



KITSAP COUNTY SHERIFF'S OFFICE



OFFICE OF PROFESSIONAL STANDARDS



ANNUAL REPORT 2021



TABLE OF CONTENTS

Section 1 - Introduction

| | |
|---|---|
| Message from Sheriff John Gese | |
| Kitsap County Sheriff's Office Mission, Vision and Values | 1 |
| Your Kitsap County Sheriff's Office – Staffing | 3 |
| Office of Professional Standards | 5 |
| Contact Information | 7 |

Section 2 – Complaint and Investigation Process

| | |
|--------------------------|----|
| Complaint Process | 8 |
| Investigation Process | 9 |
| Investigation Conclusion | 12 |

Section 3 - Office of Professional Standards Data

| | |
|--|----|
| Use of Force | 15 |
| Vehicle Pursuits | 23 |
| Employee Involved Collisions | 25 |
| Prison Rape Elimination Act (PREA) | 27 |
| Bias Based Profiling Report / Kitsap County Demographics | 29 |
| Statistical Yearly Comparisons | 34 |

2021 KCSO OPS Annual Report

What follows is Kitsap County Sheriff's Office of Professional Standards report for 2021. As a progressive, accountable, and transparent agency, we have continued to share important information and data with the citizens of Kitsap County each year. This report provides information on the makeup of the Kitsap County Sheriff's Office, the processes in place for handling citizen and internal complaints, arrests, use of force, and police pursuit data to list a few of the topics.

In the 2020 OPS report, then Sheriff Gary Simpson spoke to the anomaly of 2020 due to the COVID pandemic. 2021 was another year of some very specific and impactful circumstances that affected our statistics. 2021 saw the continuation of the COVID pandemic and it affected many areas of our operations to include reducing in-person training, traffic stops, proactive policing, implementation of jail booking restrictions which meant fewer arrests, and restricting open public office hours, among others. As with other businesses, we implemented safety protocols to keep our staff, members of the public and those incarcerated in our jail to help protect them from the spread of COVID. For the most part, with the decline of COVID and the lessening of state mandated, and office implemented restrictions, our operations have rebounded from the COVID pandemic as we move into 2022.

2021 also saw a significant change in laws affecting law enforcement in Washington State. Over thirteen major pieces of legislation impacting law enforcement were passed in the 2020-2021 legislative session. This legislation affected all areas of how law enforcement operates in Washington State and touches on areas including, hiring, firing, training, use of force, police pursuits, dealing with those in mental or behavioral health crisis. These laws became effective in July 2021, and we expended a considerable amount of time and energy rewriting policy and procedures and training staff in the new laws. With the new laws came some confusion among law enforcement agencies and their legal advisors in some areas of definition and deputies took a very measured approach to the new laws. The legislative session in 2022 helped bring clarity to some areas regarding use of force and tools available to law enforcement and how to respond to those in crisis in new legislation passed in 2022. Deputies are now being retrained to assimilate the changes in the most recent legislation.

This major effort of legislative police reform by the legislator followed a very profound movement in the United States calling for police reform. As the Sheriff and as an agency, the Kitsap County Sheriff's Office is committed to following the best law enforcement practices and working with our diverse communities to provide police services in a fair and just way.

2021 saw significant drops in many areas of data in this report. Significant changes brought about by police reform that resulted in new legislation and new practices most assuredly had an impact in some of our statistics recorded for 2021. It may be too early to determine the exact impact as other significant factors of impact included the COVID pandemic and staffing. As we move forward, we should be able to isolate the impacts from police reform in a clear manner.

Staffing is the other major impact to our operations in 2021 and that continues into 2022. The demographics of KCSO, like many other police agencies, have created an environment where many long-term employees are retiring from the profession. In addition, others are resigning as they leave the profession or moving to other areas. Staff vacancy rates hovered at ten percent overall for the agency in 2021 and the significant effort to recruit, hire and train new staff has been an ongoing challenge. Hiring and training a new deputy takes over a year before fully completed and for corrections officers the process is nearly as long. Because of the churn of employees, many of our employees have under five years of experience and training and developing staff is a major effort of focus. Also due to staff changes, many in the supervisor and management ranks are new in their position and development of our agency leadership staff is ongoing and is an area of focus.

Lack of staffing has affected our operations causing us to focus on core agency business needs and has meant we have had to prioritize where staff will be assigned and what functions they perform. Responding to 911 calls, supporting our detective division as they handle their case load of serious crime and staffing the jail has been the focus. This meant that other areas such as proactive policing and traffic enforcement have been reduced. With a very concerted effort to recruit and hire, we hope to stabilize our staffing numbers and return to some of the other areas of policing that the community asks and expects us to provide.

Low staffing has affected areas of police and the data collected in this report. As with the other impacts of COVID and police reform, the degree of the impact of low staffing is difficult to isolate and may take several years to stabilize.

As I reviewed this report, I noted that there were noticeable drops in many areas to include complaints, use of force, pursuits, and other areas. Undoubtedly these are good trends, and we should work to continue to see these lowered rates and potentially further reductions in these areas. But there are many significant factors in play as described above and as some of our operations return to more normal levels due to covid, staffing stabilizes and the true impacts of police reform are determined, our data may be in flux for the next couple of years. Additionally, our services often have a direct link to crime and social disorder issues in our county and any rise or fall in crime may affect the numbers provided within this report.

I would like to specifically address several key areas for further comment. These are areas of particular focus and training.

Vehicle Pursuits:

2021 saw a significant change to the laws governing police pursuits in Washington State. By March of 2021 we knew these new laws were going to take effect in July and began adapting our policy, procedures, and training to conform with the new law. The new laws regarding police pursuits severely restricted when a Washington state police officer could engage in a pursuit and further parameters for control of the pursuit and when a pursuit should be terminated. At KCSO, we had already implemented a restrictive pursuit policy and the number of pursuits KCSO deputies had engaged in had been dropping over the years. The new law was more restrictive than our policy calling for the crime to pursue to be a serious violent offense or DUI. Further, the new law inserted language calling for the pursuing officer to have probable cause to arrest the driver for the serious crime or DUI and to articulate an immediate need and threat to continue the pursuit.

The net effect of the new law was a very dramatic impact on when our deputies engaged in pursuits. In addition to more restrictive language, there was also work to try understanding new terminology and definitions. A significant change included the impact of the new law versus prior policy. Although the prior policy and practice had been restrictive, deputies were not faced with a situation where there could be a violation of law, not policy, if they engaged in a pursuit that could later be deemed in violation of the law. This effect certainly had an impact and training was very deliberate and thorough. Overall KCSO vehicle pursuits dropped over 40% in 2021 compared to 2020. The most significant drop was in the second quarter and beyond as the new laws came into effect. Due to the extreme change in the law and dramatic impact on deputies having new criteria to assimilate and consider, against a new landscape of untested case law, they were very cautious. The few pursuits that did occur were closely evaluated and feedback used to assess and train.

During the 2021-2022 Washington legislative session, several bills were introduced to re-visit the police pursuit laws in Washington State. Although supported by most law enforcement leaders and many community leaders, no action was taken. Concern now arises that this issue will need to be revisited again. A historic rise in auto thefts is now occurring. The causes for this may be multi-layered and complex, but there did appear to be a strong tie into the effective date of this new law the dramatic rise in auto thefts. Word spreads quickly that police are not allowed to pursue vehicles. Today, our deputies routinely try to stop stolen vehicles, but most do not stop and often drive off in a reckless manner with little regarding for others.

We continue to live by the letter of the pursuit laws and continue to train. Our agency has had annual vehicle pursuit and vehicle operations training for many years and will

continue to focus on this area of training. We understand that police pursuits can be very dangerous and in whatever circumstance we may engage in a police pursuit, we will use the caution and proper procedures to conduct them in a responsible manner.

Use of Force

Like Police Pursuits, 2021 saw significant changes in the law. New legislation changed use of force definitions, parameters when it could be used and a new expectation for law enforcement that was dramatically different. Some of these changes were first in the nation changes to law that had been established and court tested for many years.

Once legislation was enacted, we worked diligently to understand the intent and definition of the new laws, then codify it, develop training and procedures, and implement it. As an agency we approached this with a good faith effort to move forward and implement changes. Clearly though across the state there were concerns about interpretation and potential conflicts between laws of when force could be used and the concern that there were unintended conflicts created with the new legislation. At KCSO we utilized our legal advisors, shared knowledge from legal advisors to law enforcement across the state to help interpret new laws. Both the legislature and the State Attorney General's Office was asked for clarification. As a collective group state law enforcement agencies began working through these new challenges.

We, along with other law enforcement agencies, we worked to implement the changes and provide the policy and training updates needed. In 2022, the state legislature revisited some of the rules for Use of Force and this provided some needed clarification and definition, addressed use of force with those in crisis and restored some of the parameters when police could use force to detain individuals. This has required further training in 2022.

The overall effect was a year of potential change, change to laws, policy and training development and then training. This year of change and uncertainty had an impact on the employees who used force and, in all probability, had a dampening effect to reduce the amount of use of force, especially with the deputies in the field.

The exact impact is hard for us to measure as there were other impacts in 2021 that would have affected use of force. These include staffing levels and the pandemic. The most striking was the impact of the COVID pandemic. In 2020 Proactive police work, traffic stops and other interactions with deputies were restricted to reduce the potential spread of the virus. In the jail, the incarcerated population was reduced for the same reasons and to allow quarantine and isolation capacity with any of those affected and to help protect staff. These restrictions carried forward into 2021, but they were also lessened as we neared the mid-year mark and operations returned to more normal levels. This meant that the number of interactions with individuals dropped dramatically in 2020 and the first part of 2021. Additionally, 2020 was a year of profound impact of

calls for police reform and this may have had an impact as well. 2020 saw a 30% drop in use of force incidents from 2019 for deputies. 2021 saw an 15% percent increase in use of force incidents over 2020. Looking back prior to the pandemic and police reform laws, use of force for 2021 was down 30% from 2018. Trying to discern the exact impacts of the pandemic and calls for police reform is difficult.

Corrections use of force is tracked separately from deputies' use of force. This is appropriate given the different environment and, in some cases, different rules apply. Reduction in the jail population due to the pandemic in 2020 and 2021 in all probability had an impact on Use of Force incidents. 2021 saw a 35% drop in use of force from 2020 rates. Although the jail population hit the pandemic low point in 2020 and has slowly risen now to over double that number, it is encouraging to see that the number of incidents were down in 2021 compared to 2020.

Reviewing use of force incidents and trends is a constant effort. I would expect a normal leveling off the data as the pandemic fades and use of force rules and laws stabilize and are incorporated. Our desire would be to promote where possible the reduction of use of force understanding that there may be many factors that could both support that effort and hamper that effort due to external and internal forces.

Training on use of force has been a priority for KCSO and employees receive annual training on use of force, including scenario-based training. KCSO has adopted the most current state-based use of force training to include de-escalation training. Much of our training curriculum had already incorporated training that matched guidance later provided by the Criminal Justice Training Commission. We will continue to focus on these efforts providing the employees the high-quality training.

Internal Investigations

Internal investigations primarily fall in two groups. The more serious complaints would be classified under an administrative investigation. Lessor and minor complaints are categorized under the Supervisory investigation category.

Both categories saw significant decreases from 2020. Administrative investigations were down 25% from the prior year and Supervisory investigations were down 59% from the prior year. These are all good trends. The proportion of the complaints sustained has remained constant over the years showing that complaints are taken seriously and in some cases violation of policy is found. Reduced interaction with the citizens and the reduction in the number of incarcerated individuals in 2021 likely affected this reduction in overall numbers. The trend though is good and given the high number of new employees, changing landscape of laws and policy, the fact that we did not see higher incidents of investigations is a good sign.

An area of concern in 2021 indicates that the time to open, investigate and close an investigation is taking longer and more cases were pending in 2021 than expected. This can be partially explained by lack of staff in general, but also turnover in the Office of Professional Standards and the patrol and corrections operations. As new supervisors and managers are promoted and take positions, they must be trained to handle the internal investigation process. Another influence is the length of time some independent investigations have been taking. When we as another agency or the Kitsap County Independent investigative Team (KCIRT) to investigate use of force or in-custody death investigation often takes months. As our staffing stabilizes as does our Office of Professional Standards and supervisory staff, we will focus on shortening the time these investigations take where possible.

Bias Based Profiling Incidents

Bias based profiling is a topic that is covered by policy, training, and law. The culture of our agency is strong and clear direction to staff on expectations is an ongoing effort. With work of our earlier agency strategic plan, the 2020 calls for police reform, and the legislation of 2021 on Police Reform, members understand the importance of the need to police in a way that is equitable and fair, and that bias-based policing is not tolerated. Analysis of use of force, arrests, and citations shows 2021 numbers to be in line with numbers reported in 2021 and consistent with a five-year trend.

This will continue to be an area in which training, policy and expectations will be strong and under constant review. The state training commission has released training on bias and our agency has adopted that training and implemented it. We work collaboratively with other local partners to bring in quality training and we are actively assessing more training in this area.

There was another change in state law that will impact analysis of bias-based policing and use of force for us. Washington State will be developing a unified state data collection system that will track for use of force and potential bias-based policing. This change and common data collection system is expected to come online in the next year once developed and implemented.

We continue to emphasis proper accountability and control in our operations at the Kitsap County Sheriff's Office. We also adhere to best law enforcement practices and as an accredited law enforcement agency through the Washington Sheriffs and Police Chiefs (WASPC) organization we commit to meeting those best standards. In 2022 we will be going through a re-accreditation rotation with WASPC, and we expect to continue receiving this important accreditation.

Our emphasis in this area also includes a focus on training and hiring and we are moving forward with a reorganization within the agency to focus more resources into the

areas of hiring, training, policy, accreditation and management of auditing, complaints, and any employee misconduct.

As Sheriff I work to continue to earn the trust of our community and want our community to be proud of the Sheriff's Office and those who work and volunteer with us. Our members are dedicated to public service and providing that service at the highest levels.

Respectfully,
Sheriff John Gese

A handwritten signature in blue ink, appearing to read "J. Gese", is positioned below the typed name. The signature is fluid and cursive.

KITSAP COUNTY SHERIFF

Core Values

Teamwork

We are committed to consistently engage and interact with the public, civic partners, and other police agencies in order to continually improve our community and our Sheriff's Office. We also empower and support the individual talents and creativity of our personnel. We understand that collaboration, and the sharing of knowledge and information results in the greatest problem-solving outcomes for all and further cultivates partnerships across our community.

Integrity

Understanding the great authority given us, whether observed by others or not, we embrace the highest standards of honesty, discipline, and ethics. We ensure that our communication and actions are conscientious and empathetic. We respect and show dignity to all persons, recognizing the diversity enhances our community.

Professionalism

We recognize and adjust to the evolving needs of our community, ensuring a sustained commitment to those we serve. We are an agency that remains fiscally responsible, is progressive, proactive, effective, and reliable. Being sworn to be accountable to ourselves and to the citizens, we conduct ourselves as an example to others. We invest in the welfare and safety of our personnel and the public. We are an agency that continuously strives to learn and operate at the highest levels of our professions in order to ensure that we continue to provide quality services.



Mission

Through our vision and values, we are dedicated to providing quality public safety services in partnership with our diverse communities.

Vision

To be recognized as a respected and trusted Sheriff's Office while making Kitsap County a safer place to live, work, and visit.

Oath of Office

All employees and volunteers make the following affirmation before taking on their duties with the Kitsap County Sheriff's Office. The Oath of Office is significant and taken seriously by every member of this office.

“I do solemnly swear or affirm that I will support and defend the Constitution of the United States and the laws of the State of Washington.

I will uphold all ordinances of Kitsap County and will faithfully discharge my duties to the best of my ability.

On my honor, I will uphold the mission and vision of the Kitsap County Sheriff's Office, and the values of Teamwork, Integrity and Professionalism. I promise to never betray my badge, my integrity, my character, or the public trust.”





Section 1

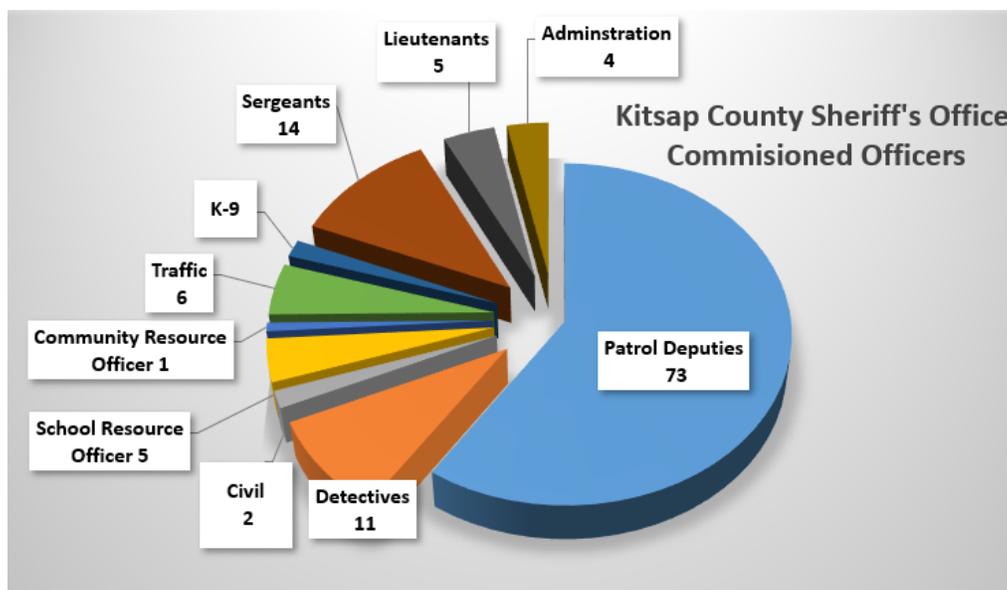
Introduction

Your Kitsap County Sheriff's Office

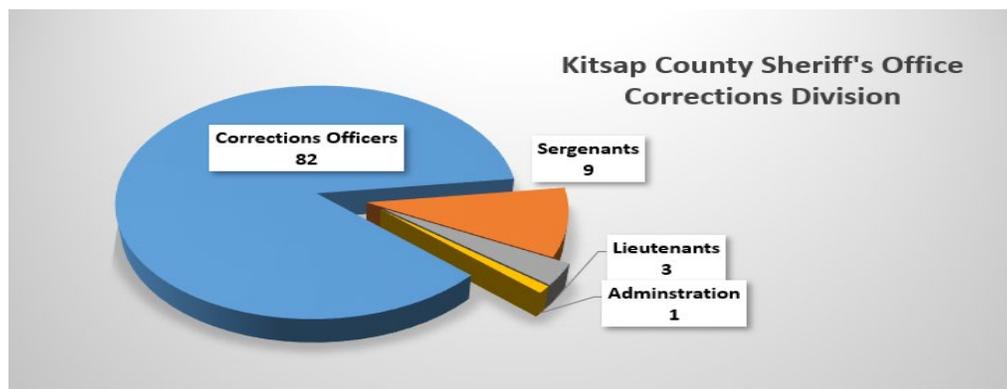


The Kitsap County Sheriff's Office is staffed by quality men and women who are dedicated public servants. Each member goes through extensive background checks before they are hired. The Sheriff's Office is divided into four main Divisions: Patrol, Detectives, Corrections and Support Services.

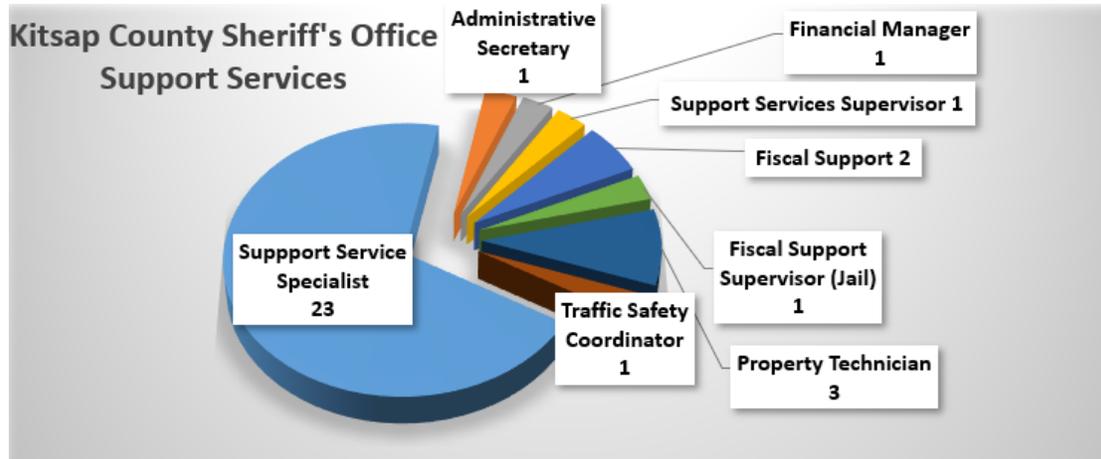
Between the Patrol Division and the Detective Division there are a total of 123 Commissioned Officers. In 2021, Deputies responded to 77,445 calls for service (911 calls) in addition to their self-generated activity and investigation follow up.



The Corrections Division (Jail) is made up of 95 Officers. In 2021, the average inmate population at any one time was approximately 262. Officers are tasked with inmate management, courtroom appearances, medical transports, hospital standby, meal service, facility safety and security, along with many other various tasks.

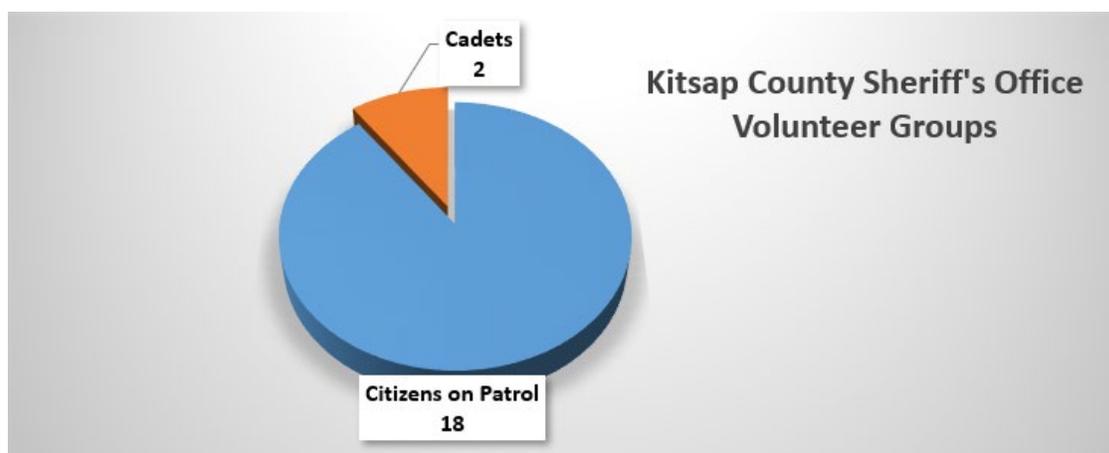


The Support Services Division performs a variety of functions to include Records Management, Civil, Warrants, Dissemination, Property/Evidence Management, as well as investigative and clerical support to Detective, Patrol and Corrections.



****The total number of personnel represented in this report are budgeted positions. The actual number of personnel in each division varies throughout the year.*

There are two volunteer organizations that work closely with our Patrol Division: Citizens on Patrol (C.O.P.) and Cadets. The C.O.P. team is responsible for disabled parking enforcement, vacation house checks, public assistance during County events such as the fair, as well as other various duties. The Cadet program is made up of youth between the age of 16 and 21 with an interest in law enforcement. They train and ride patrol shifts with deputies. The Cadets are active in many different charitable events. Members of the Cadets and their leadership have been awarded many honors over the years at competitions across the state.



Office of Professional Standards

Law enforcement demands public confidence and trust. Any law enforcement agency must constantly work to earn and maintain this trust. There are many ongoing efforts within the Sheriff's Office to accomplish this. The Office of Professional Standards (OPS) is a key component in this process. OPS helps assure transparency, accountability, consistency, and professionalism when dealing with various agency and personnel matters. These can range from minor to very serious and complex situations.

OPS is staffed with one full-time Sergeant with part-time clerical support. The OPS Sergeant reports to a Division Lieutenant who reports to the Division Chief who reports to the Undersheriff. The OPS Sergeant oversees as well as conducts in-depth investigations as required. OPS reviews, records and retains all complaints, motor vehicle collisions, pursuits, and use of force reports and, in doing so, helps the administration to determine if additional training and/or policy modifications are necessary. The OPS Sergeant frequently reports to command staff on status of investigations and any trends that need to be addressed. OPS is tasked with conducting or facilitating operational audits including the use of our records systems and other criminal justice databases. OPS works with agency supervisors in an effort to ensure that their follow up on complaints and supervisory reviews are conducted and documented properly and fairly.

The Office of Professional Standards has established a system to receive complaints and investigate those complaints. Citizens are free to file complaints against Sheriff's Office employees without fear of reprisal, retribution, or harassment. Besides external complaints received from citizens, the Sheriff's Office also has the responsibility of receiving complaints from internal sources. Internal complaints are generated when an employee is held accountable for their actions observed by a supervisor or fellow employee.

As an obligation to our employees, the Sheriff's Office, and to those we serve, the Sheriff's Office will thoroughly investigate allegations of employee misconduct or substandard performance in an impartial, timely and courteous manner. Just as we hold citizens accountable for their actions, we hold our own accountable for their actions. It is our goal to ensure that all employees and volunteers comply with Federal, State and local laws as well as all departmental policies in their daily performance of their duties.

Besides on-duty conduct, OPS may have occasion to investigate an employee's off-duty conduct when it is likely to have a negative consequence on their employment with the Kitsap County Sheriff's Office. Our employees are held to a higher standard on and off duty.

Also, very important to the service we provide is positive feedback. We provide quality service and can only do this through partnership with the community. We need the public's

evaluation and comments as they relate to the way we provide service or an interaction with a member of our agency. These interactions can be with our office staff, corrections staff, commissioned deputies and our volunteers. OPS is responsible for receiving and appropriately sharing commendations for the great work our staff does as well as logging those commendations in the employee's department and personnel file.

OPS is the point of contact for tracking and storage of all completed administrative investigations, supervisory investigations, collision reports, department employee/volunteer files, pre-employment background files, risk and liability incident reports, and other sensitive files. OPS is also the collection point for various data as it pertains to investigations and officer accountability. Use of force reports, pursuit reports, K9 bite reports, Prison Rape Elimination Act (PREA) reports are all reports that are logged by OPS. When new employees are hired, part of their orientation includes meeting with OPS to go over the office discipline process in order to educate them on policies, rules and contracts as it relates to their new position.

Officer involved shootings, use of lethal force and any in-custody deaths are independently investigated by outside agencies. Upon completion of the independent investigation and review by the Prosecuting Attorney's Office OPS will conduct an internal review.

OPS will also assist the County Prosecutor's Office as needed with Sheriff's Office civil claims matters, as well as perform various audits to include cash drawers and Property and Evidence.

The Office of Professional Standards takes its responsibility very seriously. OPS is dedicated to ensuring the public trust and confidence in the Sheriff's Office while respecting the rights and dignity of those we serve as well as our employees and volunteers.

Kitsap County Sheriff's Office Contact Information

Main Business Number: 360-337-7101

Port Orchard Main Office

614 Division St.

Port Orchard, WA 98366

Office Hours

Monday-Friday 9:00 am to 12:00 pm (closed for lunch) 1:00 pm to 4:30 pm

Silverdale Sub-Station

3951 Randall Way NW

Silverdale, WA 98383

Office Hours

Monday-Friday 9:00 am to 12:00 pm (closed for lunch) 1:00 pm to 4:00 pm

Office of Professional Standards (OPS)

Office: 360-337-7002

E-mail: kcsops@kitsap.gov

Online Compliment and Complaints Form

<http://www.kitsapgov.com/sheriff/administration/opsform.htm>





The Complaint Process

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or of federal, state, or local law, policy or rule.

Complaints may be initiated externally by citizens or other agencies, or they may be initiated internally by any Sheriff's Office employee.

Citizens may file a complaint in person, by phone, mail, e-mail, or online. Complaints can be made to any on-duty Sheriff's office employee, regardless of rank or position. Complaints can be made by third parties on behalf of another.

Complaints are accepted anonymously however we encourage those who make complaints to provide their names and other information. During an investigation, additional information may be required from the complainant to be able to thoroughly investigate the allegation. Because of this, anonymous complaints can be very difficult to investigate.

On occasion, citizens make allegations based on their own perceptions of law enforcement policy/procedures, state/federal laws and county ordinance violations. Often, these perceptions are incorrect, and an explanation of policies and/or laws helps to properly educate the citizen. When this is the case and the citizen is satisfied, the initial complaint is cleared without a formal investigation.

If the complaint is reasonable and shows an allegation of misconduct, i.e., policy violation or a violation of law...the complaint moves forward as an investigation.

Kitsap County Sheriff's Office Policy 1020.2

"The Kitsap County Sheriff's Office takes seriously all complaints regarding the service provided by the Department and the conduct of its members.

The Department will accept and address all complaints of misconduct in accordance with this policy and applicable federal, state and local law, municipal and county rules and the requirements of any memorandum of understanding or collective bargaining agreements.

It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation."

Investigation Process

When the initial review of an allegation or complaint suggests that an employee or volunteer has violated Sheriff's Office policy, Federal, State or County laws, investigative decisions are made.

CRIMINAL INVESTIGATION VERSUS INTERNAL INVESTIGATION

Criminal Investigation –

Allegations against law enforcement personnel can involve issues of misconduct, policy violations, or violations of laws and ordinances. If the initial review indicates the potential of criminal law violations, the Sheriff, Undersheriff and the appropriate Division Chief are advised.

When an allegation involves evidence of potential criminal behavior, a criminal investigation is conducted first and in most circumstances by an independent outside agency. Criminal and Internal investigations are kept separate to ensure that an employee's Garrity Rights* as a Sheriff's Office employee do not conflict with their Civil Rights as a citizen of the United States.

When a criminal investigation is completed, the case is sent to the appropriate Prosecutor's Office for review and consideration of criminal charges. Once a criminal investigation has concluded, the Sheriff's Office will typically begin the internal investigation. The criminal investigation will be included and made part of the internal investigation.

**** Garrity Rights – Protection for public employees from being compelled to incriminate themselves during investigatory interviews conducted by their employers. This protection stems from the Fifth Amendment to the United States Constitution, which declares that the government cannot compel a person to be a witness against him/herself. For a public employee, the employer is the government itself. When questioned by their employer, they are being questioned by the government. Therefore, the Fifth Amendment applies to that interrogation if it is related to potentially criminal conduct. Once the criminal investigation is completed and as a condition of their employment, the employee is compelled to answer questions as they relate to the internal investigation. Garrity rights are given to the employee at this time which ensures that their compelled statement cannot be used in a criminal case against them.***

Internal Investigation -

Depending on the nature and severity of the allegation, a complaint may be investigated as a Supervisory Investigation or an Administrative Investigation.

SUPERVISORY INVESTIGATION

- Typically involves only minor infractions
- Involves issues where discipline will be no more than a written reprimand (i.e. traffic complaints, rudeness)

The employee's immediate supervisor will usually conduct the Supervisory Investigation as they are typically in daily contact with their staff and are therefore best suited to address issues occurring on their shift.

The investigating supervisor will most likely be the one to decide if the allegation in the complaint is sustained, and if so, what rules or policies were violated. The supervisor will then make a determination on what discipline and/or training is appropriate.

ADMINISTRATIVE INVESTIGATION

- Usually involves more serious complaints or complaints that could lead to more serious discipline. These are typically complaints that could involve loss of pay or higher discipline.
- The Division Chief of the involved employee typically decides who will conduct the investigation. The Division Chief can assign the investigation to the Office of Professional Standards Investigator, a supervisory or manager level employee, or if a conflict of interest may arise, request the assistance of an outside agency.

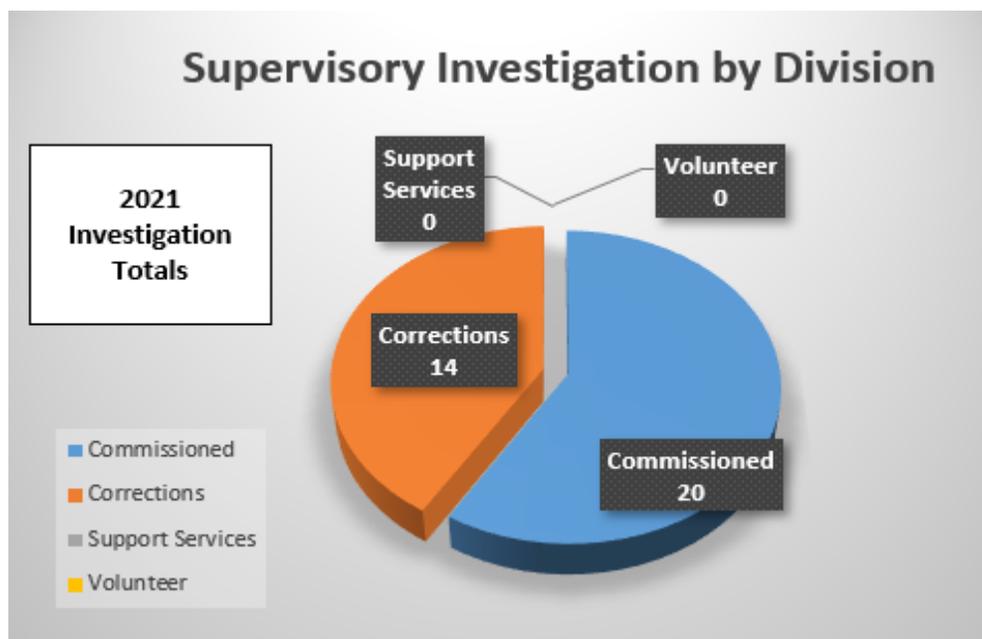
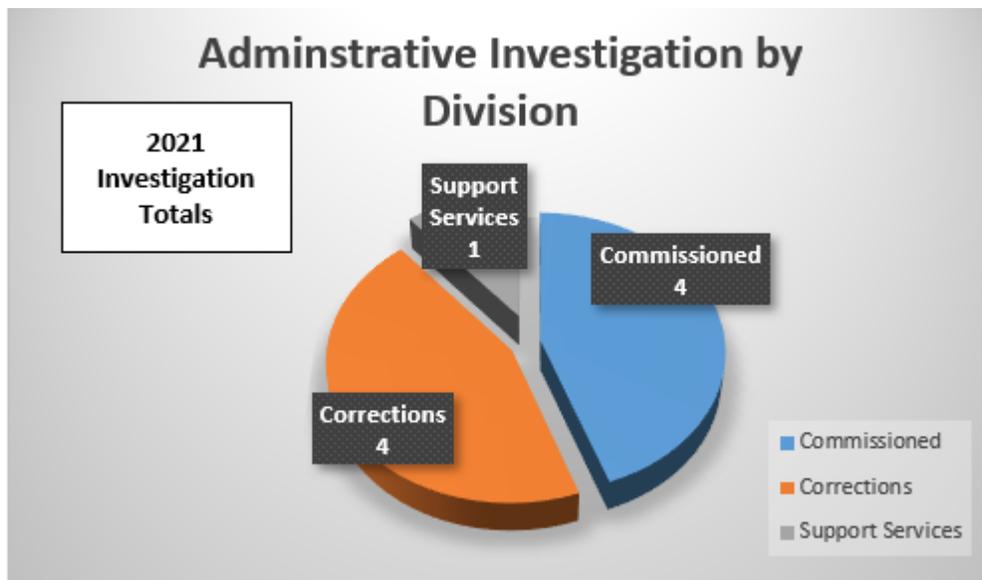
The assigned investigator will prepare a final report and present it to the employee's Division Chief. The Division Chief will review the investigation and make the initial determination whether the allegation(s) are sustained. When an allegation is sustained, the Division Chief will then determine which rules or policies were violated. If policies were violated, the Division Chief will implement effective corrective actions through appropriate discipline and/or training.

During any investigation, all reasonably available information as it pertains to the complaint will be reviewed. This includes, but is not limited to, law enforcement reports, complainant / witness statements, dispatch recordings, available video, physical and electronic evidence and the subject employee's statement. Additional expertise may be utilized as needed during the investigation.

In any investigation, disposition of the allegation against an employee is determined by using the "preponderance of evidence" or "clear and convincing evidence" standard of proof.

The Office of Professional Standards will track the different investigations within the Sheriff's Office during the investigative process. Once an investigation is completed, OPS will store the investigation according to Washington State Archive record retention requirements.

The Sheriff's Office is committed to a fair and consistent discipline process. All investigations are thorough and completed in a timely manner without sacrificing quality. The employee's due process rights are protected throughout the process.



**See Page 34 – 37 for 5-year Comparison Report*

Investigation Conclusion

Investigative Findings -

After an investigation is completed, each allegation concludes with a “finding”. A finding is the outcome of the investigation. The following are definitions of findings used in Sheriff’s Office investigations:

Unfounded – The incident, or incidents, were false, did not occur or the accused employee was not involved.

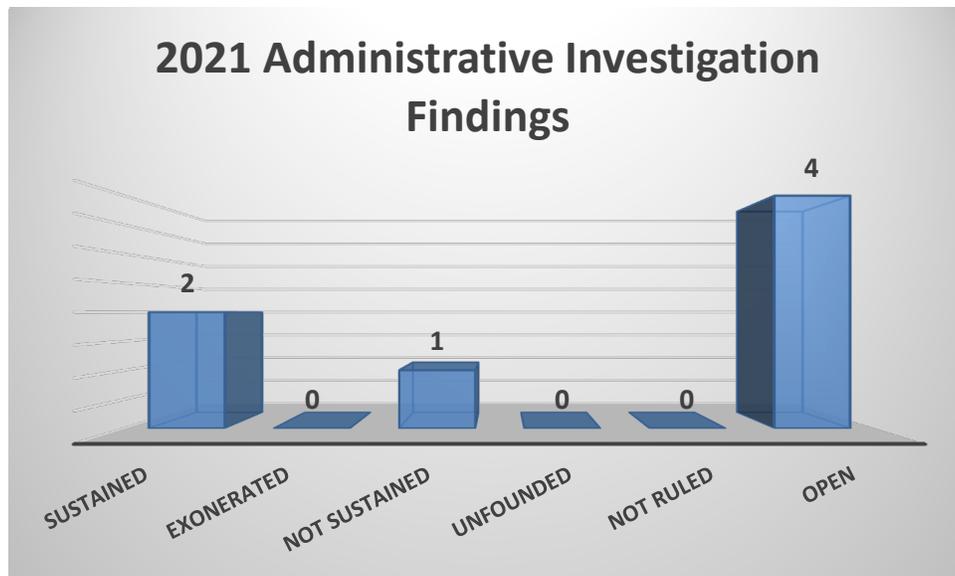
Exonerated – The incident occurred; however, the employee’s action(s) were justified, lawful, and proper.

Not Sustained – There is insufficient evidence to either prove or disprove the allegation(s) occurred.

Sustained – The allegation is supported by enough evidence to indicate that the employee committed one or more of the alleged acts.

Undetermined – This may involve, but is not limited to, the following:

- The Complainant withdraws their complaint;
- The Complainant cannot be located;
- The Complainant is uncooperative;
- The accused employee/volunteer separates from employment before the conclusion of the investigation.



Corrective Actions –

The goal with any sustained allegation is the positive development and improvement of the employee's behavior or activity. When appropriate, the Kitsap County Sheriff's Office will administer non-punitive corrective measures rather than an actual disciplinary action. Often, identified issues are addressed through counseling, additional training and mentoring.

There are numerous factors that are considered when determining the appropriate corrective action to be assessed for a sustained violation. Some of these factors include, but are not limited to, severity of the offense, prior violation of the same or similar offense, time intervals between offenses, effectiveness of prior corrective actions or training, willingness to accept responsibility and improve behavior, overall work performance, attitude, and previous corrective actions administered to other comparable personnel for similar offenses.

- Kitsap County Sheriff's Office – Office of Professional Standards **ANNUAL REPORT 2021**

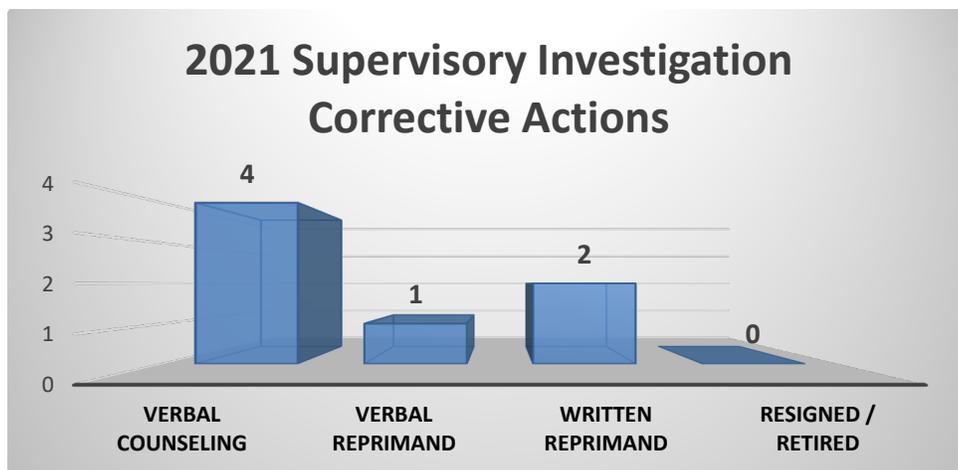
Potential Corrective Actions

- Verbal Counseling
- Verbal Reprimand
- Written Reprimand
- Change of Assignment
 - Loss of annual or compensatory time
- Suspension without pay
 - Reduction in rank
 - Termination

It is understood that certain offenses are of such a serious nature that immediate dismissal upon a first offense is appropriate. Not all corrective actions are considered discipline. Actual “discipline” levels are defined by the various Collective Bargaining Units within the Sheriff’s Office.

Occasionally employees will be issued a performance improvement plan. A performance improvement plan will be put into place for a specific length of time where the employee is closely monitored based on the sustained behavior. These plans are not considered discipline in and of themselves, however,

failure to successfully complete the performance improvement plan can be cause for discipline.



**See Page 34 – 37 for 5-year Comparison Report*



Section 3

Office of Professional Standards Data

Use of Force

Definitions:

Force - The application of physical techniques or tactics, chemical agents or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed or restrained.

Deadly force - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury.

Level One – Tactics include counter joint holds, take downs, hair hold, body control, and ground control.

Level Two – Tactics include open hand, closed hand, elbow, forearm, and knee strikes, baton, kicks, certain type of take down.

Draw & Direct – Firearm out (but not discharged) while commands are given and the subject is aware that the firearm is out.

Feasible - Reasonably capable of being done or carried out under the circumstances to successfully achieve the arrest or lawful objective without increasing risk to the deputy or another person.

Imminent - Ready to take place; impending. Note that imminent does not mean immediate or instantaneous.

Totality of the circumstances - All facts and circumstances known to the deputy at the time, taken as a whole, including the conduct of the deputy and the subject leading up to the use of force.

Kitsap County Sheriff's Office Policy -USE OF FORCE

“The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Deputies are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Deputies must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Kitsap County Sheriff's Office recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting deputies with the authority to use reasonable force and to

protect the public welfare requires monitoring, evaluation and a careful balancing of all interests.”

The Kitsap County Sheriff’s Office has numerous strict policies on the use of force, the duty to intercede, de-escalation, medical attention and reporting requirements. Some of those policies include:

DUTY TO INTERCEDE AND REPORT

Any deputy present and observing another law enforcement officer or a member using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force.

Any deputy who observes another law enforcement officer or a member use force that is potentially beyond that which is objectively reasonable under the circumstances should report these observations to a supervisor as soon as feasible.

ALTERNATIVE TACTICS - DE-ESCALATION

When circumstances reasonably permit, deputies should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).

CAROTID CONTROL HOLD AND RESPIRATORY RESTRAINTS

Commissioned personnel are not authorized to use respiratory restraints, also known as chokeholds or necks restraints (RCW 10.116.020).

REPORTING THE USE OF FORCE

Any use of force by a member of this office shall be documented promptly, and accurately, in an appropriate report, depending on the nature of the incident. The deputy should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances.

To collect data for purposed of training, resource allocation, analysis, and related purposes, the Office may require the completion of additional report forms, as specified in office policy, procedure, or law.

NOTIFICATIONS TO SUPERVISORS

Supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

- a. The application caused a visible injury.*
- b. The application would lead a reasonable deputy to conclude that the individual may have experienced more than momentary discomfort.*
- c. The individual subjected to the force complained of injury or continuing pain.*
- d. The individual indicates intent to pursue litigation.*
- e. Any application of the Electro-muscular-disruption-technology-device (EMDT) or control device.*
- f. Any application of a restraint device other than handcuffs, shackles, or belly chains.*
- g. The individual subjected to the force was rendered unconscious.*
- h. An individual was struck or kicked.*
- i. An individual alleges unreasonable force was used or that any of the above occurred.*

Officers with the Sheriff's Office may find it necessary to use force during an interaction with an individual, however, the reliance on the use of force should generally be a last resort. When force is used, this can include wrist or arm restraints, take downs, hair holds, O.C. spray, conducted energy device (Taser), closed hand strikes, kicks, baton strikes, and deadly force.

An important function of law enforcement is the protection of human life. Using force to control an individual should be limited to certain situations, e.g.; where it has become necessary to defend and/or protect human life from assault; compel lawful compliance from an unwilling subject; and overcome resistance to arrest.

When force is used, the common question asked is whether the force was "necessary" and was the amount of force used appropriate. RCW 9A.16.010 defines "Necessary" as it pertains to force as:

"No reasonably effective alternative to the use of force appeared to exist and the amount of force used was necessary to affect the lawful purpose intended."

The Sheriff's Office evaluates each use of force situation by its officers and determines if the need and the amount of force was "necessary" by this definition. There are many variables that will play into an officer's decision to use force in any given situation.

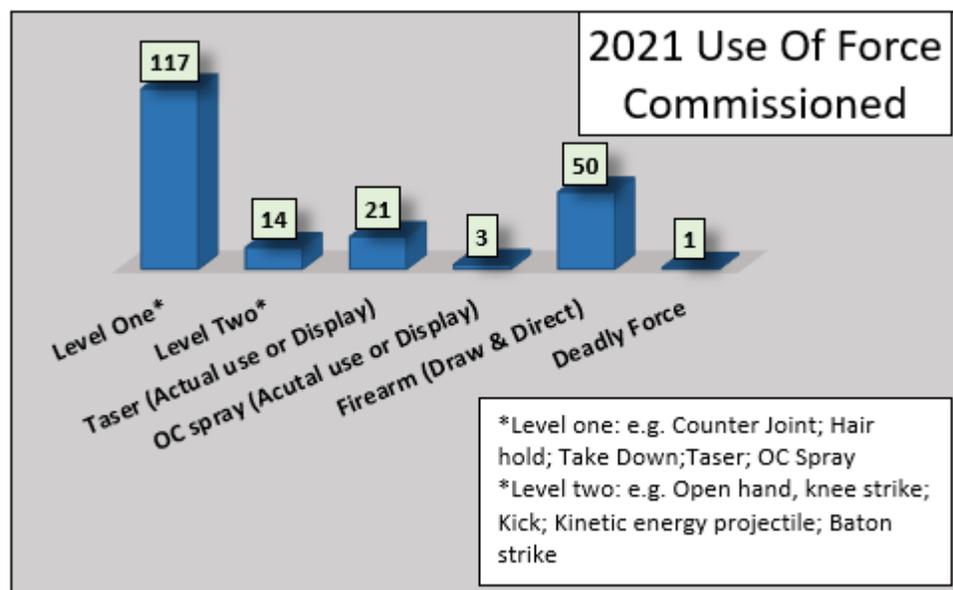
Use of force data is collected from officers after an incident. This is done for a variety of reasons. Data can help in identification of trends, it can highlight training needs, equipment needs, policy development and assist in bias-based profile reporting.

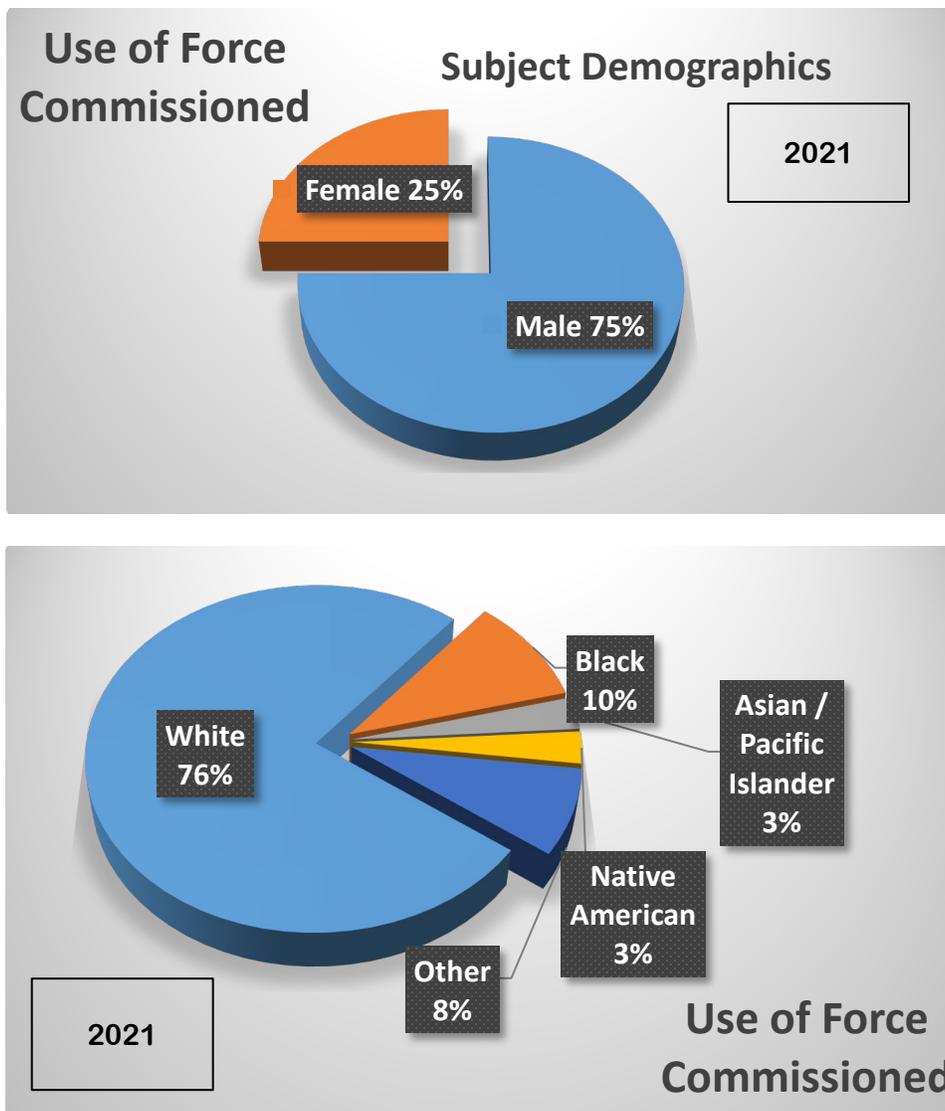
*Deadly Force – the use of **deadly force** by sworn **law enforcement** officers is lawful when the officer reasonably believes the subject poses a significant threat of serious bodily injury or death to themselves or others.*

When an officer makes the decision to use deadly force, decisions are often made in a split second while that officer is in a very dynamic and changing situation. There are often many factors that the officer needs to consider before using deadly force including but not limited to:

- The officer's current physical condition (e.g. age, size, relative strength, skill level, fatigue, exhaustion or injury that prevents the officer's ability to defend him/herself or another).
- Is there a reasonable perception that an individual's actions could cause serious injury or death if not immediately stopped?
- Does the individual have the capability or the means to cause serious injury or death? Does the individual have the immediate ability to cause serious injury or death?
- Are there alternative options to the use of deadly force immediately available?

Incidents involving the use or attempted use of deadly force are obviously a very serious matter and are reviewed thoroughly to ensure the officer acted lawfully and within policy. Use of, or the application of deadly force, are initially investigated as a criminal investigation by an outside agency prior to an internal investigation.





K9 Use by the Sheriff's Office -

Kitsap County Sheriff's Office Policy

A canine may be used to locate and apprehend a suspect if the canine handler reasonably believes that the individual has either committed, is committing or threatening to commit any serious offense, and if any of the following conditions exist:

There is a reasonable belief the suspect poses an imminent threat of violence or serious harm to the public, any deputies, or the handler.

The suspect is physically resisting or threatening to resist arrest and the use of a canine reasonably appears to be necessary to overcome such resistance.

The suspect is believed to be concealed in an area where entry by other than the canine would pose a threat to the safety of deputies or the public.



The use of a Sheriff's Office canine is considered a use of force. Strict policies are in place that address training for the canine as well as the handler. When the Sheriff canine is used to track a suspect, efforts are made through verbal announcements to the suspect that a canine is going to be used to track and that the suspect may be bit. Once a suspect is located, efforts are again made for willing compliance by the suspect when possible. If contact by the canine does occur, medical treatment is provided as needed.

As in all use of force by law enforcement, the justified and proper use of a canine will be decided through the reasonableness of whether the force used was proportionate to the apparent need to apprehend the criminal, prevent escape, or protect persons. The review will ask:

- What was the severity of the crime at issue;
- Whether the suspect posed an immediate threat to the safety of law enforcement officers or others; whether the suspect was actively resisting arrest or attempting to evade arrest by flight;
- What was the totality of the circumstances around the use of the canine?

Corrections Division –

Officers in the Corrections Division are faced with similar use of force situations as seen by Patrol officers however there are many different situations that come up due to the nature of the jail environment and their duties. As such, a separate Sheriff's Office policy addresses use of force in the Corrections Division. Officers may or may not have different considerations when deciding on the use of force. There may be situations where pre-planned cell extractions are conducted

on an uncooperative inmate. There may be times when an uncooperative inmate can be left in a secured area while additional officers arrive. This show of force along with verbal commands may avoid using physical force. In any case, “necessary force” is still the guiding principle.

Kitsap County Sheriff’s Custody Manual Policy

Employees may use force as reasonably appears necessary in the performance of their duties, but excessive force shall not be used. Corrections officers must use only that amount of force that appears reasonably necessary under the circumstances in order to gain control of the inmate, to protect and ensure the safety of inmates, staff and others, to prevent serious property damage, prevent escape, obtain compliance with facility rules and staff orders and to ensure the institution’s security and good order or for other lawful purposes. The Office has provided a number of tools, weapons and training on techniques to use when responding to resistance and violent encounters. While various degrees of force exist, each corrections officer is expected to use only that degree of force that is reasonable under the circumstances to successfully accomplish the legitimate and lawful purpose in accordance with this policy.

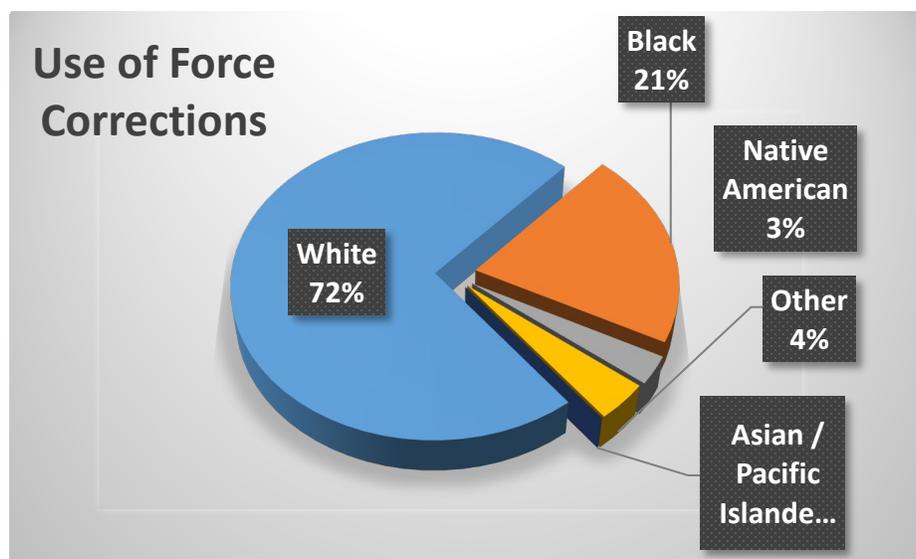
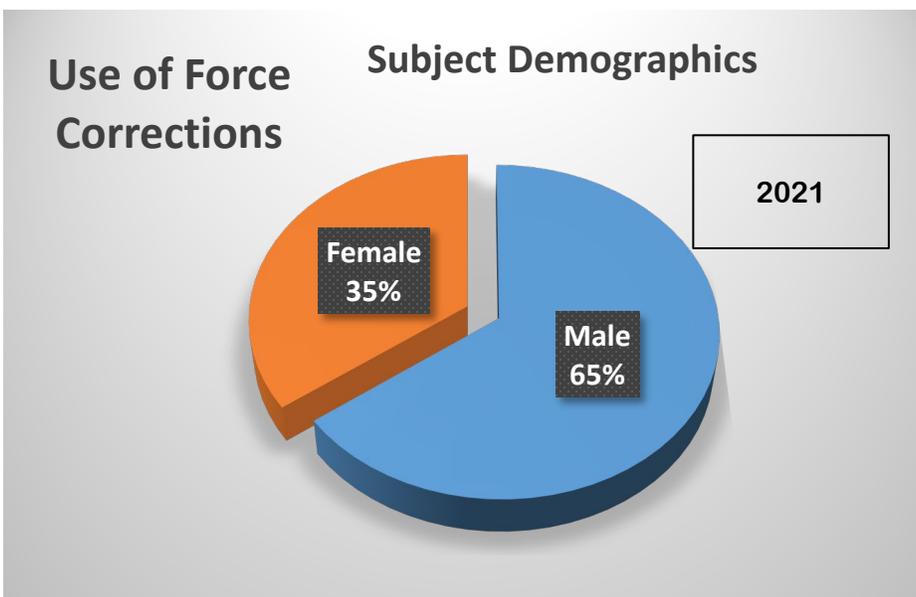
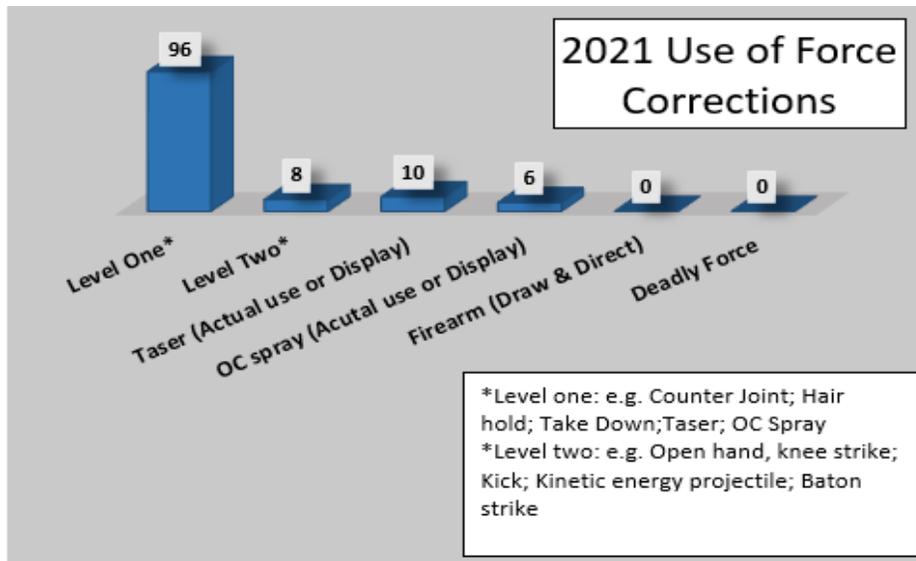
It is recognized, however, that circumstances may arise in which staff may reasonably believe it would be impractical or ineffective to use any of the standard tools, weapons or methods provided by the Office. Staff members may find it more effective or practical to improvise their response to rapidly unfolding conditions they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be objectively reasonable and utilized only to the degree reasonably necessary to accomplish a legitimate penological purpose.

In any review of an incident to determine whether a particular use of force conforms to this policy, the Office will evaluate the apparent need for an application of force, the relationship between that need and the amount of force used, the threat reasonably perceived, any efforts made to temper the severity of a forceful response and the extent of any injury to the inmate.

Prior to resorting to the use of force, staff should, when practicable, attempt verbal persuasion, orders or other tactics to avoid or mitigate the need for forceful action.

Force shall never be used as punishment or retaliation.

Medical checks will be performed on all inmates who have been subjected to force as soon as practicable, regardless of apparent injury. Nothing in this policy is intended to require that force options be used in a particular order. However, the force option used must be objectively reasonable under the circumstances to accomplish a lawful objective.



**See Page 34 – 37 for 5- year Comparison Report*

Vehicle Pursuits

Kitsap County Sheriff's Office Policy 313.2

"It is the policy of this department to weigh the importance of apprehending suspects who unlawfully flee from law enforcement against the risks associated with vehicle pursuits."

Any driver signaled to stop by a law enforcement officer has the duty and is required by law to immediately pull to the side of the road (RCW 46.61.021). The officer must generally initiate the stop based on either probable cause or reasonable suspicion that the vehicle's driver or passenger is involved in activity that violates criminal or motor vehicle laws.

When the driver of a motor vehicle chooses to disregard this law and instead tries to elude the officer, that officer needs to immediately decide if a pursuit is proper for the situation presented. There are many factors which the officer will rely on in his / her decision to pursue the fleeing vehicle. These factors include, but are not limited to:

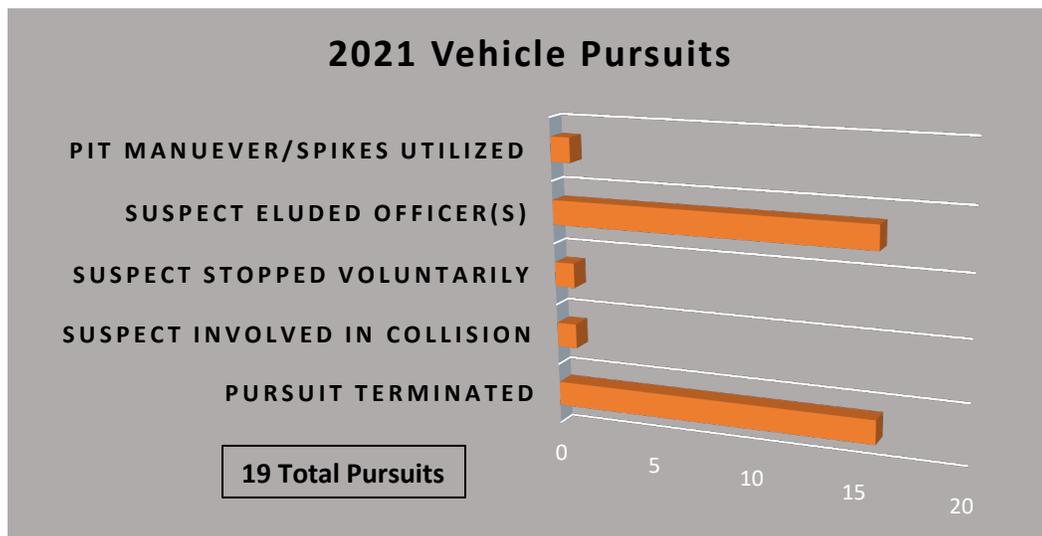
- a. The seriousness of the known or reasonably suspected crime and its relationship to community safety.
- b. The importance of protecting the public and balancing the known or reasonably suspected offense and the apparent need for immediate capture against the risks to deputies, innocent motorists, and others.
- c. The safety of the public in the area of the pursuit, including the type of area, time of day, the amount of vehicular and pedestrian traffic (e.g., school zones), and the speed of the pursuit relative to these factors.
- d. The pursuing deputies' familiarity with the area of the pursuit, the quality of radio communications between the pursuing vehicles and the dispatcher/supervisor, and the driving capabilities of the pursuing deputies under the conditions of the pursuit.
- e. Whether weather, traffic, and road conditions unreasonably increase the danger of the pursuit when weighed against the risks resulting from the suspect's escape.
- f. Whether the identity of the suspect has been verified and whether there is comparatively minimal risk in allowing the suspect to be apprehended at a later time.
- g. The performance capabilities of the vehicles used in the pursuit in relation to the speed and other conditions of the pursuit.
- h. Emergency lighting and siren limitations on unmarked sheriff's department vehicles that may reduce visibility of the vehicle, such as visor or dash-mounted lights, concealable or temporary emergency lighting equipment, and concealed or obstructed siren positioning.
- i. Vehicle speeds.
- j. Other persons in or on the pursued vehicle (e.g., passengers, co-offenders and hostages).

- k. The availability of other resources, such as air support assistance.
- l. Whether the pursuing vehicle is carrying passengers other than on-duty sheriff's deputies. Pursuits should not be undertaken with an arrestee in the pursuit vehicle unless exigent circumstances exist, and then only after the need to apprehend the suspect is weighed against the safety of the arrestee in transport. A vehicle containing more than a single arrestee should not be involved in a pursuit.

When the totality of objective circumstances known or which reasonably ought to be known to the deputy or supervisor during the pursuit indicates that the present risks of continuing the pursuit reasonably appear to outweigh the risks resulting from the suspect's escape, the pursuing officer should terminate the pursuit.

If the decision is made to continue the pursuit, efforts need to be made to bring the pursuit to an end as quickly as possible. There are various techniques that are available to include tire deflation devices and Pursuit Intervention Technique (PIT)*.

If a deputy is in position to support another agency who is pursuing a car within the county they can do so as long as the pursuit meets with the Kitsap County Sheriff's Office policy. When available, air support should be requested to assist in providing visual support to the pursuing officers.



*The **PIT Maneuver**, or Pursuit Intervention Technique, is a pursuit tactic by which a pursuing car can force a fleeing car to abruptly turn sideways, causing the driver to lose control and stop.

Note- 2021 pursuits did not result in any injuries or deaths.

**See Page 34 – 37 for previous year Comparison Report*

Employee Involved Collisions

Kitsap County Sheriff's Office Policy 1019.2

"All employees or members of the Kitsap County Sheriff's Office who operate county vehicles shall use their best judgement and operating abilities to avoid becoming involved in any type of traffic collision."

All motor vehicle collisions involving county equipment or collisions occurring while on county business with a private vehicle will be investigated in conformance with existing collision investigation policies. It shall be the policy of the Sheriff's Office to take photographs, if possible, in conjunction with investigation of county employee collisions. Collisions shall be reviewed by a police supervisor comparable in rank or above that of the county employee driver.

When conducting a division review, the investigator shall review all available information including reports, diagrams, and testimony from witnesses. Once the investigation is completed, a determination will be made whether the collision was "**preventable**" or "**non-preventable**" on the part of the employee. When a collision is determined to be preventable, it will then be determined whether the collision is considered "**chargeable**" under the following criteria:

- A) Any preventable collision where the employee driver has shown a willful violation of any lawful order given by a superior.
- B) Any preventable collision where the employee driver fails to exercise reasonable care and good judgment in the operation of a motor vehicle.
- C) Any preventable collision resulting from a negligent action on the part of the employee driver as defined in RCW 46.61.525, to wit: "...operate in a negligent manner' shall be construed to mean the operation of a vehicle upon the public highways of this state in such a manner as to endanger or be likely to endanger any persons or property."
- D) Any preventable collision occurring when the employee is intoxicated or has consumed intoxicating liquor.
- E) Any preventable collision occurring when the employee uses a controlled substance considered to be illegal under RCW 69.50; or an over the counter drug where the manufacturer recommends that the user avoid the operation of mechanical equipment; or uses a drug prescribed by a physician where the manufacturer of the drug recommends that the user avoid the operation of mechanical equipment.

F) Any preventable collision where a violation of state, county, or municipal law occurs.



**See Page 34 – 37 for previous year Comparison Report*

Prison Rape Elimination Act (PREA)

The Prison Rape Elimination Act of 2003 is a federal law that prohibits sexual misconduct in correctional settings such as prisons, jails, lockups, juvenile facilities, and Immigration Services/ICE detention facilities. Sexual misconduct under this law includes:

- Inmate-on-inmate sexual assault / abuse
- Staff-on-inmate sexual misconduct (sexual/inappropriate relationships with inmates)
- Inmate-on-inmate and staff-on-inmate sexual harassment

Kitsap County Sheriff's Office Custody Manual 612.2

"This office has zero tolerance with regard to all forms of sexual abuse and sexual harassment in this facility and will take appropriate affirmative measures to protect all inmates, staff, contractors and volunteers from sexual abuse and harassment and to promptly and thoroughly investigate all allegations of sexual abuse and sexual harassment (28 CFR 115.11(a))."

The Kitsap County Sheriff's Office is committed to providing a safe, healthy environment for staff and inmates. Every report is taken seriously, and all allegations will be thoroughly and promptly investigated.

Staff is trained to prevent, detect and respond to sexual misconduct and harassment. Inmates, inmate family members/associates, visitors, staff, and other community members can report:

1. Allegations of sexual misconduct,
2. Retaliation of inmates or staff for reporting sexual misconduct,
3. Staff actions or neglect that may have contributed to an incident of sexual misconduct.

All inmates or staff who report sexual misconduct or who cooperate with a sexual assault / abuse or sexual harassment investigations shall be protected from retaliation.

Protective measures, including housing changes, transfers, removal of alleged abusers from contact with victims, administrative reassignment or reassignment of the victim or alleged perpetrator to another housing area, and emotional support services for inmates or staff who fear retaliation shall be utilized.

When a report of inmate-on-inmate sexual assault / abuse or sexual harassment is received, the information is reviewed to make a preliminary determination on how the investigation will

proceed. When the evidence appears to support criminal activity, the Sheriff’s Office will typically solicit the assistance from an outside law enforcement agency to conduct the investigation. An administrative investigation will be conducted to determine whether the staff’s actions or inaction contributed to the abuse.

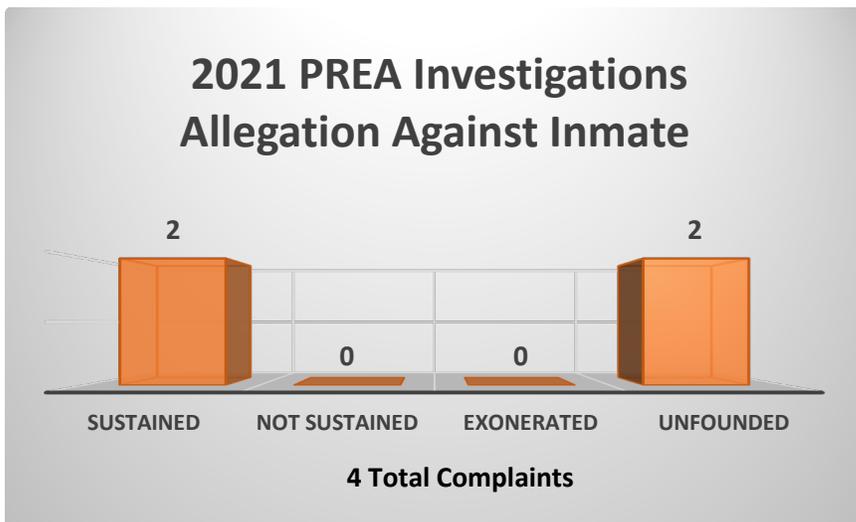
Any incident involving allegation of staff-on-inmate sexual abuse or sexual harassment shall be administratively investigated as well as criminally investigated if the conduct involves criminal allegations.

Sustained: The allegation was determined to have occurred by a preponderance of the evidence.

Not Sustained: There is insufficient evidence to either prove or disprove the allegation(s).

Exonerated: The allegation occurred; however, it was within policy.

Unfounded: The allegation was determined to not have occurred.



**See Page 34 – 37 for 5 -year Comparison Report*

Bias-Based Profiling

Bias-Based Profiling is one of the most complex and controversial issues facing law enforcement today. It is an issue that provokes impassioned debate and extensive division within many segments of the community. There is concern by some that bias-based profiling occurs in all of law enforcement. This belief can be a matter of misperception and/or reality.

The practice of bias-based profiling has no place in law enforcement. It is an activity that undermines all public trust. Law enforcement must be perceived as providers of public safety and unbiased in providing the civil liberties of those they have sworn to protect.

What is Racial Profiling? An agreed upon definition of Racial Profiling is almost as controversial as the practice itself. The U.S. Senate Judiciary Committee defines Racial Profiling as:

“the practice of a law enforcement officer relying, to any degree, on race, ethnicity, or national origin in selecting which individuals to subject to routine investigatory activities, or in deciding upon the scope and substance of a law enforcement activity following the initial routine investigatory activity, except that racial profiling does not include reliance on such criteria in combination with other identifying factors when the law enforcement officer is seeking to apprehend a specific suspect whose race, ethnicity or national origin is a part of the description of the suspect.”

Bias-Based Profiling takes racial profiling an additional step and includes more groups. A good definition of bias-based profiling is “the selection of individuals based solely on a common trait of a group. This includes, but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups”.

Kitsap County Sheriff’s Office Policy 402.2

“The Kitsap County Sheriff’s Office is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly and without discrimination toward any individual or group.

Race, ethnicity or nationality, religion, sex, sexual orientation, economic status, age, cultural group, disability or affiliation with any other similar identifiable group shall not be used as the basis for providing differing levels of law enforcement service or the enforcement of the law.”

Additionally, Washington State Law (RCW 43.101.410) establishes the following:

- Kitsap County Sheriff’s Office – Office of Professional Standards **ANNUAL REPORT 2021**

(1) Local law enforcement agencies shall comply with the recommendations of the Washington Association of Sheriffs and Police Chiefs (WASPC) regarding racial profiling, as set forth under (a) through (f) of this subsection. Local law enforcement agencies shall:

(a) Adopt a written policy designed to condemn and prevent racial profiling;

(b) Review and audit their existing procedures, practices, and training to ensure that they do not enable or foster the practice of racial profiling;

(c) Continue training to address the issues related to racial profiling. Officers should be trained in how to better interact with persons they stop so that legitimate police actions are not misperceived as racial profiling;

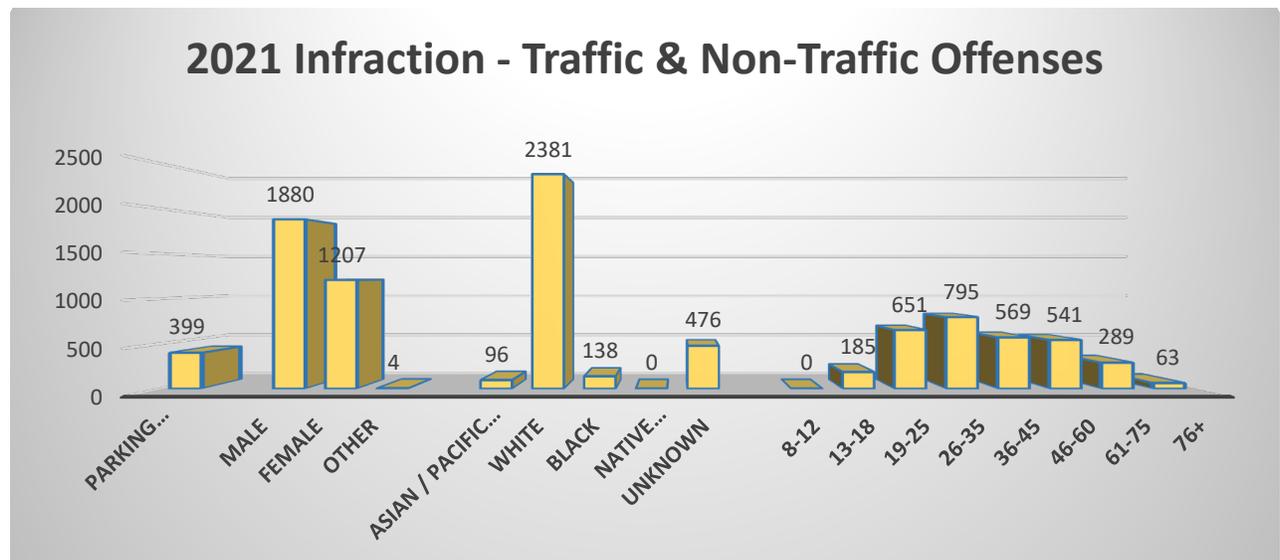
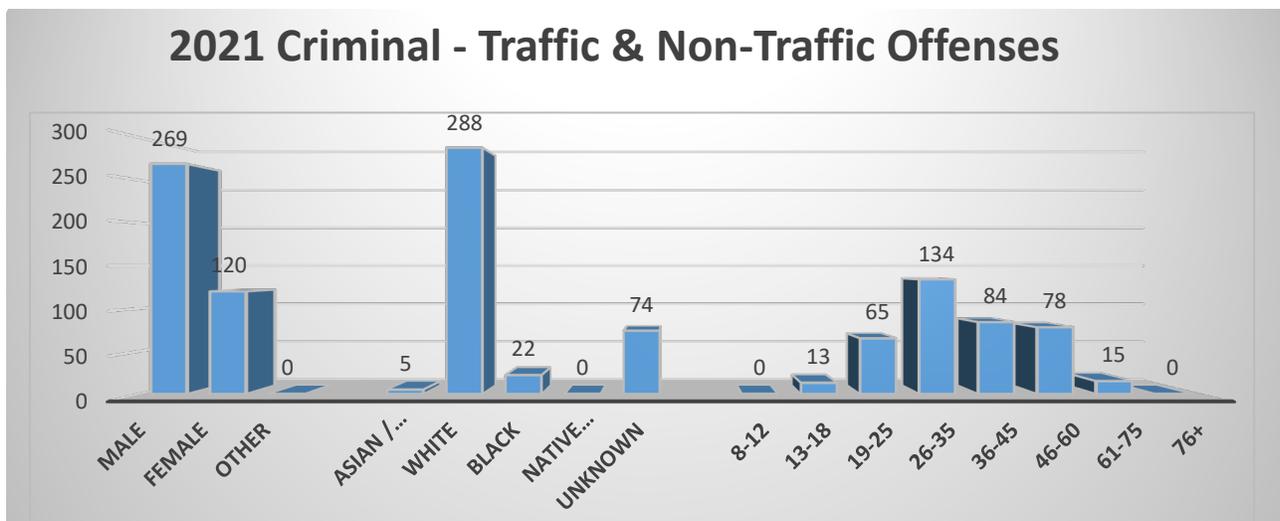
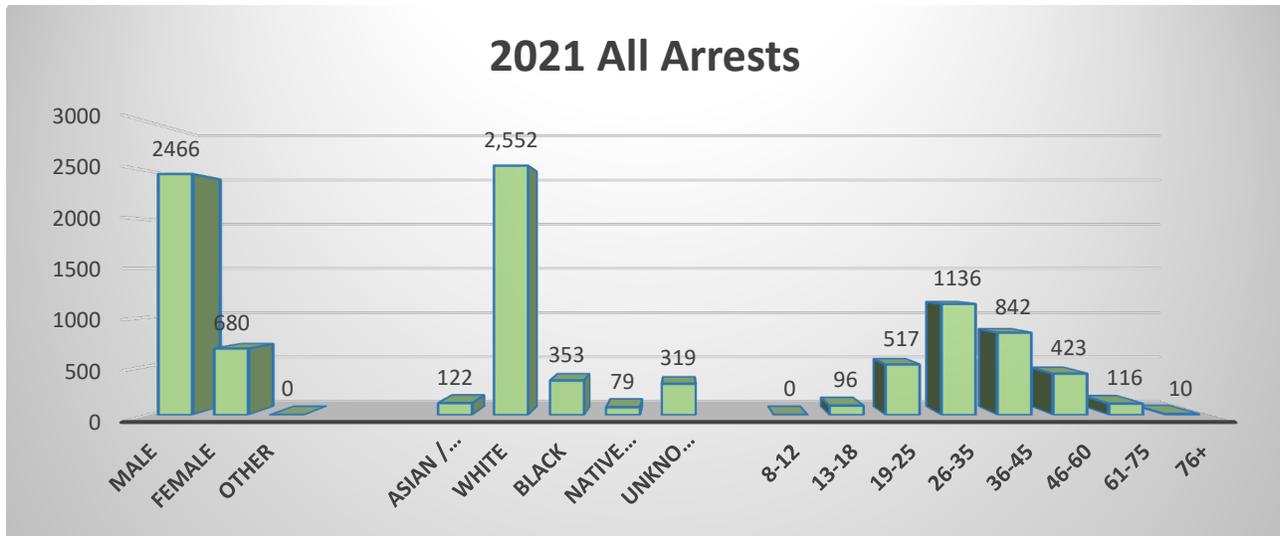
(d) Ensure that they have in place a citizen complaint review process that can adequately address instances of racial profiling. The process must be accessible to citizens and must be fair. Officers found to be engaged in racial profiling must be held accountable through the appropriate disciplinary procedures within each department;

(e) Work with the minority groups in their community to appropriately address the issue of racial profiling; and

(f) Within fiscal constraints, collect demographic data on traffic stops and analyze that data to ensure that racial profiling is not occurring.

(2) The Washington Association of Sheriffs and Police Chiefs shall coordinate with the criminal justice training commission to ensure that issues related to racial profiling are addressed in basic law enforcement training and offered in regional training for in-service law enforcement officers at all levels.

(3) Local law enforcement agencies shall report all information required under this section to the Washington Association of Sheriffs and Police Chiefs.



**See Page 34-37 for previous year Comparison Report*

Kitsap County, Washington

Population Total
275,611

**Data collected from U.S. Census Population estimates, July 1, 2021 (V2021) 2020 Census data not available*



Included below is data collected by the U.S. Census Bureau. The reported U.S. Census data is that of individuals who live within Kitsap County. This is provided as a loose

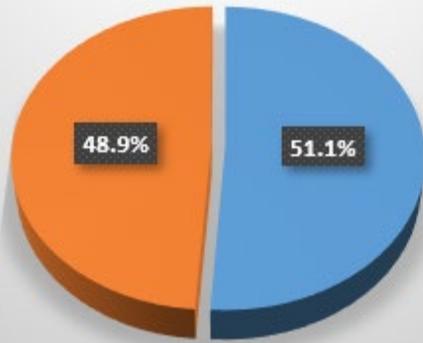
benchmark when comparing Kitsap County Sheriff’s Office activity to those we serve. An issue with using U.S. Census data exclusively as a benchmark when analyzing bias-based policing is that U.S. Census data does not accurately report transient population (Military), who is traveling through or who spends time in our county but lives in another. The Sheriff’s Office provides service not just to Kitsap County residence but to all who travel through and visit Kitsap County.

The Kitsap County Sheriff’s Office strives to ensure that selective bias plays no part in the service we provide as well as the laws we enforce. Input from the community is always welcome.



Kitsap County Population Totals (Sex)

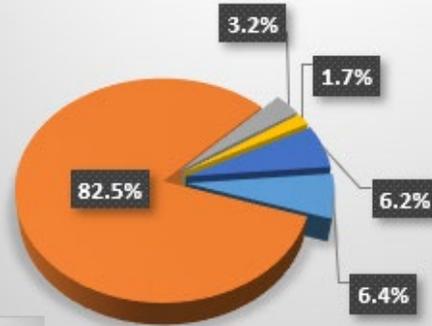
Male
Female



**Data collected from U.S. Census
Population estimates, July 1, 2021
(V2021)*

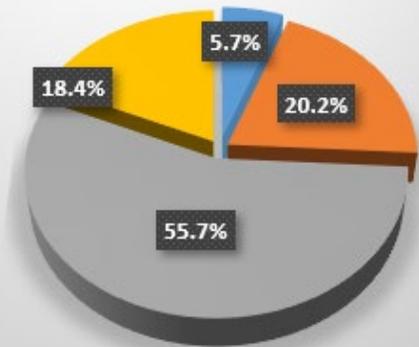
Kitsap County Population Totals (Race)

Asian / Pacific Islander
White
Black
Native American



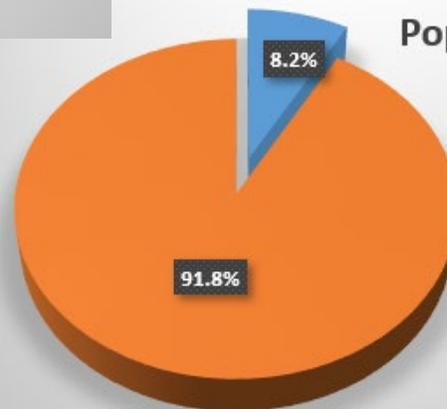
Kitsap County Population Totals (age)

Under 5
Under 18
18 to 65
Over 65



Kitsap County Population Totals (Ethnicity)

Hispanic
Non-Hispanic



Statistical Comparisons



The following are statistical comparisons of the current year to the previous year.

Administrative Investigations Initiated

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|------------------|------|------|------|------|------|
| Patrol | 4 | 6 | 6 | 7 | 6 |
| Corrections | 4 | 4 | 3 | 5 | 4 |
| Support Services | 1 | 2 | 1 | 1 | 2 |

Completed Investigations

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|----------------------|------|------|------|------|------|
| Findings | | | | | |
| Unfounded | 0 | 1 | 1 | 0 | 0 |
| Exonerated | 0 | 0 | 1 | 1 | 1 |
| Not Sustained | 1 | 0 | 0 | 1 | 0 |
| Sustained | 2 | 7 | 5 | 10 | 7 |
| Not Ruled or Pending | 6 | 4 | 0 | 0 | 1 |

| Conclusion | 2021 | 2020 | 2019 | 2018 | 2017 |
|-------------------|------|------|------|------|------|
| Counseling | 0 | 0 | 0 | 0 | 0 |
| Verbal Reprimand | 1 | 0 | 3 | 0 | 1 |
| Written Reprimand | 1 | 2 | 2 | 5 | 1 |
| Suspension | 0 | 2 | 2 | 1 | 2 |
| Demotion | 0 | 0 | 0 | 0 | 1 |
| Resignation | 0 | 2 | 0 | 2 | 1 |
| Termination | 0 | 2 | 0 | 2 | 1 |

Supervisory Investigations Initiated

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|------------------|------|------|------|------|------|
| Patrol | 20 | 29 | 47 | 46 | 36 |
| Corrections | 14 | 27 | 28 | 28 | 15 |
| Support Services | 0 | 1 | 4 | 0 | 3 |
| Volunteer | 0 | 0 | 1 | 1 | 2 |

Completed Investigations

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|----------------------|------|------|------|------|------|
| Findings | | | | | |
| Unfounded | 9 | 11 | 14 | 18 | 17 |
| Exonerated | 2 | 5 | 13 | 15 | 10 |
| Not Sustained | 5 | 12 | 6 | 14 | 5 |
| Sustained | 6 | 29 | 32 | 22 | 24 |
| Not Ruled or Pending | 10 | 0 | 0 | 6 | 0 |

| Conclusion | 2021 | 2020 | 2019 | 2018 | 2017 |
|-------------------|------|------|------|------|------|
| Counseling | 4 | 6 | 13 | 12 | 6 |
| Verbal Reprimand | 1 | 18 | 11 | 8 | 14 |
| Written Reprimand | 2 | 4 | 4 | 1 | 5 |
| Re-Training | 0 | 0 | 0 | 1 | 0 |

Prison Rape Elimination Act (PREA) Allegation

| Allegations Against Inmate | 2021 | 2020 | 2019 | 2018 | 2017 |
|----------------------------|------|------|------|------|------|
| Total | 4 | 2 | 4 | 19 | 3 |
| Unfounded | 2 | 0 | 4 | 4 | 1 |
| Exonerated | 0 | 0 | 0 | 0 | 0 |
| Not Sustained | 0 | 1 | 0 | 8 | 2 |
| Sustained | 2 | 1 | 0 | 6 | 0 |

| Allegations Against Staff | 2021 | 2020 | 2019 | 2018 | 2017 |
|---------------------------|------|------|------|------|------|
| Total | 2 | 6 | 4 | 5 | 5 |
| Unfounded | 0 | 5 | 2 | 2 | 4 |
| Exonerated | 0 | 0 | 0 | 1 | 1 |
| Not Sustained | 1 | 0 | 2 | 1 | 0 |
| Sustained | 0 | 1 | 0 | 1 | 0 |

Vehicle Pursuits

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|--------------------------------------|------|------|------|------|------|
| Total | 19 | 33 | 40 | 69 | 55 |
| Terminated by Officer/Supervisor | 16 | 18 | 22 | 44 | 28 |
| Suspect Stopped | 1 | 7 | 4 | 9 | 10 |
| Stopped after Intervention Technique | 1 | 3 | 5 | 4 | 7 |
| Suspect Involved in Collision | 1 | 5 | 4 | 11 | 10 |

Employee Involved Collisions

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|----------------------------------|------|------|------|------|------|
| Total | 18 | 9 | 23 | 27 | 16 |
| Non-Preventable / Non-Chargeable | 10 | 3 | 7 | 10 | 8 |
| Preventable / Non-Chargeable | 0 | 0 | 1 | 1 | 1 |
| Preventable / Chargeable | 8 | 6 | 15 | 16 | 7 |

All Arrests

| Total | 2021 | 2020 | 2019 | 2018 | 2017 |
|--------------------------|------|------|------|------|------|
| | 3146 | 3625 | 5259 | 5501 | 5727 |
| Sex | | | | | |
| Male | 78% | 75% | 74% | 74% | 72% |
| Female | 22% | 25% | 26% | 26% | 28% |
| Other /Unknown | 0% | 0% | >1% | >1% | >1% |
| Race | | | | | |
| White | 81% | 83% | 81% | 84% | 83% |
| Black | 11% | 10% | 10% | 8% | 9% |
| Asian / Pacific Islander | 4% | 4% | 4% | 4% | 4% |
| Native American | 3% | 2% | 3% | 2% | 3% |
| Other /Unknown | 1% | 1% | >1% | 1% | >1% |

| Age | 2021 | 2020 | 2019 | 2018 | 2017 |
|----------------------|------|------|------|------|------|
| 8 - 12 Years of Age | 0% | 0% | 0% | 0% | 0% |
| 13 - 18 Years of Age | 3% | 3% | 4% | 4% | 4% |
| 19 - 25 Years of Age | 16% | 17% | 17% | 20% | 21% |
| 26 - 35 Years of Age | 36% | 35% | 36% | 36% | 36% |
| 36 - 45 Years of Age | 27% | 26% | 24% | 22% | 21% |
| 46 - 60 Years of Age | 13% | 15% | 16% | 16% | 16% |
| 61 - 75 Years of Age | 4% | 4% | 3% | 3% | 2% |
| 76 Years of Age + | >1% | >1% | >1% | >1% | >1% |

Note - Due to a calculation error, 2019 and 2020 numbers were adjusted in the Arrest Data Charts.

Use of Force Incidents

Patrol

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|-----------------|------|------|------|------|------|
| Total Incidents | 161 | 138 | 192 | 235 | 179 |

| | | | | | |
|---------------------|----|----|----|----|---|
| Assault on Deputies | 18 | 14 | 20 | 15 | 2 |
|---------------------|----|----|----|----|---|

Technique Used

| | | | | | |
|-------------------------|-----|-----|-----|-----|-----|
| Level 1 | 117 | 105 | 101 | 122 | 100 |
| Level 2 | 14 | 15 | 26 | 25 | 17 |
| Lethal | 1 | 1 | 0 | 1 | 2 |
| Draw & Direct | 50 | 46 | 79 | 119 | 82 |
| Taser Display / Applied | 21 | 13 | 14 | 28 | 10 |
| OC | 3 | 4 | 4 | 4 | 3 |
| LVNR | 0 | 0 | 4 | 9 | 5 |

Sex

| | | | | | |
|----------------|-----|-----|-----|-----|-----|
| Male | 75% | 78% | 76% | 81% | 82% |
| Female | 25% | 22% | 24% | 19% | 18% |
| Other /Unknown | 0% | 0% | 0% | 0% | 0% |

Race

| | | | | | |
|--------------------------|-----|-----|-----|-----|-----|
| White | 76% | 80% | 76% | 75% | 80% |
| Black | 10% | 15% | 14% | 9% | 11% |
| Asian / Pacific Islander | 3% | 2% | 5% | 4% | 2% |
| Native American | 3% | 0% | 3% | 5% | 4% |
| Other /Unknown | 8% | 2% | 2% | 6% | 3% |

Average Age

| | | | | | |
|--|--|--|----|----|----|
| | | | 36 | 34 | 33 |
|--|--|--|----|----|----|

Corrections

| | 2021 | 2020 | 2019 | 2018 | 2017 |
|-----------------|------|------|------|------|------|
| Total Incidents | 101 | 156 | 153 | 182 | 159 |

| | | | | | |
|--------------------------------|----|----|----|----|---|
| Assault on Corrections Officer | 13 | 13 | 11 | 22 | 4 |
|--------------------------------|----|----|----|----|---|

Technique Used

| | | | | | |
|-------------------------|----|-----|-----|-----|-----|
| Level 1 | 96 | 156 | 153 | 177 | 157 |
| Level 2 | 8 | 21 | 24 | 22 | 5 |
| Lethal | 0 | 0 | 0 | 0 | 0 |
| Draw & Direct | 0 | 0 | 1 | 1 | 0 |
| Taser Display / Applied | 10 | 8 | 27 | 47 | 3 |
| OC | 6 | 12 | 5 | 25 | 8 |
| LVNR | 0 | 0 | 0 | 0 | 0 |

Sex

| | | | | | |
|----------------|-----|-----|-----|-----|-----|
| Male | 65% | 67% | 79% | 80% | 76% |
| Female | 35% | 33% | 21% | 20% | 24% |
| Other /Unknown | 0% | 0% | 0% | 0% | 0% |

Race

| | | | | | |
|--------------------------|-----|-----|-----|-----|-----|
| White | 73% | 79% | 80% | 73% | 75% |
| Black | 21% | 15% | 14% | 19% | 14% |
| Asian / Pacific Islander | 0% | <1 | 3% | 2% | 2% |
| Native American | 2% | 3% | 1% | 2% | 5% |
| Other /Unknown | 4% | 2% | 2% | 4% | 0% |

Average Age

| | | | | | |
|--|--|--|----|----|----|
| | | | 35 | 33 | 33 |
|--|--|--|----|----|----|

Traffic Stops

| Total Stops | 2021 | 2020 | 2019 | 2018 | 2017 |
|-------------|------|------|-------|-------|-------|
| | 5549 | 6602 | 11141 | 12603 | 11889 |

| Criminal Citations Issued (Traffic and Non-Traffic) | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|------|------|------|------|------|
| | 389 | 413 | 600 | 727 | 631 |

Sex

| | | | | | |
|----------------|-----|-----|-----|-----|-----|
| Male | 69% | 68% | 65% | 70% | 67% |
| Female | 31% | 31% | 35% | 30% | 33% |
| Other /Unknown | 0% | >1% | >1% | 0% | 0% |

Race

| | | | | | |
|--------------------------|-----|-----|-----|-----|-----|
| White | 74% | 79% | 78% | 77% | 79% |
| Black | 6% | 8% | 8% | 9% | 7% |
| Asian / Pacific Islander | 1% | 2% | 3% | 2% | 3% |
| Native American | 0% | 0% | 0% | 0% | 0% |
| Other /Unknown | 19% | 11% | 11% | 13% | 11% |

Age

| | | | | | |
|----------------------|-----|-----|-----|-----|-----|
| 8 - 12 Years of Age | 0% | 0% | 0% | 0% | 0% |
| 13 - 18 Years of Age | 3% | 3% | 2% | 2% | 2% |
| 19 - 25 Years of Age | 17% | 18% | 16% | 21% | 21% |
| 26 - 35 Years of Age | 34% | 32% | 30% | 32% | 40% |
| 36 - 45 Years of Age | 22% | 25% | 27% | 21% | 19% |
| 46 - 60 Years of Age | 20% | 18% | 22% | 20% | 15% |
| 61 - 75 Years of Age | 4% | 2% | 3% | 3% | 3% |
| 76 Years of Age + | 0% | >1% | >1% | >1% | 0% |

| Parking Infraction | 2021 | 2020 | 2019 | 2018 | 2017 |
|--------------------|------|------|------|------|------|
| | 399 | 281 | 917 | 708 | 497 |

| Notice of Infraction Issued (Traffic and Non-Traffic) | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|------|------|------|------|------|
| | 3091 | 3501 | 5493 | 5608 | 5737 |

Sex

| | | | | | |
|----------------|-----|-----|-----|-----|-----|
| Male | 61% | 60% | 58% | 60% | 60% |
| Female | 39% | 39% | 42% | 40% | 39% |
| Other /Unknown | >1% | >1% | >1% | >1% | >1% |

Race

| | | | | | |
|--------------------------|-----|-----|-----|-----|-----|
| White | 77% | 82% | 83% | 82% | 79% |
| Black | 4% | 5% | 5% | 5% | 7% |
| Asian / Pacific Islander | 3% | 3% | 4% | 3% | 3% |
| Native American | 0% | 0% | 0% | 0% | 0% |
| Other /Unknown | 15% | 10% | 8% | 9% | 11% |

Age

| | | | | | |
|----------------------|-----|-----|-----|-----|-----|
| 8 - 12 Years of Age | 0% | 0% | 0% | 0% | 0% |
| 13 - 18 Years of Age | 6% | 6% | 5% | 5% | 3% |
| 19 - 25 Years of Age | 21% | 22% | 20% | 22% | 21% |
| 26 - 35 Years of Age | 26% | 25% | 24% | 25% | 40% |
| 36 - 45 Years of Age | 18% | 17% | 18% | 17% | 19% |
| 46 - 60 Years of Age | 18% | 18% | 19% | 18% | 15% |
| 61 - 75 Years of Age | 9% | 9% | 11% | 10% | 2% |
| 76 Years of Age + | 2% | 2% | 2% | 2% | 0% |

Note -Numbers reflect the number of Citations and Infractions issued. Multiple offenses or charges may be written on individual Citations and Infractions.