

Topic Area	Author	Recipient of Recommendation	Date of Recommendation	Recommendation	SPD Policy Number and Title	Description	Recipients Concur/Do Not Concur	Recipient Comments	Recommendation Status	If on hold, on hold due to	Action Taken	Tracking Status	Closed On
Accountability	CPC	SPD	6/8/2020	Other	Not an SPD Policy	Immediately inform the CPC regarding policy changes. We learned yesterday that Chief Best issued a memorandum on May 31, 2020, authorizing patrol officers to use CS gas canisters and 40-mm launchers during the ongoing protests. We are dismayed that SPD did not alert the CPC of these changes, and that these were not mentioned by Chief Best or Mayor Durkan when they attended last week's CPC meeting. We are left wondering what other policy changes are occurring without our knowledge or the community's knowledge. The CPC's responsibilities under the Consent Decree and the 2017 Accountability Ordinance include the review of Seattle Police Department (SPD) policies. We cannot do our job without this information. Please immediately send us copies of all policy changes and related memoranda that have occurred to date, and all policy changes and memoranda that occur going forward as they occur.	Reviewing	This was not a policy change. This was a time- and circumstance-limited emergency authorization, necessary to address an imminent operational need pursuant to the Chief's inherent charter authority to issue such authorization. Its use remained governed by Title 8, as does any use of force; there is no policy change that was implicated.	Recipient is reviewing recommendation.			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Proactively address disparity	Reviewing	Ongoing	Recipient is reviewing			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Support communities seeing increased reports of hate crimes	Reviewing	Ongoing	Recipient is reviewing			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Support people experiencing homelessness	Reviewing	Ongoing	Recipient is reviewing recommendation.			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Support victims of domestic violence	Reviewing	Ongoing	Recipient is reviewing			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Decrease criminal justice system contacts	Reviewing	Ongoing	Recipient is reviewing			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Reduce parking enforcement	Reviewing	Parking Enforcement will no longer be under the purview of the SPD after January 1, 2021.	Recipient is reviewing			Open	
COVID	CPC	SPD	4/3/2020	Other	Not an SPD Policy	Protect the health and safety of first responders	Reviewing	Ongoing	Recipient is reviewing			Open	
Crowd Control	CPC	SPD	8/14/2020	SPD Policy/Directive	Not an SPD Policy	The CPC supports the City's ban on the use of crowd control weapons during First Amendment protected activity and recommends SPD implement it as soon as possible.	Reviewing	Crowd Control Policy revisions have been submitted to OPA, OIG, CPC, DOJ, and the Monitoring Team. SPD does not support a ban on the use of less-lethal tools for crowd control.	Recipient is reviewing recommendation.			Open	
Crowd Control	CPC	SPD	8/14/2020	SPD Policy/Directive	Not an SPD Policy	SPD should immediately revise, with input from the CPC, OIG, OPA, and Federal Court, crowd control policies and training to comply with the City's elimination of Crowd Control Weapons. Over the coming months, those policies and trainings, along with all other SPD crowd control policies and tactics, should go through a community-centered review process that incorporates input from CPC, OPA, OIG, and Federal Court.	Reviewing	SPD agrees in part with this recommendation. SPD agrees that the crowd management policy should be revised, has done so, and has submitted that policy to OPA, OIG, CPC, DOJ, and the Monitoring Team for input/feedback. Additionally, during the Sentinel Event Review of the protests to be held later this year, additional gaps in policy, protocols, equipment, command, etc may be identified and additional policy adjustments will be considered. The OIG is leading the Sentinel Review and is including community voice. SPD does not agree with this recommendation to the extent it proposes the elimination of less lethal tools for crowd control purposes.	Recipient is reviewing recommendation.			Open	
Crowd Control	CPC					The City should ensure the Crowd Control Weapons Ban allows for the use of some appropriate less lethal options, with strong policies and accountability mechanisms, outside of crowd control.		SPD agrees that policies around the use of less-lethal tools should allow for their use outside of crowd control situations, that policies should be clear and restrictive, and provide for accountability mechanisms. In that regard, SPD currently operates under strong policies, as approved by the federal court, under which SPD officers are held accountable by the department (FRB) and OPA. As SPD does not agree that less-lethal tools should be banned in crowd control situations, SPD does not agree with the recommendation as written.					

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Crowd Control	CPC	SPD	8/14/2020	SPD Report	Not an SPD Policy	The CPC recommends in the event SPD issues orders to disperse or declare a riot, the authorizing officers should thoroughly document and an agency outside of SPD should subsequently review any and all actions taken and resulting outcomes. Additionally, we recommend make all documentation publicly available within 24 hours of the incident, effective immediately.	Reviewing	SPD partially agrees with this recommendation. <ul style="list-style-type: none"> SPD policy already requires that a commander's decision to issue a dispersal order be documented. The recent policy revisions amplify that requirement by use of the new CMIC Matrix. The Sentinel Event Review process will fulfill that oversight role. SPD agrees that releasing information to the public is important but it is not reasonable to expect that within 24 hours of the incident. SPD will release documentation within the guidelines of public disclosure and other laws. The Sentinel Event Review process will be able to further explore this recommendation. 	Recipient is reviewing recommendation.			Open	
Crowd Control	CPC	SPD	8/14/2020	SPD Technology/Equip	Not an SPD Policy	The CPC recommends SPD investigate and make public the full inventory of the Department's Crowd Control Weapons to determine next steps of disposal.	Reviewing	The SPD is in the process of inventorying our equipment and tools. No decision has been made to 'dispose' of such tools as that will be up to the City. SPD does not agree with this recommendation to the extent that disclosing a full inventory may compromise operations.	Recipient is reviewing recommendation.			Open	
Crowd Control	CPC	SPD	6/5/2020	SPD Policy/Directive	Not an SPD Policy	To this end, the CPC, OIG, and OPA ask the Seattle Police Department to cease the use of CS gas in response to First Amendment activity, until such time as any appropriate use can be vetted by oversight entities and incorporated into a written SPD policy. That policy should include sufficient safeguards so that CS gas is only used, if at all, in a manner that keeps faith with the public trust.	Reviewing	SPD has used CS across two events over the past two decades: during WTO (1999) and on isolated occurrences during the early months of recent civic unrest. On both occasions, the activity addressed was outside of First Amendment protections. Consistent with established practice, SPD agrees that CS should be a tool of last resort, and agrees that any decision authorizing its use in crowd control situations must be subject to strict scrutiny.	Recipient is reviewing recommendation.			Open	
Crowd Control	CPC					The CPC recommends the City prohibit the sale of banned Crowd Control Weapons to other law enforcement agencies.		This is not a SPD decision, it is a City policy decision. Additionally, this point is moot at this time given Judge Robart's order pending the City Council's CCW law.					
Crowd Control	CPC					The CPC recommends a review of SPD's strategic plans for disparities in the way officers attend, appear, and use force during demonstrations.		SPD welcomes an OIG review of this commensurate with the Sentinel Event Review.					
Crowd Control	CPC					The CPC recommends the City initiate a community-centered review of SPD's use of force policies in collaboration with key community stakeholders, CPC, SPD, and the Federal Court.		The Sentinel Event Review process has already begun (as led by the OIG) and is including community input. <ul style="list-style-type: none"> The SPD has already begun its revisions to Title 8 Use of Force policy and welcomes input from the accountability partners. Revisions were shared with accountability partners on 12/2/20 					
Crowd Control	OIG	SPD	8/14/2020	SPD Policy/Directive	Not an SPD Policy	Augment the existing crowd dispersal policy with a matrix containing different stages of crowd dynamics and associated authorized techniques to respond. In accordance with Suggestion 10, ensure the matrix addresses the possibility of both mobile and static crowds. SPD may wish to consider delineating when each type of less lethal weapon is authorized, based on the stage. For example, given the highly indiscriminate nature of CS gas, SPD and Council may wish to consider limiting use of this weapon to full-scale riot situations involving violence. SPD and Council may also wish to consider prohibiting the use of weapons such as CS solely in defense of property.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> In the field, SPD has already adjusted the tactical response to mobile versus static crowds. SPD has adjusted the LAPD Crowd Management Matrix specific to SPD and has included it in our policy revisions for crowd response and which less lethal tools are appropriate. The Matrix reflects the decision points considered by Incident Commanders and allows for flexibility between the stages. Add link to Matrix upon approval of policy. SPD Policy 14.090 has been renamed Crowd Management, Intervention, and Control and Dispersal. Add link to 14.090 	Recipient is reviewing recommendation.			Open	

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Crowd Control	OIG	SPD	8/14/2020	SPD Technology/Equipment	Not an SPD Policy	Research and acquire technology to communicate with large crowds, such as a sound truck, and visual display boards. This technology could be used in a variety of settings and SPD may wish to explore partnership with other departments to share the cost. Social media is another low-cost option for wide-spread, real-time communication with crowds and the public at large during a protest to keep the crowd apprised of developments and any forthcoming police action.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> SPD initially improved crowd communications by utilizing a truck with speakers. SPD continued to research better amplified sound equipment options for direct communication with crowds and purchased equipment that enhances our ability communicate more effectively. SPD Public Affairs has added the ability to use social media for rapid communication with those in crowds, such as using the SPD Twitter account to tweet out dispersal orders. SPD is researching having the dispersal order text translated into different languages. 	Recipient is reviewing recommendation.			Open	
Crowd Control	OIG	SPD	8/14/2020	SPD Policy/Directive	Not an SPD Policy	Research and enhance policy requirements for increased communication with crowds, especially during large or stationary protests, to manage expectations and provide greater credibility for police action. For example, the current policy does not require dispersal orders to be announced.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> Over the years since before WTO, SPD has worked with group organizers and will continue to do so when possible where organizers are willing to engage. SPD Policy 14.090 is being revised to mandate the announcement of a dispersal order, and provide an exception for exigent circumstances that the I/C will be required to document. Add link to 14.090 upon approval of policy. 	Recipient is reviewing recommendation.			Open	
Crowd Control	OIG	SPD	8/14/2020	SPD Policy/Directive	Not an SPD Policy	Review and, if necessary, modify policy language for all less lethal weapons to ensure policy has consistent warning requirements, or include language explaining why inconsistencies exist.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> This is a timely recommendation as prior to the issuance of the OIG's report, SPD had already begun work to revise the Use of Force policy and Crowd Management policy. The Use of Force policy has been updated with consistent warnings requirements for all less lethal tools. Add link to 8.300 upon approval of policy 	Recipient is reviewing recommendation.			Open	
Crowd Control	OIG	SPD	8/14/2020	Other	Not an SPD Policy	Provide public education concerning crowd dispersal policies, procedures and overall SPD crowd management tactics.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> SPD Policy 14.090 Crowd Management, Intervention, and Control and Dispersal has added additional information and concepts to the policy will be available on-line for the public to read. The intent was to explain our philosophy and approach to crowd situations. The Use of Force policies are already on-line and once updated, may provide additional explanation of force within the context of crowd control. The Public Affairs unit is researching using FAQ's to inform once the policies and procedures are updated. 	Recipient is reviewing recommendation.			Open	
Crowd Control	OIG	SPD	8/14/2020	Other	Not an SPD Policy	Address previous recommendations issued by CPC, OPA, and external experts on blast balls.	Reviewing	SPD does not agree with this recommendation for the reason that (1) use of force policies and the crowd management policy have, previously, been revised in a manner that reflected certain prior recommendations raised at that time, and (2) recommendations that CPC, OPA, and external experts believe should be under consideration at this time should be renewed commensurate with the present review.	Recipient is reviewing recommendation.			Open	
Crowd Control	OIG	SPD	8/14/2020	SPD Technology/Equipment	Not an SPD Policy	Evaluate the effectiveness of any expired munitions and, if no longer deemed safe or effective for use, dispose of the munitions in accordance with regulatory guidance.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> SPD is inventorying their less lethal munitions to include OC, blastballs, and CS to include identifying expired munitions. Expired munitions will be destroyed or utilized in training. 	Recipient is reviewing recommendation.			Open	
Crowd Control	OIG	SPD	8/14/2020	SPD Training	Not an SPD Policy	Increase opportunities for SPD personnel to train with the 40mm launcher and ensure each officer is able to deploy a live blast ball safely and within policy during annual recertification.	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> The SPD Education, and Training Section has been tasked with determining the appropriate number of less lethal rounds for practice during training. SPD will then ensure there are sufficient LL rounds in stock for practice. Note – the 40mm and blastball training courses are not certification courses as there is no such industry standard. The 2021/2022 budget will include sufficient funds to support the 40mm and blastball programs. 	Recipient is reviewing recommendation.			Open	

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Crowd Control	OIG	SPD	8/14/2020	SPD Training	Not an SPD Policy	If it is determined that non-SWAT officers will be authorized to deploy CS in future demonstrations, ensure officers receive training regarding the proper use of CS and related first aid and decontamination procedures.	Reviewing	SPD agrees with this recommendation. •SPD agrees with this recommendation to the extent that if non-SWAT officers were expected to utilize CS at protests, that they should be properly trained. However, at this time, SPD is only authorizing SWAT officers to deploy CS.	Recipient is reviewing recommendation.			Open		
Crowd Control	OIG	SPD	8/14/2020	SPD Policy/Directive	Not an SPD Policy	Research and develop policies, strategies, and tactics to manage a fixed, confrontational crowd that may contain isolated individuals throwing projectiles or otherwise creating life safety concerns and incorporate tactics into departmental crowd control training. For example, tactics could include acquiring and deploying sturdier barriers, or intentionally reducing visible police presence.	Reviewing	SPD agrees with this recommendation. •SPD has already adjusted tactical response for a fixed confrontational crowd. •SPD is already researching fencing and barrier alternatives. •SPD is adding Pepper ball launchers to specially trained officers within the CRG squads to allow for a more targeted approach to those committing violent acts within a crowd •SPD is already taking a low-profile stance when the actions of a crowd do not require intervention. •Future – SPD will research crowd control tactics and equipment (barriers, etc) for static crowds containing violent actors within the crowd. There may be 2021/2022 budget implications for this task. The Crowd Management ISDM will need to be updated and training provided. SPD will also balance tactics of maintaining a low profile and the need to protect SPD facilities under attack.	Recipient is reviewing recommendation.			Open		
Crowd Control	OIG	SPD	8/14/2020	SPD Report	Not an SPD Policy	Work with Council, regional law enforcement agencies, and, if necessary, state legislative partners on a long-term solution for prompt and transparent reporting of force during large-scale events. Use of force reporting does not necessarily need to include identifying information for individual officers from other agencies.	Reviewing	SPD agrees with this recommendation but wants to clarify. •SPD already works with mutual aid agencies prior to planned events to understand what tools an agency will bring to an event, etc, and we also co-train. This practice will continue when there is time to do so in event planning. •SPD will continue to work with mutual aid agencies to improve timeliness of obtaining their use of force reports, and also to inform the public as to what steps SPD takes with MA agencies to improve transparency. •SPD is willing to continue to work with our accountability partners on Mutual Aid Use of Force reporting.	Recipient is reviewing recommendation.			Open		
Crowd Control	OIG					SPD may wish to consider including community input in its existing force review processes to ensure that its analysis and investigation address community questions and concerns.		SPD partially agrees with this recommendation but there are litigation concerns with fully implementing it, needs more discussion. SPD is committed to increasing transparency for purposes of maintaining as open as space as possible for critical discussion. SPD has concerns about the extent to which community presence would chill the robust discussion of the board. SPD proposes working through the OIG to ensure that community concerns are fully and completely examined through deliberations. Two CPC members will attend the FIT presentation for the next Officer Involved Shooting Force Review Board in early 2021, COVID restrictions allowing						
Crowd Control	OIG					Consider improving communications equipment for individuals involved in supervision during crowd management events.		SPD agrees with this recommendation. •SPD will research improved communications equipment for supervisors if available, perhaps the throat mic with an ear piece. It will have 2021/2022 budget implications						
Crowd Control	OIG					Consider requiring formal documentation of tactical briefings prior to demonstration events.		SPD agrees with this recommendation as it is already our practice. •For pre-planned events SPD typically presents a Powerpoint during roll calls. The Rules of Engagement and Commander's Intent are also part of the planning for an event. This is in addition to the IAP which includes the goals and objectives •SPD is adding a Staffing Matrix and the CMIC Matrix. •Caution – some of this material may not be released publicly. Add link to 14.090 upon approval of policy •Note - some plans are developed in the moment due to changing circumstances.						

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Crowd Control	OIG					Other strategies that may be more effective to de-escalate large groups include enhanced communications before and during the event, and modulating police presence to possibly include wearing "softer" uniforms and limiting the number of visible officers. For example, SPD could communicate to the overall peaceful crowd that a small section has become violent and the police may need to take corresponding action.		SPD agrees with this recommendation. <ul style="list-style-type: none"> •SPD has included de-escalation and modulation techniques for crowd management in the draft policy. •SPD has for years worked with group organizers and will continue to do so where organizers are will to engage. •SPD has added sound amplification equipment. 						
Crowd Control	OIG					Consider conducting debriefing exercises with the public and officers.		SPD agrees with this recommendation. <ul style="list-style-type: none"> •While the Department agrees with this recommendation, it has been a bandwidth issue recently given the numerous protests. Additionally, there are potential litigation issues. •Future – Research ways to accommodate a debrief process while not burdening staffing or impacting any current litigation. One idea is to create a FAQ on the SPD website for the public to reference as to the actions SPD took during the larger protests. 						
Crowd Control	OIG					Consider less technical language in public communications		SPD agrees with this recommendation. <ul style="list-style-type: none"> •Within public communications (social media posts, debrief sessions, etc) SPD will strive to use less technical language in describing tactics, munitions, etc. 						
Crowd Control	OIG					Need to closely review how and whether senior level command is held accountable for their decision making in authorizing force and determining overall tactics.		SPD agrees with this recommendation. <ul style="list-style-type: none"> •Typically this would be part of the FRB process but the sheer number of protests and use of force incidents are too large for the FRB to review. •During the Sentinel Event Review of the protests to be held later this year where OIG is lead, command decisions by senior level commanders will be examined. 						
Crowd Control	OIG					The OIG's report referenced that SPD ran out of blastballs during the protests.		SPD agrees with the suggestion that a reasonable inventory of blastballs be maintained for emergency operations.						
Crowd Control	OPA	SPD	8/15/2020	SPD Policy/Directive	Not an SPD Policy	Require incident commanders to create detailed plans prior to deploying officers at demonstrations	Reviewing	SPD agrees with this recommendation as it is already our practice. <ul style="list-style-type: none"> •For pre-planned events SPD typically presents a Powerpoint during roll calls. The Rules of Engagement and Commander's Intent are also part of the planning for an event. This is in addition to the IAP which includes the goals and objectives •SPD has added a Staffing Matrix and the CMIC Matrix, in recognition that unlawful acts of some members of a crowd do not automatically turn an assembly from peaceable to unpeaceable. The matrix provides officers and supervisors guidance in determining when a demonstration or assembly leaves the realm of legal protest and becomes an abridgement on the life-safety and property rights of others. •Caution – some of this material may not be released publicly. Add link to 14.090 upon approval of policy •Note - some plans are developed in the moment due to changing circumstances. 	Recipient is reviewing recommendation.				Open	
Crowd Control	OPA	SPD	8/15/2020	SPD Policy/Directive	Not an SPD Policy	Avoid confrontation between officers and community members when demonstrations are in response to law enforcement	Reviewing	In progress	Recipient is reviewing recommendation.				Open	
Crowd Control	OPA	SPD	8/15/2020	SPD Policy/Directive	Not an SPD Policy	Make portable public address systems available and require that orders to disperse be broadcast to the crowd	Reviewing	SPD agrees with this recommendation. <ul style="list-style-type: none"> •SPD will research improved communications equipment for supervisors if available, perhaps the throat mic with an ear piece. It will have 2021/2022 budget implications 	Recipient is reviewing recommendation.				Open	

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Crowd Control	OPA	SPD	8/15/2020	SPD Policy/Directive	Not an SPD Policy	Explore the feasibility of tactics that allow officers to make targeted arrests of people engaging in criminal activity	Reviewing	<p>SPD agrees with this recommendation.</p> <ul style="list-style-type: none"> •SPD has already adjusted tactical response for a fixed confrontational crowd. •SPD is already researching fencing and barrier alternatives. •SPD is adding Pepper ball launchers to specially trained officers within the CRG squads to allow for a more targeted approach to those committing violent acts within a crowd •SPD is already taking a low-profile stance when the actions of a crowd do not require intervention. •Future – SPD will research crowd control tactics and equipment (barriers, etc) for static crowds containing violent actors within the crowd. There may be 2021/2022 budget implications for this task. The Crowd Management ISDM will need to be updated and training provided. SPD will also balance tactics of maintaining a low profile and the need to protect SPD facilities under attack. 	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	5/29/2019	SPD Policy/Directive	5.001 Standards and D	<p>Recommendation(s)</p> <ul style="list-style-type: none"> • Create guidelines to govern the approval, training, monitoring, and recordkeeping for holders of Special Commissions, ensuring that these individuals are held accountable to fundamental SPD policies, such as force, bias, professionalism, and the reporting of serious misconduct. • OPA also flagged these issues for the Office of Inspector General, which agreed to add it to its 2019 work plan. • It is OPA's understanding that SPD is already working on policies in this area and some of the above referenced recommendations may have already been implemented. 	Reviewing	Assigned to HR - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	In Progress (When recipient is working to implement a recommendation)	Other		Open	
FRB	OIG	SPD	7/31/2019	SPD Policy/Directive	8.500 Reviewing Use	<p>Suggestions</p> <ul style="list-style-type: none"> ☐ Poll Board members to determine if increased training for any less lethal tools or specialty unit tactics would be beneficial. This could include consideration of the role of subject matter experts. ☐ Assess the various ways in which Board members receive knowledge of patrol tactics and how SPD can systematically ensure that existing and incoming members will remain current as patrol tactics change. 	Reviewing	A work group had been selected, with meetings scheduled when lock down due to COVID occurred. This combined with the staffing shortages due to COVID and Protests made meeting remotely difficult. Currently planning to re-convene at the first of the year.	Recipient is reviewing recommendation.			Open	
FRB	OIG	SPD	7/31/2019	SPD Policy/Directive	8.500 Reviewing Use	<p>Suggestions</p> <ul style="list-style-type: none"> ☐ Produce a clear mission statement regarding the purpose of the Board and ensure consistent understanding of key concepts, such as de-escalation, used in Board deliberations. ☐ Review the template used to facilitate Board discussions and consider distinguishing the discussion of individual actions from discussion of hypothetical alternatives with the goal of systemic improvement. ☐ Evaluate ways to mitigate Board concerns regarding OPA referrals for minor misconduct. This step may not be necessary given forthcoming work with OPA regarding the minor misconduct investigation process. 	Reviewing	This tasks was to be addressed by the workgroup. When it is reconvened these recommendations will be addressed.	Recipient is reviewing recommendation.			Open	

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FRB	OIG	SPD	7/31/2019	SPD Policy/Directive	8.500 Reviewing Use of	<p>Suggestion</p> <ul style="list-style-type: none"> ☐ Analyze recommendation implementation status to identify trends. If there are a significant number of non-implemented recommendations, evaluate and address the root cause. ☐ Enhance distribution of Board insights and lessons learned to all SPD personnel while respecting the privacy of officers involved in the incidents. 	Reviewing	Compliance Program Manager reviews FRB Recommendations bi-monthly to, among other things, identify if trends are emerging.	Recipient is reviewing recommendation.			Open	
FRB	OIG	SPD	7/31/2019	SPD Policy/Directive	8.500 Reviewing Use of	<p>OIG identified two action items: (1/2)</p> <p>1) SPD should examine ways to enhance the depth of critical analysis with respect to de-escalation, tactics, and decision-making. Consideration of alternative approaches to force encounters is an important way for the Board to provide a means for continued systemic improvement.</p>	Reviewing	ONGOING - Since the Assessment, the FRB Chairs have met with A/Chief Cordner and discussed the ways to enhance the critical review process.	Recipient is reviewing recommendation.			Open	
FRB	OIG	SPD	7/31/2019	SPD Policy/Directive	8.500 Reviewing Use of	<p>OIG identified two action items: (2/2)</p> <p>2) SPD should follow up on implemented Board recommendations to ensure that the desired changes are achieved. SPD does not have a formal system for follow up on the implementation of Board recommendations, as was previously noted by the Monitor in the Second Systemic Assessment. The ability to observe and track implementation efforts is critical to achieving and demonstrating sustained improvement.</p>	Reviewing	Ongoing - Looking at ways to extract data to evaluate the impact of changes made via FRB recommendations.	Recipient is reviewing recommendation.			Open	
FRB	OIG	SPD	7/31/2019	SPD Policy/Directive	8.500 Reviewing Use of	<p>Suggestions</p> <ul style="list-style-type: none"> ☐ Ensure all precincts have at least one Board representative to provide a dedicated resource and conduit for information to improve chain of command investigations and to disseminate lessons learned in a timely manner. ☐ Evaluate ways in which Board decision-making processes could be made more transparent to SPD in a way that preserves the quality and confidentiality of Board discussions. 	Reviewing	The FRB seeks to maintain representation from each precinct and since the Assessment, a South Precinct rep has been added. Transfers and promotions can impact who is on the board at which point the FRB again seeks to replace members who have moved on to maintain representation of each pct. Regarding transparency this is difficult because board deliberations are confidential and once voting is done, the board speaks as one voice.	Recipient is reviewing recommendation.			Open	

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Homelessness	CPC	SPD	5/19/2020	Other	Not an SPD Policy	<p>The CPC advises the City, Navigation Team, and Seattle Police Department not to remove people experiencing homelessness from encampments unless the following steps are taken:</p> <p>A public health official must be consulted if the justification of any encampment removal is for public health reasons. That official's written reasoning for the encampment removal should be made public on the City's "Homeless Response Blog" prior to the encampment's removal.</p> <p>When obstruction is the justification of an encampment removal, every effort must be made to correct that obstruction before the encampment removal process begins. The Navigation team must, therefore, make attempts to correct the problem and issue warnings with sufficient time for the occupants to correct the obstruction before the encampment approval process begins. If it is necessary to remove an encampment due to an obstruction, the removal should only include the property causing the obstruction.</p> <p>To the extent an encampment does need to be removed in accordance with current City policy and the advisements above, the City must offer individual housing such as hotel rooms to everyone who is displaced. The City can and should partner with organizations already offering these services.</p>	Reviewing	2021 Budget eliminates Navigation Team. This should be addressed through HSD and Seattle King County Public Health.	Recipient is reviewing recommendation.				Open
Intel Ordinance	OIG	SPD	6/21/2019	SPD Policy/Directive	Not an SPD Policy	The Chief of Police should ensure there is a procedure in place to notify OIG of all approved written authorizations to collect protected information.	Concur	Draft Policy pending approval	Draft policy 6.060 pending publication by APRS		Draft Policy pending approval		Open
Intel Ordinance	OIG	SPD	6/21/2019	SPD Policy/Directive	Not an SPD Policy	The Chief of Police should ensure that SPD retains records relating to approved written authorizations for at least six months, to facilitate future audit reviews.	Concur	Draft Policy pending approval	Draft policy 6.060 pending publication by APRS		Draft Policy pending approval		Open
Intel Ordinance	OIG	SPD	6/21/2019	SPD Policy/Directive	6.060 Collection of Info	The Chief of Police should ensure that Policy 6.060, Collection of Information for Law Enforcement Purposes, includes all requirements of Chapter 14.12, being cognizant of any updates that are contemplated by the City, and ensure staff are updated on any changes or additions to the policy or Chapter.	Concur	Draft Policy pending approval	Draft policy 6.060 pending publication by APRS		Draft Policy pending approval		Open
Intel Ordinance	OIG	SPD	6/21/2019	SPD Policy/Directive	Not an SPD Policy	The Chief of Police, in consultation with the City Attorney's Office, should review Chapter 14.12, SPD policy, and state law in light of current records retention needs. The Chief of Police should either modify SPD policy or offer suggestions to the City regarding revisions to the retention provisions of Chapter 14.12 to bring SPD records retention into alignment with applicable laws.	Concur	Draft Policy pending approval	Draft policy 6.060 pending publication by APRS		Draft Policy pending approval		Open

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K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Promptly assess the performance of all patrol canine teams to determine (1) ability to meet minimum state patrol canine certification requirements and (2) to determine whether these skills translate to field proficiency. OIG suggests SPD consider using an external expert to complete this assessment to enhance objectivity. Options could include certified canine evaluators from the Washington State Criminal Justice Training Commission and/or other trainers the Unit has consulted in the past.	Concur	In Progress - 9/10/20 Scheduling assessments for October with WSPCA Evaluators for active teams. Teams out of service to be scheduled upon return to full duty.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Ensure quarterly testing requirements evaluate ability of the patrol canine teams to operate proficiently in the field and that documentation of testing is sufficient to reflect nuances of team performance. Failure to pass quarterly testing should be reported up the Canine Unit chain of command to a command level.	Concur	Completed 6/20/20. Quarterly certification re-written and used for Q3 certifications. The quarterly certifications have incorporated some of the WSCJTC standards that specifically deal with field performance.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Training	Not an SPD Policy	Provide effective supervision and training of the Canine Unit, to include: <ul style="list-style-type: none"> • Development of a comprehensive initial training program with set benchmarks and formal oversight by a Unit supervisor; • Regular group training with a unit supervisor present; and • Timely, documented review of training records 	Concur	A. In progress, estimated date for completion of training manual by end of Q4. B. Completed. Sergeants are reviewing training records on a daily basis, this mandate has been incorporated in the new unit manual. C. Completed, group training on hold due to COVID 19 restrictions.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Training	Not an SPD Policy	If the Unit delegates training responsibility to handlers, the Unit should establish a formal handler training program and empower the designated handlers to develop curriculum and conduct trainings with the cooperation of Unit personnel. SPD may wish to consider augmenting internal training by contracting with an outside trainer.	Concur	Completed. A formal process is outlined in the new unit manual	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Require and enforce internal and external assessment of patrol canine teams in accordance with schedules established by the state and SPD. Failure of a patrol canine team to complete evaluation requirements should be grounds for removal from active duty status.	Concur	Completed. Removal of a team from service for failure of a WSCJTC certification or SPD quarterly certifications is outlined in the new unit manual	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Establish written criteria for what arrests qualify as a canine-related apprehension across the Unit.	Concur	Completed. Updated definition submitted to APRS to be included in policy and is included in the revised unit manual. New definitions forwarded to all handlers.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Revise the SPD bite ratio calculation such that it conforms with DOJ guidance.	Concur	Completed. Updated definition submitted to APRS to be included in policy and included in the revised unit manual.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Report	Not an SPD Policy	Require and enforce supervisory review of canine deployment documentation to ensure documentation is appropriate, that the description of key events is aligned across department records, and that any reported arrests match Unit criteria for a canine-related apprehension.	Concur	Completed. Sergeants have been directed to review all K9 deployment records as well as verify felony statements are completed as required by department policy. This mandate has been incorporated into Unit Manual.	Recipient is reviewing recommendation.			Open	

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K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Review and potentially revise the current canine policy to ensure the following: the written policy is clear to all personnel, contains no significant omissions, is not subject to conflicting interpretations, and is deconflicted with relevant law, other SPD policies, and the Canine Unit manual. For example, the Audit, Policy and Research Section (APRS) could meet with stakeholder groups, including handlers, the Canine Unit chain of command, the Force Investigation Team, the Force Review Board, and OPA to identify any areas of persistent confusion or debate, and could deconflict the policy.	Concur	Revisions and clarifications made to policy 8.300-POL-1 and forwarded to APRS	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	OIG Audit/Review/	Not an SPD Policy	Provide training to SPD personnel on the new canine policy, focusing on deployment criteria and the conditions under which sergeants may grant exceptions.	Concur	Awaiting approval for submitted policy revisions, which provides clarification on when sergeants can provide exceptions. Once approved, an eLearning module (which is 99% completed) will be submitted to training for distribution.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Develop a mechanism to provide timely information to unit chain of command during use of force investigations about issues requiring prompt corrective action and establish ability to debrief and implement necessary corrections in an expedient manner. While FIT Actions appear to be an improvement, the department should consider whether additional solutions would be beneficial for force investigations outside of the Force Investigation Team context.	Concur	Completed. FRB has incorporated feedback process. FRU provides feedback to Admin Lt. who in turn passes this information on to the COC.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Policy/Directive	Not an SPD Policy	Together with the Force Investigation Team and OPA, develop a process to allow timely unit-based debriefing or after-action meetings after significant force events in a manner that does not compromise use of force or administrative investigations.	Concur	Completed. Mechanism for timely feedback was created and incorporated in the K9 Unit Manual.	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	Other	Not an SPD Policy	Not detailed in public report	Concur	In progress	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Training	Not an SPD Policy	Evaluate whether the Canine Center location and training facilities meet current unit and departmental needs and remediate any deficiencies in a timely fashion.	Concur	Due to Budget concerns, no additional work is being done on this	Recipient is reviewing recommendation.			Open	
K-9	OIG	SPD	6/24/2020	SPD Training	Not an SPD Policy	Identify facilities and locations where the Canine Unit can conduct regular training in a secure environment.	Concur	Due to COVID restrictions most privately owned facilities and venues have not been assessible as well as current budget concerns.	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	1/9/2020	SPD Policy/Directive	16.090 In-Car and Bod	<ul style="list-style-type: none"> Revise SPD Policy 16.050-POL-1(5) to clarify that supervisors are required to record screening conversations on body-worn video, regardless of whether the questioning is performed in an investigative versus administrative capacity; or Provide an e-learning or other training to ensure the policy is fully understood by supervisors. 	Concur	Policy updated -Response letter sent to OPA on 12/4/20. SPD considers this fully implemented	In Progress (When recipient is working to implement a recommendation)			Open	

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MAR	OPA	SPD	4/21/2020	SPD Policy/Directive	5.001 Standards and D	Clarify whether SPD Policy 5.001-POL-22 applies only to those case dispositions that resolve the dispute between the parties and conclusively determine the legal questions before the court (i.e., final judgments) or whether the policy applies also to court orders that fall short of conclusive dispositions of the case (such as orders setting bail). OPA advises that the policy adopt the broader scope as OPA believes that SPD employees should not recommend to a judge what an appropriate outcome is at any stage of a trial.	Reviewing	In progress: Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	3/30/2020	SPD Policy/Directive	Not an SPD Policy	Put in place additional measures to ensure that employees in the Training Unit and other specialty units are working the hours they are being compensated for.	Reviewing	Assigned to Human Resources - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	3/30/2020	SPD Policy/Directive	7.080 Money Evidence	<ul style="list-style-type: none"> Create a policy governing the collection, transporting, and counting of large quantities of seized currency. The policy should state that BWV should be used to record the counting of currency. In cases where BWV recording of the incident is not possible, the policy should instruct officers to reactivate BWV while handling money and other evidence. Units should consider additional steps to ensure the integrity of the money evidence and that an accurate count is completed. Such procedures should be uniform across all units that handle such evidence. 	Reviewing	Policy updated - Response letter sent to OPA on 12/4/20. SPD considers this fully implemented	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	9/28/2020	SPD Policy/Directive	Not an SPD Policy	<ol style="list-style-type: none"> Create a new framework of policies governing Department supervisors. These policies should: <ol style="list-style-type: none"> Clearly set forth expectations for supervisors to work set schedules, including being physically present in the office; Outline the minimum qualifications and responsibilities for each supervisory rank; Contain sufficient standards to allow OPA and the chain of command to hold supervisors accountable for performance issues. Require supervisors to, when appropriate, provide written performance expectations and consistently document deficiencies in performance. Rethink the manner in which SPD conducts performance evaluations to ensure that employees are being critically reviewed. Mandate yearly anonymized 360 performance evaluations for Lieutenants, Captains, and Chiefs. <ol style="list-style-type: none"> The results of these assessments should be used to develop and improve performance and managerial, communication, and leadership skills. Failure to maintain minimum standards should result in actual consequences, including, but not limited to, demotion. Whether an employee may promote to a higher rank should rest, in part, on the outcomes of these assessments. Reevaluate the manner in which the Department 	Reviewing	Response letter sent to OPA on 12/4/20 - SPD Declined to implement recommendations due to budgetary and staffing issues that have emerged in 2020, however, a task force consisting of accountability partners will meet to address personnel issues related to this recommendation.	Recipient is reviewing recommendation.			Open	

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MAR	OPA	SPD	7/3/2019	SPD Policy/Directive	4.040 Sick Leave	Modify sick leave policy and the associated leave paperwork to require employees to seek approval from the Employment Services Lieutenant (or a successor to that position) prior to leaving their place of recovery under FMLA leave.	Reviewing	Assigned to HR - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	4/8/2020	SPD Policy/Directive	Not an SPD Policy	<p>Recommendation(s)</p> <ul style="list-style-type: none"> Develop a policy in consultation with the Communications Center and KCSO that clearly articulates which agency has the primary responsibility of responding to incidents on light rail trains. This policy should: <ul style="list-style-type: none"> Be documented in the SPD Manual and supersede the 2015 MOU. Clearly state the responsibilities of call takers, supervisors, and sworn personnel. Consider requiring the creation of a CAD event for serious criminal (i.e., violent and/or felony) incidents on light rail trains. Revisit the MOU with regional law enforcement partners and ensure that any new MOUs are consistent with SPD policy. Retrain relevant personnel once this policy has been created and the MOUs revisited and revised to prevent incidents such as this from happening again. In developing its policy, SPD should reference SPD Policy 15.265 – SR99 Bore Tunnel Response and its associated Communications Center Policy and Procedures Manual Section 5.201 – SR99 Tunnel Responses as an example of policy that clearly articulates the responsibilities of the involved entities. 	Reviewing	Response letter sent to OPA on 12/4/20 - SPD Declined to implement recommendation since 911 Communications Center will be moving out of SPD, issue will need to be addressed with the leadership team developed to oversee operations.	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	3/30/2020	SPD Policy/Directive	5.001 Standards and D	<ul style="list-style-type: none"> Create guidelines to govern the approval, training, monitoring and recordkeeping for Special Commission employees. OPA has had meetings with SPD HR and Legal Affairs to discuss the progress in developing these new processes; however, as OPA's previous MAR on this matter is still active, OPA renews this recommendation. 	Reviewing	Assigned to HR - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	3/30/2020	SPD Policy/Directive	5.001 Standards and D	<ul style="list-style-type: none"> Create guidelines to govern the approval, training, monitoring and recordkeeping for Special Commission employees. OPA has had meetings with SPD HR and Legal Affairs to discuss the progress in developing these new processes; however, as OPA's previous MAR on this matter is still active, OPA renews this recommendation. 	Reviewing	Assigned to HR - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	9/28/2020	OIG Audit/Review/	16.230 Issuing Tickets	Consider whether to continue requiring in-person service of TCRs or amend the policy to allow service by mail. OPA notes that this policy change could reduce the time that officers spend on traffic stops.	Reviewing	Assigned to APRS - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	
MAR	OPA	SPD	12/16/2019	SPD Policy/Directive	8.400 Use of Force Rep	Reevaluate use of force reporting and investigation requirements under two common scenarios: 1) If subjects harm themselves or inadvertently suffer an injury while in police custody and while officers are not hands-on with them, and 2) When subjects injure themselves while officers are hands-on but where those officers do not cause the harm.	Reviewing	Assigned to APRS - In progress. Due Date for response 12/31/20 (due to unprecedented events in 2020 many Management Actions have been extended to the end of 2020 due to workload and staffing)	Recipient is reviewing recommendation.			Open	

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PDR	CPC	SPD	1/20/2020	SPD Policy/Directive	12.080 Department Re	<p>The CPC recommends that we partner with the Public Disclosure Unit to assist in completing a two-pronged community engagement plan.</p> <ul style="list-style-type: none"> oThe first engagement to take place at a regularly scheduled public CPC Meeting, which occur on the first and third Wednesday of each month. Both SPD and CPC Communications teams would announce a 30 to 45-minute presentation to Commissioners and community attendees to review past implementation and leadership transition plans. oThe second engagement would be a Lunch and Learn session for community and would be 90 minutes in duration, giving enough time for presentation, public comment, and a question-and-answer section. The proposed Lunch and Learn session would serve both as an opportunity to introduce community both to leadership and management from the Public Disclosure Unit (including the newly hired replacement for Director Perry), as well as reviewing the four years of positive changes made by the team. The CPC is happy to assist SPD in finding a community space or partner organization to host this second session. <p>The CPC also stood in full support of any efforts and budgetary requests to expand the Public Disclosure Unit and reclassify positions.</p>	Reviewing	Assigned to Legal Unit, which is responsible for overseeing PDR processes.	Recipient is reviewing recommendation.			Open	
Peer Suport	OIG	SPD	9/26/2018	SPD Policy/Directive	Not an SPD Policy	<p>I recommend SPD develop and implement a peer intervention program with the aim of providing SPD members with tools, training and authority to intervene when they observe a fellow officer engaging in unprofessional or improper behavior or conduct.</p>		Established Wellness Unit - Peer driven work unit that provides resources and outreach services. Completed the TOT for ABLE and will launch early next year.	Recipient is reviewing recommendation.			Open	