

LAKE STEVENS POLICE DEPARTMENT

OFFICE OF PROFESSIONAL STANDARDS

2024 OPS OVERVIEW



THREE-YEAR OVERVIEW (2021-2023)

ADMINISTRATIVE INVESTIGATIONS

- Administrative Reviews
- External/Internal Complaints

FORCE RESPONSE REVIEWS (USE OF FORCE)

VEHICLE/VESSEL COLLISIONS AND VANDALISM

VEHICLE PURSUITS

BIAS-BASED POLICING

GRIEVANCES

SUBMITTED DATE: February 6, 2024

PREFACE:

This report is an overview and analysis of the required Office of Professional Standards Annual Report for the last three years; 2021 through 2023.

This report outlines the following WASPC Standards:

- 4.3 Review of Pursuits, Use of Force, Internal Investigations, Bias-Based Policing**
- 13.1 Code of Conduct, Appearance and Employee Standards**
- 13.2 Unlawful Harassment**
- 13.3 Biased-Based Policing**
- 14.1 Documentation and Investigation of Complaints**
- 14.2 Complaint assignment**

An OPS #'s is only assigned to each of the following categories for tracking purposes, so numbers in one category are not sequential:

- Administrative Reviews
- External/Internal Complaints
- Firearm Discharge
- Force Response Review (Use of Force)
- Pursuits
- Vehicle/Vessel Collisions
- Vehicle/Vessel Incidents/Vandalism
- Loss/Damage Equipment
- Grievances

The LSPD Training Group will receive this information to review for training curriculum. Department training instructors are part of the review process for the following incidents. The purpose of this report is to allow for a broader and more comparative view of and identifying training needs:

- Administrative Investigations (Administrative Review/External/Internal Complaints)
- Firearm Discharge
- Force Response (Use of Force)
- Vehicle/Vessel Collisions and Incident/Vandalism
- Vehicle Pursuits
- Bias-based Policing Measures

All cases are sent through the chain of command and reviewed. Outcomes of each incident are listed in each section.

The most effective method of performance management (PM) is one that combines both formal and informal feedback to employees, recognition for positive accomplishments, the reinforcement of the right set of values along with behavioral standards that are established in

clear policies, procedures, and rules. Members of the Lake Stevens Police Department are expected to conduct themselves, in both interactions with each other and with the public, in a manner that conveys respect, honesty, integrity and dedication to public service. In turn, members of the department can expect to be treated fairly, honestly, and respectfully, by their peers and other members of the department who hold greater or lesser organizational authority.

In pursuit of the integrity within the Lake Stevens Police Department and of the fair treatment of all police members, the department will adhere to the following systems of performance management:

- Coaching
- Counseling
- Discipline

The Performance Incident Report Form (PIR) may be used by supervisors to document the outstanding or unsatisfactory performance of an employee. Any PIR produced as a result of unsatisfactory performance may have a Performance Improvement Plan (PIP) included. Repeated incidents of similar substandard performance may be considered misconduct and subject the employee to discipline.

The Performance Improvement Plans (PIP) are written formal documentation of either performance or behavior which the supervisor believes should be clearly articulated to the member. A PIP should include the member's performance or behavior, an explanation on why these deviates from expected behavior, an action plan detailing steps the member should take to improve the performance/behavior as well as a timeline in which to do so.

The Lake Stevens Police Department conducts an Administrative Review on all external and internal complaints. Deputy Chief will determine how the complaint is processed in the following categories:

- Assign to Supervisor to handle
- Assign complaint to OPS Investigation
- Reject the complaint
- No Complaint – Info Only

The Lake Stevens Police Department handled the following calls for service and officer-initiated contacts: (This provides insight to the numbers of citizens contacted by officers).

	2021	2022	2023
Calls for Service	14,027	14,010	18,724
Officer Initiated	12,954	9,419	8,311
TOTAL	26,981	23,429	27,035

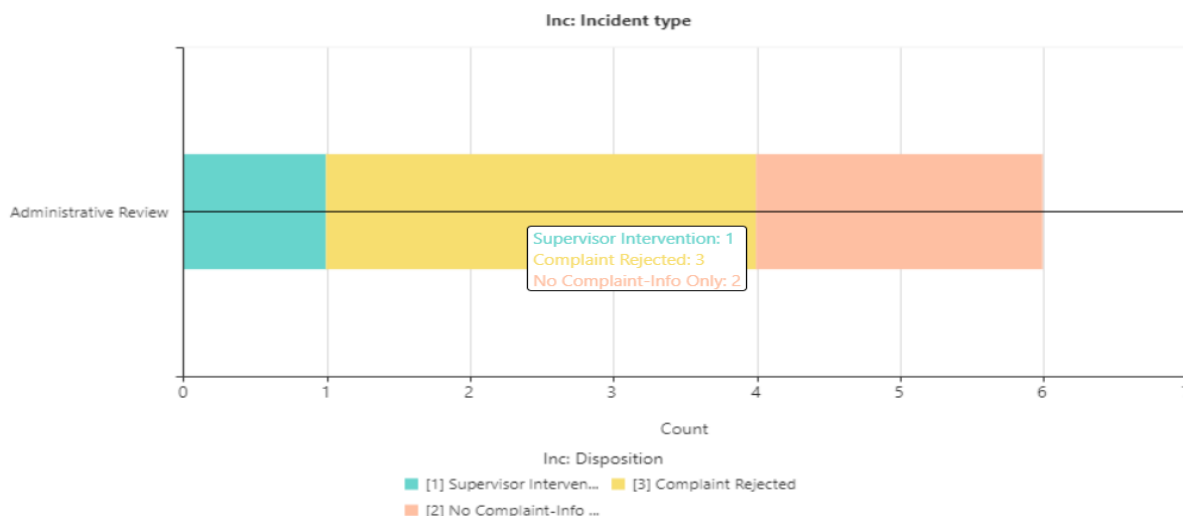
ADMINISTRATIVE REVIEWS & EXTERNAL/INTERNAL COMPLAINTS (2021-2023):

The Lake Stevens Police Department's process is to administratively review all complaints received by the agency, no matter who receives them and in what format. This provides a clearer picture of officer's conduct and community perception. It also increases our transparency with a demonstration that we are willing to look critically at our actions. It also assists with employees who have transferred to new supervisors and review of employee's OPS history to understand their performance or assist with their professional development.

In 2021, 6 Administrative Reviews were conducted with the following findings: 1 complaint rejected, 2 no complaint-informational only, 1 supervisor intervention, 1 sustained (Internal Complaint) and 1 unfounded.

In 2022, 12 Administrative Reviews were conducting with the following findings: 3 complaints rejected, 1 no complaint-info only, 4 supervisor intervention, 1 sustained, 2 unfounded, 1 within policy.

In 2023, 6 Administrative Reviews were conducted with the following findings: 3 complaint rejected- 2 no complaint-informational only, and 1 Supervisor Intervention



FORCE RESPONSE (USE OF FORCE) (2021-2023):

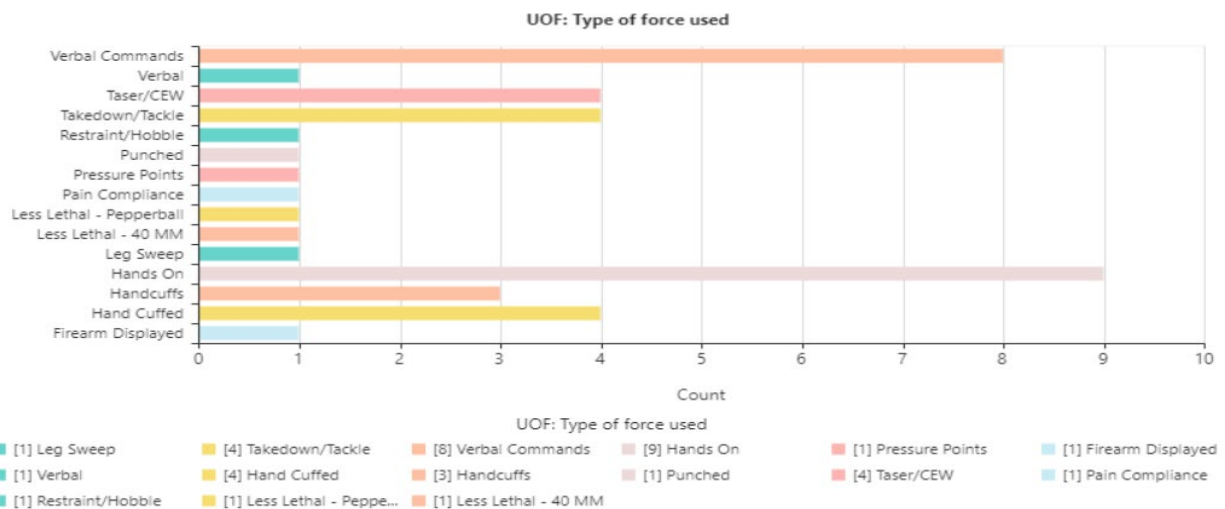
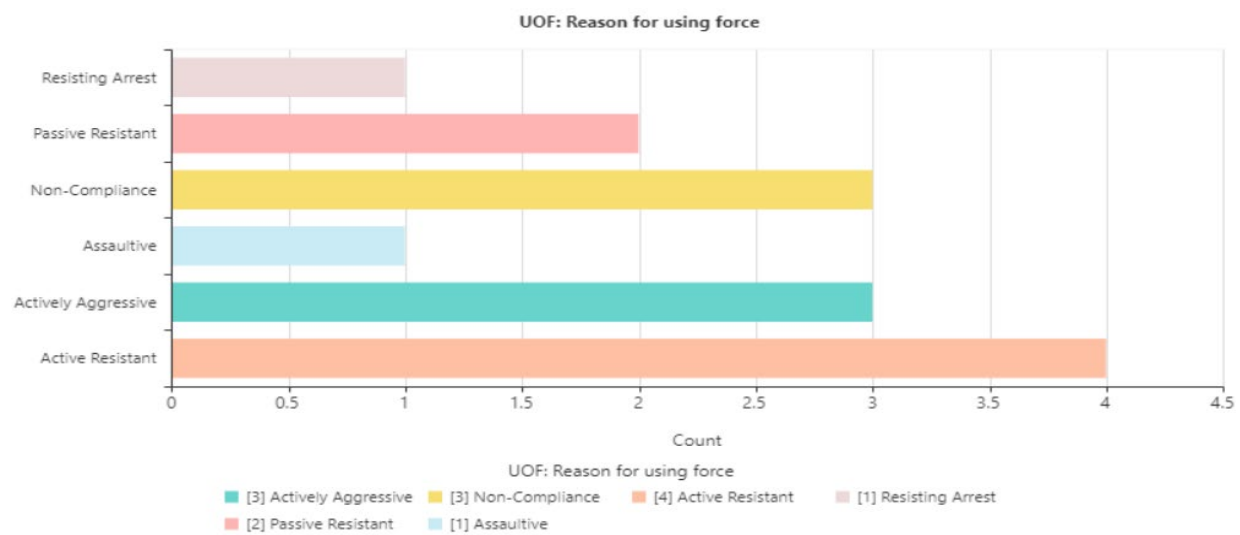
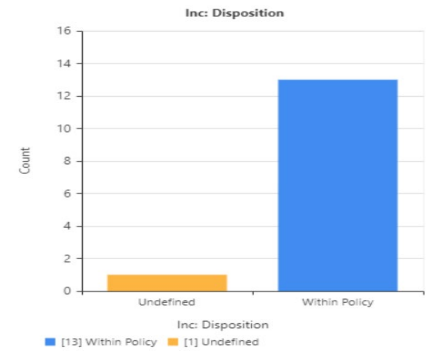
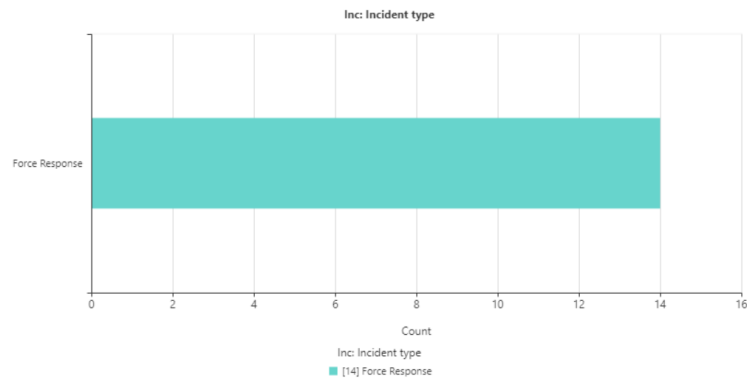
An analysis of the Force Response Reviews:

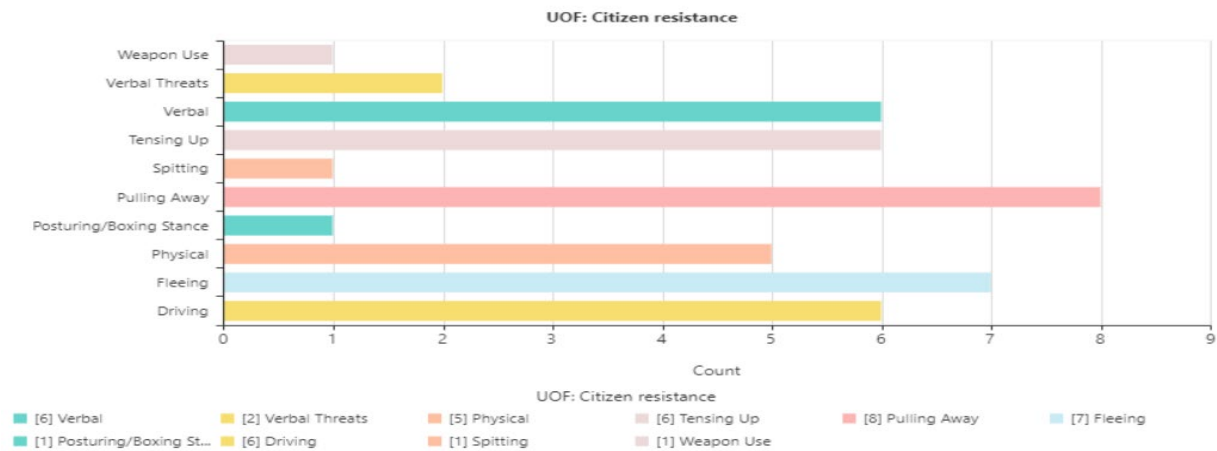
2021 Use of Force was used only 8 times out of 26,981 incidents (0.0004%)

2022 Use of Force was used only 15 times out of 23,429 incidents (0.0006%)

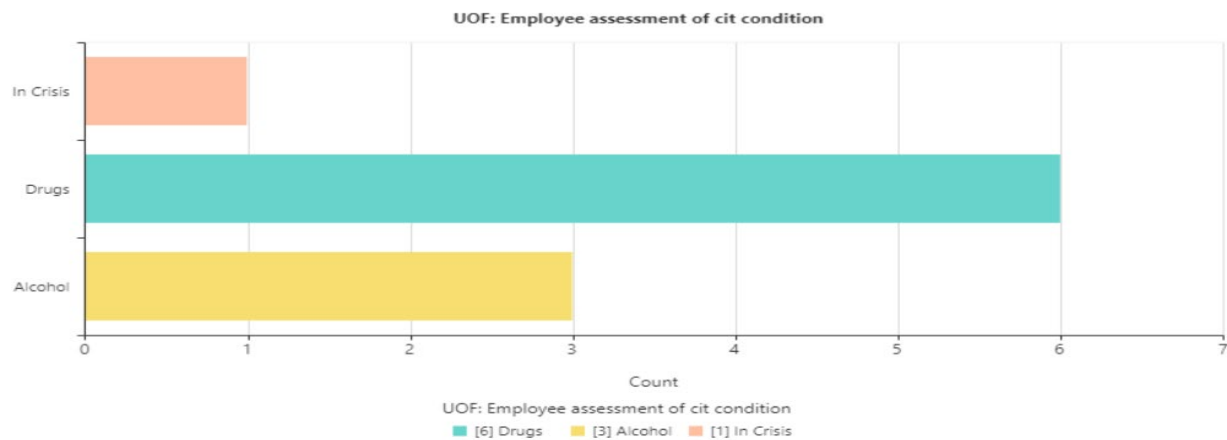
2023 Use of Force was used only 14 times out of 27,035 incidents (0.0005%)

In 2023, there were 14 incidents involving use of force. One is still pending due to SMART investigation into Officer Involved Shooting.

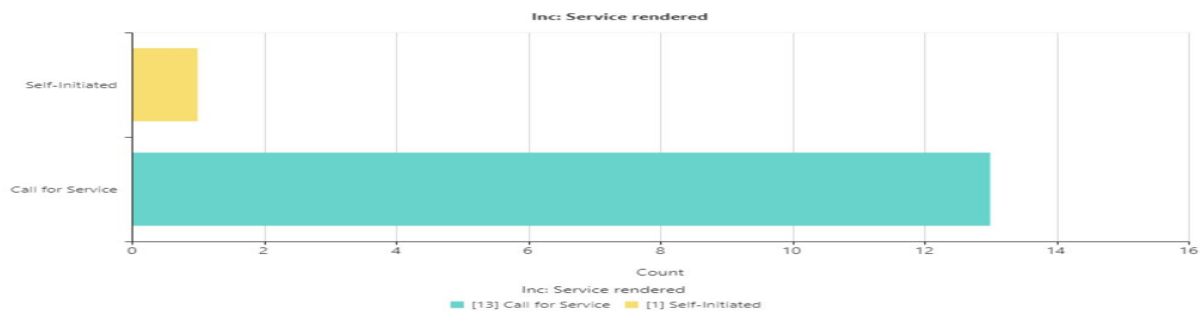




Over the 3-year comparison, the majority of incidents involved someone under the influence of narcotics/alcohol or suicidal.



Also, over the 3-year comparison, the majority of the force used was during incidents of domestic violence and calls for service.

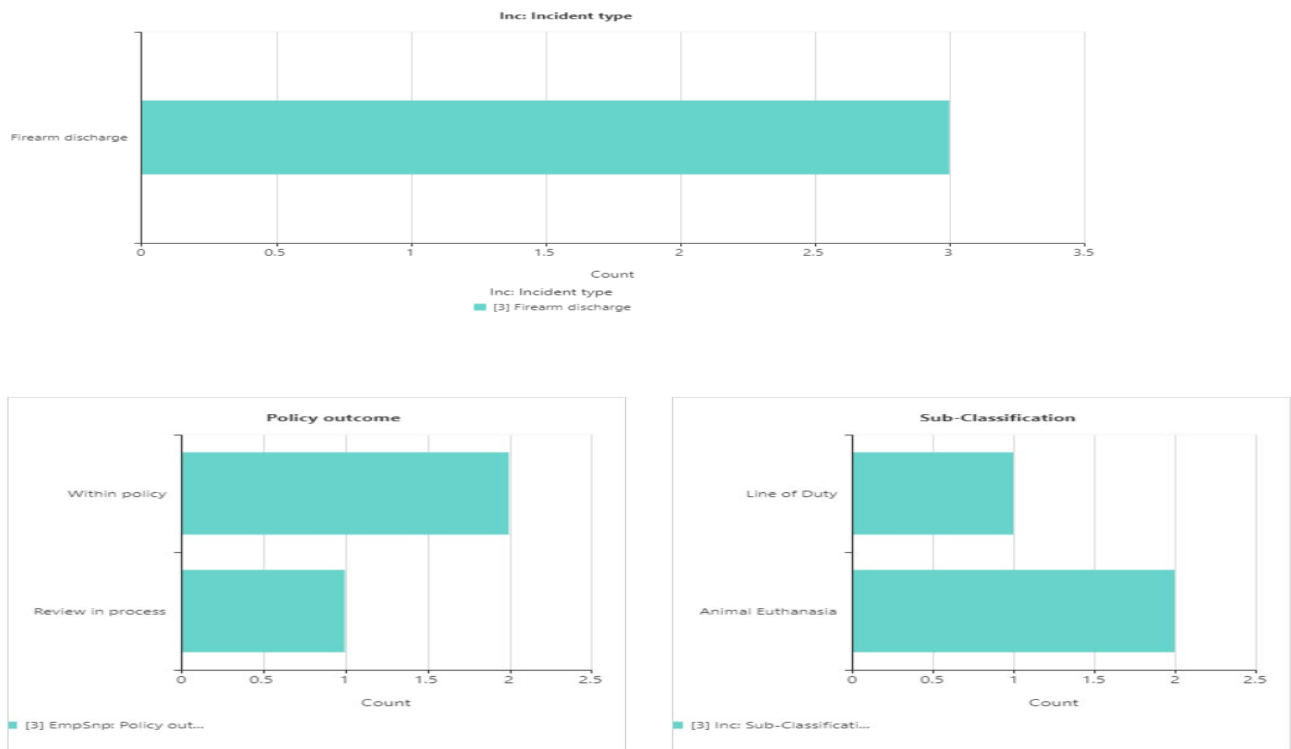


The department increased training in the following areas: policy reviews, legal updates, defensive tactics, firearms training and qualifications, as well as less lethal training (Taser,

Less Lethal 40 mm and Pepper Ball Launcher). The department also has an increased the number of department instructors in IAT, CIT, and Firearms.

Based upon the information above, there is no concerning trend with respect to the use of force by Lake Stevens Police Officers in past three years. Training Unit and Training Leads review this data to continue improving department training that comply with changing standards, legislation, laws, and regulations. Lake Stevens Police Officers appear to be exercising good judgement in their decisions to use of force.

FIREARM DISCHARGE (2021-2023):

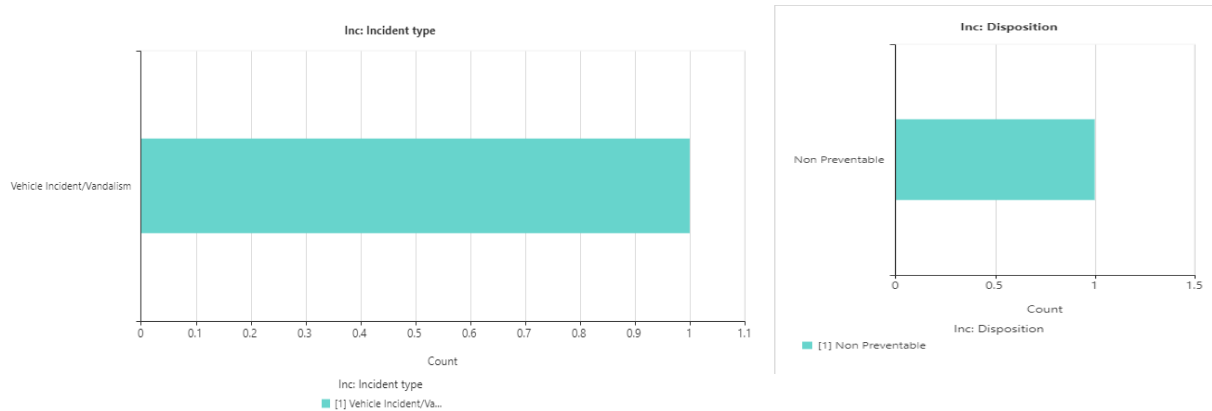


In 2021, the department conducted review of 4 Firearms Discharge Incidents with the following findings: 4 were within policy-results of severely injured animals that needed to be euthanized.

In 2022, the department conducted review of 1 Firearms Discharge Incident with the following findings: 1 was within policy-results of severely injured animal that needed to be euthanized.

In 2023, the department conducted review of 3 Firearms Discharge Incidents with the following findings: 2 were within policy-results of severely injured animals that needed to be euthanized, and one is an officer involved shooting. The case was investigated by the Snohomish County Multi-Agency Response Team (SMART) and is still pending prosecutor review.

VEHICLE/VESSEL INCIDENTS/VANDALISM (2021-2023):



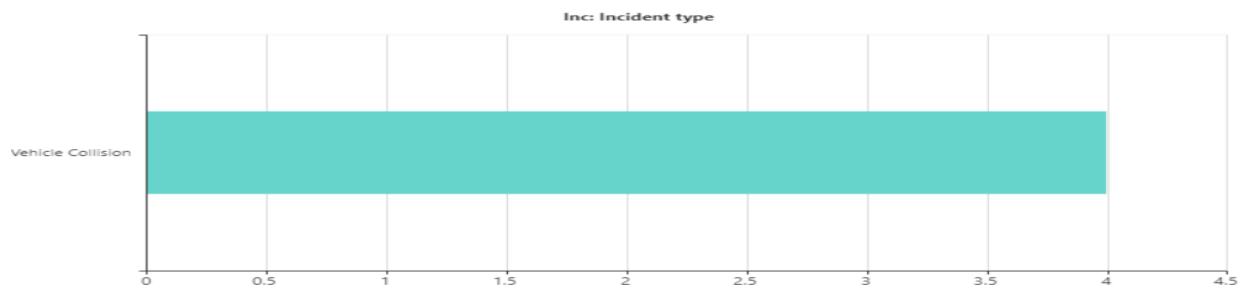
The department conducted reviews for all Vehicle/Vessel Incidents/Vandalism incidents. EVOC training instructors review the data for standards and training.

In 2021, there were two Vehicle/Vessel Incidents/Vandalism incidents that were non-preventable. One was a legally unoccupied parked patrol car was struck by unknown vehicle. One was a patrol motorcycle that was damaged by repair shop while the motorcycle was parked at the shop.

In 2022, there were no Vehicle/Vessel Incidents/Vandalism.

In 2023, there was one Vehicle/Vessel Incidents/Vandalism.

VEHICLE/VESSEL COLLISION (2021-2023):



All Vehicle/Vessel Collisions are reviewed for common root causes by EVOC training instructors and command staff. Training is developed through review of these incidents.

In 2021, there were 14 Vehicle/Vessel Collisions that were reviewed. 10 incidents were preventable. One officer had three vehicle incidents which resulted in further discipline resulting in a written reprimand and having a department EVOC instructor conduct a 4-hour retraining ride along to evaluate the officer. Leading cause of preventable collision were inattention.

In 2022, there were 5 Vehicle/Vessel Collisions that were reviewed. 3 incidents were preventable which resulted in retraining and supervisor intervention. 1 resulted having a department EVOC instructor conduct a 4 hour-retraining ride along to evaluate the officer.

In 2023, there were 4 Vehicle/Vessel Collisions that were reviewed. 3 incidents were preventable which resulted in retraining and supervisor intervention. 1 resulted from striking an animal crossing the road.

We saw a decrease from collisions over the past three years.

VEHICLE PURSUITS (2021-2023):

RCW 46.61.024 - Attempting to elude a police vehicle

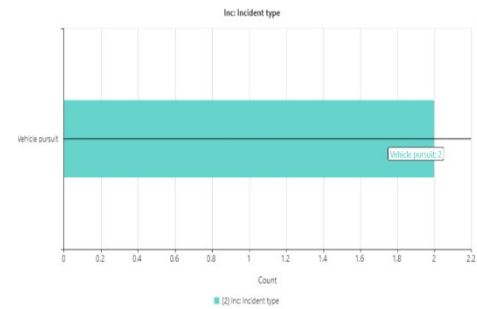
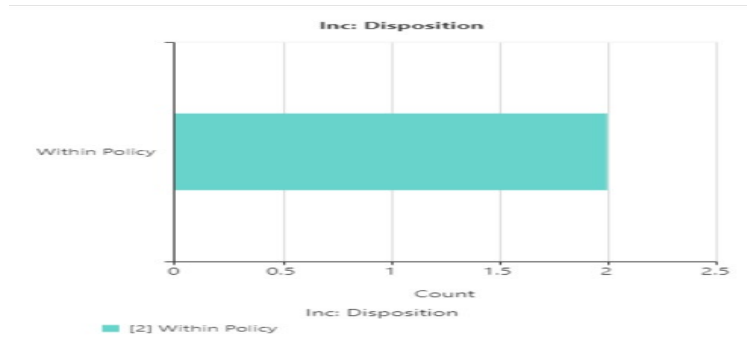
(1) Any driver of a motor vehicle who willfully fails or refuses to immediately bring his or her vehicle to a stop and who drives his or her vehicle in a reckless manner while attempting to elude a pursuing police vehicle, after being given a visual or audible signal to bring the vehicle to a stop, shall be guilty of a class C felony. The signal given by the police officer may be by hand, voice, emergency light, or siren. The officer giving such a signal shall be in uniform and the vehicle shall be equipped with lights and sirens.

(2) It is an affirmative defense to this section which must be established by a preponderance of the evidence that: (a) A reasonable person would not believe that the signal to stop was given by a police officer; and (b) driving after the signal to stop was reasonable under the circumstances.

DEPARTMENT'S POLICY 306.2.1 WHEN TO INITIATE A PURSUIT:

An officer may initiate a vehicle pursuit if:

- (a) There is reasonable suspicion to believe the person in the vehicle has committed or is committing: 1. a violent offense as defined in RCW 9.9A.030, 2. a sex offense as defined in RCW 9.94A.030, 3. a vehicular assault offense under RCW 46.61.522, 4. an assault in the first, second, third, or fourth degree offense under chapter 9A.36 RCW only if the assault involves domestic violence as defined in RCW 10.99.020, 5. an escape under chapter 9A.76 RCW, or 6. is driving under the influence offense under RCW 46.61.502;
- (b) The pursuit is necessary for the purpose of identify or apprehending the person;
- (c) The person poses an imminent threat to the safety of others and the safety risks of failing to apprehend or identify the person are considered to be greater than the safety risk of the vehicular pursuit under the circumstances;
- and (d) The officer has received authorization to engage in the pursuit from a supervising officer and there is supervisory control of the pursuit.
- (e) The officer in consultation with supervising officer must consider alternatives to the vehicular pursuit along with other safety considerations.



In 2021, State Legislators changed the laws pertaining to police vehicle pursuits making them more restrictive. In 2021, there were 6 pursuits - all pursuits were within policy.

In 2022, there were 5 pursuits – 2 were within policy, 2 two were not within policy and 1 with policy that was lacking. The policy lacking was addressed and updated.

In 2023, there were 2 pursuits -2 were within policy.

BIAS-BASED POLICING

Bias-based policing is described as the inappropriate reliance on characteristic such as race, ethnicity or national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as a basis for providing differing law enforcement service or enforcement.

According to state law (RCW 43.101.410), Local law enforcement agencies shall:

(1) Local law enforcement agencies shall comply with the recommendations of the Washington association of sheriffs and police chiefs 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.

The Lake Stevens Police Department has established a policy for Biased Based Policing. The LSPD utilizes the Lexipol Policy system and adopted policy 402, which covers Bias-Based Profiling. According to the LSPD Policy 402, the purpose of this policy is to ensure that employees of the Lake Stevens Police Department do not engage in bias-based policing or violate any related laws while serving the community.

The LSPD strives to provide law enforcement to our community with due regard to the racial, cultural or other differences of those it serves. It is the policy of this department to provide law enforcement services and to enforce the law equally and fairly without discrimination toward any individual or group.

The LSPD has a citizen complaint review process that can adequately address instances of racial profiling. The process is accessible to the citizens and is fair. Officers found to be engaged in racial profiling are held accountable through the appropriate disciplinary procedures within police department policy 1011.

In policy 402.6 (ADMINISTRATION), The Deputy Chief shall review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police. The annual report should not contain any identifying information about any specific complaint, citizen or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report submitted to the Washington Association of Chiefs of Police and discuss the results with those they are assigned to supervise.

From 2021 to 2023, there were no reports or investigations were conducted in regard to minority or racially based incidents or unlawful harassment.

According to 402.7 (TRAINING), Training on fair and objective policing and review of this policy should be conducted as directed by the Support Services Sergeant (RCW 43.101.410).

In 2021, LSPD employees completed the following training: Discrimination and Harassment in Law Enforcement, Race in Policing-A Perspective Moving Forward, Implicit Bias: Fact & Myths, Preventing Harassment and Discrimination in the Workplace,

In 2022, LSPD employees completed the following training: The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform. Effective Communication. LGBTQ+ Core Competency.

In 2023, LSPD employees completed the following training: Diversity in the Work Place: Diversity for All, RISE up against Workplace Bullying, Anti-Bullying Supervisor and Employee Training, C.A.R.E About Implicit Bias, Focusing on the Customer, Harassment Prevention for Employees, Crisis Intervention CIT 2hr Course, LETCSA-4010-64 Law Enforcement and Society: Lessons of the Holocaust, LETSCA-4050 Introduction to the Historical Intersection of Race and Policing, LETSCA-4070 People First: Awareness, Challenges, and Response to Poverty and Recidivism

This marks a large increase in training this year compared the previous years.

LSPD New World Arrestee Crime Data (including warrant arrests):

Criminal Arrests	2021	2022	2023
American Indian-Alaskan Native	10	20	4
Asian	6	13	10
Black-African American	39	69	67
Hawaiian-Pacific Islander	5	2	1
Multiracial	13	17	18
Unknown	52	80	46
White	642	792	624
Grand Total	767	993	772

LSPD Infractions (including parking tickets):

Infractions Issued	2021	2022	2023
American Indian-Alaskan Native	5	4	1
Asian	40	25	16
Black-African American	37	30	28
Multiracial	1	6	0
Unknown	251	141	105
White	1362	541	505
Grand Total	1701	794	655

An analysis of the department with regard to bias is challenged by a lack of available data in records management systems. SECTOR - Washington State Collision Reporting Database does not report ethnicity of individuals involved in collisions, which is the best data to establish a baseline according to research. SECTOR and NEW World reports lack data regarding traffic

stops. Please note SECTOR does not include all ethnicities in their race selection box that is available for officers.

GRIEVANCE AUDITS (2021-2023):

Policy 1004.4 GRIEVANCE AUDITS requires the Deputy Chief shall perform an annual audit of all grievances filed the previous calendar year to evaluate whether or not any policy/procedure changes or training may be appropriate to avoid future filings of grievances. The Deputy Chief shall record these findings in a confidential and generic memorandum to the Chief of Police without including any identifying information from any individual grievance. If the audit identifies any recommended changes or content that may warrant a critical revision to this policy manual, the Deputy Chief should promptly notify the Chief of Police.

There were two grievances filed from 2021 to 2023. In 2021, two grievances were filed as a result of an Internal Complaint Investigation, and both were settled with a Settlement Agreement.

This information was reviewed by the Office of the Chief.



Chief Jeffrey G. Beazizo

02/6/2024

Date

cc: Jeff Young, Deputy Chief
Julie Ubert, Administrative Manager
Commander Dean Thomas, Operations Division
Sergeant James Barnes, Support Services Sergeant
Sergeant Adam Bryant, Patrol
Sergeant Gavin Heinemann, Patrol
Sergeant Michael Hingtgen, Investigations Unit/Force Response Training Lead
Sergeant Chad Wells, Patrol
Sergeant Craig Valvick, Patrol
Corporal Chris Schedler, EVOC Lead
Officer Jason Holland, Integrated Arrest Tactics Lead