

# SPD 20/20 STATUS REPORT

## **Initiative # 1 Modernize Demonstration Management**



**Lt. Steve Wilske**  
Homicide / Crime Scene Investigations

# Demonstration Management Philosophy

The Seattle Police Department philosophy is to strongly support and facilitate the peoples' right to peacefully assemble for the purposes of free speech, as guaranteed by the first Amendment of the US Constitution.



## Criminal Activity

We also have a responsibility to respond to those individuals who choose to use peaceful protests as a cover to commit violent acts against persons or property

# Major Points

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**1****Policy**

We have refined our policy governing the use of OC spray, and put in place a structure for planning and commanding future events

**2****Training**

Virtually all members of the Department will be attending some level of demonstration management training

**3****Collaboration**

We have formalized a process for offering to meet with protest organizers to allow us to work collaboratively for a successful event

**4****Review**

We have policy in place that requires a post event review to identify areas of strengths and weaknesses, so that we can constantly seek to improve

# Timeline Information

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## October 2012

- Completion of the new OC/ Demonstration Management policy, which has been communicated to all members of the department via our E-learning system

## December 2012

- Completion of the 2012 Mountain Bike Demonstration Management refresher course for all bicycle officers
- Completion of the protocols for offering early collaborative meeting with protest organizers

## January - May 2013

- Completion of the 2013 basic demonstration management course for all officers
- Completion of the 2013 Mountain Bike refresher course
- Designation of a experienced command group for large events
- Development of a Advanced Demonstration Management training course

## August 2013

- Completion of the Seattle Police Demonstration Management Field Guide for all Sergeants, Lieutenants and Captains

# SPD 20/20 STATUS REPORT

## Initiative # 4

### Train Officers on Use of Force Standards Consistent with Seattle Values



**Sgt. David Drain**

**Education and Training Section**

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# Seattle Values

Decisions and resulting actions that are legal, ethically sound and compliant with Department policy and procedures



## Description of Program

“Do the right thing, at the right time, for the right reason”

# Crisis Intervention Training

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- CJTC 40-hour CIT course
  - Continue sending frontline officers
  - Projected completion by end 2013
- CIT 18-hour familiarization
  - Developed in-house
  - All sworn personnel
- Sustainability

# De-escalation Training

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- In conjunction with 18-hour CIT
- Developed in-house

# Training Force Options

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- Impact weapons training
  - Year one training completed
  - Year two curriculum development complete
- OC and Taser training
  - Curriculum development complete
- Implementation pending review/approval

# Team Tactics

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- First developed 2011
- Skills for multiple officer response
- Less-lethal, non-lethal updates for 2013
- Emphasis on coordination of response

# Force Investigation and Reporting

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- Officer Training
  - Force reporting curriculum developed
  - Industry standards
  - Delivery to all line officers
- Supervisor Training
  - Investigation and reporting curriculum in development
  - Sergeant' s and Commander' s Academy

## Initiative Completion

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“To create a culture where we can take pride in knowing our officers did it right, wrote it right, and got it right.”

# SPD 20/20 STATUS REPORT

## Initiative # 5 Search & Seizure Training



**Sgt. James Kim**

**Initiative Lead/North Precinct Patrol Supervisor**

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# #5 Search & Seizure Training

## Mission:

To update and enhance the methodology in which guidance and training on search and seizure issues is provided, taking advantage of collaboration and technology to ensure that it is provided in a timely, effective, and verifiable manner that enables our sworn personnel to successfully carry out their duties in a consistent, lawful, and respectful manner.



# #5 Search & Seizure Training

## Primary Tasks

1

### Monthly On-Line Modules

Provide monthly on line training sessions that will guarantee each officer has verified understanding of current case law and principles related to social contacts, non-custodial interviews, Terry stops, pat downs, search/frisks

2

### Supervisor Training

Develop and Implement Search & Seizure training plans for use in Sergeants' School and Sergeants' in-service training.

3

### Forums

Provide a Round Table forum for SPD Commanders and Sergeants to discuss case law and search and seizure principles with the City Law Department as well as King County Prosecutor's office at least once per year or as case law alters standards.

# #5 Search & Seizure Training

## Means

1

### Training

- Monthly on-line modules
- Supervisor training
- Re-enforcement in skills training



2

### Collaboration

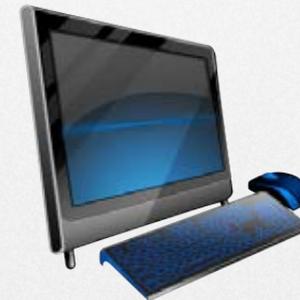
- Surveying
- Advisory Group
- Sergeant and Commander Forums



3

### Reference

- Accessible
- Updated
- Consistent



# #5 Search & Seizure Training

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## Accomplishments

- Training Section has implemented monthly on-line training program
- Sergeants Forum and two Commander Forums held

## In Progress

- Work on integration with Sergeant and Commander training
- Work on integration with skills training

# #5 Search & Seizure Training

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## Challenges

- Scope & complexity
- Interpretation & consensus
- Flux & coordination
- Operational impact of changes in law

# SPD 20/20 STATUS REPORT

## Initiative # 9

### Improve Review of Uses of Force



**Captain Mike Edwards**

**Sgt. Tom Ovens**

**Education and Training Section**

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# Improve Review of Uses of Force

The Seattle Police Department has invested significant resources into creating and implementing a Use of Force Review Board. The Use of Force Review Board meets weekly and consists of an Assistant Chief, a Lieutenant and/or Sergeant from each of the five precincts, a representative from the Audit, Policy and Research Section and members of the Education and Training Section.



## Review Determinations

The review board determines the following for each use of force investigation it reviews:

- Whether or not the documentation and investigation are thorough and complete
- Whether the reviewing lieutenant's findings regarding the use of force are supported by the preponderance of evidence
- Whether the actions to address any concerns are sufficient
- Whether additional action will be recommended to address concerns

# Improving Review of Uses of Force

1

## **Operations Sergeants, Lieutenants and Captains**

Complete and review the Use of Force Investigations

Participate in the Use of Force Review Board and provide feedback

2

## **Education and Training Section**

Coordinate and participate in the Use of Force Review Board

Provide the underlying training in concepts and skills

Coordinates Peer Review Board

3

## **Audit, Policy and Research Section**

Researches and prepares relevant policies

Participates in the Use of Force Review Board

# Peer Review Board

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- ❑ Consists of volunteer officers and sergeants from operations
- ❑ Works under the direction of the Captain of the Education and Training Section
- ❑ The peer review board process is in testing and review
- ❑ The peer review board reviews the work of the Use of Force Review Board
- ❑ Reviews a sample of investigations already completed by Use of Force Review Board
- ❑ Members of board have completed our Use of Force Field Instructor Course

# Implementing Civilian Review of Use of FRB

The plan for implementing civilian review of use of force review board work is to staff an independent reviewer who will review select Use of Force Investigations using the same criteria as the Use of Force Review Board to evaluate the completed investigations and reviews.

The civilian reviewer would do the following:

- Coordinate with the Captain of the Education and Training Section

- Report to the Assistant Chief that chairs the Use of Force Review Board

- Review a selection of use of force investigations reviewed by both the Use of Force Review Board and the peer review board.

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## Initiative # 11 Recruit Great Officers

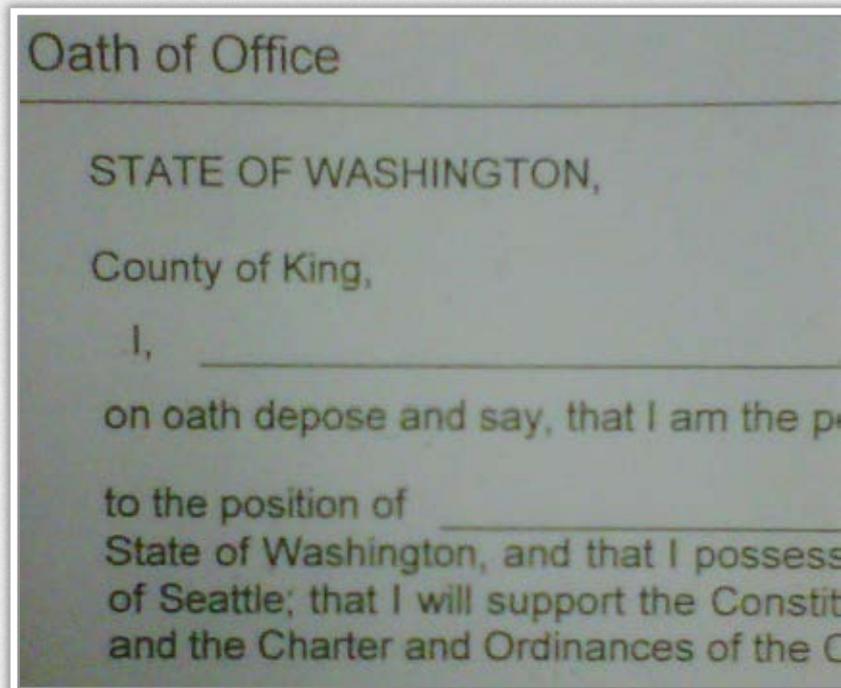


**Lt. Mike Teeter**  
Employment Services Lieutenant

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# Overarching Goal

Hire the very best candidates for this crucial role



## Who?

- Well educated
- Strong in character
- Integrity
- Representative of community
- Solid ethics
- Great communicators

# Reflect Our City's Diversity

**We aspire to have a police department whose officers reflect the diversity of the community we serve.**

|                         | United States | 500,000 + Population | SPD  | Seattle Population |
|-------------------------|---------------|----------------------|------|--------------------|
| Male                    | 88.1          | 84.5                 | 86.0 | 50                 |
| Female                  | 11.9          | 15.5                 | 14.0 | 50                 |
|                         |               |                      |      |                    |
| White                   | 74.7          | 60.6                 | 75.3 | 69.5               |
| African-American        | 11.9          | 24.1                 | 8.6  | 8.0                |
| Hispanic                | 10.3          | 9.3                  | 5.1  | 6.6                |
| Asian/ Pacific Islander | 2.0           | 4.1                  | 8.5  | 14.2               |
| Native American         | 0.7           | 0.4                  | 2.3  | 0.8                |
| Multi-racial            | .3            | 1.6                  | N/R  | N/A                |

# Involving Our Communities

We work in partnership with our communities throughout the hiring process

- Community Outreach
- Colleges / Universities
- Military
- Neighborhood Events
- Oral Boards
- Promotions

**It's your city.**

**Keep it safe.**



Now Hiring



[seattlepolicejobs.com](http://seattlepolicejobs.com)

# We are Hiring!

Our goal is to hire 85+ police officers this year!

## Entry Level Testing

- March 16th
- July 13th
- October 5th

## Lateral Officer Testing

- February 20-23
- October 23-26

**It's your city. Keep it safe.**

 Now Hiring

[seattlepolicejobs.com](http://seattlepolicejobs.com)

# Pre-Testing Workshops

We regularly hold workshops in the community and downtown to help applicants prepare for the testing process

## Upcoming Workshop Dates:

- February 16<sup>th</sup>, El Centro de la Raza
- February 20<sup>th</sup>, Downtown
- February 23<sup>rd</sup>, Downtown
- March 5<sup>th</sup>, Downtown



# We need your help!

Visit: [seattlepolicejobs.com](https://seattlepolicejobs.com)

Contact:

## Officer Andre Sinn

- 206.615.0762
- Andre.Sinn@Seattle.gov



## Officer Sonya Fry

- 206.615.0390
- Sonya.Fry@Seattle.gov



# SPD 20/20 STATUS REPORT

## Initiative # 19 Community Outreach



**Lt. Pierre Davis**  
Southwest Operations Lieutenant

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# Community Outreach/Safe Communities



## Community Outreach and Engagement initiative

This outreach mission is designed to increase and bolster community partnership, information sharing and trust building. This initiative in conjunction with the “Safe Communities Initiative”, has aided our efforts in bridging the gap with the residents of our city and their police department.

# Accomplishments

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**1****Enhance and expand the SPD Community Academy**

- Expanded the Community Academy from 10-11 weeks.
- Implemented a One Day Community Academy
- Added Crisis Intervention and Public Relations training to the CA curriculum

**2****Increase participation in our youth programs**

- Increased the number of Donut Dialogues
- Implementation of the Summer Teen Employment Program
- Coordination of Summer Youth Academy

**3****Increased Participation in the Living Room Conversation Program**

- Each precinct schedules at least two living room conversations per month
- Community members are encouraged to attend “Race: The Power of an Illusion” training with our officers.

**4****Implement and enhance school based engagement programs**

- Updated and reintroduced the Options Choices and Consequences program.
- Introduction of the ICAC Cyber bullying educational piece.
- Continuance of the Gang Resistance Education and Training (GREAT) program

# Community Outreach/Safe Communities

The 2020/Safe Community Public Outreach and Engagement Program's mission is to ensure the City is meeting our goal of reducing crime and creating the safest possible neighborhoods by deeply engaging with the community, focusing on historically underrepresented communities.

Safe Communities brings residents, police officers and City departments together in living rooms, cafes, barber shops and community centers across Seattle to tell the City and SPD about specific things their communities need to improve safety, and determine which priorities should come first. Those priorities will then guide the actions the City, SPD, and the neighborhoods will take together to protect public safety.

Below is a breakdown summary of the Safe Community engagement effort to date.

**Phase I:** 5 large community meetings | hosted 570 residents | 11 languages spoken

**Phase II:** 86 Small group conversations | hosted 588 residents | 23 languages spoken

**Phase III:** 5 Precinct based Summits | March, 2013

**Phase IV:** Report to the community | May, 2013