



CITY OF SPOKANE
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December 11, 2015

Spokane City Council
808 W. Spokane Falls Blvd.
Spokane, WA 99201

Members of the City Council,

Before I address each question individually, let me apologize to the community and City Council for any confusion that has been created by the way the events have unfolded. It was never my intention, nor that of my Administration, to inaccurately portray the recent personnel moves. The statements made were made out of respect for our employees, but do require some additional background to gain a fuller understanding of the situation.

The steps that have been taken have been singularly driven by the care, concern and wellbeing of our employees to ensure they were treated fairly and appropriately. If any mistakes were made, no matter how well-intended the actions behind them, we need to learn from them and improve as a City.

There has been much discussion about recent personnel matters associated with the Spokane Police Division. Questions have been raised about the process, decisions and timelines regarding two city employees in particular.

You as a City Council have asked legitimate questions. Thank you for the opportunity to address each of those with you directly. I have answered each of those questions (Attachment A) to the best of my ability. In cases where I do not have first-hand knowledge I believe the joint inquiry process we have agreed to is the best way to validate what transpired.

I have also attached a timeline of events (Attachment B) that have relevance to the discussion we are having with the community. It is my goal that we work together to move Spokane forward.

I agree with the City Council that we need the objective lens of an independent inquiry to examine the process, policy and timelines associated with the recent Spokane Police Division personnel matters and release of public information. I am committed to that process so that we may achieve the best outcome for the community we all serve.

Sincerely,

A handwritten signature in blue ink that reads "David A. Condon". The signature is fluid and cursive.

David A. Condon,
Mayor

ATTACHMENT A – RESPONSES TO CITY COUNCIL QUESTION

Following below please find my responses to your individual questions. The statements and questions from your letter are in italics. My responses follow immediately below.

- *In October 2013, a female Spokane Police employee transferred to another department after reporting “constant negative feedback and belittling” from Chief Straub. This and more recent episodes give rise to a number of specific questions:*

1. *When were you and/or City Administrator Sanders first aware of similar hostile working environment allegations against Chief Straub by former Police Spokesperson Monique Cotton?*

We first became aware of the allegations on April 3. Ms. Cotton’s attorney, Bob Dunn, contacted my office to arrange a meeting with his client. I agreed to the meeting and met with Ms. Cotton only in Mr. Dunn’s office. Ms. Cotton raised concerns about Mr. Straub’s behavior during that discussion and during subsequent discussions with Ms. Sanders. Ms. Cotton talked, in confidence, about behavior she believed constituted sexual harassment of her and was adamant that she did not want to make a formal complaint nor would she participate in any investigation. Ms. Cotton’s concern about sexual harassment is the only one of that nature that came to our attention from a city employee about Mr. Straub.

During those discussions, Ms. Cotton also expressed concerns about Mr. Straub’s behavior as a supervisor that was separate and distinct from the sexual harassment concern. She indicated that she would be comfortable speaking about the latter allegations if others cooperated as well.

Ms. Sanders and I directed the City Attorney’s Office to look into concerns raised about Mr. Straub’s management style, specifically concerns expressed about his behavior during a meeting on March 31. From April 14 to April 16, the City Attorney’s Office interviewed those in attendance at the March 31 meeting and determined that concerns about Mr. Straub’s management style, use of inappropriate language, and offensive demeanor existed.

Following the interviews conducted by the City Attorney’s Office, Ms. Sanders and I met with Mr. Straub in my office on April 21. We discussed and addressed with Mr. Straub the concerns about his behavior during the March 31 meeting. We made it clear that type of behavior would not be tolerated and that Mr. Straub needed to adapt his management

style to continue making the positive changes to the Spokane Police Division and manage his people in a way that did not raise concerns about the work environment.

Mr. Straub agreed, and for a period of few months as we continued to monitor the environment, things seemed to improve. By August, concerns about Mr. Straub's management style began to reemerge. At that point, Ms. Sanders began meeting periodically with individuals who were expressing concern.

2. *Why didn't HR investigate Chief Straub and create written documentation when the administration first became aware of Ms. Cotton's concerns?*

The approach we took was guided by City policy and Ms. Cotton's refusal to file a formal complaint. If the City Council is asking specifically about Ms. Cotton's concern of sexual harassment, it's important to understand City policy regarding sexual harassment. The City's policy (Admin 0620-05-35) on sexual harassment states in section 6.1.4 that "violations of this policy will ideally be resolved at the lowest appropriate level, informally and effectively." Further, section 6.1.5 states that, "An employee who experiences unwelcome sexual behavior may assertively tell the offending person that the conduct is unwelcome and must cease immediately." Finally, section 6.1.6 states, "If the above step 6.1.5 is not effective or feasible and the employee desires an internal resolution of the complaint, the process outlined below shall be followed..."

While Ms. Cotton expressed concern, she was adamant that those concerns be kept in confidence and that she did not want to make a sexual harassment complaint or participate in an investigation, a stance she reiterated in a text message to Ms. Sanders on April 14, 2015, which said, "I want to make sure I am very clear that I do not want an investigation into harassment and do not feel an investigation into this subject is necessary because I have not filed a claim." Ms. Cotton continued to repeat that stance during several subsequent contacts.

Ms. Cotton indicated that she made it known to Mr. Straub that any physical contact from Mr. Straub was inappropriate and unwelcomed. While the veracity of the sexual harassment concern was not able to be established, it was determined by the individual admissions of Mr. Straub and Ms. Cotton that the professional working relationship had deteriorated.

Absent a complaint and a willing participant in an investigation and given Mr. Straub's denial that such an incident occurred, the guidance in section 6.1.4 of the policy tells us to resolve the situation "at the lowest appropriate level, informally and effectively." That

is what occurred, but I welcome the independent inquiry to review the process and the policy.

Ms. Cotton's skills as a communications manager fit an existing need in the Parks and Recreation Division. A \$64 million renovation of Riverfront Park, the City's most recognizable asset, was under way and the division was the only one of its size without a communications manager. Further exacerbating the need, the division's community affairs coordinator was on extended and indeterminate leave.

The Parks and Recreation Division already identified a need for a communications manager. At the recommendation of Ms. Sanders, Ms. Cotton was interviewed by Parks and Recreation Division Director Leroy Eadie and Parks and Recreation Executive Officer Jason Conley on April 27, 2015 to determine if her skills fit the need. Based on that interview, Ms. Cotton was offered the opportunity to move to the Parks and Recreation communications manager position. Ms. Cotton accepted the position on May 4, 2015 and moved to the Parks and Recreation Division.

A prerequisite for triggering section 6.1.6 is that "step 6.1.5 is not effective or feasible." The combination of Ms. Cotton telling Mr. Straub that his actions were unwanted and her satisfaction with the move to the Parks and Recreation communications manager position satisfied sections 6.1.4 and 6.1.5 of the policy.

Personnel matters are difficult and can have far-reaching impacts on those directly involved and well beyond. In this case, there have certainly been impacts to those who have expressed concerns, those who have been the subject of the concerns and potentially to each of our 2,000 City employees who are affected by policy decisions that emerge from this discussion.

I often say that we are a people business. As an employer, our job is to create the best work environment possible for all employees to successfully deliver the level of service our community expects. As City leaders, our jobs are to do that in a manner that is most transparent to that same community.

Sometimes those interests collide and create challenges that place the best-interest of the employees at odds with the expectation for information by members of the public. That has happened here.

- 3. Must a city employee hire outside legal counsel, as did Ms. Cotton, in order to properly address hostile working environment claims?*

No. Ms. Cotton made the decision independently and retained counsel before coming to us. A City employee has access to a large array of resources when he or she believes him or herself to have been a victim of sexual harassment, including whether or not to file a formal complaint. City Policy 0620-05-35 has specific complaint procedures, beginning with the alleged victim contacting the alleged harasser's supervisor, in this instance, Ms. Sanders and myself, or the Director of Human Resources. The policy specifically reminds an employee that she or he may be accompanied by an attorney or union representative.

4. *Are exempt employees being treated differently than non-exempt employees in regards to Human Resources investigations?*

No. Every personnel issue is treated based upon the individual merits of the situation. Further, there is no provision for any different treatment in union contracts or city policies. There was no investigation of a sexual harassment allegation because there was no official complaint or willing complainant. The City Attorney's Office did review the complaints about Mr. Straub's management style.

• *Why did it take three months for the release of documents responsive to a media public records request regarding Ms. Cotton?*

1. *When were the documents released by the City on Nov. 24 actually discovered?*

As mayor, my involvement in the public records process is limited to turning documents over to the City Clerk's Office when asked as part of a public records request. To answer this question as thoroughly as possible, I asked the City Attorney's Office for an explanation of the process. Following is a summary of the information I received.

Presumably the City Council's question refers to the City Clerk's release of the following records: a letter from Mr. Dunn to the City, email between the City Attorney and Mr. Dunn, notes from Ms. Sanders' meeting with Monique Cotton, cell records extracted from Ms. Cotton's phone, notes from Capt. Olson and Lt. Griffiths, a CD of emails, and an exemption log.

As you know, public records are not so much "discovered" as they are tediously collected and compiled, reviewed for relevancy to the request, and then reviewed for appropriate redaction or exemption. It is a time-consuming process, ably managed by long-time City Clerk Terri Pfister and her staff. The City received 35 public records requests made on this topic prior to November 24, 2015, and each time, the City Clerk has promptly

notified all relevant employees and departments to collect and provide records that could be responsive to those requests.

These are expansive requests. The initial request from Nicholas Deshais, City Hall Reporter for *The Spokesman-Review*, was received August 18, 2015. In that request, Mr. Deshais asked for eight categories of records, including phone records, budgets, payroll information and “Any and all records, documents or emails related to complaints made by Monique Cotton,” and “Any and all records, documents or emails related to complaints made against Chief Frank Straub.” Staff members got to work on gathering records upon request from the Clerk’s Office.

Those records were then reviewed and, if relevant, either provided to Mr. Deshais in whole or were redacted and provided in that form. Often, if records may need redacting, the Clerk’s Office contacts this Office for assistance. That happened in this case.

So far, the City Clerk’s Office has produced a letter from Mr. Dunn to the City, email between the City Attorney and Mr. Dunn, notes from Ms. Sanders’ meeting with Ms. Cotton, cell records extracted from Ms. Cotton’s phone, notes from Capt. Olson and Lt. Griffiths, a CD of other emails, and an exemption log. The City Clerk’s Office still has to complete a review of emails to see if there are other responsive documents.

2. *If these documents were discovered prior to November 24, why were these documents not released when they were discovered?*

Public records production is a process. The City Clerk’s Office has to complete all the steps before releasing documents. But, I welcome the independent look at the timeline and process of responding to records requests in this manner that we have jointly agreed to so that we may learn and improve.

Part of the request remains unfilled – the email request returned more than 2,000 emails which must be individually reviewed for relevance and redaction. Some of the records were provided shortly after they were collected by the Clerk’s Office. The records that were released on November 24 were the last of those requested to be released (except for the email search, which is ongoing).

3. *In this regard, please explain when responsive documents were provided to the City Clerk for review and release?*

I am not aware of the specific dates that all of the records were provided to the Clerk's Office. I'm sure that some documents were collected and provided to the City Clerk in this matter rather quickly, but as I've mentioned, that's only one step in the process, which will be reviewed in our inquiry.

In this case, the ability to respond also was impacted by the large number of requests already in process. The Public Records Act forbids us from discriminating among requestors. We cannot generally move existing requests to the back of the queue to accommodate new requests. The assumption is that all requests are equally important. The Clerk's Office received 994 public records requests through the end of the third quarter of the year and 1,406 through December 8. Those totals included 35 requests on this topic alone prior to November 24, including 28 from media, many of which contained multiple sub-parts for information with the individual request. The attached timeline includes major records requests received through the summer and fall that have kept us very busy.

Three examples of public records requests filed by members of the local media, which were active during the period when public records requests began coming in on the current topic, illustrate this point.

- On June 17, 2015, KXLY-TV filed a public records request for "all city emails sent by, received by Rachel Dolezal, or referencing her name, from January 1, 2014 to present." That request was filled on October 30, 2015 due to the volume of records sought.
- On June 22, 2015, The Inlander filed a public records request for "the names of every individual who died as a result of use of force of any kind by the Spokane Police Department from 1980 until present. Please include the name, age, race of each individual, as well as the type of use of force." That request was filled on October 12, 2015 due to the volume of records sought.
- On June 23, 2015, The Spokesman-Review filed a public records request seeking "emails relating to the Police Ombudsman Commission." That request was filled on October 26, 2015 due to the volume of records sought.

The records released on November 24 in response to Mr. Deshais' request were not initially determined to be responsive. Mr. Deshais had asked for records "related to complaints" made by Ms. Cotton or against Mr. Straub. Neither the Human Resources Department nor the Spokane Police Division had any record of any "complaints" by Ms. Cotton or against Mr. Straub. To the best of our understanding, no "complaint" was ever filed by Ms. Cotton or against Mr. Straub. It was only when "all records" relating to any

communications about Mr. Straub or Ms. Cotton were sought that those records became relevant and responsive. All records were collected, reviewed by the Clerk's Office and the City Attorney's Office, and released.

Adding to the time for response, the City took the required step of giving a "10-day" letter to various City employees; that letter holds any release of records in abeyance for 10 days, during which the City employees had time to consult with their own attorneys to determine if they wanted to seek a court injunction to prohibit the release of the records. This process is endorsed by the courts as a way for employees to seek review by a court to assure that potentially damaging documents are not inadvertently released. Here, the City received waivers from the City employees before the 10 days had expired. The waivers asserted that the employees would not seek to enjoin the release, thus allowing release of the documents earlier than would have been possible otherwise.

- *Recently released documents strongly suggest that you and/or City Administrator Theresa Sanders either mislead or withheld information from the Council, in individual conversations and in executive session, regarding City personnel matters.*
 1. *Please explain why you believe the information conveyed by you and Ms. Sanders is consistent with the state of affairs evident from the recently released documents. Please be aware if there is any dispute about the content of executive session in which both you and City Administrator Sanders delivered potentially inaccurate information, the City Council may, at its discretion, choose to waive the attorney-client privilege and any privilege attaching to executive session in order for the public to finally understand the truth of this matter.*

Mr. Straub was an at-will employee appointed to run the Spokane Police Division. The decision to accept Mr. Straub's resignation was based on the loss of confidence by members of his command staff and the Lieutenants and Captains Association in his leadership of the Spokane Police Division. Simply stated, while Mr. Straub's direct reports believed in the mission and programs of the Spokane Police Division, they could no longer tolerate "multiple instances of communication and management tactics that could constitute a hostile work environment" and what they believe was "a pattern and practice of inappropriate behavior," according to members of the leadership team Mr. Straub selected.

That loss of confidence by those who worked closest with him was ultimately what made me realize it was time for a change. The information known about Mr. Straub's behavior was disclosed in the two letters immediately upon his decision to resign. The City

Council was briefed on Sept. 21 of the allegation contained in the letters received from the command staff and the Lieutenants and Captains Association, which was the only information relevant to my decision to accept Mr. Straub's resignation.

- *It is our understanding the Park Board only approved the inclusion of a new exempt Communications Manager position in its 2016 Budget on the promise that the position would be opened up for a competitive hiring process in which the Park Board has an opportunity to participate, as it has in other recent exempt hirings in Parks. This position ostensibly is currently held by Ms. Cotton.*
 1. *Please confirm that you will open the position to such a competitive hiring process. Such positions, even if they are exempt, should be subject to open hiring.*

The Parks and Recreation Division communications manager position has been included in the recently passed 2016 budget. A requisition has been submitted for the position and recruitment will open shortly.

ATTACHMENT B – TIMELINE OF KEY EVENTS

March 31, 2015

- Frank Straub meets with Selby Smith, Rick Dobrow, Mark Griffiths, Monique Cotton and Eric Olsen regarding overtime reporting.

April 3, 2015

- Attorney Bob Dunn requests meeting with Mayor David Condon to discuss a concern expressed by a client, who he later identifies as Monique Cotton. Mayor David Condon meets with Monique Cotton at Bob Dunn’s office without her attorney present.

April 13, 2015

- Monique Cotton meets with Theresa Sanders and expresses sexual harassment concerns, makes it clear she does not want an investigation or to file a complaint, and follows up with a text message.

April 14, 2015

- Monique Cotton and Theresa Sanders have follow-up phone conversation and text message exchange. Monique Cotton writes in a text message, “I want to make sure I am very clear that I do not want an investigation into harassment and do not feel an investigation into this subject is necessary because I have not filed a claim.”

April 14-16, 2015

- City Attorney’s Office interviews all parties present at the March 31 meeting, except Monique Cotton.

April 17, 2015

- City Attorney’s Office reports findings to Mayor David Condon and Theresa Sanders.

April 20, 2015

- Monique Cotton and Theresa Sanders have a follow-up phone conversation, which includes Human Resources representative Meghann Steinolfson, regarding transfer to Parks and Recreation Division.

April 21, 2015

- Mayor David Condon and Theresa Sanders meet with Frank Straub to discuss the City Attorney’s Office findings.

April 27, 2015

- Leroy Eadie and Jason Conley interview Monique Cotton for Parks and Recreation communications manager.

May 4, 2015

- City announces that Monique Cotton has been appointed to manage communications, outreach and public relations for the Riverfront Park and other Parks and Recreation Division initiatives.

June 2015

- Leroy Eadie discusses need for a permanent communications manager with the Park Board.

June 8, 2015

- Attorney Bob Dunn sends first letter on behalf of Monique Cotton to City Attorney's Office requesting reimbursement for fees and expenses.

June 17, 2015

- Attorney Bob Dunn sends second letter on behalf of Monique Cotton to City Attorney's Office seeking reimbursement for fees and expenses.
- *KXLY-TV* files public records request for "all city emails sent by, received by Rachel Dolezal, or referencing her name, from January 1, 2014 to present."

June 22, 2015

- *The Inlander* files public records request for "the names of every individual who died as a result of use of force of any kind by the Spokane Police Department from 1980 until present. Please include the name, age, race of each individual, as well as the type of use of force."

June 23, 2015

- *The Spokesman-Review* files public records request seeking "emails relating to the Police Ombudsman Commission."

August 17, 2015

- Parks and Recreation community affairs coordinator returns to work on a limited basis.

August 18, 2015

- *The Spokesman-Review* files public records request seeking a letter from Bob Dunn to the City, email between the City Attorney and Bob Dunn, notes from Theresa Sanders'

meeting with Monique Cotton, cell records extracted from Monique Cotton's phone, and notes from Capt. Eric Olson and Lt. Mark Griffiths.

August 19, 2015

- Nick Deshais of *The Spokesman-Review* interviews Theresa Sanders for a story about Monique Cotton's transfer to the Parks and Recreation Division.

August 20, 2015

- *The Spokesman-Review* files public records request for "Any and all records, documents or emails related to complaints made by Monique Cotton."

August 21, 2015

- *The Spokesman-Review* files public records request for "any and all records, documents or emails related to or discussing any interviews, conversations and any other type of communication that took place between March 1, 2015 and August 1, 2015 between City Attorney Nancy Isserlis and any member or personnel of the Spokane Police Department" AND "any and all records, documents or emails related to or discussing Monique Cotton's transfer from the Spokane Police Department, involving Gavin Cooley, Erin Jacobson or Heather Lowe."

September 5, 2015

- Brian Breen files public records request for any and all documents to include emails and text messages relating to any and all complaints or allegations made against Frank Straub or Monique Cotton as well as any and all documents from third parties related to transfer of Monique Cotton between January 1, 2015 and September 5, 2015

September 8, 2015

- Mayor David Condon meets with members of the Lieutenants and Captains Association to discuss concerns about behavior of Frank Straub.

September 10, 2015

- Mayor David Condon meets with members of the Spokane Police Division command staff to discuss concerns about behavior of Frank Straub.
- Mayor David Condon meets with members of the Spokane Police Guild to discuss concerns about behavior of Frank Straub.

September 15, 2015

- Theresa Sanders meets with Assistant Chief Selby Smith to discuss concerns about behavior of Frank Straub.

September 16, 2015

- Jon Snyder files public records request seeking records released to Brian Breen.
- *The Inlander* files public records request for any investigative materials and findings from the Internal Affairs Investigation regarding any police misconduct and Monique Cotton.
- Theresa Sanders meets with Capt. Eric Olson to discuss concerns about behavior of Frank Straub.

September 17, 2015

- *The Inlander* files public records request seeking any complaints filed by Monique Cotton against the city of Spokane.

September 18, 2015

- Theresa Sanders meets with Lt. Steve Wohl to discuss concerns about behavior of Frank Straub.
- Assistant Chief Rick Dobrow, Assistant Chief Selby Smith, Director Tim Schwering and Deputy Director Sarah Lynds send letter to Nancy Isserlis detailing concerns about the behavior of the police chief.
- The Executive Board of the Lieutenants and Captains Association sends letter to the City Attorney's Office detailing concerns about the behavior of the police chief.

September 21, 2015

- Mayor David Condon and Theresa Sanders meet with Frank Straub to discuss signed written complaints received from the Spokane Police Division command staff and the Lieutenants and Captains Association.
- City staff meets with City Council in executive session to discuss personnel issue and inform them that two letters were received.

September 22, 2015

- Mayor David Condon and Council President Ben Stuckart announce Frank Straub's resignation.
- Alan McDowell files public records request for Frank Straub vetting process.
- *KHQ-TV* files public records request for internal affairs investigations involving Frank Straub between Jan. 1, 2014 and Sep. 22, 2015.

September 23, 2015

- *The Inlander* files public records request seeking same records as requested under The Spokesman-Review request and eight additional requests.
- *KHQ-TV* files public records request seeking same records as requested under The Spokesman-Review request and eight additional requests.
- *KHQ-TV* files public records request seeking any phone records including calls and text messages between Mayor David Condon and Police Chief Frank Straub and any phone records including calls and text messages between Monique Cotton and Mayor David Condon.
- *The Inlander* files public records request seeking all text messages between Frank Straub and Monique Cotton.
- *KREM-TV* files public records request of all of Mayor Condon's texts and emails regarding Frank Straub from January 2015 to present.
- *KREM-TV* requests notes and minutes of meeting held on September 8, 2015 where several members of the Spokane Police Department Lieutenants and Captains Association met with City Administrator Theresa Sanders and Mayor David Condon.
- *KREM-TV* files public records request for notes and minutes of meeting held on September 17, 2015 where several members of the Lieutenants and Captains executive board met with Assistant Chief Rick Dobrow, Assistant Chief Selby Smith, Director Tim Schwering, Deputy Director Sarah Lynds, members of the Police Guild, and Human Resources Representative Meghann Steinolfson for Labor-Management meeting.
- *KREM-TV* files public records request seeking notes and minutes from the meeting held on September 10, 2015 with the Mayor and City Administrator and members of the Police Guild and Lieutenants Association.
- *KREM-TV* files public records request for a copy of Police Chief Frank Straub's letter of resignation, along with any response from the City, Mayor, or Human Resources Department.
- *KREM-TV* files public records request for copies of emails to and from Carly Cortright regarding her move out of the Spokane Police Department and into her new position.
- *KREM-TV* files public records request seeking copies of emails and text messages between Frank Straub and Monique Cotton from January 2015 to present.
- *KREM-TV* files public records request seeking copy of all complaints filed against Frank Straub.
- *KREM-TV* files public records request seeking internal affairs investigations against Frank Straub hire to present.

September 24, 2015

- Parks and Recreation community affairs coordinator returns to a more full-time schedule.
- *KHQ-TV* files public records request seeking the yearly budget and actual spending for the Spokane Police Department for 2011, 2012, 2013, 2014 and 2015.

- *KREM-TV* files public records request seeking same records *The Spokesman-Review* with an extension of the date through September 23.

September 25, 2015

- *The Inlander* files public records request seeking all record requests made by Dave Cotton from 2011 to present.
- *The Inlander* files second public records request seeking documents referenced in an article.

October 2, 2015

- Rick Eichstaedt files public records request for August 28, 2015 email from Assistant Fire Chief Brian Schaeffer to Nick Deshais discussing Monique Cotton.
- Attorney Mary Schultz responds to letter from City legal seeking resignation letter from Frank Straub.

October 6, 2015

- Frank Straub signs and submits resignation letter.

October 8, 2015

- Frank Straub files claim against City of Spokane.
- *KXLY-TV* files public records request seeking tort claim.

October 9, 2015

- *KHQ-TV* files public records request seeking Frank Straub offer letter.
- *KXLY-TV* files public records request seeking Frank Straub's resignation letter.

October 12, 2015

- *The Spokesman-Review* files public records request seeking copies of documents provided to *The Inlander* surrounding a human resources complaint, and the resolution of that complaint, against Monique Cotton by Lt. Dave McCabe.
- Documents released relate to the public records request filed on June 22, 2015 by the *Inlander* for "the names of every individual who died as a result of use of force of any kind by the Spokane Police Department from 1980 until present. Please include the name, age, race of each individual, as well as the type of use of force."
- Mayoral candidate Shar Lichty files complaints with the Ethics Commission against Theresa Sanders and Brian Coddington.

October 19, 2015

- Alan McDowell files public records request seeking Frank Straub's personnel file.

October 20, 2015

- Attorney Mary Schultz files records request for Frank Straub's entire personnel file

October 21, 2015

- *The Spokesman-Review* requests "any records requests related to Frank Straub and Monique Cotton after Aug. 18, 2015"

October 26, 2015

- Documents released related to the public records request filed on June 23, 2015 by *The Spokesman-Review* seeking "emails relating to the Police Ombudsman Commission."

October 27, 2015

- Theresa Sanders and Brian Coddington submit written responses to the Ethics Commission.

October 30, 2015

- Documents released related to the public records requested filed on June 17, 2015 by *KXLY-TV* for "all city emails sent by, received by Rachel Dolezal, or referencing her name, from January 1, 2014 to present."

November 10, 2015

- Letters sent to Mary Schultz, Bob Dunn, Monique Cotton, Theresa Sanders and Lieutenants and Captains notifying them of intended records release on November 24.

November 11, 2015

- Theresa Sanders stipulates to the Ethics Commission that she withheld information to *The Spokesman-Review* when asked about the circumstances surrounding Monique Cotton's transfer. Ethics Commission fines her \$75 and orders her not to speak to the media about personnel matters regarding Frank Straub and Monique Cotton.
- Ethics Commission dismisses complaint against Brian Coddington as unfounded.

November 13, 2015

- Cell phone records between Frank Straub and Monique Cotton released.

November 18, 2015

- Lt. Mark Griffiths and Capt. Eric Olsen forward notes from March 31 meeting to City Clerk's Office.

November 19, 2015

- Parks and Recreation community affairs coordinator announces she will retire from the City effective Dec. 3.

November 20, 2015

- Letter sent to Capt. Eric Olsen, Lt. Mark Griffiths, Monique Cotton, Bob Dunn and Lieutenants and Captains Association requesting injunction waiver for records release

November 24, 2015

- Dunn letters, Sanders notes, Olsen notes, Griffith notes released to media.