



# Kitsap County Sheriff's Office

Office of Professional  
Standards - Annual Report  
2019



# TABLE OF CONTENTS

## **Section 1 - Introduction**

Message from Sheriff Gary Simpson	
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	21
Employee Involved Collisions	23
Prison Rape Elimination Act (PREA)	25
Bias Based Profiling Report / Kitsap County Demographics	27
Statistical Yearly Comparisons	32



# **2019 KCSO OPS Annual Report**

By Sheriff Gary Simpson

In May 2015 law enforcement communities across the United States received the final report of the President's Task Force on 21<sup>st</sup> Century Policing. Law Enforcement officials and professional organizations from across our nation gathered to provide guidance and strategies to build strong, trusting community-police relationships.

*"It is a call to action for every police executive and every police agency to take stock and recommit to the principles of justice and freedom as set forth in the Constitution and its amendments. Each citizen's safety and civil rights are at the core of the oath that police officers take at the onset of their career.*

*The report is designed to serve as a roadmap for law enforcement, communities, and stakeholders to build meaningful, sustainable, trusting, and effective working relationships. Summit participants outlined three conceptual elements of building community-police relationships. The report defines those elements—communication, partnerships, and trust—and provides recommendations for improvement in each."*

The President's Task Force on 21<sup>st</sup> Century Policing identified recommendations around six main topic areas of "pillars". They are:

## **Pillar 1. Building Trust and Legitimacy**

People are more likely to obey the law when they believe that those who are enforcing it have the legitimate authority to tell them what to do....The public confers legitimacy only on those they believe are acting in procedurally just ways.

## **Pillar 2. Policy and Oversight**

Citizens have a constitutional right to freedom of expression, including the right to peacefully demonstrate.

## **Pillar 3. Technology and Social Media**

Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy.

#### **Pillar 4. Community Policing and Crime Reduction**

Community policing requires the active building of positive relationships with members of the community.

#### **Pillar 5. Officer Training and Education**

Hiring officers who reflect the community they serve is important not only to external relations but also to increasing understanding within the agency.

#### **Pillar 6. Officer Safety and Wellness**

The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and the agencies but also to public safety.

In support of the Task Force recommendations, the Washington Association of Sheriffs and Police Chiefs (WASPC) adopted a resolution which states:

‘NOW, THEREFORE, BE IT RESOLVED that the Washington Association of Sheriffs and Police Chiefs endorses the six major policy areas of the President’s Task Force on 21st Century Policing and encourages its members to take steps to implement those recommendations of the Report that best serve the needs of their communities.’

The Kitsap County Sheriff’s Office has participated in a multitude of activities in support of this resolution. The resources and strategies applied in support of the WASPC resolution are provided within the appendix of this report. Implementing all facets of these recommendations in part is a ‘cultural’ change for many law enforcement organizations.

Our five-year Strategic Plan was designed to be aligned with many aspects of the President’s 21<sup>st</sup> Century Policing plan. KCSO has already implemented many of the strategies and modified or implemented the appropriate policies and procedures as we continue to monitor our progress. The Six Pillars provided guidance and strategies for improving the public-facing relationships, but this is not the end of the conversation. The conversations, efforts to build community trust, improving public safety services, and taking every opportunity to provide safer and effective police services is on-going. The need for routine assessments and audits are essential to ensure personnel and professional growth and improvement.

The following information is an analysis and recap of the activities our agency has used to review and assess our ability to meet set goals, legal mandates and expected tasks throughout the 2019 calendar year. Each area reflects on our

performance and is used to identify areas which need improvement. This report, along with a side-by-side review of our strategic plan and identified tasks in support of the President's plan for 21<sup>st</sup> Century Policing, we will design a road map for our future.

### **Complaints and allegations of misconduct**

Our Five Year Strategic Plan included a Cultural Initiative continues to provide guidance and strategies to modify internal relationships for all staff, as well as expectations on how to relate and provide excellent public safety services to our citizens, inmates and partner agencies.

Our changing focus on how we deliver public safety services has resulted in a significant cultural change. We continue to strive for an atmosphere of increased personal accountability, increased sense of empowerment and purpose, and changed attitudes and behaviors which have renewed the public's perception of law enforcement. With our renewed vision and a commitment to change we have experienced an increase in public trust and respect.

An internal cultural shift has played a major part in how citizen/law enforcement relationships have increased personal and agency accountability and decreased questionable outcomes. This renewed relationship and reputation within our communities has decreased citizen complaints, is building confidence in staff to perform at a higher level and reduces opportunities for poor outcomes.

Supervisors have increased their vigilance and mentorships with employees, which allows for intervention practices to occur. When employees are respected and understand that counseling and mentorship does not equate to punishment, learning and self-corrections occur. With attention given to increased supervision, self-assessment and self-correction and a willingness to be held accountable, employee performance has increased resulting in a reduction of citizen complaints.

The statistical analysis of the 2019 complaints shows that our attention to documentation and internal professional standards is remaining consistent with the trend of 2018. In 2018, we saw no discernible increase in the number of administrative investigations, usually the types of complaints more serious in nature. We did, however, see a marked increase in supervisory reviews/investigations. These types of investigations are lower in severity and

typically originate internally by supervisors and other employees. As we continue to apply the standards set forth in our values and policy manual, we should expect that these types of investigations would continue and be an example that we as an agency are addressing issue at the lower level before they become a significant problem.

I am encouraged with the increase of supervisory reviews/investigations. This represents an increased interest of supervisors to be actively engaged in each employee's performance. Appropriate levels for supervising employees on a day-to-day basis and being attentive to their assigned tasks increases performance while reducing individual and agency risk and liability. Addressing issues with counseling, coaching and mentorship improves individual performance, increases effectiveness, improves moral and expands all aspects of public safety.

### **Use of Force**

The statistics accounting for the various application of force suggests a slight reduction in how force was applied. The number of arrests in 2019 decreased slightly likely due to the similar reduction in arrests. Of concern is the increase in number of assaults on deputies in 2019, consistent with some national statistic and anecdotal reports. We have an increased number of available Crisis Intervention Officers and all personnel are trained in crisis intervention and de-escalation techniques. Added training and an increased number of personnel present at any crisis has affected a positive outcome with a reduction or absence for the need to use force.

In 2017 and 2018, Incidents which necessitate the 'draw/direct' display of a handgun had not increased, however the number of personnel responding to these incidents has increased. With all patrol deputy vacancies being filled, more deputies are responding to these crisis scenarios and more 'draw/direct' applications of force occur. In 2019, we had several deputy vacancies unfilled so there were less deputies responding to each incident which resulted in a decrease of the number of draw/direct incidents.

Each use of lethal force has resulted in a complete and thorough examination by independent agencies, to include a criminal review by the Prosecutor's Office. Upon the completion of these investigations, an internal review is conducted.

Each incident where a lethal use of force occurred was found to be justified. While difficult to validate, the use of lethal force appears to be commensurate to similar events across the nation due to an increased number of incidents involving subjects with substance abuse and/or in a state of a mental health crisis.

### **Vehicle Pursuits**

Emergency Vehicle Operation Course (EVOC) training is required for all personnel prior to engaging in any vehicle pursuit. Included in each training session is a focused review of policy, highlighting all aspects of safe and competent vehicle operation.

EVOC trainings include realistic and practical scenarios where operators are challenged to make decisions based on policy and training. An emphasis is placed on the decision to continue or terminate the pursuit. Upon the completion of these scenarios, an instructor/student critique occurs to assess the operator's driving and decision-making skills and the application of policy within each scenario.

The statistics for 2019 show a significant decrease in the number of incidents where pursuits were initiated, compared to 2018. We changed our policy in 2017 consistent with the model policy adopted by countless agencies within Washington. Previous policies were very restrictive during a period when pursuit practices were being re-examined by all law enforcement. After careful consideration, studies, reports and analysis of pursuit policies, the application of vehicle pursuits was standardized to include increased trainings and a realistic understanding of all associated risks and liabilities. The previous restrictive policy was changed to reflect a realistic industry standard, allowing trained and proficient officers increased discretion in determining the appropriateness to engage in a vehicle pursuit. Given new policy, additional training and an increased number of available personnel....an increased number of pursuits in 2017 and 2018 was to be expected. Predictably, we saw a marked increase in pursuits in 2018 compared to 2017.

In response we focused more attention in 2018 and 2019 on training to the decision on whether to initiate pursuits. We also discussed this progression to the new policy in our command staff meetings to assure we were properly communicating the expectations contained in the policy. Because of this, the number of pursuits dropped from 69 in 2018 to 40 in 2019.

Accountability, supervision and proper decision-making practices have shown an appropriate balance in managing these incidents of high risk and liability.

### **Bias Based Policing/Kitsap County demographics**

With the increased number of vacant deputy positions in 2019, there has been a similar decrease in the number of arrests, number of use of force incidents, traffic citations, and traffic infractions.

There does not appear to be any change to the statistics and data regarding race or ethnicity. This is attributed to our values and desire to enforce laws equally, fair and without discrimination toward any individual or group. Understanding the benefits of a diverse community and the importance of culture in society enhances and improves our relationships with the citizens we serve. Interactions of citizens and law enforcement appear to be reflective of Kitsap County's demographics.

As part of our ongoing attention to issues of bias in policing, all commissioned deputies attended Acknowledging and Managing Implicit Bias, a class taught by Dr. Bryant Marks, professor of psychology at Morehouse College. Our plans is to implement a survey in future years to assess the impacts this training has had on our responses and explore areas for improved public relationships.

Within future years, it is our desire to find and utilize new technology which will allow an increased ability to receive data and statistics which may assist in analyzing police tactics, practices and interactions with the public. Currently the systems available to us to extract data are not sufficient to clearly examine these areas of interest and concern. Additional data will allow us to better assess citizen/law enforcement interactions and outcomes, enabling policy, practices and trainings to be aligned with increasing effectiveness and efficiencies in providing quality police services to the public.

With an increased ability to assess our performance, we increase our ability to successfully achieve our vision **“to be recognized as a respected and trusted Sheriff's Office while making Kitsap County a safer place to live, work and visit”**.

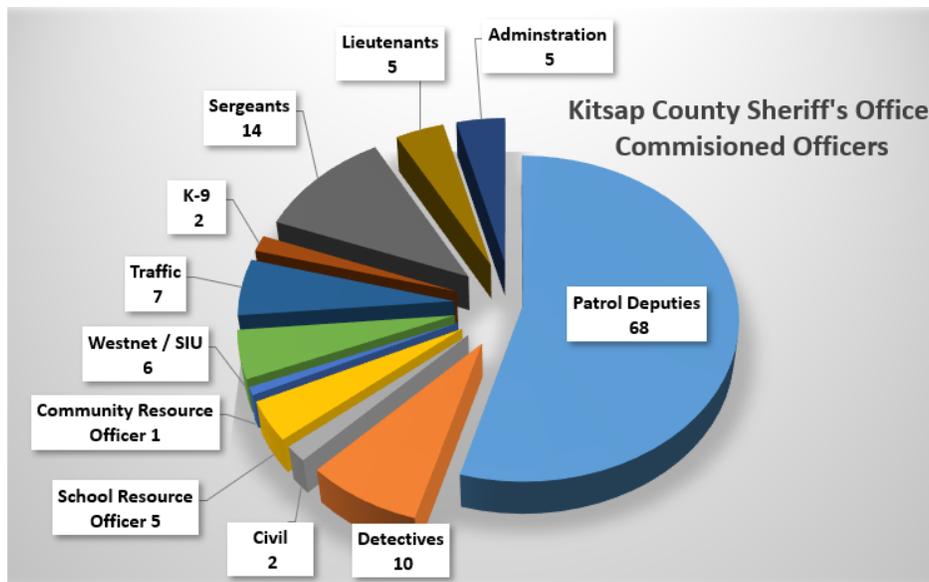
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# Your Kitsap County Sheriff's Office

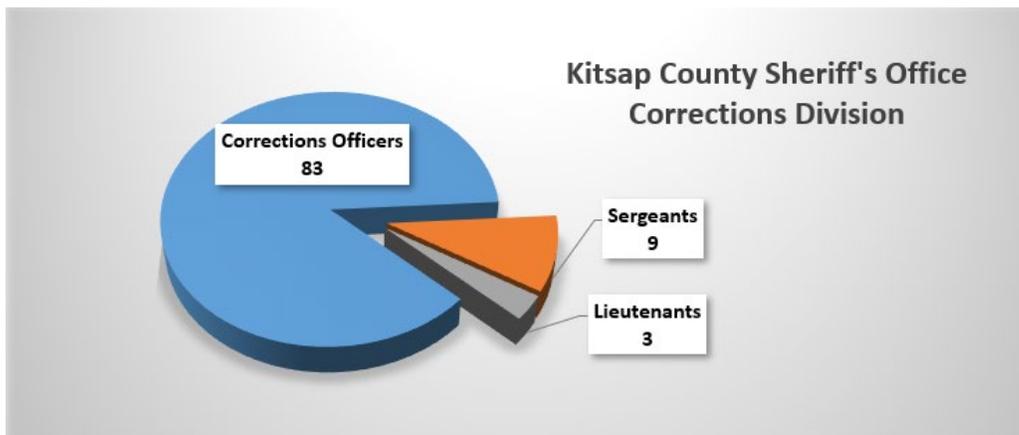


The Kitsap County Sheriff's Office is staffed by quality men and women who are dedicated public servants. Each member goes through extensive background checks before they are hired. The Sheriff's Office is divided into four main Divisions: Patrol, Detectives, Corrections and Support Services.

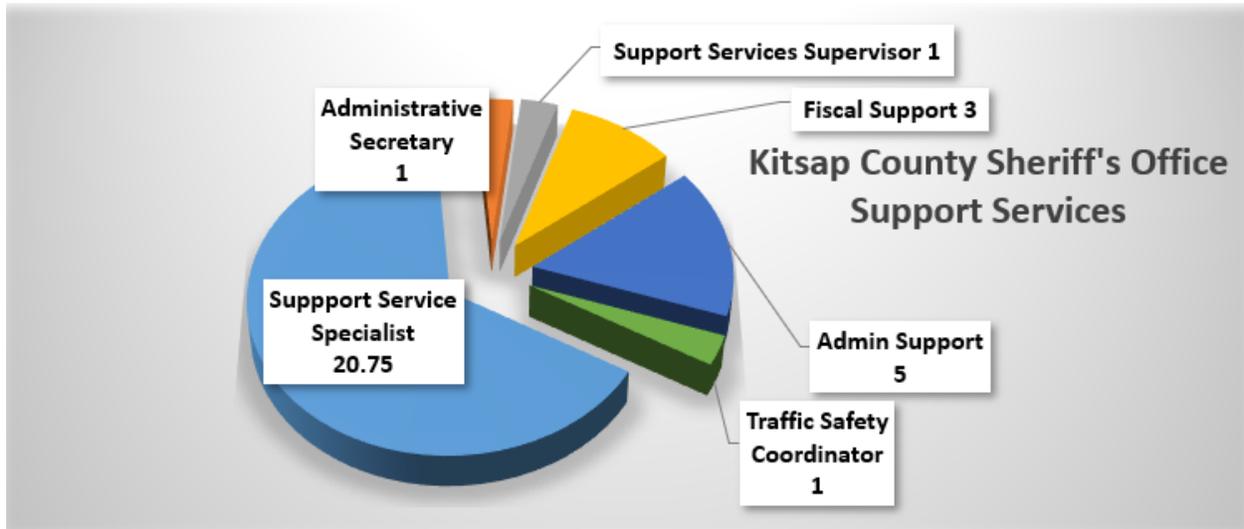
Between the Patrol Division and the Detective Division there are a total of 125 Commissioned Officers. In 2019, Patrol Deputies responded to 89,723 calls for service (911 calls) in addition to their self-generated activity and investigation follow up.



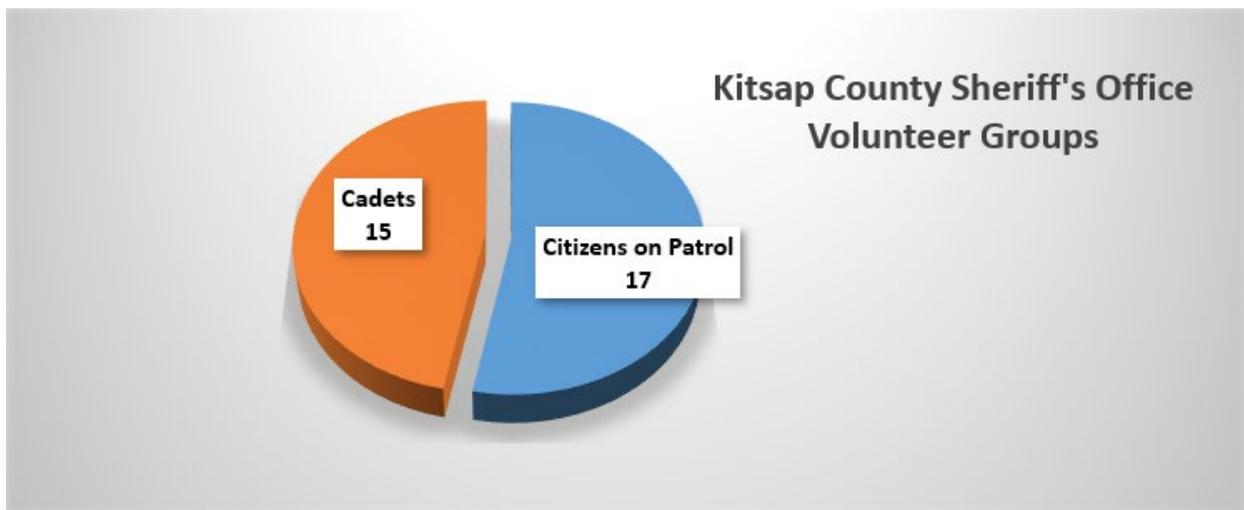
The Corrections Division (Jail) is made up of 95 Officers. In 2019, the average inmate population at any one time was approximately 370. Officers are tasked with inmate management, courtroom appearances, medical transports, hospital standby, meal service, facility safety and security, along with many 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.



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

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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 insure 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 are dedicated to providing 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.

OPS will also respond and review all officer involved shooting incidents, 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 9:30 am to 4:30 pm

Silverdale Sub-Station

3951 Randall Way NW

Silverdale, WA 98383

Office Hours

Monday-Friday 8:30 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: [kcso.ops@co.kitsap.wa.us](mailto:kcso.ops@co.kitsap.wa.us)

Online Compliment and Complaints form

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





## **Section 2 – Complaint and Investigation Process**

## 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 the course of 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.

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### **CRIMINAL INVESTIGATION VERSUS INTERNAL INVESTIGATION**

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#### **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. 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 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.

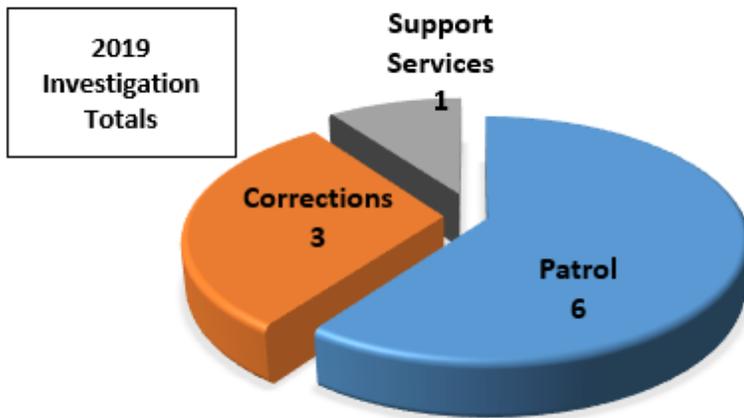
During any investigation, all reasonably available information as it pertains to the complaint will be reviewed. This includes, but is not limited to, law enforcement reports, complainant / witness statements, dispatch recordings, available video, physical and electronic evidence and the subject employee's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

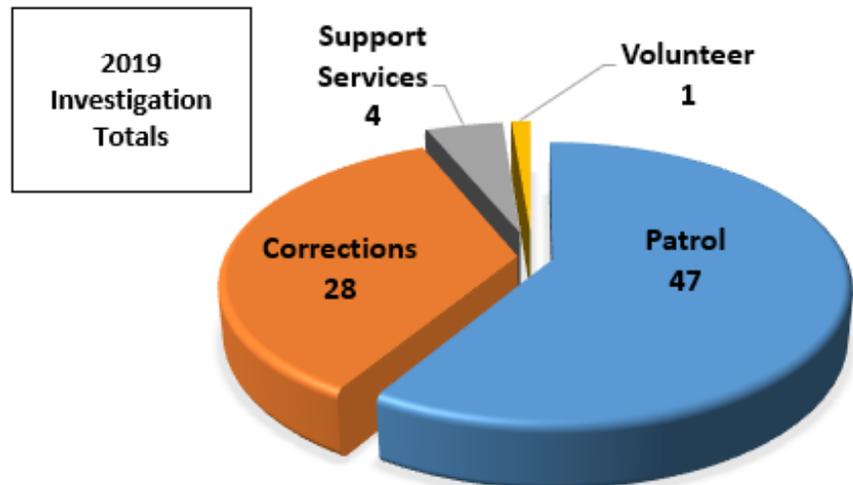
The Office of Professional Standards will track the different investigations within the Sheriff's Office during the investigative process. Once an investigation is completed, OPS will store the investigation according to Washington State Archive record retention requirements.

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.

### Administrative Investigation by Division



### Supervisory Investigation by Division



*\*See Page 32 – 34 for previous 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.

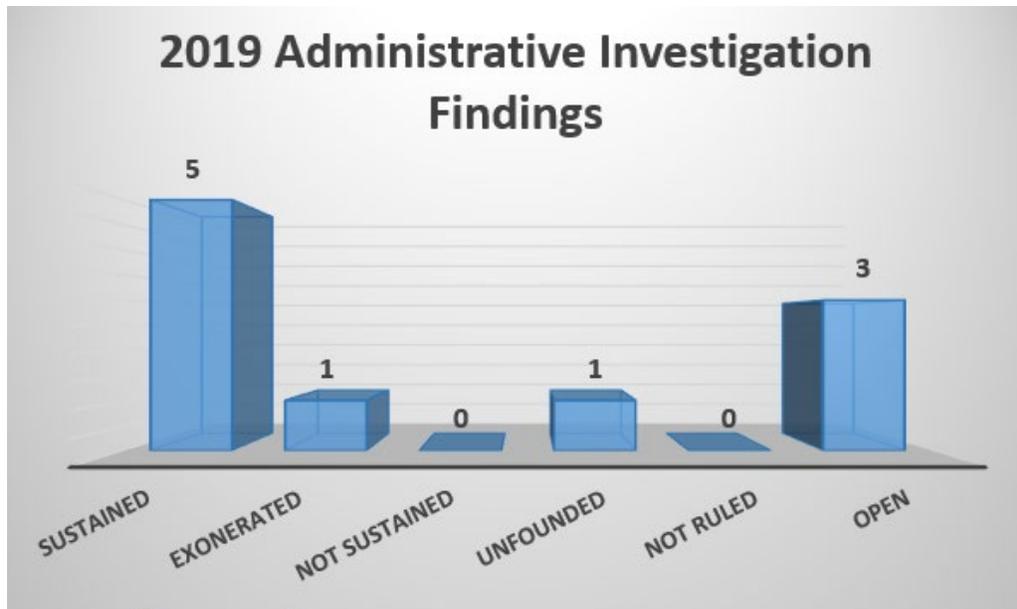
**Exonerated** – The incident occurred; however, the employee’s action(s) were justified, lawful, and proper.

**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. 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



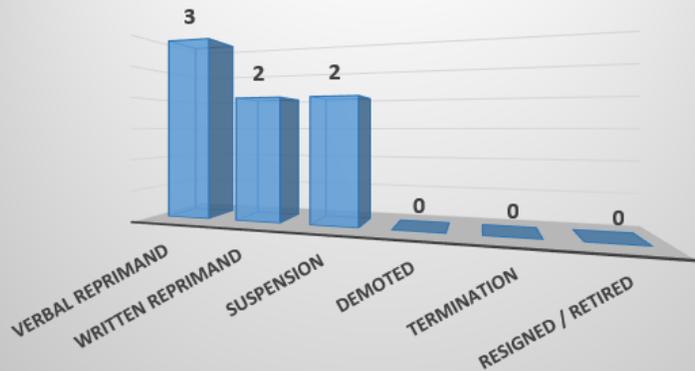
**Potential Corrective Actions**

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

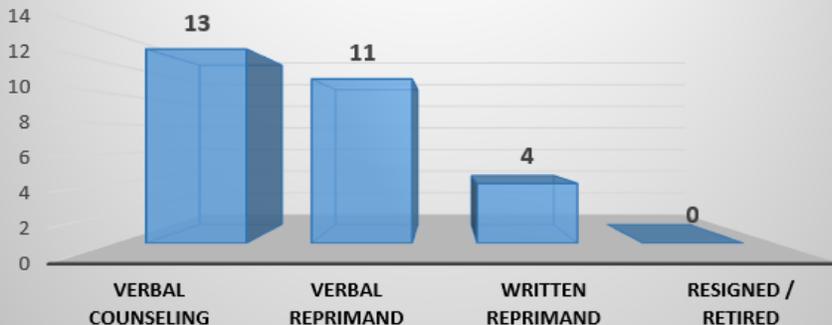
“discipline” levels are defined by the various Collective Bargaining Units within the Sheriff’s Office.

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.

**2019 Administrative Investigation Corrective Actions**



**2019 Supervisory Investigation Corrective Actions**



*\*See Page 32 – 35 for previous year Comparison Report*



# **Section 3 – Office of Professional Standards Data**

## Use of Force

### *Kitsap County Sheriff's Office Policy 300.2 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."*

#### **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.

**Lateral Vascular Neck Restraint** – Tactic in which unconsciousness is attained by using your arm to occluded the vascular system that both supplies and drains blood from the brain. This is NOT a choke hold as a choke hold would cut off airflow and could cause serious injury and/or death. Once unconsciousness is obtained the hold is released and the subject is restrained in handcuffs. The subject becomes conscious shortly after the release of the hold.

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, lateral vascular neck restraints, and deadly force.

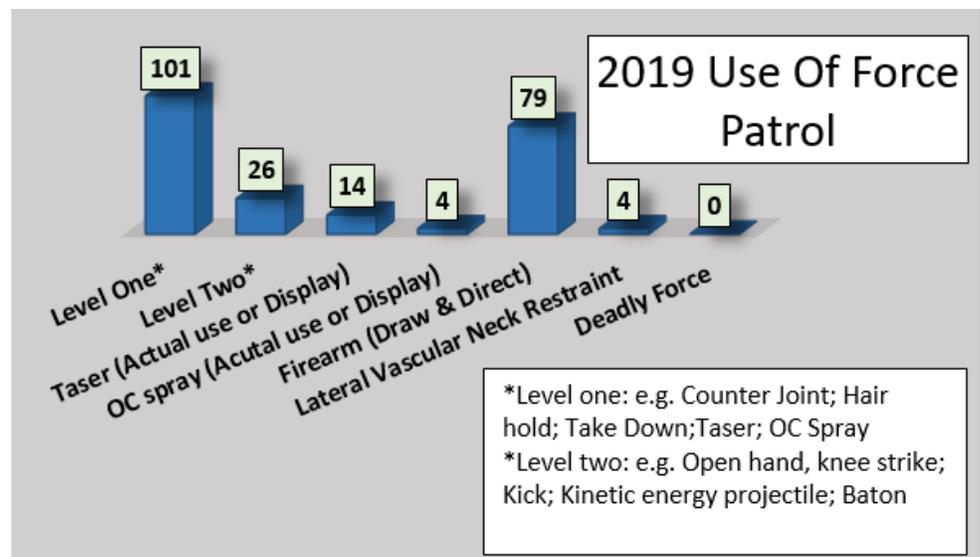
An important function of law enforcement is the protection of human life. Using force to control an individual should be limited to certain situations, e.g.; where it has become necessary to defend and/or protect human life from assault; compel lawful compliance from an unwilling subject; and overcome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

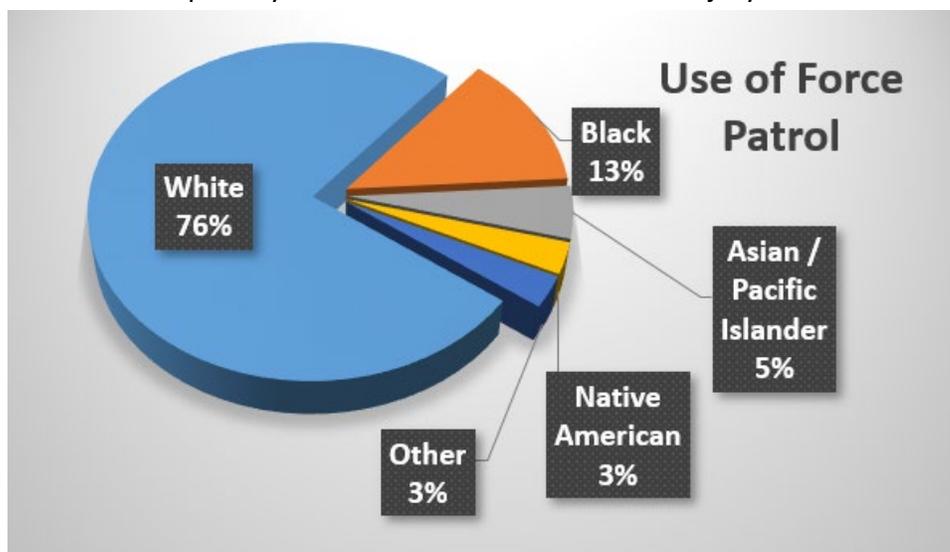
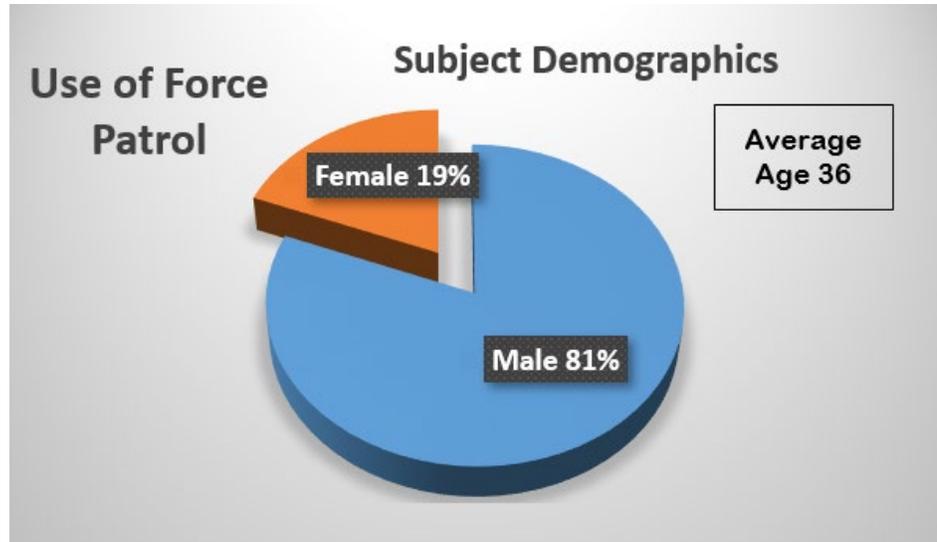


#### Deadly Force – the

*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 insure the officer acted lawfully and within policy. Often times these situations 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 317.6*

*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:*

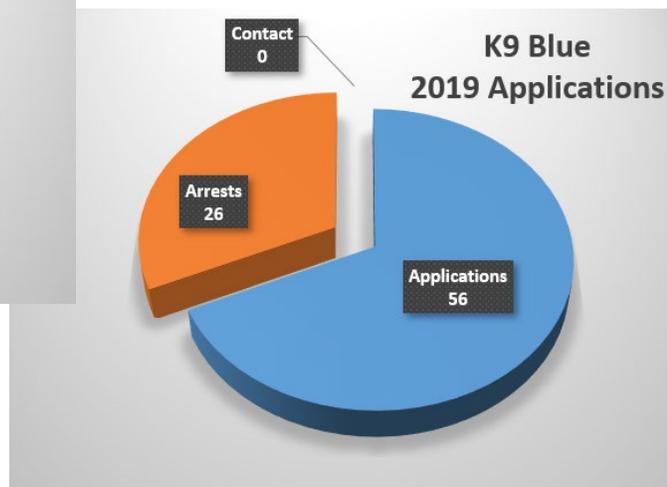
*There is a reasonable belief the suspect poses an imminent threat of violence or serious harm to the public, any deputies, or the handler.*

*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 –

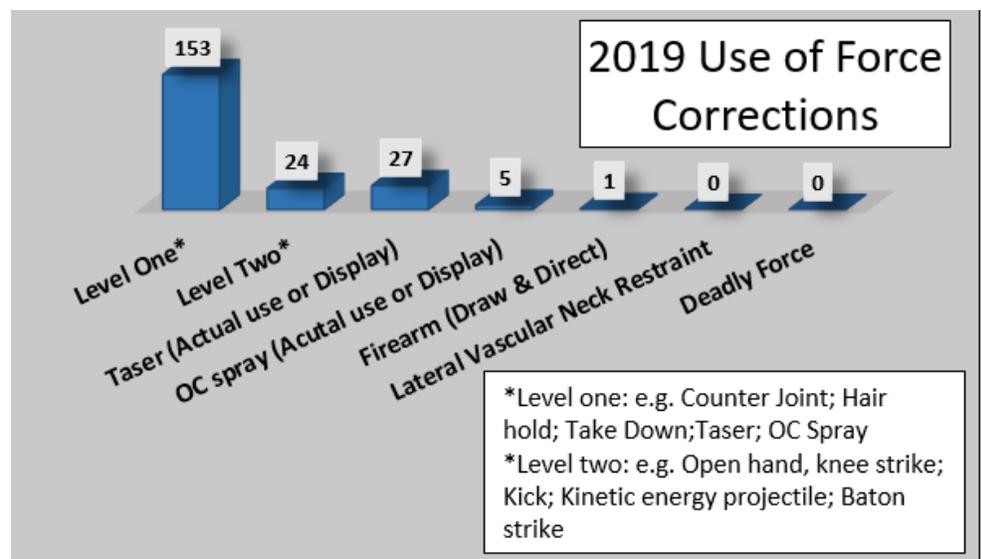
Officers in the Corrections Division are faced with similar use of force situations as seen by Patrol officers however there are many different situations that come up due to the nature of the jail

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 principal.

### *Kitsap County Sheriff's Custody Manual Policy 521.3*

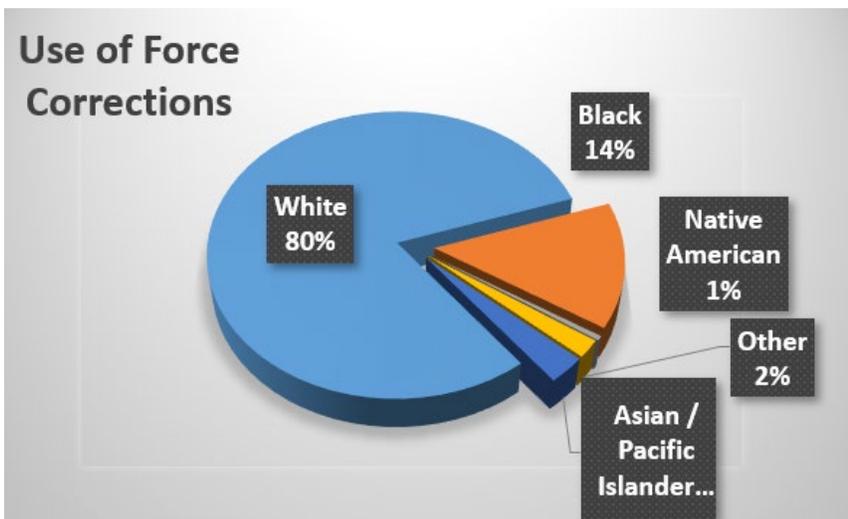
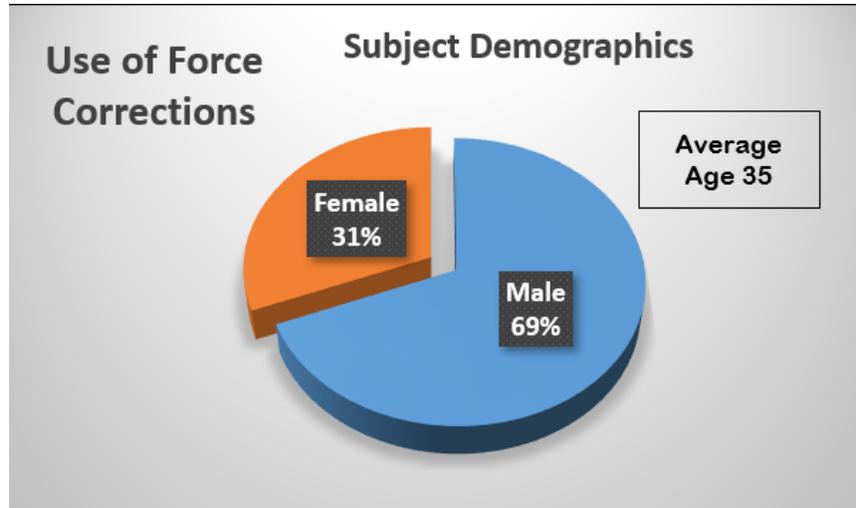
*Employees may use force as reasonably appears necessary in the performance of their duties, but excessive force shall not be used. Corrections officers must use only that amount of force that appears reasonably necessary under the circumstances in order to gain control of the inmate, to protect and 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 32 – 35 for previous 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:

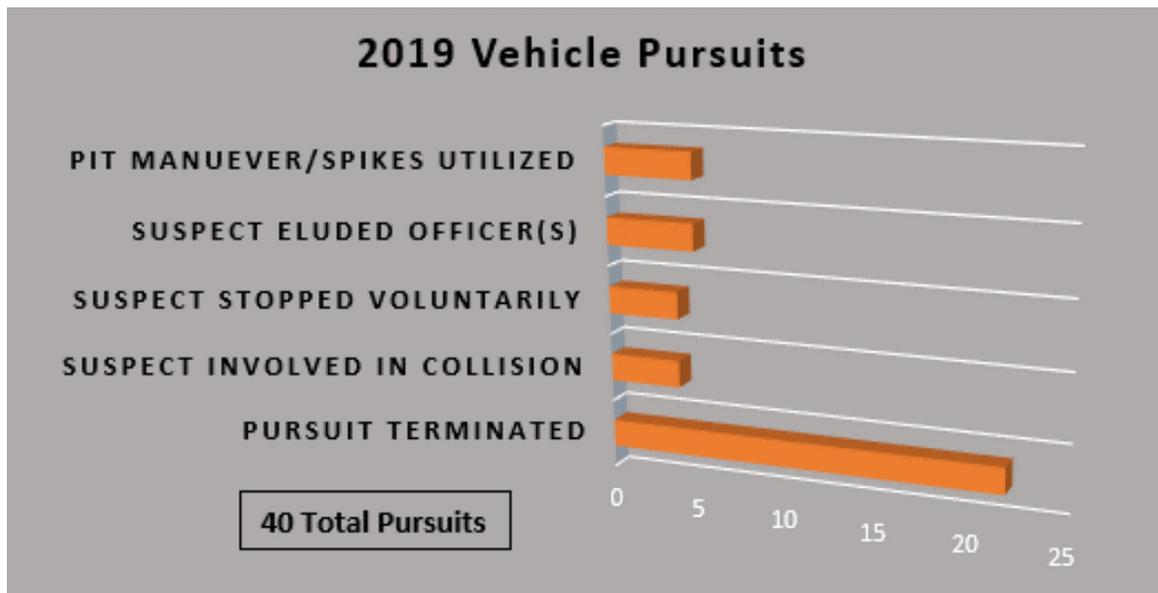
- a. The seriousness of the known or reasonably suspected crime and its relationship to community safety.
- b. The importance of protecting the public and balancing the known or reasonably suspected offense and the apparent need for immediate capture against the risks to deputies, innocent motorists, 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.

*\*See Page 32 – 35 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.

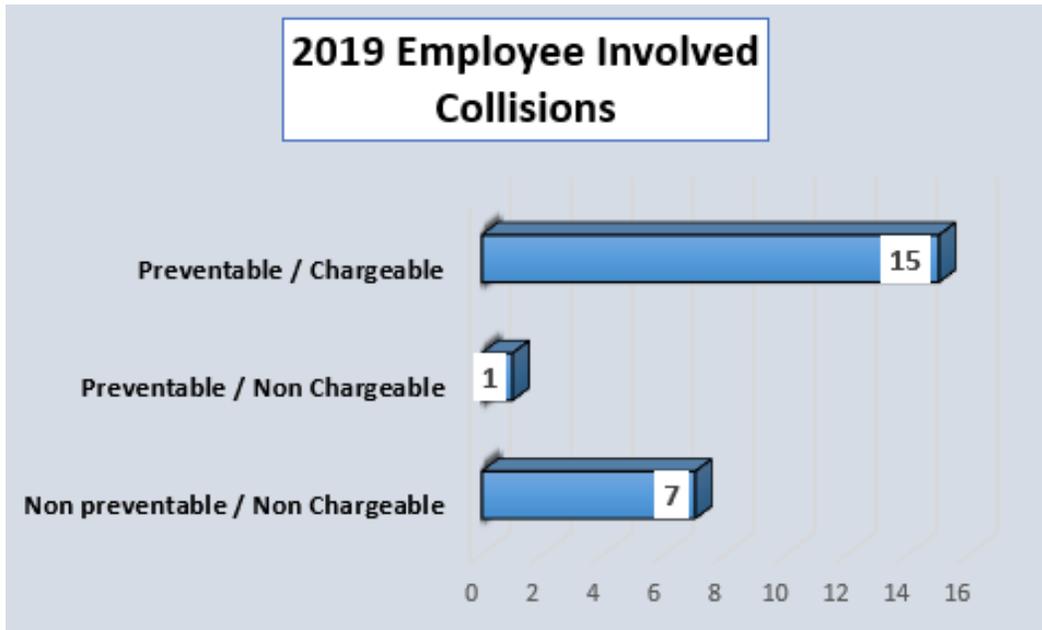
B) Any preventable collision where the employee driver fails to exercise reasonable care and good judgment in the operation of a motor vehicle.

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 32 – 35 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 32 – 35 for previous 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 2019**

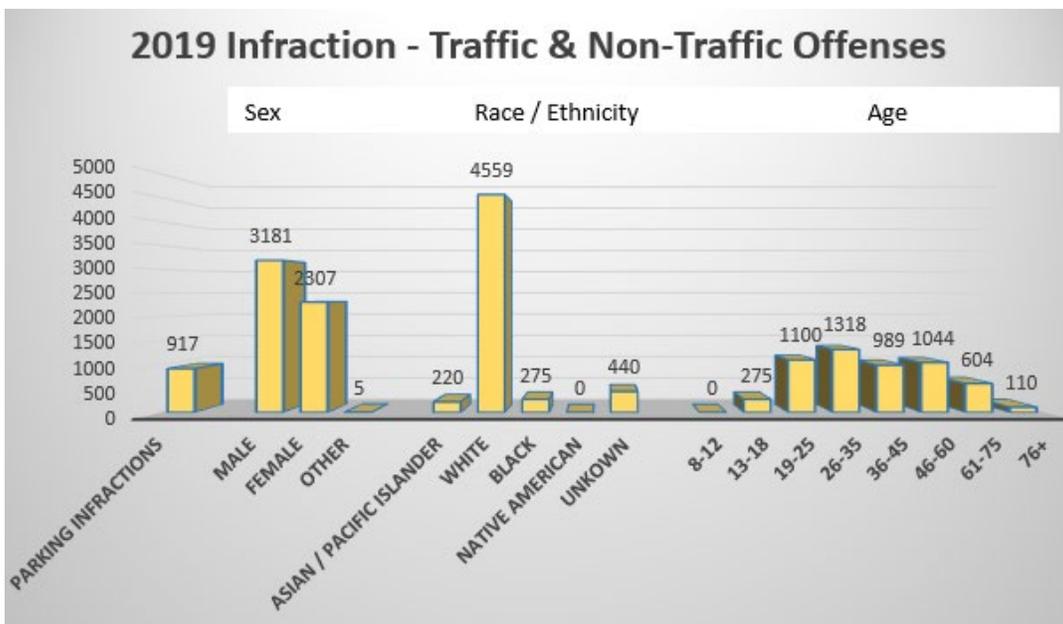
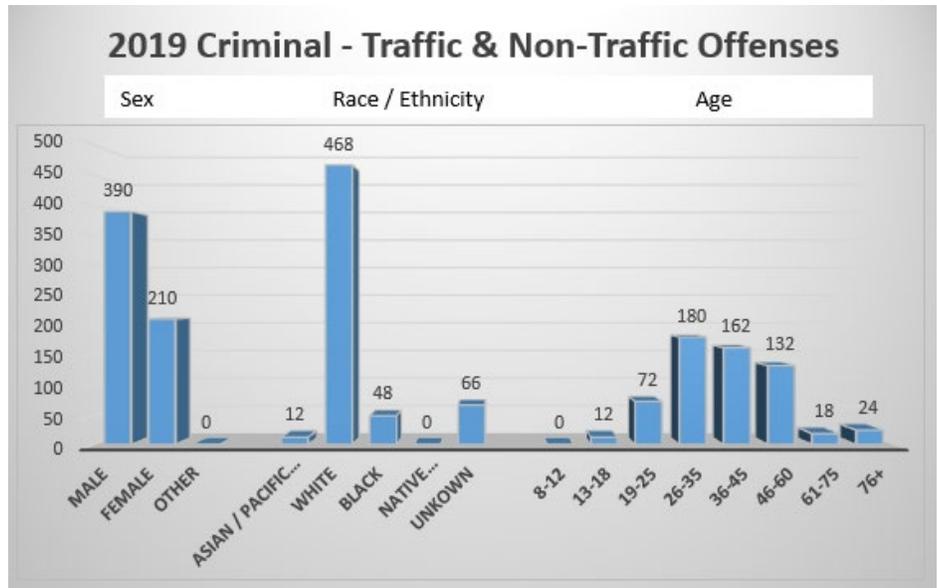
(1) Local law enforcement agencies shall comply with the recommendations of the Washington Association of Sheriffs and Police Chiefs (WASPC) regarding racial profiling, as set forth under (a) through (f) of this subsection. Local law enforcement agencies shall:

(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;

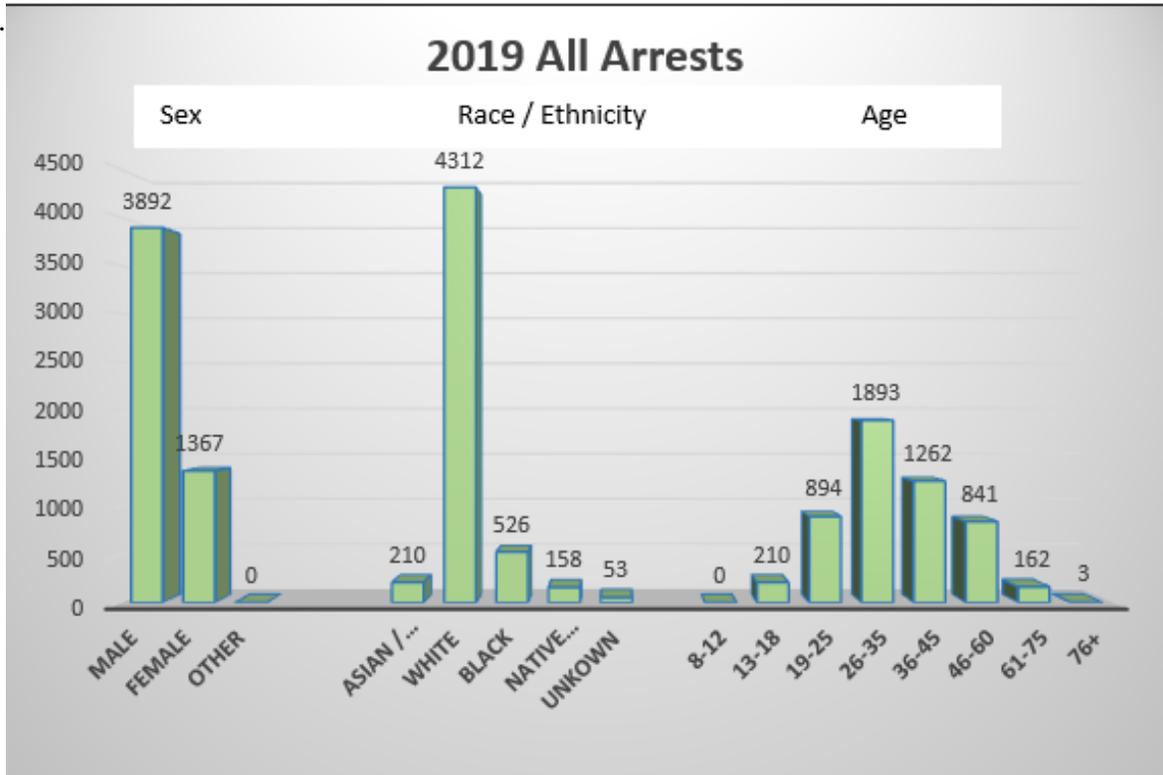


(e) Work with the minority groups in their community to appropriately address the issue of racial profiling; and

(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 32 – 35 for previous year Comparison Report*

# Kitsap County, Washington

**Population Total**  
**271,473**

*\*Data collected from U.S. Census Population estimates, July 1, 2019 (V2019)*

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



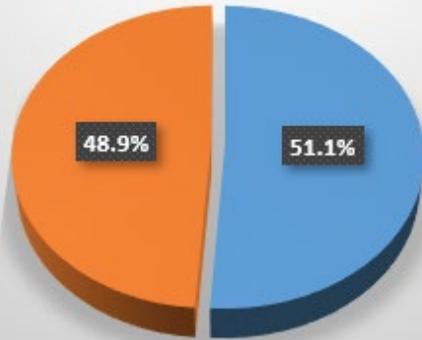
benchmark when comparing Kitsap County Sheriff's Office activity to those we serve. An issue with using U.S. Census data exclusively as a benchmark when analyzing bias-based policing is that U.S. Census data does not accurately report transient population (Military), who is traveling through or who spends 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)

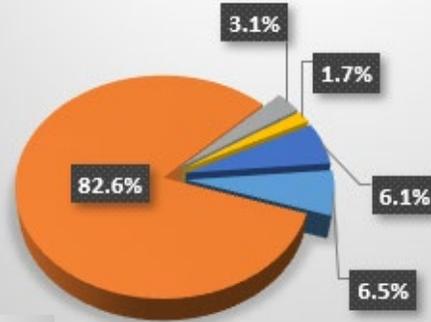
Male  
Female



*\*Data collected from U.S. Census Population estimates, July 1, 2019 (V2019)*

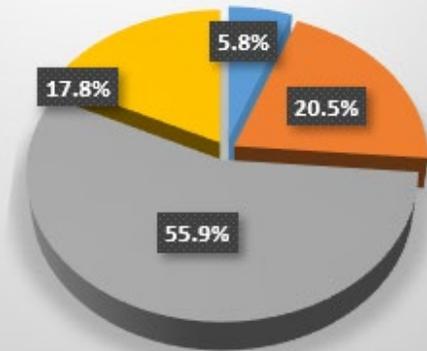
### Kitsap County Population Totals (Race)

Asian / Pacific Islander  
White  
Black  
Native American



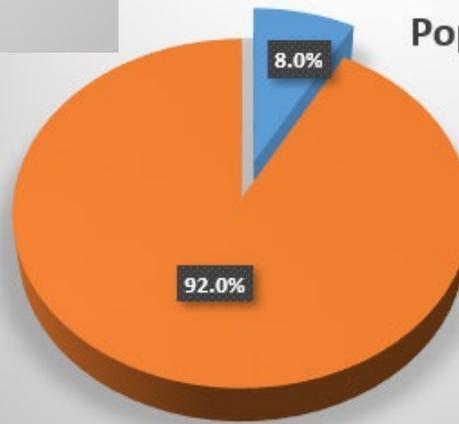
### Kitsap County Population Totals (age)

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.

## Patrol Calls For Service

2019	2018	2017	2016
89,723	88,668	89,541	87,059

2019 Average of 1196 calls for service handled by each Patrol Deputy

2018 Average of 1182 calls for service handled by each Patrol Deputy

2017 Average of 1421 calls for service handled by each Patrol Deputy

2016 Average of 1382 calls for service handled by each Patrol Deputy

## Administrative Investigations Initiated

	2019	2018	2017	2016
Patrol	6	7	6	8
Corrections	3	5	4	6
Support Services	1	1	2	1

	Completed Investigations			
	2019	2018	2017	2016
Findings				
Unfounded	1	0	0	0
Exonerated	1	1	1	1
Not Sustained	0	1	0	0
Sustained	5	10	7	11
Not Ruled	0	0	1	1

	2019	2018	2017	2016
Conclusion				
Counseling	0	0	0	0
Verbal Reprimand	3	0	1	2
Written Reprimand	2	5	1	2
Suspension	2	1	2	5
Demotion	0	0	1	0
Resignation	0	2	1	1
Termination	0	2	1	1

## Supervisory Investigations Initiated

	2019	2018	2017	2016
Patrol	47	46	36	28
Corrections	28	28	15	18
Support Services	4	0	3	0
Volunteer	1	1	2	0

	Completed Investigations			
	2019	2018	2017	2016
Findings				
Unfounded	14	18	17	13
Exonerated	13	15	10	9
Not Sustained	6	14	5	7
Sustained	32	22	24	16
Not Ruled	0	6	0	0

	2019	2018	2017	2016
Conclusion				
Counseling	13	12	6	7
Verbal Reprimand	11	8	14	6
Written Reprimand	4	1	5	3
Re-Training	0	1	0	0

## Prison Rape Elimination Act (PREA) Allegation

Allegations Against Inmate	2019	2018	2017	2016
<b>Total</b>	4	19	3	9
Unfounded	4	4	1	6
Exonerated	0	0	0	0
Not Sustained	0	8	2	2
Sustained	0	6	0	1

Allegations Against Staff	2019	2018	2017	2016
<b>Total</b>	4	5	5	7
Unfounded	2	2	4	4
Exonerated	0	1	1	2
Not Sustained	2	1	0	1
Sustained	0	1	0	0

## Vehicle Pursuits

	2019	2018	2017	2016
<b>Total</b>	40	69	55	23
Terminated by Officer/Supervisor	22	44	28	13
Suspect Stopped	4	9	10	6
Stopped after Intervention Technique	5	4	7	1
Suspect Involved in Collision	4	11	10	2

## Employee Involved Collisions

	2019	2018	2017	2016
<b>Total</b>	23	27	16	17
Non-Preventable / Non-Chargeable	7	10	8	6
Preventable / Non-Chargeable	1	1	1	1
Preventable / Chargeable	15	16	7	10

## All Arrests

Total	2019	2018	2017	2016
	5259	5501	5727	5125

### Sex

	2019	2018	2017	2016
Male	74%	74%	72%	73%
Female	26%	26%	28%	26%
Other /Unknown	>1%	>1%	>1%	>1%

### Race

	2019	2018	2017	2016
White	82%	84%	83%	81%
Black	10%	8%	9%	11%
Asian / Pacific Islander	4%	4%	4%	4%
Native American	3%	2%	3%	3%
Other /Unknown	>1%	1%	>1%	1%

### Age

	2019	2018	2017	2016
8 - 12 Years of Age	0%	0%	0%	>1%
13 - 18 Years of Age	4%	4%	4%	4%
19 - 25 Years of Age	17%	20%	21%	23%
26 - 35 Years of Age	36%	36%	36%	37%
36 - 45 Years of Age	24%	22%	21%	20%
46 - 60 Years of Age	16%	16%	16%	14%
61 - 75 Years of Age	3%	3%	2%	2%
76 Years of Age +	>1%	>1%	>1%	>1%

## Use of Force Incidents

## Patrol

	2019	2018	2017	2016
<b>Total Incidents</b>	192	235	179	194

<b>Assault on Deputies</b>	20	15	2	1
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## Technique Used

Level 1	101	122	100	151
Level 2	26	25	17	26
Lethal	0	1	2	0
Draw & Direct	79	119	82	58
Taser Display / Applied	14	28	10	15
OC	4	4	3	15
LVNR	4	9	5	5

## Sex

Male	81%	81%	82%	83%
Female	19%	19%	18%	17%
Other /Unknown	0%	0%	0%	0%

## Race

White	76%	75%	80%	86%
Black	14%	9%	11%	7%
Asian / Pacific Islander	5%	4%	2%	5%
Native American	3%	5%	4%	2%
Other /Unknown	2%	6%	3%	0%

## Average Age

	36	34	33	34
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## Corrections

	2019	2018	2017	2016
<b>Total Incidents</b>	153	182	159	148

<b>Assault on Corrections Officer</b>	11	22	4	0
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## Technique Used

Level 1	153	177	157	140
Level 2	24	22	5	8
Lethal	0	0	0	0
Draw & Direct	1	1	0	0
Taser Display / Applied	27	47	3	5
OC	5	25	8	10
LVNR	0	0	0	0

## Sex

Male	79%	80%	76%	70%
Female	21%	20%	24%	30%
Other /Unknown	0%	0%	0%	0%

## Race

White	80%	73%	75%	82%
Black	14%	19%	14%	14%
Asian / Pacific Islander	3%	2%	2%	3%
Native American	1%	2%	5%	1%
Other /Unknown	2%	4%	0%	0%

## Average Age

	35	33	33	29
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## Traffic Stops

Total Stops	2019	2018	2017	2016
	11141	12603	11889	7008

Criminal Citations Issued (Traffic and Non-Traffic)	2019	2018	2017	2016
	600	727	631	298

### Sex

Male	65%	70%	67%	73%
Female	35%	30%	33%	27%
Other /Unknown	>1%	0%	0%	0%

### Race

White	78%	77%	79%	73%
Black	8%	9%	7%	11%
Asian / Pacific Islander	3%	2%	3%	2%
Native American	0%	0%	0%	0%
Other /Unknown	11%	13%	11%	13%

### Age

8 - 12 Years of Age	0%	0%	0%	0%
13 - 18 Years of Age	2%	2%	2%	2%
19 - 25 Years of Age	16%	21%	21%	24%
26 - 35 Years of Age	30%	32%	40%	32%
36 - 45 Years of Age	27%	21%	19%	23%
46 - 60 Years of Age	22%	20%	15%	15%
61 - 75 Years of Age	3%	3%	3%	2%
76 Years of Age +	>1%	>1%	0%	>1%

## Parking Infraction

Parking Infraction	2019	2018	2017	2016
	917	708	497	132

### Notice of Infraction Issued (Traffic and Non-Traffic)

Notice of Infraction Issued (Traffic and Non-Traffic)	2019	2018	2017	2016
	5493	5608	5737	3753

### Sex

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

### Race

White	83%	82%	79%	80%
Black	5%	5%	7%	4%
Asian / Pacific Islander	4%	3%	3%	3%
Native American	0%	0%	0%	>1%
Other /Unknown	8%	9%	11%	13%

### Age

8 - 12 Years of Age	0%	0%	0%	0%
13 - 18 Years of Age	5%	5%	3%	7%
19 - 25 Years of Age	20%	22%	21%	22%
26 - 35 Years of Age	24%	25%	40%	23%
36 - 45 Years of Age	18%	17%	19%	16%
46 - 60 Years of Age	19%	18%	15%	19%
61 - 75 Years of Age	11%	10%	2%	11%
76 Years of Age +	2%	2%	0%	2%

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