federal law enforcement officer (special agent) with full law enforcement power and authority until 1990. During his tenure, Mr. Straub carried a firearm, qualified with the firearm on a semi-annual basis, attended in-service training (investigative techniques, legal updates, defensive tactics, etc.) and conducted criminal investigations which led to the arrest and prosecution of persons in federal, military and state courts. Mr. Straub executed arrest and search warrants, conducted surveillances, used other investigative techniques, and worked closely with state and local law enforcement agencies to enforce federal and state laws. For example, Mr. Straub conducted an 18-month investigation of child sexual abuse and narcotics with the New York State Police. In the course of this investigation, Mr. Straub wrote an affidavit for a federal search warrant based on a psychological profile of one of the subjects. Mr. Straub wrote the search warrant based on his training in forensic psychology and his experience working with the New York City Police Department's Profiling Unit. Mr. Straub obtained the search warrant, the first ever issued in U.S. District Court, Northern District of New York. In part, the evidence obtained from the search warrant, led to the arrest of two U.S. Naval personnel, their conviction in New York State court on narcotics charges, their conviction in a U.S. Military Court on child sexual abuse and narcotics charges, and the removal of their children by a Dutchess County Family Court.

During his tenure with NIS, Mr. Straub, a certified hostage negotiator, led the NIS team and provided training to the New York City Police Department's Emergency Service Unit, the New York State Department of Corrections Hostage Negotiation and Crisis Intervention Teams, and the New York City Corrections Emergency Response Team. Mr. Straub was also a FLETC

certified physical fitness coordinator and led the NIS mandated physical fitness program for the New York Field Office.

In 1990, Mr. Straub was recruited by the U.S. Department of Justice, Office of the Inspector General where he served as a federal law enforcement officer (special agent) with full law enforcement power and authority until 1999. During his tenure, Mr. Straub carried a firearm, qualified with the firearm on a semi-annual basis, attended in-service training (investigative techniques, legal updates, defensive tactics, etc.), and conducted criminal investigations which led to the arrest and prosecution of persons in federal and state courts. Mr. Straub executed arrest and search warrants, conducted physical and electronic surveillances, served as an undercover investigator buying guns and narcotics, used other investigative techniques, and worked closely with state and local law enforcement agencies. In 1993, Mr. Straub was promoted to be the Assistant Special Agent in Charge of the New York Field Office where he led a team of special agents whose area of responsibility included New York State and all of the New England states. In 1998, Mr. Straub was promoted to be the Special Agent in Charge of the Research and Analysis Unit (RAU) which he was asked to create by then Inspector General Michael Bromwich. The RAU developed and implemented a performance management system based on the NYPD's CompStat model, to improve investigative activities in each of the Inspector General's field offices. Additionally, the RAU conducted research regarding corruption in the federal prison system and on the Southwest border.

In 1999, Mr. Straub joined the New York State Inspector General's Office as the Executive Deputy Inspector General. During his tenure, Mr. Straub supervised approximately ninety (90) attorneys, auditors and investigators who conducted investigations of public corruption and/or misconduct in State agencies. Mr. Straub developed, implemented, instructed, and completed a NYS peace officer program which authorized investigators, including himself, to carry firearms and to engage in law enforcement activities pursuant to their jurisdiction.

In 2001, Mr. Straub was appointed the New York City Police Department's Deputy Commissioner of Training. Mr. Straub led all recruit, in-service, promotional, and leadership training for the NYPD's sworn and civilian personnel. He graduated a recruit class of 1600 police officers. In the wake of the 9/11 terrorist attacks, Mr. Straub led the development and implementation of counterterrorism training for the NYPD. These training programs became the model for federal, state and local law enforcement agencies. Additionally, Mr. Straub was a member of a NYPD executive team charged with developing and implementing protocols to respond to suicide bombers, biological and chemical attacks, and other terrorist events.

In 2002, Mr. Straub was appointed the Commissioner of Public Safety for the City of White Plains, New York. Mr. Straub led the administration and daily operations of 215 police officers, 180 fire fighters, and contracted EMS services. During his tenure, the police department reduced serious (Part 1) crime by 40% through data-driven enforcement practices and community policing programs. Community policing initiatives he and his staff developed to address youth-police relations, persons in mental health crisis, domestic violence, a burgeoning new immigrant population, and prisoner reentry led to Mr. Straub's testimony before the U.S. House of Representatives' Judiciary Committee in 2008.

During his 7 ½ years in White Plains, Mr. Straub directly supervised several high profile homicide and other investigations, including the shooting of an off-duty police officer by four on-duty Westchester County police officers. Mr. Straub was certified as a New York State Municipal Police Training Council general topics instructor and taught at the regional police academy as well as during WPPD in-service training classes. Mr. Straub routinely accompanied police officers on bike and other patrols, maintained proficiency with his firearms which he carried (under a pistol permit) as a retired federal law enforcement officer.

In 2010, Mr. Straub was appointed the City of Indianapolis' Director of Public Safety. Mr. Straub oversaw 1650 police officers, 1200 fire fighters, EMS, and civilian personnel and directed all public safety operations. During his tenure, he completed major reforms of the Indianapolis Metropolitan Police Department, re-engineered all recruit, in-service and promotional training as well as the recruiting, hiring and promotional processes. He created the Professional Standards Division to improve the conduct of internal affairs and disciplinary investigations, implemented a new data-driven patrol strategy, which along with other enforcement and community policing strategies, led to the lowest homicide rates in 20+ years.

In addition to his professional law enforcement experience, Mr. Straub has earned a B.A. in Psychology, a M.A. in Forensic Psychology and a Ph.D. in Criminal Justice. Mr. Straub completed a 400 hour internship with the NYPD's Profiling Unit, and has taught graduate level courses in criminal justice and public administration at John Jay College of Criminal Justice, Iona College, and Indiana University/Purdue University since 1995. These courses included – investigative techniques, ethics, community policing and critical issues in policing.

Mr. Straub was a New York State certified emergency medical technician for more than 30 years, a Vermont certified emergency medical technician, a certified outdoor emergency medicine technician and instructor while he was a member of the Stratton Mountain Ski Patrol.

The City of Spokane believes that Mr. Straub has the background, training and expertise to lead the Spokane Police Department and to quickly become an asset to our community.

It is our sincere hope that the Criminal Justice Training Commission, the commissioning authority of police chiefs, will agree that Mr. Straub's training and experience exceed the requirements of the basic academy, and that he will be granted a commission from the CJTC. In order to ensure that his training is sufficient, we would also like the opportunity for Mr. Straub to participate in the equivalency academy.

***(d) Name and address of the requesting party and person(s) who will personally appear in support of the requesting party:***

David A. Condon, Mayor  
City of Spokane  
808 W. Spokane Falls Blvd.  
Spokane, WA 99201

James McDevitt, member of Mayor's Advisory Committee on Policing (will appear on behalf of Mayor David Condon, if available.)  
3605 S. High Drive  
Spokane, WA 99203

Interim Police Chief Scott Stephens (will appear in support of Frank G. Straub, Jr.)  
1100 W. Mallon Avenue  
Spokane, WA 99201

Frank G. Straub, Jr. (will appear on his behalf)  
1100 W. Mallon Avenue  
Spokane, WA 99201

(e) I, David A. Condon (David A. Condon) have read this request and it is to the best of my knowledge and I believe the contents thereof are true.

Thank you for your consideration of this matter.

Sincerely,

A handwritten signature in black ink that reads "David A. Condon". The signature is written in a cursive, flowing style with a large initial "D".

David A. Condon  
Mayor