

CONFIDENTIAL ATTORNEY-CLIENT PRIVILEGED COMMUNICATIONS

To: Nancy Isserlis, City Attorney's Office

From: Assistant Chief Rick Dobrow, Assistant Chief Selby Smith, Director Tim Schwering,
and Deputy Director Sarah Lynds

RE: Confidential Attorney-Client Privileged material

Date: September 18, 2015

This confidential communication is to advise you that on September 17, 2015, we had a Labor Management meeting with the Lieutenants and Captains Association and the Police Guild. There were many issues brought up, mainly concerns regarding treatment of members. Please see attached notes.

In addition to this meeting, we met with the Mayor and City Administrator on September 10, 2015 at their request. We spoke about the budget but we were also asked additional questions as a result of a meeting that the Mayor and City Administrator had with the Lieutenants and Captains Association and Police Guild on September 8, 2015.

The Mayor and City Administrator sought clarification surrounding topics discussed at the meeting with the Lieutenants and Captains Association, involving Chief Frank Straub's behavior. We confirmed the validity of some of the issues that had been raised by the lieutenants and captains and expressed our own concerns regarding the behavior. We have witnessed multiple instances of communication and management tactics that could constitute a hostile work environment. We believe there is a pattern and practice of inappropriate behavior and we confirmed the concerns of the members of the Lieutenants and Captains Association.

We have witnessed and/or experienced:


- Unreasonable emotional outbursts
- Personal attacks
- Threats regarding our employment and position
- Scare tactics
- Retaliation
- Degradation of character
- Demeaning and condescending treatment
- Profane and highly inappropriate language

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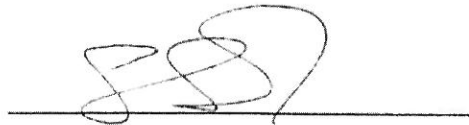
- Untruthfulness
- Misrepresentation of the Mayor, City Administrator, and others

Regardless of personality, rank, or status, we have a duty to protect our employees and the citizens of Spokane and to move SPD forward. We want to keep the organization healthy, functional, and professional.

Please advise.

A handwritten signature in black ink, appearing to read "Rick Dobrow", written over a horizontal line.

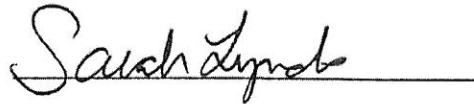
Assistant Chief Rick Dobrow

A handwritten signature in black ink, appearing to read "Selby Smith", written over a horizontal line.

Assistant Chief Selby Smith

A handwritten signature in black ink, appearing to read "Tim Schwering", written over a horizontal line.

Director Tim Schwering

A handwritten signature in black ink, appearing to read "Sarah Lynds", written over a horizontal line.

Deputy Director Sarah Lynds