

KING COUNTY SHERIFF'S OFFICE INTERNAL INVESTIGATIONS UNIT



2015 Annual Report

A MESSAGE FROM SHERIFF JOHN URQUHART

It is my pleasure to present the King County Sheriff's Office Internal Investigation Unit (IIU) Annual Report for 2015. This is the third annual report created pursuant to King County Council Motion 14002, and it is a continuation of our work to provide consistent, standard reports for the public. This document contains 2015 statistics for complaints against members of the Sheriff's Office – generated both internally and externally – as well as information on their investigations and ultimate adjudications. Furthermore, this report contains information on uses of force, as well as deputy training-related statistical information as requested by Council Motion 13734.



In this report we continue our “apples to apples” comparison of statistics from the prior two years, allowing us to identify baselines for normal internal investigations activity in the Sheriff's Office. We will continue to use this information to identify trends that will help ensure strict accountability in the Sheriff's Office.

One trend from 2014 to 2015 is an increase in allegations of excessive force against department members. These allegations are juxtaposed against the fact that Sheriff's Office deputies actually used force almost an identical number of times from 2014 to 2015 - 184 and 185, respectively. The higher number of complaints may be due to today's more volatile relationship between the police and the public, but I don't know for sure. What I can promise is we thoroughly and objectively review every instance of a deputy's force against the public, regardless of whether a complaint is lodged. Use of force in police work is inevitable, but it should be the last resort, not the first. And even then, it should be the minimum amount of force necessary to achieve a lawful purpose.

I am now in the third year of my first full four-year term as King County Sheriff. My message to the members of the Sheriff's Office has been consistent: in order to main the public's trust and confidence in us, we must first strive to hold ourselves accountable. This attitude honors each other, and it honors our profession. Everyone in the Sheriff's Office is expected to treat people with dignity and respect, no matter their status or situation. By and large, I have found that my people honor these values.

I am proud of the work put into creating this report for the Council's review. It is my hope that we can continue constructively working together in order to elevate King County's residents' trust in its police department, as well as to support and elevate the profession as a whole. It is an honor and privilege to serve as your Sheriff.

Respectfully,

A handwritten signature in black ink, appearing to read "John Urquhart". The signature is fluid and cursive, with a long horizontal line extending to the right.

John Urquhart
Sheriff

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The King County Sheriff's Office Internal Investigations Unit

The King County Sheriff's Office Internal Investigations Unit is responsible for ensuring all complaints of misconduct involving Sheriff's Office employees are properly investigated. The unit receives complaints, completes investigations into serious misconduct allegations, reviews investigations by field supervisors, and facilitates the adjudication of allegations.

The Internal Investigations Unit is staffed by one Captain who serves as unit commander, four detective sergeants who conduct investigations and one Human Resources Associate who manages administrative functions. The unit works closely with the King County Office of Law Enforcement Oversight (OLEO), the King County Ombudsman's Office and the King County Prosecutor's Office.

The goals of the unit are to provide:

- Accountability in managing complaints of misconduct.
- A transparent process that supports the rights of our residents and department members.
- Identification of areas where training may be appropriate.
- A timely system of review, outcome, and notification to everyone involved.

The men and women who are assigned to the Internal Investigations Unit take their responsibilities seriously and are dedicated to ensuring the public's trust and confidence in the King County Sheriff's Office. The unit also ensures the rights of King County Sheriff's Office employees are protected and all persons involved in a complaint are treated with dignity and respect.

Internal Investigations Unit

Policy Statement

A law enforcement agency must maintain a high level of personal and official conduct if it is to command and deserve the respect and confidence of the public it serves. Rules and regulations governing the conduct of members of the Sheriff's Office ensure the high standards of the law enforcement profession are maintained. The purpose of section 3.03.000 of the General Orders Manual is to provide guidelines concerning the investigations of alleged misconduct. It is the Sheriff's Office policy to promptly, thoroughly, and fairly investigate alleged misconduct involving its members. Supervisors and Commanders who are assigned to review complaints shall ensure that all complaints are appropriately investigated and documented according to the procedures established in this policy. Nothing in this policy prohibits a supervisor or command staff member from taking corrective action if they observe a circumstance that requires immediate attention.

Complaint Intake and Investigation

King County Sheriff's Office employees are expected to maintain the highest level of personal and professional conduct. The King County Sheriff's Office General Orders Manual provides clear guidelines and instructions to Sheriff's Office employees concerning their conduct and responsibilities.

All complaints about Sheriff's Office employees are classified into two categories: Major Complaints and Minor Complaints. Major Complaints are those complaints that, if sustained, will likely result in suspension, demotion, termination or the filing of criminal charges. Minor Complaints are those complaints that, if sustained, may lead to discipline up to written reprimand or be handled outside the disciplinary process (e.g., training, counseling). In 2015, the King County Sheriff's Office received seven hundred and forty-nine (749) total complaints.

Investigation Type	2011	2012	2013	2014	2015
Major Complaints	14	114	171	300	299
Minor Complaints	257	510	514	503	450
Total Complaints	271	624	685	803	749

Table 1 note: Minor Complaints include Supervisor Action Logs (an entry into Blue Team used to document a supervisor action related to observed or reported minor policy infractions) and Non-Investigative Matters (a concern expressed by a citizen that, if true, is not an allegation of misconduct).

Complaints are received from a variety of sources, both internally and externally. While the majority of complaints received are from citizens, a significant number of complaints are generated internally by Sheriff's Office members.

Source of Complaint	2011	2012	2013	2014	2015
Citizen	42	224	401	402	410
Department (Internal)	27	94	264	373	320
Inmate	0	3	2	2	0
OLEO	0	3	1	0	0
Other Law Agency	2	12	10	12	4
Ombudsman	0	3	0	0	0
No Entry	190	285	7	14	15
Total	271	624	685	803	749

Table 2

Complaints in 2015 were received from every King County Sheriff's Office location with the majority of complaints coming from the unincorporated area of King County.

Complaint Location	2011	2012	2013	2014	2015
No Entry	13	19	38	40	49
Burien	8	32	26	52	41
Carnation	0	0	0	2	2
Covington	2	9	14	8	11
Kenmore	6	8	12	14	10
King County	0	0	0	4	6
King County Airport	4	12	7	8	11
Maple Valley	2	14	14	26	8
Metro Transit	16	31	36	41	39
Muckleshoot	1	4	5	3	2
Newcastle	0	5	1	9	5
North Bend	1	1	3	0	5
Sammamish	4	15	16	16	26
SeaTac	7	38	34	52	35
Shoreline	13	24	35	37	47
Skykomish	0	0	0	0	1
Sound Transit	6	19	9	29	11
Unincorporated	173	384	429	453	431
Woodinville	6	9	6	9	9
Total	271	624	685	803	749

Table 3

There are forty (40) different categories of allegations. Table 4 shows five (5) of the most common categories of allegations. The complete list of allegations is shown in Addendum A.

Allegation	2011	2012	2013	2014	2015
Use of Authority	7	44	49	54	44
Courtesy	46	132	149	157	177
Excessive Force	8	37	63	62	91
Violation of Rules	36	90	156	222	183
Performance below Standard of Others	7	25	52	35	29

Table 4

With the help of the Early Intervention System, the King County Sheriff's Office proactively identifies employees whose performance exhibits potential problems. In response to identified issues, the Sheriff's Office provides interventions, usually in the form of counseling or training, to correct those concerns.

Table 5 lists the Sheriff's Office employees who had three (3) or more major complaints in 2015. Table 6 shows the employees who had eight (8) more major complaints over the last three (3) years.

Employees with three (3) or more complaints in 2015	Number of Complaints	Outcome of the Complaints
Employee 1	12	-Employee had four sustained complaints for performance standards and received progressive discipline, including a ten day suspension. -Employee had eight Sustained complaints for violating the attendance policy and was terminated.
Employee 2	10	Employee had ten complaints for performance standards. One complaint was Unfounded. One complaint was sustained and the employee received corrective counseling. Eight complaints are still in the investigatory process.
Employee 3	9	-Employee had six complaints for performance standards- three were Unfounded and three were Exonerated. -Employee had one complaint for conduct unbecoming and it was Exonerated. -Employee had one complaint for submitting a fraudulent report and it was Unfounded. -Employee had one complaint for courtesy and it was Unfounded.
Employee 4	6	-Employee received a Sustained complaint for Sleeping on Duty and the employee was terminated. -Employee had three complaints for performance standards. Two complaints were Unfounded. One complaint was sustained and he received a written reprimand. -Employee received an Unfounded complaint for making a fraudulent report. -Employee received a Non-Sustained complaint for dishonesty.
Employee 5	5	-Employee received a Sustained complaint for conduct unbecoming and was terminated. -Employee received a Sustained complaint for ridicule and received a written reprimand. -Employee had an Unfounded complaint for excessive force. -Employee had an Unfounded complaint for making a

		<p>false report.</p> <p>-Employee had a Non-Sustained complaint for violating the KCSO's EEO policy.</p>
Employee 6	5	<p>-Employee received a Sustained complaint for dishonesty and was terminated.</p> <p>-Employee received two Sustained complaints for performance standards and received two written reprimands.</p> <p>-Employee had an Exonerated complaint for ethics violation.</p> <p>-Employee had an Unfounded complaint for making a false report.</p>
Employee 7	5	<p>-Employee received a corrective counseling for a Sustained complaint for failing to submit reports timely.</p> <p>-Employee had two Exonerated complaints for excessive use of force.</p> <p>-Employee had an Exonerated complaint for performance standards.</p> <p>-Employee had a Non-Sustained complaint for bias based policing.</p>
Employee 8	5	<p>-Employee received a one-day suspension for failing to submit reports.</p> <p>-Employee received a written reprimand for a Sustain complaint for violations of directives, rules and policies.</p> <p>-Employee had an Exonerated complaint and a Non-Sustained complaint for courtesy.</p> <p>-Employee had a Non-Sustained complaint for conduct criminal in nature.</p>
Employee 9	4	<p>-Employee received a written reprimand for a Sustained complaint of attendance.</p> <p>- Employee received a corrective counseling memo and two letter of reprimands for three Sustained complaints for violation of KCSO directives, rules, policies or procedures.</p>
Employee 10	4	<p>-Employee received a one day suspension for a Sustained complaint of insubordination and making a false statement or report.</p> <p>- Employee had an Unfounded complaint for performance standards.</p> <p>- Employee had an Unfounded complaint for excessive force and bias based policing.</p> <p>- Employee had a Non-Sustained complaint for violating KCSO rules, policies or procedures.</p>
Employee 11	4	<p>- Employee received a written reprimand for a Sustained complaint of performance standards.</p> <p>- Employee was terminated for a Sustained complaint of conduct criminal in nature.</p> <p>- Employee had an Undetermined complaint for violation of directives, rules, policies or procedures.</p>

		-Employee had an Undetermined complaint for conduct unbecoming.
Employee 12	4	<ul style="list-style-type: none"> - Employee received a written reprimand for a Sustained complaint for violation of directives, rules, policies or procedures. - Employee had an Unfounded complaint for excessive force. - Employee received a written reprimand for a Sustained complaint for attendance. - Employee had a Non-Sustained complaint for violating KCSO rules, policies or procedures.
Employee 13	4	<ul style="list-style-type: none"> -Employee received a corrective counseling for a Sustained complaint for failing to submit reports timely. - Employee had two Unfounded complaints for excessive force. -Employee received a corrective counseling for a Sustained complaint for appropriate use of authority.
Employee 14	3	<ul style="list-style-type: none"> -Employee received a one day suspension for a Sustained complaint of insubordination and failing to submit reports timely. -Employee received a two day suspension for a Sustained complaint of insubordination. - Employee has a complaint for acts in violation of directives, rules, policies or procedures that is still in the investigatory process.
Employee 15	3	<ul style="list-style-type: none"> - Employee had two Unfounded complaints for excessive force. - Employee has a complaint for ethics violation and insubordination that is still in the investigatory process.
Employee 16	3	<ul style="list-style-type: none"> -Employee had two Exonerated complaints for courtesy. -Employee had an Exonerated complaint for discrimination.
Employee 17	3	<ul style="list-style-type: none"> - Employee received corrective counseling for a Sustained complaint of courtesy. - Employee had an Unfounded complaint for excessive force. - Employee had an Unfounded complaint for performance standards.
Employee 18	3	<ul style="list-style-type: none"> -Employee had an Exonerated complaint for acts in violation of directives, rules, policies or procedures. - Employee had Non-Sustained complaint for bias based policing. - Employee had an Unfounded complaint for excessive force.
Employee 19	3	<ul style="list-style-type: none"> -Employee had an Unfounded complaint for bias based policing. -Employee had a No Findings for a complaint for bias based policing. - Employee received corrective counseling for a

		Sustained complaint of courtesy.
Employee 20	3	- Employee received a corrective counseling memo for a Sustained complaint for violation of directives, rules, policies or procedures. - Employee had a Non-Sustained complaint for violation of directives, rules, policies or procedures. - Employee had a Non-Sustained complaint and Four sustained complaints for Courtesy.
Employee 21	3	-Employee received a one-day suspension for a Sustained complaint for failing to submit reports in a timely manner. -Employee received a three-day suspension for a Sustained complaint for failing to submit reports in a timely manner. - Employee received a written reprimand for a Sustained complaint for being absent from duty without leave.
Employee 22	3	- Employee had two Unfounded complaints for excessive force. -Employee had an Unfounded complaint for bias based policing.
Employee 23	3	-Employee received a fifteen-day suspension for two Sustained complaints for intoxicants. -Employee received a written reprimand for a Sustained complaint of violation of directives, rules, policies or procedures.
Employee 24	3	-Employee received a written reprimand for a Sustained complaint of violation of directives, rules, policies or procedures. -Employee received a written reprimand for a Sustained complaint for failing to submit reports in a timely manner. - Employee had a Non-Sustained complaint for courtesy.

Table 5

Employees with eight (8) or more complaints in the prior three (3) years	Number of Complaints	Outcome of the Complaints
Employee 1	24	- Employee has been terminated for thirteen Sustained complaints for poor attendance and six Sustained complaints for performance issues.
Employee 2	13	-Employee had seven complaints for performance standards- four were Unfounded and three were Exonerated. -Employee had one Exonerated complaint for conduct unbecoming. -Employee had an unfounded complaint for submitting a fraudulent report.

		<ul style="list-style-type: none"> - Employee had an Exonerated complaint for appropriate use of authority. - Employee had a No Findings for a courtesy complaint. - Employee had a Non-Sustained complaint for harassment based on race, gender or ethnicity. -Employee had an Unfounded complaint for courtesy.
Employee 3	12	<ul style="list-style-type: none"> -Employee received a one day suspension for a Sustained complaint of insubordination and making a false statement or report. - Employee had an Unfounded complaint for performance standards. - Employee had three Unfounded complaints for excessive force - Employee had an Unfounded complaint for bias based policing. - Employee had two Non-Sustained complaints for violating KCSO rules, policies or procedures. - Employee received corrective counseling for a Sustained complaint of violating KCSO rules, policies or procedures. - Employee had a five day suspension for being AWOL, failing to submit reports timely and for performance standards. - Employee received a written reprimand for a Sustained complaint of courtesy.
Employee 4	12	<ul style="list-style-type: none"> - Employee had eleven complaints for performance standards. One complaint was Unfounded. Two complaints were Sustained and the employee received corrective counseling. Eight complaints are still in the investigatory process. - Employee had an Unfounded complaint for appropriate use of authority.
Employee 5	12	<ul style="list-style-type: none"> - Employee has four Sustained complaints for performance standards and received progressive discipline, including a one-day suspension. - Employee had eight Sustained complaints for poor attendance and received progressive discipline, including a five-day suspension.
Employee 6	10	<ul style="list-style-type: none"> - Employee was terminated for a Sustained complain of sleeping while on duty. - Employee received a written reprimand for a Sustained complaint of failure to submit reports timely. - Employee had one Non-Sustained and one Unfounded complaint for performance standards. - Employee had one Unfounded and one Non-Sustained complaint for submitting false or fraudulent reports. -Employee had an Exonerated complaint for Conduct Unbecoming. -Employee had a Non-Sustained complaint for

		<p>harassment based on race, gender or ethnicity.</p> <p>-Employee had a Non-Sustained complaint for abuse of authority.</p>
Employee 7	10	<p>- Employee received a one-day suspension as progressive discipline for three Sustained complaints for performance standards.</p> <p>- Employee had one Non-Sustained complaint and nine sustained complaints for performance standards.</p> <p>- Employee received corrective counseling for a Sustained complaint for failure of training or qualification.</p> <p>- Employee had one Exonerated and one Unfounded complaint for excessive force.</p> <p>- Employee had one Non-sustained and one Unfounded complaint for courtesy.</p>
Employee 8	10	<p>- Employee had one Non-Sustained complaint and nine sustained complaints for performance standards.</p> <p>Employee received progressive discipline, including a two-day suspension, and resigned prior to a final decision regarding discipline.</p>
Employee 9	9	<p>- Employee had three Exonerated and one Unfound complaints for excessive use of force.</p> <p>- Employee had an Undetermined complaint for courtesy.</p> <p>- Employee had an Exonerated complaint for failure to follow directives, rules or procedures.</p> <p>- Employee had two Non-Sustained complaints for conduct unbecoming.</p> <p>- Employee had a Non-Sustained complaint for performance standards.</p>
Employee 10	9	<p>- Employee received a written reprimand and a two-day suspension for two Sustained complaints for obedience to laws and orders.</p> <p>- Employee received a two-day suspension for failing to submit reports in a timely manner.</p> <p>-Employee received a one-day suspension for a Sustained complaint of AWOL and a Sustained complaint of failure to follow directives, rules policies or procedures.</p> <p>- Employee received a written reprimand for a Sustained complaint of failure to follow directives, rules policies or procedures.</p> <p>-Employee an Unfounded complaint for excessive force.</p> <p>-Employee had a Non-Sustained complaint for rules of conduct.</p> <p>-Employee had a Non-Sustained complaint for performance standards.</p> <p>- Employee had an Unfounded complaint for excessive force.</p>

Employee 11	9	<ul style="list-style-type: none"> - Employee received a written reprimand and a one-day suspension for two Sustained complaints for obedience to laws and ordinances. - Employee received a corrective counseling and a written reprimand for two Sustained complaints for failure to follow directives, rules policies or procedures. - Employee had an Exonerated complaint for courtesy. - Employee had an Unfounded complaint for appropriate use of authority. - Employee received a one-day suspension for a Sustained complaint for failure to submit reports timely. - Employee received a two-day suspension for a Sustained complaint for insubordination. - Employee has a complaint for failure to follow directives, rules, policies or procedures that is still in the investigation stage.
Employee 12	9	<ul style="list-style-type: none"> - Employee received progressive discipline, including a two-day suspension, for eight Sustained complaints of attendance. - Employee had an Unfounded complaint for courtesy.
Employee 13	8	<ul style="list-style-type: none"> -Employee received two Sustained complaints for conduct unbecoming and was terminated. -Employee received Sustained complaint for ridicule and received a written reprimand. -Employee had an Unfounded complaint for excessive force. -Employee had an Unfounded complaint for making a false report. -Employee had two Non-Sustained complaints for violating the KCSO's EEO policy. - Employee had an Unfounded complaint of conduct that is criminal in nature.
Employee 14	8	<ul style="list-style-type: none"> - Employee had three Non-Sustained and one Undetermined complaints for courtesy. - Employee had a one-day suspension for a Sustained complaint of courtesy. - Employee had an Exonerated complaint for performance standards. - Employee had an Exonerated complaint for conduct unbecoming. - Employee had a Non-Sustained complaint for appropriate use of force.
Employee 15	8	<ul style="list-style-type: none"> - Employee received a three-day suspension for two Sustained complaints for failing to submit reports timely. - Employee received one corrective counseling memo and two written reprimands for violations of directives, rules, policies or procedures. - Employee had an Exonerated complaint for performance standards.

		performance standards. - Employee received a written reprimand for a Sustained complaint of AWOL. - Employee had a Non-Sustained complaint for failing to submit reports timely.
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Table 6

Adjudication of Complaints

After an investigation is completed it is reviewed by the “Internal Investigations Advisory Committee.” The committee members are Prosecuting Attorney’s Office and Sheriff’s Office personnel who meet to advise the Sheriff’s Office Commanders on legal issues regarding the cases they present to the committee.

There are five ways an allegation may be adjudicated:

Sustained – The allegation is supported by sufficient factual evidence and was a violation of policy.

Non Sustained – There is insufficient factual evidence either to prove or disprove the allegation.

Exonerated – The alleged incident occurred, but was lawful and proper.

Unfounded – The allegation is not factual and/or the incident did not occur as described.

Undetermined- The Precinct/Section Commander is not able to use any of the above classifications. This may involve the following: The complainant withdraws the complaint; The complainant cannot be located; The complainant is uncooperative; The accused member separates from the Sheriff’s Office before the conclusion of the investigation and the investigator cannot reach another classification.

Disposition	2011	2012	2013	2014	2015
Sustained	21	60	67	79	88
Exonerated	9	77	50	42	49
Non-Sustained	14	47	35	44	33
Unfounded	17	43	49	71	82
Undetermined	16	19	19	10	12
Investigation Not Done	2	14	14	0	0
Performance Training	9	7	0	0	1
No Entry	0	0	87	49	31
No Findings	0	10	5	5	1
Within Policy	1	1	0	0	0
Info Only	0	0	0	2	2
Total	110	265	325	302	299

Table 7 note: “No Entry” means the complaint was still in the investigatory or disciplinary process stage at the time of this report.

Discipline and Corrective Actions

The vast majority of King County Sheriff's Office employees serve with honor and distinction; however, even isolated instances of misconduct can damage the reputation of the Sheriff's Office and erode community trust. Therefore, it is important that individuals be held accountable for any misconduct. Discipline should be corrective and not punitive in nature with the goal of ensuring the misconduct will not occur again. Generally, progressive discipline will be applied; however, the level of discipline will be based on the seriousness of misconduct, the employee's disciplinary history and the likelihood that the employee's actions will be repeated.

Table 8 shows that in 2015, the King County Sheriff's Office imposed forty-six (46) formal disciplinary actions ranging from written reprimand to termination.

Discipline	2011	2012	2013	2014	2015
Termination	3	2	4	5	7
Demotion	0	0	2	0	0
Suspension	11	3	33	13	15
Disciplinary Transfer	0	0	5	0	2
Written Reprimand	24	11	57	35	22
Total	38	16	102	53	46

Table 8 Note: The numbers in Table 8 and Table 9 reflect discipline that was imposed in 2015. Some cases may have been initiated in late 2014.

In addition to formal discipline, in 2015 the King County Sheriff's Office imposed fifty (50) non-disciplinary corrective actions.

Corrective Action	2011	2012	2013	2014	2015
Training	8	9	36	8	4
Corrective Counseling	6	9	50	5	43
Oral Reprimand	1	2	1	2	1
Performance Improvement Plan	4	2	2	5	2
Total	19	22	89	20	50

Table 9

Training Resources and Programs

In addition to discipline and corrective actions, training courses have been changed in an effort to reduce future misconduct. Courses in “Defensive Tactics,” “Life and Education Based Discipline” and “Procedural Justice” have been updated as a result of trends observed from Internal Investigations Unit cases.

In 2015, all officers were required to take the following training:

Course
Ethics Module 2 2015
Ethics Module 1 2015
Bias Based Policing Module 1 2015
Bias Based Policing Module 2 2015
HAZMAT Refresher 3 2015
HAZMAT Refresher 2 2015
HAZMAT Refresher 1 2015
NIBRS Module 1 2015
NIBRS Module 2 2015
NIBRS Module 3 2015
Legal Updates October 2015
Strangulation: an Overview 2015
Respiratory Protection 2015
Police Response to Fires 2015
Sleep Well for Optimal Health, Safety & Performance 2015
Crime Scene Photography: Part 2
Crime Scene Photography: Part 3
Legal Updates August 2015
TASER Annual CEW User Update, V19
TASER Recertification 2015
Bombing and Explosives Awareness Training 2015
Use of Force, Part 1 2015
Use of Force, Part 2 2015
Firearms Safety/Lead & Noise Exposure 2015
Vehicle Impounds 2015
Crime Scene Photography: Part 1
Public Disclosure 2015
Deputy Involved Serious Use of Force Incidents 2015
Disposition of Police Evidence 2015
Contacting People w/Mental Illness 2015

Fire Extinguisher 2015
Legal Updates March 2015
Radio Broadcast Procedures 2015
Radio Use 2015
Stop Sticks 2015
Rescue Task Force 2015
Sexual Assault Investigations 2015
Infectious Diseases/Bloodborne Pathogens 2015

Table 10

Criminal Investigations Involving Employees

When a King County Sheriff's Office employee is charged with a crime in King County, the Sheriff's Office conducts a criminal investigation separate from the Internal Investigations Unit investigation. If the alleged crime occurs outside of King County, the law enforcement agency with jurisdiction conducts the criminal investigation in accordance with local procedures and the King County Internal Investigations Unit administratively investigates the complaint.

2015 Criminal Investigations	Disposition
Theft of KCSO Property	Allegation was "Sustained." Employee was terminated.
Domestic Violence	Allegation was "Sustained." Employee received a two (2) day suspension.
Assault	Allegation was "Non-sustained."
Sexual Assault	Allegation was "Unfounded."
On Duty Assault against a co-worker	Allegation was "Sustained." Employee received a one (1) day suspension.
On Duty Assault against a suspect	Allegation was "Unfounded."
Domestic Violence	Allegation was "Non-sustained."
Sexual Assault	Allegation was determined to be "Unfounded."
Domestic Violence	Allegation was "Sustained." Employee was terminated.
Boating Under the Influence, Assault and Obstruction	Allegation was "Sustained." Employee was terminated.
Assault	Allegation was "Unfounded."
Total	11

Table 11

2014 Criminal Investigations	Disposition
Driving under the influence of prescription drugs	Employee received a fifteen (15) day suspension.
Illegal use of a controlled substance	Employee received a thirty (30) day suspension.
Promoting prostitution and illegal use of a controlled substance	Employee was terminated.
Illegal use of a controlled substance and improper use of	Employee resigned in lieu of termination.

the ACCESS database	
Obstruction or rendering criminal assistance	Employee was terminated.
Off-duty assault	Allegation was determined to be "Unfounded."
Assault (sexual in nature)	Allegation was determined to be "Unfounded."
Communications with a minor for immoral purposes	Allegation was determined to be "Non-sustained."
Assault (sexual in nature)	Allegation was determined to be "Unfounded."
Domestic Violence	Allegation was determined to be "Unfounded."
Total	10

Table 12

2013 Criminal Investigations	Disposition
In possession of illegal drugs and stolen property	Employee resigned prior to completion of the investigation.
Domestic Violence	Employee resigned prior to completion of the investigation.
Driving Under the Influence	Investigation is ongoing.
Driving Under the Influence	Investigation is ongoing.
Under the Influence while in control of a vehicle	Investigation is ongoing.
Total	5

Table 13

2012 Criminal Investigations	Disposition
Driving Under the Influence	Employee received a one (1) day suspension.
Use of a Controlled Substance	Explorer was terminated from the program.
Shooting a bear within city limits	Employee received an eight (8) day suspension.
Total	3

Table 14

Use of Force

Deputies may not use either physical or deadly force on any person, except that force which is reasonably necessary to effect an arrest, to defend themselves or others from violence, or to otherwise accomplish police duties according to law. It is the policy of the King County Sheriff's Office to promptly report and to thoroughly investigate any use of force incident.

	2011	2012	2013	2014	2015
Total Use of Force Events	165	172	165	184	185

Table 15

Identified Trends and Recommendations

KCSO continues its “apples to apples” comparison of IIU statistics into 2015, giving a three-year window in complaints generated both internally and externally. Sheriff Urquhart’s directive that every complaint be logged, whether it’s a non-investigative matter (NIM), supervisory action log (SAL), or an inquiry remains in effect.

The number of complaints from the public has remained steady from 2013 to 2015. In 2015 the actual number of complaints rose from 402 to 410, a two percent increase. The three-year window represents a stark difference than how complaints were logged prior to 2013. In 2011, KCSO only logged 42 complaints from the public, and in 2012 224 complaints were logged. The current three-year trend suggests that KCSO is doing a much better job at logging and investigating complaints after implementing recommendations in 2013 from the 2012 *Hillard Heintze* report by the King County Auditor’s Office.

Internally-generated complaints dropped from 373 to 320 between 2014 and 2015. This new figure sits about halfway between a low of 264 in 2013 and a high of 373 in 2014 during this three-year window. As with complaints generated by the public, the 2013-15 timeframe presents a much more accurate picture than that of 2011 and 2012 internal complaints where 27 and 94 complaints logged, respectively.

The total number of complaints including SALs, NIMs, and major investigations dropped from 803 to 749 in 2015. This is a roughly seven percent drop.

The total number of uses of force in 2014 was nearly identical to that of 2015: 184 and 185, respectively. Despite nearly identical figures, allegations of excessive force rose from 62 in 2014 to 91 in 2015 – a 47 percent increase. It is unclear what is leading to an increase in excessive force allegations. GOM 6.01.010 requires deputies to report force to a supervisor when a deputy:

- a. Hits with open or closed hands;
- b. Hits with an object such as a baton or flashlight;
- c. Kicks a subject;
- d. Uses any chemical agent (i.e. mace, tear gas);
- e. Uses pepper spray;
- f. Uses a TASER or any less lethal weapon;
- g. Uses any force that results in injury or complaint of injury;
- h. Uses any application of force to the neck; or
- i. Intentionally shoots a dangerous animal in defense of self or others.

KCSO fully investigates and reviews every use of force by deputies, and the TASER instructor personally reviews every TASER application. In 2015, only 2 out of 185 uses of force, or 1%,

were found to be out of policy. Some have speculated that the public is more willing to allege excessive force given the climate in recent years between the police and certain communities. It is impossible to tell, but uses of force will continue to be closely monitored in 2016.

Recommendations for Changes

Commanders and sergeants have repeatedly expressed concern for the span of control of supervisors to subordinates in KCSO, especially compared to similarly sized police departments. An audit of KCSO's supervisor span of control by the King County Auditor would be a welcome development.

ADDENDUM "A"

Allegation	2011	2012	2013	2014	2015
Absence for Duty Without Leave	14	9	27	15	8
Accepting any gratuity, fee, commission, loan	0	0	0	1	0
Abuse of Authority	2	1	0	0	0
Appropriate Use of Authority	7	44	49	54	36
Being under the influence of either drugs or alcohol while off-duty, resulting in criminal conduct, charge or conviction	0	2	2	2	1
Conduct that is criminal in nature	12	24	24	21	25
Conduct Unbecoming	12	38	45	66	26
Conflicting relationships	0	1	1	0	1
Courtesy	46	132	149	157	177
Discrimination, Incivility and Bigotry	0	9	21	18	16
Drugs	1	0	1	2	0
Duty to report criminal activity	0	3	6	1	0
Employee associations	0	1	1	0	1
Ethics, Conflicts, and Appearance of Conflicts	2	4	2	2	4
Evidence, withholding, fabricating, destroying or mishandling	0	0	1	2	2
Excessive or unnecessary use of force against a person	8	37	63	62	91
Failure of training or qualification	1	3	3	43	8
Fitness for duty.	0	1	1	3	1
Furnishing bond or bail	0	0	1	0	0
Harassment based on race, ethnicity, gender, religion disability or sexual orientation.	6	7	8	8	12
Identification as a Police Officer	1	5	4	8	0
Insubordination or failure to follow orders	9	8	16	15	12
Intoxicants	2	2	2	0	2
Making false or fraudulent reports or statements, committing acts of dishonesty, or inducing others to do so.	9	11	26	22	26
Names or photographs, use of	1	1	1	0	0
Obedience to laws and orders	5	16	20	24	7
Performance Standards	25	45	23	24	76

Performance Standards: Abide by Federal and State Laws and applicable local ordinances	3	13	28	50	47
Performance Standards: Acts in violation of directives, rules, policies or procedures	36	90	156	222	183
Performance Standards: Fails to achieve passing score in required training or qualifications	0	1	0	13	15
Performance Standards: Fails to submit reports, citations, or other appropriate paperwork in a timely manner	5	8	15	34	23
Performance Standards: Otherwise fails to meet standards. Below standard achieved by others in work unit.	7	25	52	35	25
Performance Standards: Supervision	0	3	11	8	12
Performing Duties in a Satisfactory Manner	19	20	31	0	0
Personal business or recreation while on-duty or in uniform	0	1	2	1	1
Publicity	0	1	0	0	0
Punctuality	26	40	59	51	46
Recommendation regarding disposition or investigation	0	0	0	2	1
Ridicule	6	9	17	13	14
Sleeping on-duty	0	2	3	6	3
Supervision	0	0	0	4	0
Willful violation of either Civil Career Service rules, Code of Ethics, or KCSO rules, policies, and procedures	2	7	7	14	12

Table 16 Note: Employees may be accused of violating multiple rules in connection with a single complaint; therefore there are more allegations than complaints