

## Categorized List of Policy/Training Recommendations from City Council

Master List Tracking Number	Category	Recommendation	Source	Reference #'s	Date Raised	Status	Priority	Assigned To	Date Completed	Comments
1	Employee Development	<b>Adopt a policy of rotation of officers and detectives on a pre-determined schedule.</b>	City Council PSC	CC #1	2/25/2011	Ongoing		Chief Diaz		SPD appreciates the benefits of a rotation protocol and this is something Chief Diaz has promoted. The issue would need to be bargained with SPOG.
2	Firearms Review Board (FRB)	<b>Implement recommendations of civilian observer to FRB.</b>	City Council PSC	CC #2	2/25/2011	Ongoing		D/C Kimerer		The Department is considering the recommendations related to the FRB process and assessing which might be bargainable issues.
3	Hiring/Promotion	<b>Give preferential consideration for hiring and promotion to those with post-secondary education.</b>	City Council PSC	CC #3 *See CAR's #5, 20,68	2/25/2011	Ongoing		Chief Diaz		This is a matter for the Public Safety Civil Service Commission and City Law Department's Employment Section.
4	Hiring/Training	<b>Review and enhance hiring standards and training as recommended by Auditor; strongly support procedural justice training.</b>	City Council PSC	CC #4 *See CAR's #5, 20,68	2/25/2011	Ongoing		A/C Reed, Training, D/C Metz, and Director Olson		A second generation video and written test for SPD hiring is under development. The DARPA research getting underway will provide valuable information for both hiring and training purposes. COPS recently announced a grant to support development of the Justice Based Policing training. SPD will coordinate with King County Sheriff's Office and the WA State Training Commission on this training.
5	In-Car Video (ICV)	<b>Allow supervisors to use ICV for instructional purposes, per recommendation of Auditor.</b>	City Council PSC	CC #5 *See also MLT #7 and CAR's #21,27,40,64,66	2/25/2011	Ongoing		Director Olson and A/C Reed		Line of command is reviewing ICV. Issues involving review of ICV are being challenged by SPOG.
6	On-Person Cameras	<b>Conduct pilot project for use of on-person cameras.</b>	City Council	CC #6	4th Q 2010	Ongoing		A/C Reed		SPD is working on a legislative change necessary to use of on-person cameras and is seeking funding for a pilot project and support from SPOG.
7	OPA-Process	<b>Include in monthly OPA reports sustained findings including summary of violation, discipline imposed and name of officer. Also include policy or procedure changes resulting from complaints, per recommendation of Auditor.</b>	City Council PSC	CC #7 *See CAR #3	2/25/2011	Ongoing		Director Olson and Legal Advisors		The OPA monthly report already includes a summary of sustained findings with information about the alleged violation, discipline imposed, and policy and training recommendations regardless of whether a sustained case is involved. Contractual issues and the August 18, 2011 Washington State Supreme Court decision in <i>Bainbridge Island Police Guild v. Puyallup</i> should be reviewed to determine the impact of privacy or other interests on releasing the identifying information for a named officer in a sustained complaint.
8	OPA-Process	<b>Simultaneously refer criminal cases to County and City prosecutors, per recommendation of Auditor.</b>	City Council PSC	CC #8 *See CAR #8	2/25/2011	Closed				Chief Diaz consulted with the City Attorney and the King County Prosecutor who agreed to the simultaneous review protocol.
9	OPA-Process	<b>Adopt a new records retention schedule for duration of employee tenure plus seven years.</b>	City Council PSC	CC #9	2/25/2011	Ongoing		A/C Reed		This is a bargainable issue.

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If there is a note under the Source column for "complaint," an OPA Director recommendation on the issue was also made

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10	Training	Use special training and orientation programs recommended by the IACP when hiring military veterans with combat exposure.	City Council PSC	CC #10	2/25/2011	Ongoing		D/C Reed		SPD follows many of the IACP protocols, but will review the process when hiring starts back up and if military veterans with combat exposure are in the hiring pool.
11	Use of Force	Establish County-wide protocol for investigating officer-involved deaths.	City Council PSC	CC #11	2/25/2011			COP		SPD is supportive of a concept where it would assist other jurisdictions because SPD has the largest homicide section in the state, a large CSI Team, and other expertise to share. SPD believes it is important to assist other agencies and wants to move forward with more collaboration. This issue is also being explored with DOJ.
12	Use of Force	Require mandatory and timely drug testing for all officers involved in deadly use of force incidents.	City Council PSC	CC #12	2/25/2011			D/C Metz		The COP supports random drug testing, but this is bargainable.

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