

**CONFIDENTIAL ATTORNEY-CLIENT PRIVILEGED
COMMUNICATIONS**

To: City Attorney's Office
From: The Executive Board of the Lieutenants and Captains Association
RE: Confidential Attorney-Client Privileged material
Date: September 18th, 2015

On September 8th, 2015 several members of the Spokane Police Department Lieutenants and Captains Association met with City Administrator Theresa Sanders and Mayor David Condon. This meeting was at the invitation of the Mayor to discuss the 2016 City Budget and any other "areas of interest."

During the meeting many members discussed their concerns with the performance of Police Chief Frank Straub. Members of this Association reported several specific examples of unprofessional and even hostile behavior directed toward themselves or other members by Chief Straub. These actions taken by the Chief of Police, in his official capacity, against subordinate members of this agency constituted a pattern of behavior dating back over two years. It often included profanity, personal degradation, or other behavior not becoming the office of the Spokane Police Chief. His behavior has created a workplace environment inconsistent with collaboration and contrary to effective leadership.

Several other concerns were shared about the lack of communication by Chief Straub to the members of his Command and Senior Staff tasked with carrying out the daily operations of the Spokane Police Department. This behavior has resulted in inefficient resource allocation, duplication of efforts, wasted time, unnecessary overtime, and general frustration. When the Chief fails in these initiatives he often blames the result on the very people he failed to include in the planning process.

During the meeting, our membership provided full support in continuing to move the Spokane Police Department forward. We also avowed it was our interest and intention to avoid any embarrassment or negative publicity directed toward the Spokane Police Department as a result of the Chief's actions.

On September 17th, 2015, members of the Lieutenants and Captains Association executive board met with Assistant Chief Rick Dobrow, Assistant Chief Selby Smith, Director Tim

Schwering, Deputy Director Sarah Lynds, members of the Spokane Police Guild, and Human Resources Representative Meghann Steinolfson for a scheduled Labor-Management meeting. During that meeting, members of the Executive Board summarized the concerns of the Lieutenants and Captains Association with the behavior of the Chief of Police as discussed at the September 8th meeting with the Mayor and City Administrator. We respectfully advised those present of the issues discussed and to advise we, as an Association, would not tolerate any further unprofessional behavior by the Chief of Police directed at our members or other members of the agency. We also reiterated our commitment to the future success of the Spokane Police Department.

Respectfully Submitted,

Out of town

Dave McCabe, President

Eric Olsen

Eric Olsen, Conductor

Mark Griffiths

Mark Griffiths, Vice President

Justin Lundgren

Justin Lundgren, Member at Large

Dave Richards

Dave Richards, Treasurer-Secretary