

Author	Recipient	Date	Rec description	Type	Concur/do	Initial respons	Response and updates	Rec status	Tracking s	Closed date	Column1
OIG	SPD	7/31/2019	OIG identified two action items: (1/2) 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.	Non-audit suggestion or consideration (OIG only)	Concur	12/14/2020	12/14/2020 QUARTERLY UPDATE: ONGOING - Since the Assessment, the FRB Chairs have met with A/Chief Professional Standards Bureau and discussed the ways to enhance the critical review process.	In progress	Open		
OIG	SPD	6/21/2019	The Chief of Police should ensure there is a procedure in place to notify OIG of all approved written authorizations to collect protected information.	Audit recommendation (OIG only)	Concur	6/21/2019	6/21/2019 AUDIT RESPONSE: The three year-gap since the last audit hindered OIG's ability to review records relating to expired authorizations because those records were purged within sixty days of expiration as the Chapter mandates. OIG found no indication that SPD is out of compliance in terms of past authorizations, but was unable to affirm that SPD issued past authorizations in compliance with the Chapter because the relevant records were purged to meet Chapter's record-retention requirements. The Department agrees that implementing a procedure to notify OIG of all approved written authorizations to collect protected information would facilitate future audit reviews. Proposed Implementation Plan: SPD Legal and Intel Units will coordinate with the Audit, Policy, and Research Section and the OIG to establish a protocol to notify the OIG of all approved written authorizations to collected protected information. Estimated Date of Implementation: Q3 2019 -- 7/31/2020 QUARTERLY UPDATE: Form sent to IG for Review. Pending IG Feedback. -- 12/14/2020 QUARTERLY UPDATE: Draft Policy pending approval. Draft policy 6.060 pending publication by APRS. Policy 6.060 was updated and published 1/6/21	In progress	Open		

OIG	SPD	6/21/2019	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.	Audit recommendation (OIG only)	Concur	6/21/2019	6/21/2019 AUDIT RESPONSE: Again, the three year-gap since the last audit hindered OIG's ability to review records relating to expired authorizations because those records were purged within sixty days of expiration as the Chapter mandates. The Department agrees that retaining records relating to approved written authorizations for at least six months would facilitate future audit reviews and will consult with the City Attorney's Office to ensure that its records retention protocols meet legal requirements. Proposed Implementation Plan: Recognizing the conflict between the recommendation and the ordinance mandate with respect to records retention, SPD Legal, Intel, and Public Disclosure Units will consult with the City Attorney's Office to create written protocol to ensure that its records retention protocols meet legal requirements. Estimated Date of Implementation: Q3 2019 -- 7/31/2020 QUARTERLY UPDATE: Form sent to IG for Review. Pending IG Feedback. -- 12/14/2020 QUARTERLY UPDATE: Draft Policy pending approval. Draft policy 6.060 pending publication by APRS. Policy 6.060 updated and published 1/6/21	In progress	Open
OIG	SPD	6/21/2019	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.	Audit recommendation (OIG only)	Concur	6/21/2019	6/21/2019 AUDIT RESPONSE: The Department agrees that Policy 6.060, Collection of Information for Law Enforcement Purposes, should more fully reflect the requirements of Chapter 14.12, as currently written and as may be updated in the future, with appropriate staff notification of any changes or additions to the policy or Chapter. Proposed Implementation Plan: SPD Legal and Intel Units will coordinate with the Audit, Policy and Research Section to establish alignment between Policy 6.060, the Ordinance, and updated protocol developed in consultation with the City Attorney's Office, as referenced in Response to Recommendation 1, above. Estimated Date of Implementation: Q4 2019 -- 7/31/2020 QUARTERLY UPDATE: Form sent to IG for Review. Pending IG Feedback. -- 12/14/2020 QUARTERLY UPDATE: Draft Policy pending approval. Draft policy 6.060 pending publication by APRS. Policy 6.060 updated and published 1/6/21	In progress	Open

OIG	SPD	6/21/2019	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.	Audit recommendation (OIG only)	Concur	6/21/2019	6/21/2019 AUDIT RESPONSE: The Department agrees that Chapter 14.12's retention requirements do not follow a logical pattern and are difficult for staff to remember and enforce. The Chapter's standards also conflict with State law and retention schedules established by the Washington State Archives as mandated by Chapter 40.14 RCW. Proposed Implementation Plan: The Department will work with the City Attorney's Office to review Chapter 14.12 in light of current records retention requirements, and modify SPD policy accordingly. Estimated Date of Implementation: Q3 2019 -- 12/14/2020 QUARTERLY RESPONSE: Draft Policy pending approval. Draft policy 6.060 pending publication by APRS. Policy 6.060 updated and published 1/6/21	In progress	Open	
OIG	SPD	5/23/2019	SPD should consider conducting a firearms inventory of all firearms formerly listed as assets and that could potentially have been overlooked by prior APRS inventories of firearms. OIG is available to assist with this inventory.	Audit recommendation (OIG only)	Concur	5/17/2019	5/17/2019 RESPONSE LETTER: You suggest that SPD undertake a follow-up inventory of all firearms listed as assets to confirm location. I agree, and have asked Assistant Chief Professional Standards Bureau to follow up with you in this respect. I also thank you for your offer of technical assistance in conducting this review. -- 7/31/2020 QUARTERLY UPDATE: Completed.	Implemented	Closed	7/31/2020
OPA	SPD	2/4/2021	Develop a policy governing enforcement action against members of the media. This policy should: <ul style="list-style-type: none"> • Define media for purposes of the policy; • Discuss when members of the media may be arrested; • Explain how members of the media should be treated during demonstrations; • Provide guidance on when force may be used on or in the vicinity of members of the media; • Require that prior to a reporter being taken into custody, approval for the arrest be screened by a supervisor; • Direct that reporters are not to be arrested for failure to disperse or trespass when: acting in their official capacity; where they are not obstructing lawful efforts by officers to disperse a group; or where their ongoing presence does not pose a threat of harm to the officers or others. Reference media interaction within future IAPs for demonstration management.	Management Action Recommendation (OPA only)	Reviewing			No response	Open	status issue

OPA	SPD	2/4/2021	Strengthen incident management protocols, command structure for complex incidents, and training for SPD commanders to better ensure SPD leadership's effective planning, active control, and unified command over officers in complex incidents. Engage with the Sentinel Event Review to assess weaknesses in SPD's existing Incident Command structure.	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
OPA	SPD	1/14/2021	Modify the blast balls policy to prohibit the following: 1. Deploying blast balls directly into crowds unless individuals in those crowds pose a direct threat of harm to officers. A direct threat cannot be established simply because a crowd is not complying with an order to disperse. 2. Deploying blast balls directly at a person's body or in a manner that creates a likelihood that a person could be struck unless to prevent imminent serious bodily harm or death. 3. Deploying blast balls overhand unless to prevent imminent serious bodily harm or death.	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
OPA	SPD	1/13/2021	Improve processes for reporting force in the demonstration context, particularly in sustained protests where reportable force is used multiple times. This could be achieved by, for example, assigning officers to serve as administrative sergeants to screen and assist in the documentation of force in real-time.	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
OPA	SPD	1/13/2021	Require chain of command screening of all official Department social media posts concerning highprofile matters that are reasonably expected to impact community perception of SPD and its enforcement actions. Reiterate to both Public Affairs unit employees and command staff that while getting information out quickly is laudable, that desire should not undermine accuracy.	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue

OPA	SPD	1/5/2021	Clarify in SPD Policy 8.300-POL-6 whether vehicles may be used as an impact weapon only against other vehicles or also against a person's body. Ensure SPD Policy 8.200-POL-5 is consistent with the modifications to 8.300-POL-6. Update relevant trainings to ensure that officers are familiar with the policies of using vehicles as deadly force tools	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
OPA	SPD	1/5/2021	Modify SPD policy to place more parameters around officer discretion and responses to misdemeanor offenses during protests and to ensure that officers are balancing the potential escalation of tensions within the crowd against the need to make the arrest. This is particularly important to consider in large-scale protests directed towards law enforcement. OPA provides examples of possible policy changes in the Director's Certification Memo for 2020OPA-0330.	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
OPA	SPD	12/14/2020	Create a policy under SPD Manual Title 6 governing HRVS to provide guidance on the requirements and limitations of such stops, including when it is appropriate for officers to conduct felony-level stops. Amplify HRVS training to provide examples of stops in which it may be unnecessary to draw firearms or where alternate tactics exist that ensure both officer and public safety. Expand SPD Manual 15.190-TSK to include guidelines for confirming and contacting possible occupied stolen vehicles	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
OPA	SPD	12/2/2020	Send out a reminder to all SPD employees concerning the parameters of the Surveillance Ordinance and what technologies are both approved for use and banned under its ambit. Create an e-learning or more in-depth training on the Surveillance Ordinance and make that training a requirement for all SPD employees to complete in 2021 (unless this has recently been done).	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue

OPA	SPD	12/2/2020	Advise all SPD employees that use of the term "thug" to refer to an individual of color constitutes an impermissible racial slur for which there will be zero tolerance moving forward. Require that all North Precinct employees receive racial equity training that specifically touches on the use of comments such as "thug" and the impact this can have on people of color, including officers of color. Consider revising and expanding SPD's biased policing training to amplify the experiences of BIPOC communities, including officers of color, in order to build increased understanding and racial awareness among officers. Open an EEO investigation to evaluate specific concerns from the complainant and the fifth witness officer to determine what concerns were relayed to the North Precinct chain of command, and to identify what actions, if any, the chain of command took in response. If it is determined that no action was taken, EEO should determine why, as well as whether the lack of follow-up constitutes a policy violation. At the	Management Action Recommendation (OPA only)	Reviewing	No response	Open	status issue
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OPA	SPD	9/28/2020	Create a new framework of policies governing Department supervisors. These policies should: a. Clearly set forth expectations for supervisors to work set schedules, including being physically present in the office; b. Outline the minimum qualifications and responsibilities for each supervisory rank; c. 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. a. The results of these assessments should be used to develop and improve performance and managerial, communication, and leadership skills.	Management Action Recommendation (OPA only)	Do not conc	12/3/2020	12/3/2020 RESPONSE LETTER: The department had budgeted for and planned to work on several of the recommendations during 2020, but unanticipated developments including the global pandemic and ongoing social unrest have significantly limited our resources and ability to move forward in the fashion we had planned. In a conference call with the Assistant Chief of Professional Standards Bureau and HR Director it discussed with you the Department's commitment to taking whatever steps we can. This includes participating in the development of a taskforce that comprised of OPA and our accountability partners to look at these issues over the next few years. We are also committed to including our labor partners to ensure we fulfill any bargaining obligations that may arise. Director Mike Fields will be the lead on this effort, and you can contact him directly to discuss next steps. -- 12/14/2020 QUARTERLY UPDATE: 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.	Declined	Closed	12/3/2020
OPA	SPD	4/21/2020	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.	Management Action Recommendation (OPA only)	Reviewing	12/14/2020	12/14/2020 QUARTERLY UPDATE: In progress: Due Date for response 6/1/21	Pending	Open	Status Issue
OPA	SPD	3/30/2020	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.	Management Action Recommendation (OPA only)	Concur	7/31/2020	7/31/2020 QUARTERLY UPDATE: Reviewing, due date 9/26/20 -- 12/14/2020 QUARTERLY UPDATE: Assigned to Human Resources - In progress. Due Date for response 6/30/21	In progress	Open	

OPA	SPD	3/30/2020	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.	Management Action Recommendation (OPA only)	Concur	7/31/2020	7/31/2020 QUARTERLY UPDATE: See MA 19-0013 Line 5 above; DUE DATE 12/31/20 -- 12/14/2020 QUARTERLY UPDATE: Assigned to HR - In progress. Due Date 6/30/21	In progress	Open	
OPA	SPD	3/30/2020	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.	Management Action Recommendation (OPA only)	Concur	7/31/2020	7/31/2020 QUARTERLY UPDATE: See MA 19-0013 Line 5 above; DUE DATE 12/31/20 -- 12/14/2020 QUARTERLY UPDATE: Assigned to HR - In progress. Due Date for response 6/30/21	In progress	Open	
OPA	SPD	12/16/2019	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.	Management Action Recommendation (OPA only)	Concur	7/31/2020	7/31/2020 QUARTERLY UPDATE: Due Date 9/30/20 -- 12/14/2020 QUARTERLY UPDATE: Assigned to APRS - In progress. Due Date for response 6/1/21	In progress	Open	
OPA	SPD	7/3/2019	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.	Management Action Recommendation (OPA only)	Concur	9/25/2019	9/25/2019 QUARTERLY UPDATE: SPD Update: Received Due Date December 30, 2019 -- 7/31/2020 QUARTERLY UPDATE: Reviewing; Due Date 9/30/20 Assigned to HR. SPD adheres to the same HR rules as the rest of the city, may be a bigger issue to discuss citywide. -- 12/14/2020 QUARTERLY UPDATE: Assigned to HR - In progress. Due Date for response 6/31/21	In Progress	Open	This is information from BT
OPA	SPD	5/29/2019	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.	Management Action Recommendation (OPA only)	Concur	9/25/2019	9/25/2019 QUARTERLY UPDATE: Received; Due date November 25, 2019 -- 7/31/2020 QUARTERLY UPDATE: IN PROCESS: Bigger issue as it may impact other departments/entities; DUE DATE 12/31/20 -- 12/14/2020 QUARTERLY UPDATE: 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)	Pending	Open	Status issue

OPA	SPD	7/2/2018	Modify policy 7.010 - Submitting Evidence to define what an authorized evidence storage location is and clarify that personal offices are not such authorized locations. Modify the FIT Manual to: Clarify that officers will, as soon as feasible, take case evidence to the Evidence Unit; Indicate what, if any, other authorized evidence storage locations exist in the FIT unit, noting that evidence should never be stored in personal offices; Provide more detail on expectations for evidence handling; More clearly define the expectations for the FIT Sergeant (such as memorializing the requirement that the FIT Sergeant check-in with Detectives to determine the location and status of evidence and firearms) Train FIT Detectives and supervisors in evidence handling. Modify policy 5.001 - Standards and Duties 2. Employees Must Adhere to Laws, City Policy and Department Policy to include unit manuals as one of the types of regulations to which officers are responsible for adhering. Reevaluate the current FIT practice of	Management Action Recommendation (OPA only)	Concur	2/4/2019	2/4/2019 BLUE TEAM ENTRY: In reference to 5.001 - Standards and Duties - POL-2, the draft policy incorporates the modifications requested in this Management Action.	Partially implemented	Closed	2/4/2019	Policy incorporated recommendations/why partial
OPA	SPD	7/2/2018	Modify policy 5.100 - Operations Bureau Individual Responsibilities III. Patrol Sergeant B. Field Supervision to clarify the frequency with which a patrol sergeant shall perform inspections to ensure that their officers are carrying the appropriate equipment and determine that the equipment is functioning properly. Train patrol sergeants on their responsibility to perform inspections, including how to conduct an inspection and the frequency with which to conduct them.	Management Action Recommendation (OPA only)	Concur	2/4/2019	2/4/2019 BLUE TEAM ENTRY: Assistant Chief of Patrol Operations Bureau sent out memo to Patrol Operations Bureau outlining his expectations regarding uniform standards and inspections.	Partially implemented	Closed	2/4/2019	A/C addressed/why partial
OPA	SPD	4/5/2018	OPA recognizes that "involved" officer in 13.031-POL could be further defined to make clear that it refers to any officer engaging in conduct that constitutes a pursuit under the policy, regardless of the purpose for engaging in this conduct. The policy should make it clear that all such officers should document their actions in a Blue Team Vehicle Pursuit Entry.	Management Action Recommendation (OPA only)	Do not concur	11/28/2018	11/28/2018 BLUE TEAM ENTRY: OPA noted they do not believe the policy to be as ambiguous as asserted by the named employees. The policy language is clear as it pertains to the scenario presented in this case and does not warrant change at this time.	Declined	Closed	11/28/2018	Removed "I believe" from response

OPA	SPD	4/5/2018	OPA recommends that the Department draft a policy governing when it is appropriate for officers to conduct high-risk stops and what conduct officers may engage in during those stops. It would make sense for this policy to be included in Title 6 of the SPD Manual. The Department should also clarify in policy and in training whether, once the reasonable suspicion for a Terry stop has dissipated, an officer remains permitted to request identifying information from a handcuffed and detained individual.	Management Action Recommendation (OPA only)	Do not conc	11/29/2019	11/29/2019 BLUE TEAM ENTRY: The Department considers this more of a training matter than a policy matter. To that end, the Education and Training Section will be teaching High Risk Vehicles Stops this year and these circumstances be covered in that training. Additionally, Policy 6.220 has been recently updated to clarify many aspects.	Declined	Closed	11/29/2019	Removed "I have directed" from response
OPA	SPD	4/5/2018	OPA believes it is necessary to evaluate the policy to determine whether changes are warranted and, if so, what those changes should be. OPA also believes that the Department should reevaluate training on de-escalation and related tactics to ensure that it is providing needed clarity and rules of conduct for officers. OPA further believes that the evaluation of both the policy and associated training should be led by the Department, but should intimately involve OPA, the Community Police Commission and the Inspector General at the research, deliberation and drafting stages	Management Action Recommendation (OPA only)	Do not conc	7/2/2018	7/2/2018 BLUE TEAM ENTRY: Under the Sustainment Plan, the review of the De-Escalation Policy is part of the Use of Force policy review, the draft of which is due on or before 6/30/18. We shall review the policy with this Management Action in mind.	Declined	Closed	7/2/2018	Not Declined, under sustainment plan had scheduled review dates