

LAW ENFORCEMENT ACCREDITATION

Bellevue (WA) Police Department

Agency

Bellevue (WA) Police Department
450 110th Ave NE
PO Box 90012
Bellevue, WA 98009-9012

Chief Executive Officer

Chief of Police
Wendell Shirley

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Bellevue (WA) Police Department is currently commanded by Wendell Shirley. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Tim Hazlette remotely reviewed 116 standards for the agency on 3/31/2022 using Law Enforcement Manual 6.13. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 35.1.9 – Personnel Early Intervention System* (LE1) – ISSUE: Bullet B > the intent of the standard is the establishment of THRESHOLD TRIGGERS (based on the identified behaviors and actions in Bullet A). The THRESHOLDS usually are “objective” (meaning they prescribe a set number of events/infractions that “trigger” a review. The current General Order 17.00.030 does not contain Threshold Triggers.- AGENCY ACTION NEEDED: Suggest the agency re-examine the provisions of General Order 17.00.030 to determine the appropriate language revisions needed to sufficiently incorporate the requirements of the Standard.- AGENCY ACTION TAKEN: The department has "DRAFTED" a new policy to address the content of the Standard and establish definitive "Threshold Triggers" that would activate the Early Warning System. Thus as the new policy has not been enacted due to the reluctance of the Labor bargaining Unit to approve the proposed policy. The agency is scheduling a new arbitration meeting in 2022 with the Labor Union to gain their approval of the policy. Recommend the examination of this Standard during the Year 2 CSM annual Review to verify and confirm compliance.
- 71.4.3 – Inspections* (LE1) – ISSUE: the standard requires the Administrative Review of Temporary Detention Areas every year (annually). General Order 24.00.070 states the department will conduct the Administrative Review “every three (3) years”. - AGENCY ACTION NEEDED: Recommend the re-examination of the policy for language revisions that will illustrate and verify compliance with the requirements of the standard.- AGENCY ACTION TAKEN: The department made the necessary and appropriate revisions to General Order 24.00.070 to include the required Administrative Review. Compliance is verified. The file proofs reflect compliance in practice. The General Order had not been revised in relation to the Standards Manual update.
- 73.5.1 – Training* – ISSUE: the standard requires IN-SERVICE TRAINING every two (2) years. General Order 24.00.070 states the In-Service is to be conducted every 3 years. - AGENCY ACTION NEEDED: Recommend the re-examination of the policy for language revisions that will incorporate the requirements of the standard.- AGENCY ACTION TAKEN: The department made the necessary and appropriate revisions to General Order 24.00.070 that establishes the correct time frequency for In-Service Training. Compliance is verified. File proofs were in compliance - the written directive had not been updated to reflect the Standards Manual change.

CALEA Compliance Services Member(s) Mike Dickey remotely reviewed 109 standards for the agency on 4/26/2023 using Law Enforcement Manual 6.15. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 35.1.9 – Personnel Early Intervention System* (LE1) – FOLLOW UP: The draft policy that would update the Early Intervention System written directive authorizing the use of thresholds and triggers remains in labor union negotiations during all of 2022 and into 2023. A recent decision was made by the chief to issue a temporary Executive Order authorizing this new component to the agency's current Early Intervention System process. This has now been delayed (as of 3/21/23) while the chief is giving the Bellevue Police Officers' Guild (BPOG) two weeks to provide feedback on the proposed change. The chief made this decision knowing that the agency remains out of compliance with this standard. It is anticipated that a new written directive will be issued by the

end of April 2023 that will comply with the standard. Notwithstanding the lack of thresholds and triggers, throughout this year 2 review, it is quite apparent that the agency identifies issues as they occur through its disciplinary system database which documents both the positive and negative aspects of its employees' performance.

- 71.4.3 – Inspections* (LE1) – FOLLOWUP: The annual review required by this standard was complete for 2022. The review included a policy review, training, equipment and daily inspections.
- 73.5.1 – Training* – FOLLOW UP: The directive requires training every two years on the court holding facility including fire suppression and equipment. The agency delivers the training via PowerPoint that covers all required topics.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Wendell Shirley

Chief Wendell Shirley began his career in law enforcement as a police officer in 1993 at the Santa Monica Police Department.

Here he rose through the ranks to become a Captain. During his 26 years, he served in various assignments including Patrol, SWAT, Internal Affairs, Special Enforcement, and Investigations prior to his retirement in 2019.

Chief Shirley was first sworn in as an Assistant Chief in March 2021 after a nationwide search and later was named Interim Chief in August when Chief Mylett left the City. Chief Shirley was named the permanent Chief of Police at Bellevue PD in February 2022. Chief Shirley holds a Bachelor's degree in Sociology/Criminology and a Master's degree in Public Administration from Cal State Northridge University. He is also a graduate of professional development courses including the FBI National Academy, Senior Management in Policing (Police Executive Research Forum), and CA POST Command College.

In November 2022, Chief Shirley was appointed to the CALEA Board of Commissioners.

COMMUNITY PROFILE

The City of Bellevue is a progressive and innovative community located in King County, adjacent to and across the water (Lake Washington) from the City of Seattle. Bellevue is the fifth largest city in Washington, with a population of over 145,000. It is the high tech and retail center of the Eastside, with more than 130,000 jobs and a downtown skyline of gleaming high-rises. With beautiful parks, top schools and a vibrant economy, Bellevue is routinely ranked among the best mid-sized cities in the country (Livability.com and 24/7 Wall Street). While business booms downtown, much of Bellevue retains a small-town feel, with thriving, woodsy neighborhoods and a vast network of trails and nearly 100 parks that keep people calling the place "a city in a park."

The city's crime rates are consistently low. The city's government features an elected city council, who set policy for Bellevue, and an appointed city manager, who oversees all city operations. Bellevue's government has a mission to provide exceptional customer service, uphold the public interest and advance the community vision (mission, vision and core values). The Police, Fire, Parks and Community Services, Utilities and Transportation departments are all nationally accredited. In annual surveys, residents rate city services highly and approve of the city's direction.

The city spans more than 31 square miles between Lake Washington and Lake Sammamish, and is a short drive from the Cascade Mountains. People can kayak within sight of downtown in the Mercer Slough Nature Park, a 320-acre wetland preserve. The population is growing and becoming more diverse. According to the latest estimates, minorities make up approximately 50 percent of the population and more than 50 languages are now spoken by children in Bellevue public schools.

AGENCY HISTORY

The Bellevue Police Department was created by City Ordinance #8 on April 28, 1953. By May 1953, staff included the Chief of Police and four officers, providing service 24 hours a day. By 1955 there were 10 Officers working for the Department. During the 1960's the Department opened its first dispatch center, created a Traffic Division of five officers, and experienced its first homicide.

By the 1970's the City, through annexation, had grown to be the 4th largest city in the State of Washington. The Department formed the vice and narcotics detail as well as the harbor patrol and grew to 106 personnel, including 26 civilian staff.

In the 1980's the city's public safety training center became a reality, housing a firing range, exercise facility, classrooms, drill tower, K-9 area and a large paved parking lot used for motorcycle officer training and recertification. Other units and roles that were formed and created during this time period were the Tactical Arms Group (now SWAT), Crime Prevention, Crime Analysis and Crime Scene Investigation (CSI).

In the 1990's the Department opened the Factoria, Crossroads and Spiritwood substations, initiated a summer Park Patrol program and began the School Resource Officer (SRO) program which placed officers in each of the city's four High Schools. The Traffic Unit was moved under the umbrella of the Patrol Division and the Department formed its Honor Guard.

The Department moved into the new Bellevue City Hall location at 450 110th Ave NE in April of 2006.

AGENCY STRUCTURE AND FUNCTION

The Bellevue Police Department has grown to a strength of 233 employees (186 sworn and 47 civilian) and is a full-service law enforcement agency. Under the command of Chief Wendell Shirley, the agency is currently organized into two Bureaus, each managed by an Assistant Chief. Patrick Arpin serves as the Assistant Chief supervising the Operations Bureau. The Administrative Services Bureau is supervised by the other Assistant Chief. This position is currently vacant and is expected to be filled by the middle of 2022. This Bureau is made up of the Administrative Services Division and the Office of Accountability. Each division is supervised by a Major.

The agency's multi-story, state of the art, main facility is located inside City Hall in the center of the city's downtown area. With the growth of the agency and the community, two community stations have been added in shopping centers. Agency volunteers assist with the staffing of these offices.

In the Patrol Division, several specialized units have been established to enhance police services including K-9, Motorcycle Officers, Collision Investigators, School Resource Officers, Station Officers, Downtown Unit, and Bike Team.

Within the Investigations Division, specialized units include Violent Crimes, Special Assault, Economic Crimes, Property Crimes, Forensic Lab, and Crime Analysis, as well as a Detective assigned to the regional Joint Terrorism Task Force (JTTF). Additionally, the Special Operations Group (SOG) includes Detectives assigned to vice, narcotics, and a special enforcement team.

AGENCY SUCCESSES

1. BPD responded to all 47 Office of Independent Review (OIR) recommendations.
2. BPD re-engaged all 7 diverse Police Advisory Councils in 2022 and increased membership by over 30%. Advisory Council members participated in EVOC and de-escalation training, hiring/promotional boards, use of force discussions and rounded out the year working on hate and biased based crime awareness, outreach and education.
3. Three officers were awarded 2022 Axon RISE Award for their heroic rescue of the Surdi family.
4. Community Crisis Assistance Team (CCAT) received the City Manager's MLK Jr. Distinctive Achievement Award. CCAT received a \$915,000 congressional earmark grant to fund a permanent program.
5. BPD launched an Anti-Crime Initiative, which uses data to determine crime hotspots. Captains then assign teams of patrol officers, undercover detectives, and motorcycle units to combat crime in that area. The results have been very promising.
 - a) BPD conducted nearly 75 different anti-theft operations.
 - b) BPD recorded a sharp rise in DUI arrests – 36% over 2021 and 71% over 2019 (pre-pandemic).
 - c) BPD joined a statewide Organized Retail Theft Task Force.
 - d) The King County Prosecutor's Office recognized BPD for the high number of arrests of organized retail theft crime rings.
 - e) Officers arrested well over 50 shoplifting suspects at Home Depot alone.
 - f) BPD coordinated a free catalytic converter etching program to help residents prevent catalytic converter thefts.
 - g) Officers conducted extra foot patrols in high-volume stores and malls, which were appreciated by the community and received media attention.
6. Detective Lofink investigated and filed criminal charges in 79 instances when a person prohibited from acquiring firearms attempted to do so, thereby keeping guns out of the hands of that many criminals. In one instance, Detective Lofink seized eight firearms from a convicted felon.
7. Special Assault Detectives continue to serve on the greater Seattle Internet Crimes Against Children (ICAC) task force, focusing on the sexual abuse and exploitation of children and the trafficking of child sexual assault material.
8. Investigations added a second Digital Forensics Detective position to keep up with the steady increase in digital photo and video evidence related to all manner of crimes by officers and detectives.
9. Detectives and Public Information Officer continue to serve on the King County Independent Force Investigation Team (KC-IFIT) and deployed on both officer involved shootings that occurred in north King County during 2022.

10. Crime Analysis went live with its public facing crime, use of force, and workforce diversity dashboards, enhancing transparency to the community.

FUTURE ISSUES FOR AGENCY

- Increase in homelessness and transient population and potential issues around a full-time Men's shelter.
- Increase in Opioid use among the local population and related increase in crime rate.
- Continue to review the efficiency of our current staffing model- including patrol, investigations and records to reassess shift alignments, work schedules and resource assignments.
- Introduction of Light Rail System through Bellevue creating more demands on services.
- Recruitment and Hiring of commissioned officers and non-commissioned staff each year to replace the loss of experienced personnel and fill new positions.
- Increase in Traffic Density.
- Public demand for some form of body worn camera system and the associated cost for equipment and additional personnel.
- New laws and community expectations related to use of force, de-escalation, and officer involved shooting investigations.
- Manage the impact of growth within the city in terms of call volume.
- Further develop and build upon the comprehensive Employee Wellness Program.
- Community involvement and engagement.
- Increase in individuals suffering from behavioral health crises.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Mike Dickey

On 4/26/2023, the Year 2 Remote Web-based Assessment of Bellevue (WA) Police Department was conducted. The review was conducted remotely and included 109 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.4.1 Administrative Reporting Program	Agency Elected 20%
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.4 Succession Planning	Agency Elected 20%
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.1 Classification Plan (N/A O O O)	Compliance Verified
21.2.3 Position Management System	Compliance Verified
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.7 Employee Assistance Program	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified

Standards	Findings
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.4 Off-Duty Employment	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.2 Employee Awards	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.3 Truth Verification	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.1.4 Lesson Plan Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified

Standards	Findings
35.1.9 Personnel Early Intervention System* (LE1)	Standard Issue
Notes: FOLLOW UP: The draft policy that would update the Early Intervention System written directive authorizing the use of thresholds and triggers remains in labor union negotiations during all of 2022 and into 2023. A recent decision was made by the chief to issue a temporary Executive Order authorizing this new component to the agency's current Early Intervention System process. This has now been delayed (as of 3/21/23) while the chief is giving the Bellevue Police Officers' Guild (BPOG) two weeks to provide feedback on the proposed change. The chief made this decision knowing that the agency remains out of compliance with this standard. It is anticipated that a new written directive will be issued by the end of April 2023 that will comply with the standard. Notwithstanding the lack of thresholds and triggers, throughout this year 2 review, it is quite apparent that the agency identifies issues as they occur through its disciplinary system database which documents both the positive and negative aspects of its employees' performance.	
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
40.2.2 Intelligence Analysis Procedures	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.4 Investigative Task Forces	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.10 Show-ups	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
43.1.3 Confidential Funds	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.1.2 Policy Input, Others	Compliance Verified

Standards	Findings
44.1.3 Annual Program Review*	Compliance Verified
44.2.4 School Services Program	Not Applicable by Function
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.12 Crowd Control Response Training	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
53 Inspectional Services	
53.2.1 Staff Inspections*	Agency Elected 20%
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
70 Detainee Transportation	
70.1.4 Interruption of Transport	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.2 Immovable Objects	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
Notes: FOLLOWUP: The annual review required by this standard was complete for 2022. The review included a policy review, training, equipment and daily inspections.	
73 Court Security	
73.5.1 Training*	Compliance Verified
Notes: FOLLOW UP: The directive requires training every two years on the court holding facility including fire suppression and equipment. The agency delivers the training via PowerPoint that covers all required topics.	

Standards	Findings
73.5.2 Detainee Searches	Compliance Verified
73.5.3 Detainee Property Security	Compliance Verified
73.5.10 Evacuation Plan	Compliance Verified
73.5.24 Supervision of Opposite Gender	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Compliance Verified
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
82 Central Records	
82.1.3 Records Retention Schedule	Compliance Verified
82.1.4 Crime Reporting	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Comments:

Bellevue (WA) Police Department

Area of Interest: Line of Duty Death or Injury

Summary of Review:

This area of interest was suggested by the agency and agreed to by the Compliance Services Member (CSM). Sergeant BJ Buck addressed the agency's protocols given the recent line of duty death of Officer Jordan Jackson on November 21, 2022. Sergeant Buck is the Honor Guard Supervisor and the family representative for the police department.

The agency has an established protocol for providing timely and sensitive assistance to agency personnel and their

families in the event of a line of duty death or serious injury. The directive has specific responsibilities assigned to the agency liaison with the employee's family.

The Personnel Services Unit commander is responsible for preparing a biographical sketch of the deceased employee for the chief.

Notifications are made according to the deceased employee's wishes as included on an Emergency Notification Instruction form. Administrative leave is available to an employee and a Peer Support Group Counselor to assist the family as needed.

The agency acts in a supportive manner in providing the various arrangements necessary for the situation. The family's wishes are the criterion used to determine which services are provided to the family.

Based on lessons learned, the agency is in the process of updating its protocol for these types of situations. The agency learned how important it is to work with other city entities, such as transportation, fire department, GIS, etc., who worked together in the planning process. A second lesson learned had to do with leaning heavily on regional partners to provide coverage for the city during the funeral services by backfilling patrol and assisting in the various events on the day of the funeral. Honor guards from all over the region were in attendance to provide honors.

The agency activated a command center and used the Incident Command System (ICS) to manage the events that were occurring during this period. The agency took steps to ensure that the needs of personnel were addressed by leaders in that functional area. The agency determined that communications were key and had a very specific protocol. When an announcement was to be made it went to the family first, the agency's personnel second, and then to the public. Internally, an assistant chief would inform personnel as to the activities that would be occurring on that day. Additionally, the planning process was transparent to personnel. One area for improvement was that other city departments did not understand the communications plan and releases of information by the police department could not be modified by other departments.

The agency's family liaison remains in contact with the family on a weekly basis. One item of continued support is the agency and family will be in attendance at the National Police Memorial Service in May.

In the event of a serious injury to a member, the same protocols would be used to the extent necessary to provide a high level of service to the member and family.

Area of Interest: Recruitment and Selection

Summary of Review:

This area was suggested by the agency and agreed to by the CSM. Recruiting and employment of qualified personnel is accomplished in partnership with the city's Human Resources Department. The agency uses outside resources to identify qualified candidates for sworn positions. The agency maintains a list of potential candidates based on previous interest or inquiry. The processes used are governed by rules of the Bellevue Civil Service Commission.

Sergeant Autumn Fowler is the agency's recruiting supervisor and has a staff of background investigators working with her. In addition, the agency has a cadre of officers with other responsibilities assisting the recruiters when needed. Sergeant Fowler has quarterly meetings with them to discuss and develop various opportunities for deployment. These officers assist by attending job fairs, community events, or assisting in candidate interviews.

The agency prides itself on its responsiveness to recruitment inquiries. It tries to contact the inquirer within 24 hours and will spend as much time as needed to address the inquiries. This approach has been successful with several candidates who appreciate the timeliness of the response.

The agency recruits on a national basis. When visiting an area, the recruiters try to take an officer from that area on the assignment. The agency has officers from all over the country. Being from the same area as a potential candidate provides a connection that might not otherwise exist. Recently the agency went to Jacksonville Florida for an event. A Bellevue officer from the Gainesville area was along to provide that local connection. A lateral officer from the Atlanta Police Department accompanied the recruiters when attending a program in Atlanta. The recruiters attempt to target specific areas with the officers they have.

As the next step forward, the agency recently engaged a company to market the Bellevue Police Department. The company is in the research phase to determine how the Bellevue Police Department separates itself from the other police organization as an organization of choice. The company recently interviewed approximately 40 employees from the chief to a recent new hire in its effort to develop a marketing strategy.

Area of Interest: Agency Training/ In-service Training

Summary of Review:

This area was suggested by the agency and agreed to by the CSM. The agency's training efforts are directed toward the enhancement of personnel development and toward achieving the goals and objectives of the agency. The agency is committed to providing a high level of training to its employees. The average officer receives 140 to 150 hours of in-service training annually.

Sergeant James Brack explained that the agency does two firearms qualifications each year. Every officer is required to qualify on the issued handgun, backup handgun, shotgun, and rifle every six months. In two additional training sessions, officers do skill-based training using simulated live fire. The agency also does force-on-force scenarios where they involve de-escalation and other tactics. Biennially, the agency does full-scale active shooter training. The agency obtains a school or other building and has the fire department involved for part of the session. In off years, the agency rents a local racetrack and provides Emergency Vehicle Operator Course training using high speed and low speed pursuit tactics.

The agency provides defensive tactics training at the squad level. Each squad has two one hour training blocks each month for traditional defensive tactics. The agency is starting to train using law enforcement jujitsu techniques as a complement to the defensive tactics program.

The agency recognizes the need for officers to have current information regarding law enforcement, legal updates, and officer safety. This goal is being met through a variety of training processes including regular in-service training, e-learning, outside training, shift training, bulletins, and other processes. Each year the Training Committee meets to establish a list of topics to be presented the following year. These sessions are typically two ten-hour day presentations. The training staff is anticipating the addition of body worn cameras and tasers which will be delivered in the second half of the year.

The agency also uses e-learning technology to cover training required by the city such as the sexual harassment policy. Other training programs, such as crises intervention and mental health issues, are provided through e-learning or other methods.

The agency has a pre-academy three week training program for recruits going to the 720 hour basic police academy provided by the State of Washington. Recruits are provided with firearms and defensive tactics training to assist them as they transition into the academy. Following completion of academy training, recruits go through a "pre field training" program to prepare them for the transition into the Field Training Program. This prepares them for the training program with additional skills such as de-escalation, justice based policing, use of force concepts as well as use of force skill training, orientation to the various units in the agency and 30 hours of rifle training which is not in the basic academy curriculum.

The agency also financially supports specialized training that an officer might want to receive, such as interview and interrogations techniques. Employees on a specific career path such as supervision or management can apply for and attend specialized courses related to their assignment.

This area of interest is limited to in-service training and does not include training provided by specialized units such as the motorcycle officers who train within their unit monthly.

Area of Interest: Wellness Program; Peer Support

Summary of Review:

This area was suggested by the agency and agreed to by the CSM. The Peer Support Group Counseling Program has been a component of the agency since 1990. Peers within organizations have long been recognized as trusted co-workers with excellent communication skills. They have that ability to assist others through difficulties. Overall, the peer support group efforts are directed to providing a confidential outlet, then to decide if further referrals to professional or other resources are needed. Sergeant James Brack is the peer support team coordinator. Chaplain Mike Ryan is a peer counselor and provides assistance where needed.

The program provides confidential assistance to employees in resolving issues that affect their personal or professional lives. Difficulties such as mental health, relationship issues, financial, substance abuse, stress, or other matters that can be addressed. If an issue is identified beyond the scope of the program, referrals to professionals having expertise with law enforcement can be made.

The program is in addition to the city's Employee Assistance Program. Peer support can use longer term and continuing assistance to the employee. The use of either program is at the discretion of the employee. The agency has determined that in many cases employees are more comfortable discussing these types of issues with fellow employees rather than with someone from outside the agency.

Confidentiality is critical to the success of the program. The State of Washington has extended privileged communications to include peer support counselors when assisting an officer receiving counseling resulting from a critical incident involving the officer.

In support of the program, the agency has a program staff consisting of a consultant who has a professional level degree or degrees involving mental health. The consultant has experience working with law enforcement personnel and their families in addressing issues involving critical incidents. The consultant is also responsible for the training of peer counselors.

Within the agency, a program director is an employee assigned by the Personnel Services Unit (PSU). The director's duties include arranging for peer support group training and maintaining a list of peer group counselors. The agency's chaplain is part of the peer support program providing ministerial support where appropriate.

Peer support counselors are volunteers with an interest in assisting other employees with their personal or professional problems. They receive initial training and thereafter attend on-going training sessions. Peer counselors are trained to be sympathetic and active listeners and to share their thoughts and feelings they have acquired through experience and training. It is the policy of the agency that confidentiality is guaranteed with some limited exceptions involving harm to self or others.

As of February 2023, the peer counselors had 326 contacts in the previous 12 months and referred 52 for professional assistance. The most significant reason was mental health issues.

Findings:

The agency has an established protocol for providing timely and sensitive assistance to agency personnel and their families in the event of a line of duty death or serious injury. It was recently used to provide assistance to the family of Officer Jordan Jackson who died in November 2022. The agency used the Incident Command System (ICS) to manage the activities, maintain contact with the family, departmental employees, other partners, and the public.

Recruitment is a major effort of the agency. The recruitment process involves significant activities and takes place on a national basis. The agency has contracted with a marketing firm to develop the strategy. An effort to identify what sets the agency apart from others is underway. Once a strategy is determined, the contract provides for the completion of materials including several videos that can be used through social media or as public service announcements.

The agency's training program is excellent. This review addressed in-service training with officers receiving 140 to 150 hours per year. In addition, employees can attend specialized training supported financially by the agency. Of note, is the pre-academy training for recruits going to the academy to assist them in the transition. After the academy, a pre-FTO program of four to six weeks prepares the officer-in-training for field training duties.

Summary of Public Information Feedback Portal:

The agency opened the public comments portal on March 29, 2023. Thus far, no public comments have been received.

Statistical Data Tables: The data tables were complete for this review period and consistent within reporting parameters.

Compliance Data Summary:

Number of Interviews Conducted: 9

Compliance Services Member: Michael J. Dickey

Assessment Start and End Dates: March 24, 2023, through April 1, 2023

Mandatory (M) Compliance: 339

Other than Mandatory (O) Compliance: 52

Standard Issues: 1

Waiver: 0

(O) Elected 20%: 4

Not Applicable: 65

Total: 461

Percentage of other-than-mandatory standards: 92.86%

Notes:

There was one standard issue. The agency remains in discussion with the union over language implementing the Personnel Early Intervention System. This was noted in the Year 1 review but has not been resolved.

The agency categorized 65 standards as not applicable by function and four as 20 percent.

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

5/25/2023

Planning and Methodology:

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

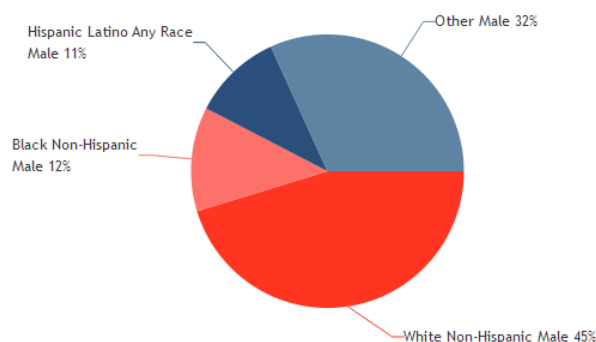
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	158	5060	5218
Black Non-Hispanic Male	43	675	718
Hispanic Latino Any Race Male	37	852	889
Other Male	111	3955	4066
White Non-Hispanic Female	77	4114	4191
Black Non-Hispanic Female	21	336	357
Hispanic Latino Any Race Female	16	379	395
Other Female	58	2965	3023
TOTAL	521	18336	18857

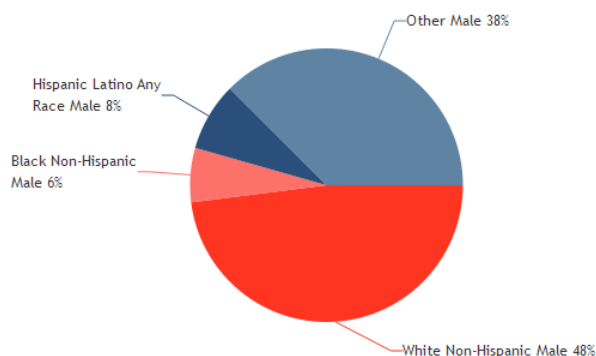
Reaccreditation Year 1 Notes:

Note 1: Started tracking and recording Traffic Warnings on July 1, 2021. Data entered is for the 6-month period from July 1-December 31, 2021.

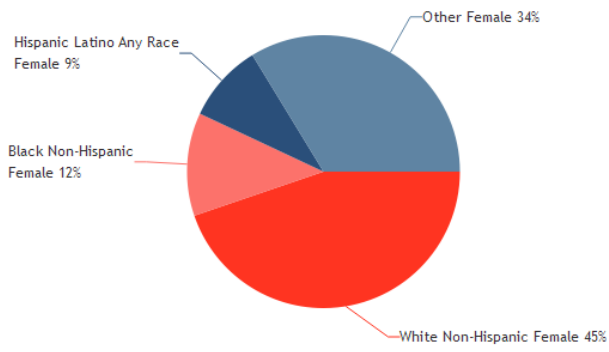
Male Warnings



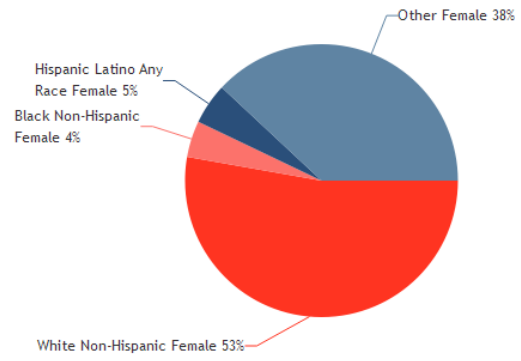
Male Citations



Female Warnings



Female Citations



Legend

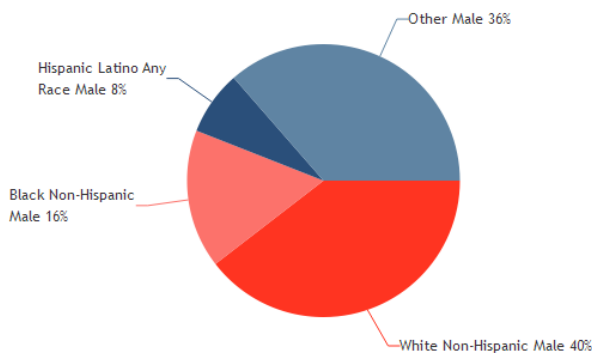
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

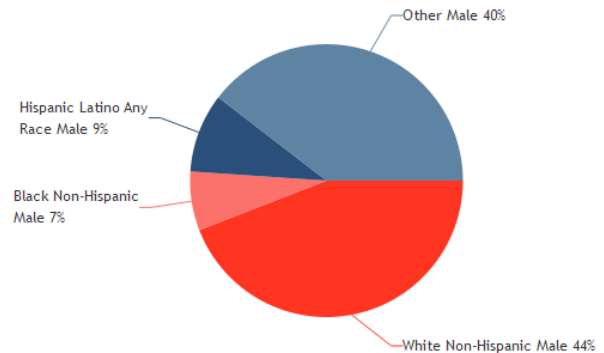
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	431	2696	3127
Black Non-Hispanic Male	179	426	605
Hispanic Latino Any Race Male	83	573	656
Other Male	397	2419	2816
White Non-Hispanic Female	225	2021	2246
Black Non-Hispanic Female	60	239	299
Hispanic Latino Any Race Female	28	220	248
Other Female	159	1683	1842
TOTAL	1562	10277	11839

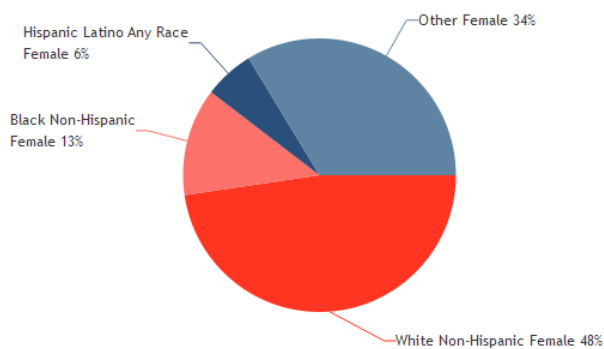
Male Warnings



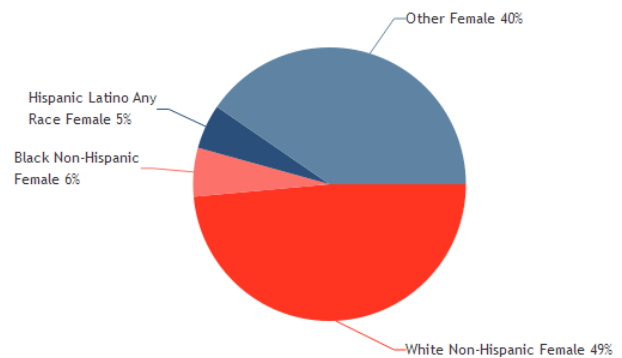
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

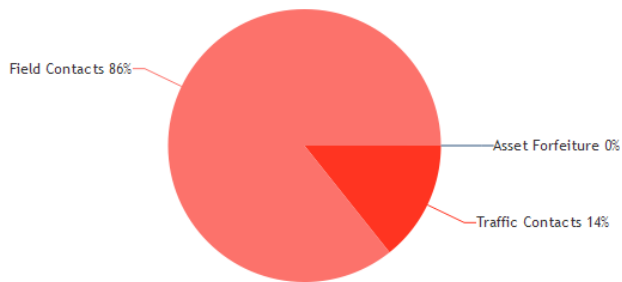
Biased Based Profiling

Year 1 Data Collection Period: 1/1/2021-12/31/2021

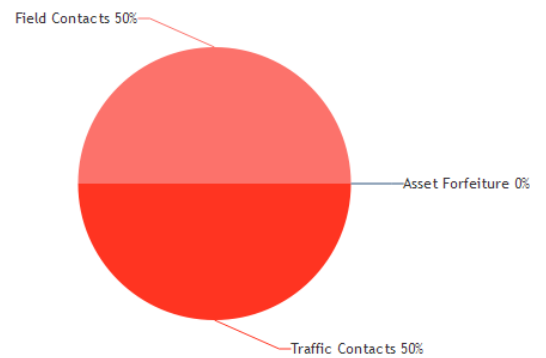
Year 2 Data Collection Period: 1/1/2022-12/31/2022

Complaints from:	Year 1	Year 2
Traffic Contacts	1	1
Field Contacts	6	1
Asset Forfeiture	0	0

Complaints



Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									17
Discharge	0	0	0	0	0	0	0	0	0
Display Only	6	1	3	0	4	1	2	0	17
ECW									11
Discharge Only	0	1	2	0	2	0	2	0	7
Display Only	2	0	1	0	1	0	0	0	4
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	1	0	0	0	0	1	0	2
Weaponless	23	12	15	3	8	1	4	4	70
Canine									1
Release Only									
Release and Bite	0	0	0	0	1	0	0	0	1
Total Uses of Force	31	15	21	3	16	2	9	4	101
Total Number of Incidents Resulting In Officer Injury or Death	7	4	3	1	1	0	1	1	18
Total Use of Force Arrests	19	8	14	2	11	1	4	3	62
Total Number of Suspects Receiving Non-Fatal Injuries	9	3	5	0	8	0	4	0	29
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	532	155	240	50	127	13	169	60	1346
Total Use of Force Complaints	0	1	0	0	0	0	0	0	1

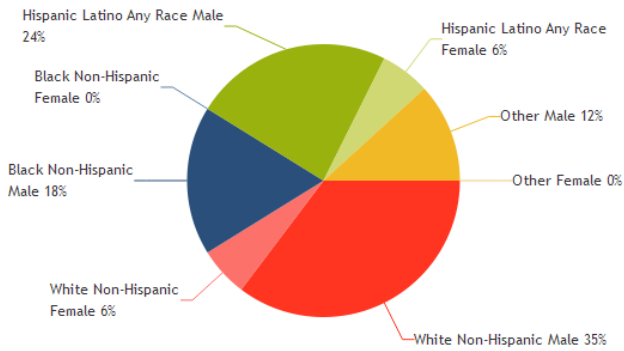
Reaccreditation Year 1 Notes:

Note 1: Total number of use of force incidents was 79 with 59 resulting in an arrest. There were 10 involuntary commitments for behavioral health reasons. The remaining non-arrests were released due to temporary investigative detention or other reasons.

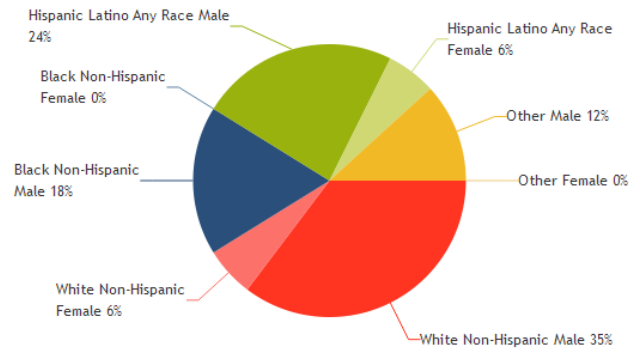
Note 2: Canine- There were 87 incidents of "Release Only" not tracked by race. "Release Only" includes 66 tracks, 4

area searches, 11 building searches, and 6 tactical deployments. 15 suspects were located and captured with only one "Bite and Release" incident.

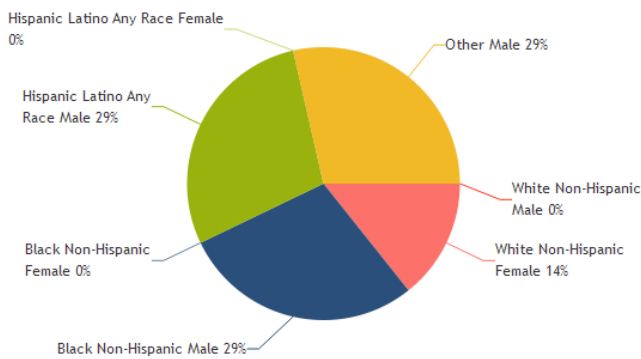
Total Firearm



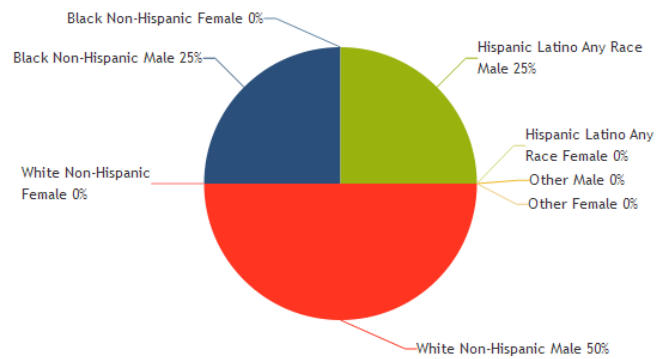
Firearm Display



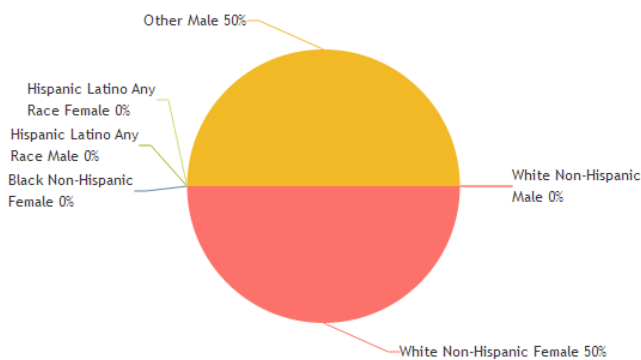
ECW Discharge



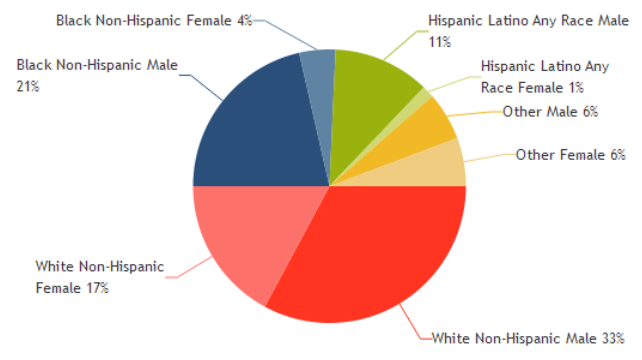
ECW Display



Chemical/OC



Weaponless



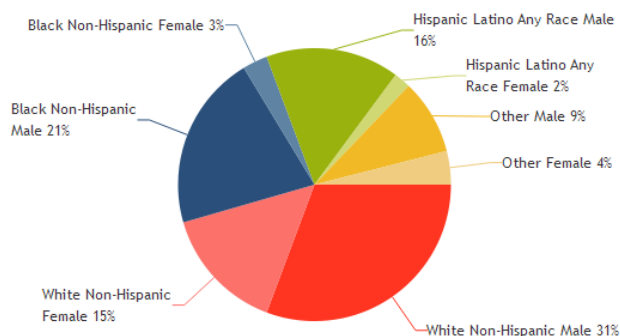
Total Canine



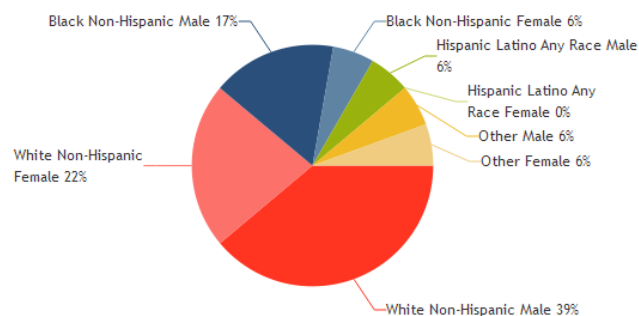
Canine: Release and Bite



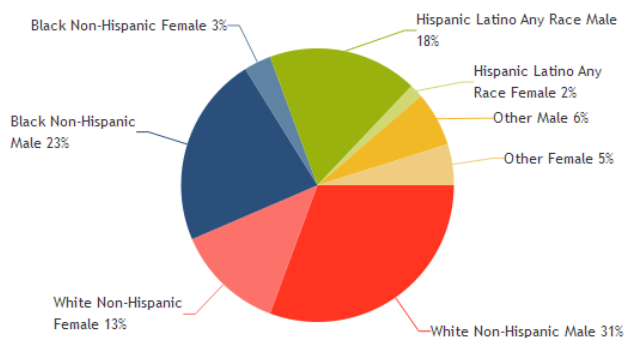
Total Uses of Force



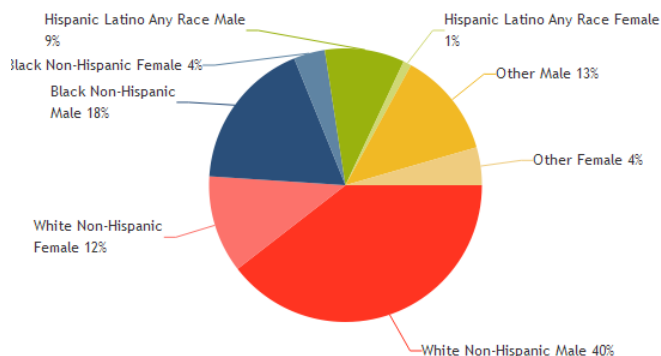
Total Number of Incidents Resulting in Officer Injury or Death



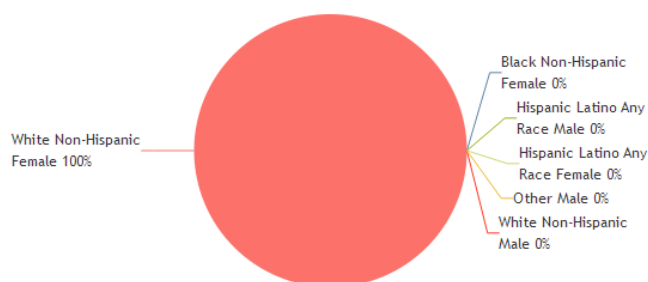
Total Use of Force Arrests



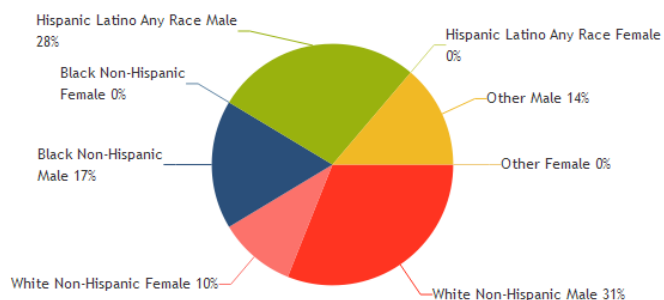
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									14
Discharge	0	0	0	0	0	0	0	0	0
Display Only	7	0	1	0	3	1	1	1	14
ECW									11
Discharge Only	3	0	0	0	1	0	0	0	4
Display Only	3	1	2	0	0	0	0	1	7
Baton	0	0	1	0	0	0	0	0	1
Chemical/OC	1	1	0	0	0	0	0	0	2
Weaponless	40	13	22	7	16	2	5	6	111
Canine									0
Release Only									
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	54	15	26	7	20	3	6	8	139
Total Number of Incidents Resulting In Officer Injury or Death	14	1	0	0	1	0	6	0	22
Total Use of Force Arrests	89	15	23	0	10	2	44	3	186
Total Number of Suspects Receiving Non-Fatal Injuries	18	3	8	2	3	0	1	0	35
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	728	243	349	93	250	34	226	92	2015
Total Use of Force Complaints	1	1	2	0	0	0	0	2	6

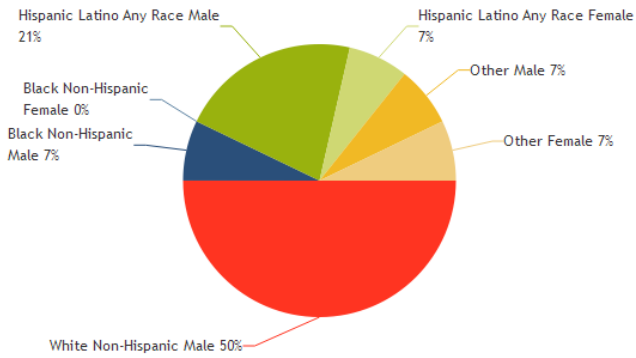
Reaccreditation Year 2 Notes:

Note 1: Total number of use of force incidents was 120 with 96 resulting in an arrest. There were 15 involuntary commitments for behavioral health reasons. Additionally there were 3 Civil Disturbance incidents where force was used and 6 incidents where force was used during an Investigative Detention but there was no arrest.

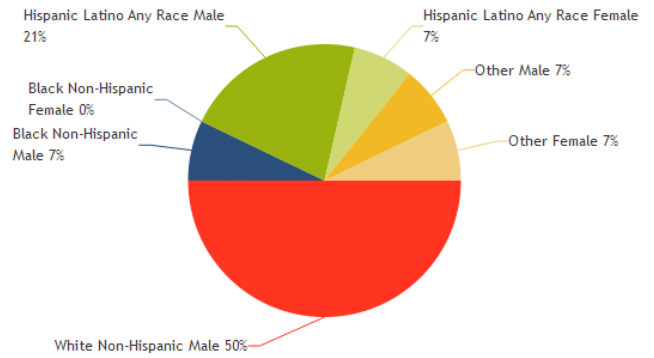
Note 2: Canine- There were 60 incidents of "Release Only" not tracked by race. "Release Only" includes 47 tracks, 3

area searches, 10 building searches, and 0 tactical deployments. 31 suspects were located and captured. There were no "Bite and Release" incidents in 2022.

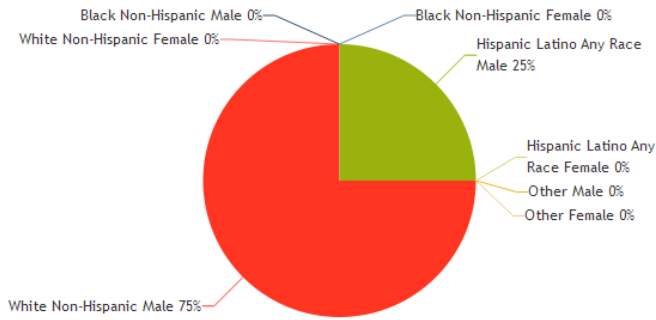
Total Firearm



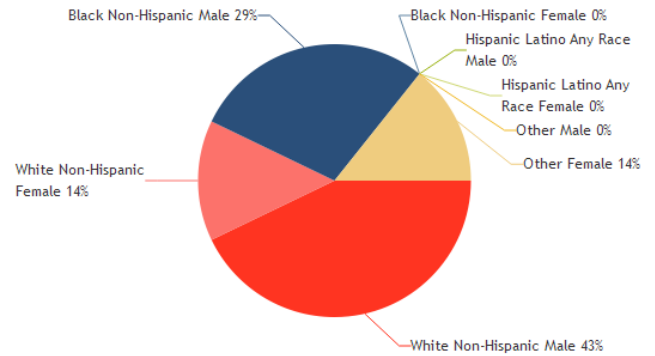
Firearm Display



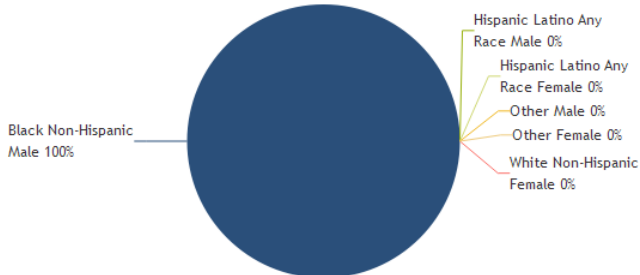
ECW Discharge



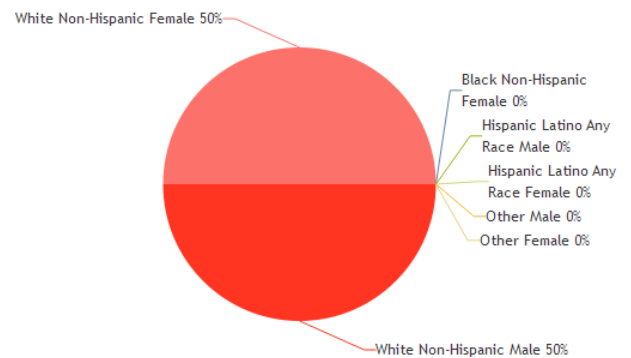
ECW Display



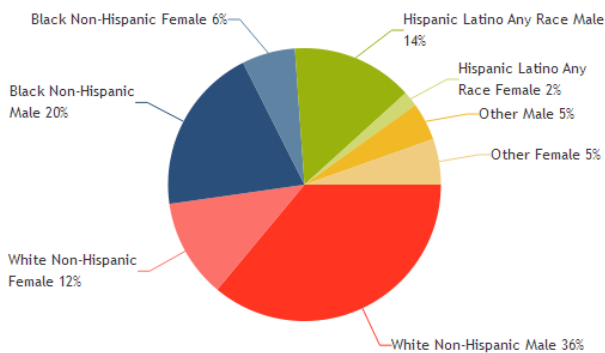
Baton



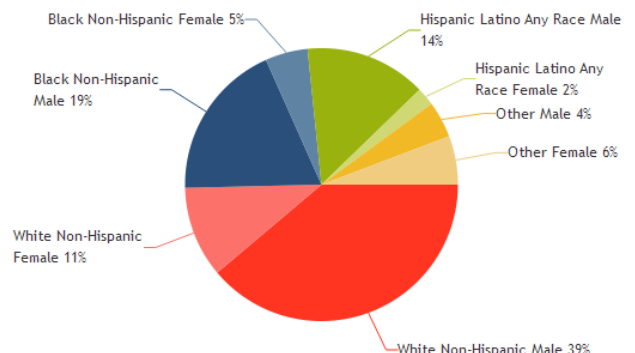
Chemical/OC



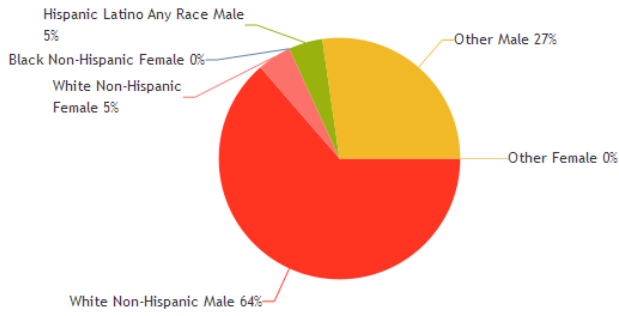
Weaponless



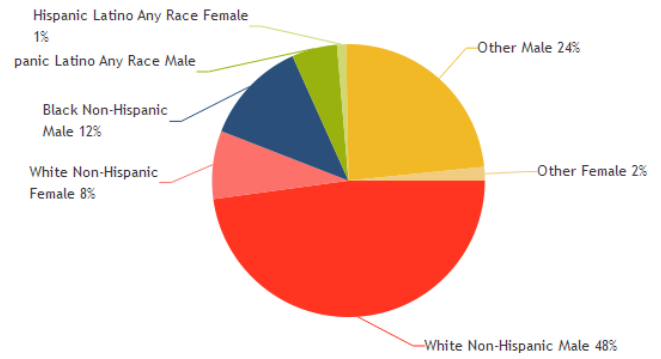
Total Uses of Force



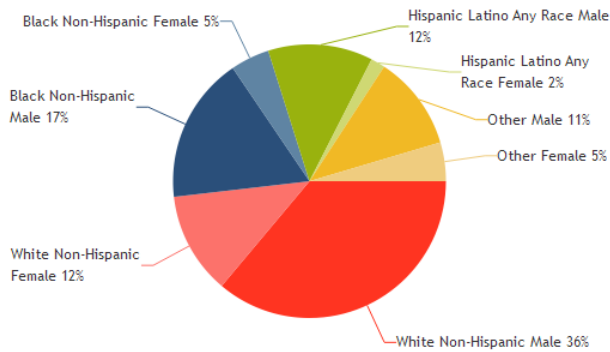
Total Number of Incidents Resulting in Officer Injury or Death



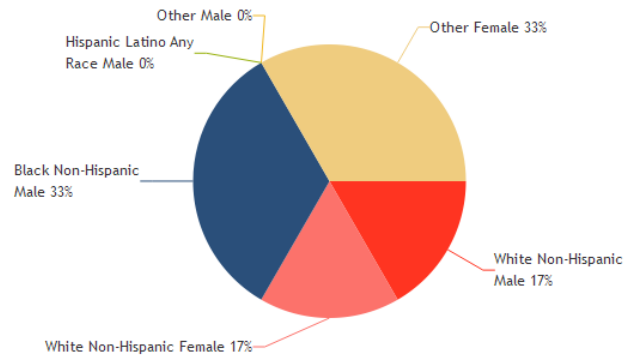
Total Use of Force Arrests



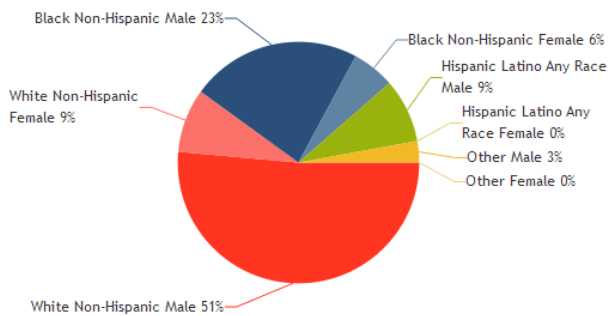
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

Grievances	Year 1	Year 2
Number	0	0

Reaccreditation Year 1 Notes:

Note 1: No grievances filed in 2021.

Reaccreditation Year 2 Notes:

Note 1: No grievances filed in 2022.

Personnel Actions

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2
Suspension	1	1
Demotion	0	0
Resign In Lieu of Termination	0	2
Termination	0	0
Other	15	25
Total	16	28
Commendations	43	47

Reaccreditation Year 1 Notes:

Note 1: Other includes verbal or written warnings, reprimands, and coaching/counseling.

Note 2: Commendations include all award nominations from both the Employee Recognition Program and Official Department Awards Program.

Reaccreditation Year 2 Notes:

Note 1: “Other” includes verbal or written warnings, reprimand, and coaching/counseling.

Note 2: Commendations include all award nominations from both the Employee Recognition Program and Official Department Awards Program

Complaints and Internal Affairs - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2022

	Year 1	Year 2
External/Citizen Complaint		
Citizen Complaint	34	43
Sustained	2	2
Not Sustained	31	38
Unfounded	0	2
Exonerated	1	1
Internal/Directed Complaint		
Directed Complaint	23	17
Sustained	19	16
Not Sustained	1	0
Unfounded	0	1
Exonerated	1	0

Reaccreditation Year 2 Notes:

Note 1: The number of "Not Sustained" represent the number of External/Citizen complaints where there was no policy violation.

Note 2: Three of the "Sustained" Internal/Directed complaints were cleared "exceptional" due to the employee resigning prior to completion of the investigation.

Calls For Service / Crime Data - Reaccreditation Year 2**Data Collection Period:** 1/1/2021 - 12/31/2022

	Year 1	Year 2
Calls for Service		
Calls for Service	62023	64990
Crime Data		
Murder	3	2
Forcible Rape	13	19
Robbery	88	105
Aggravated Assault	86	95
Burglary	601	744
Larceny-Theft	4292	4441
Motor Vehicle Theft	449	500
Arson	3	12

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2021-12/31/2021

Year 2 Data Collection Period: 1/1/2022-12/31/2022

	Year 1	Year 2
Pursuits		
Total Pursuits	2	4
Forcible stopping techniques used	0	0
Terminated by Agency	1	2
Policy Compliant	2	4
Policy Non-Compliant	0	0
Collisions		
Injuries		
Total Collisions	1	1
Officer	0	0
Suspect	1	0
ThirdParty	0	0
Reason Initiated		
Traffic	0	0
Felony	2	4
Misdemeanor	0	0

Reaccreditation Year 1

Note 1: Both pursuits were based on dangerous felonies (Car Jacking and Armed Robbery).

Reaccreditation Year 2

Note 1: The one collision involved the ramming of an adjacent jurisdiction prior to BPD's involvement in the pursuit.

Note 2: All four pursuits involved violent felonies as required by policy and state law.

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1		1						2
Command	6	2			1		1		10
Supervisory Positions	18	5			4		4		31
Non-Supervisory Positions	80	16	10	1	5	1	20	2	135
Sub Total									178
Non Sworn Personnel									
Executive								1	1
Managerial		1							1
Supervisory Positions		2						1	3
Non-Supervisory Positions	3	20	2	1	2	3	1	1	33
Sub Total									38
Total									216

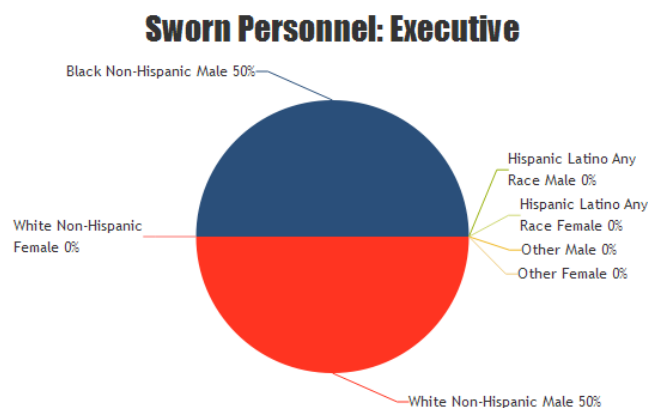
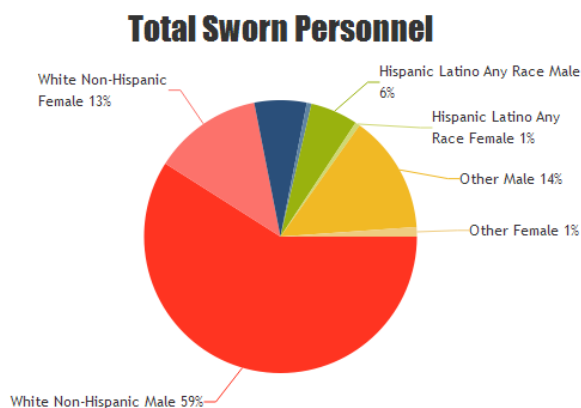
Reaccreditation Year 1 Notes:

Note 1: Sworn Executives include the Chief of Police and two Assistant Chiefs (one currently vacant).

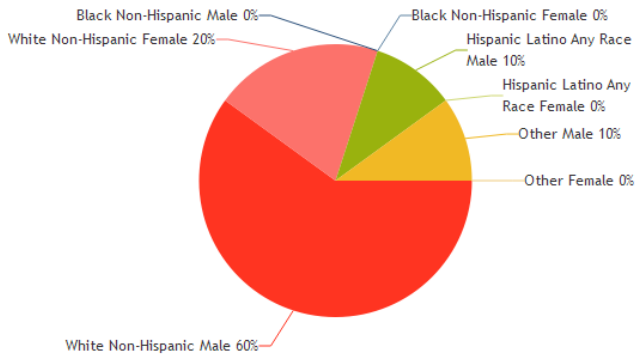
Note 2: Sworn Command includes the ranks of Majors and Captains.

Note 3: Sworn Supervisory Positions include the ranks of Sergeants and Corporals.

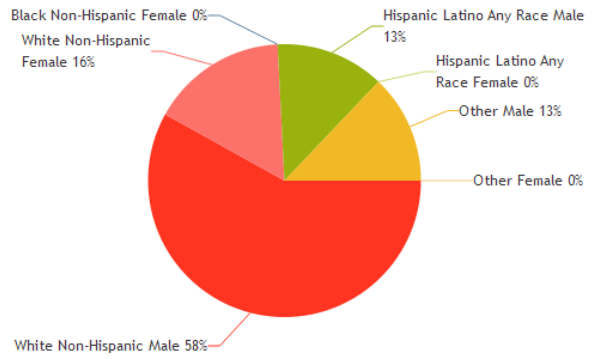
Note 4: Non-Sworn Executive includes the Police Fiscal Manager.



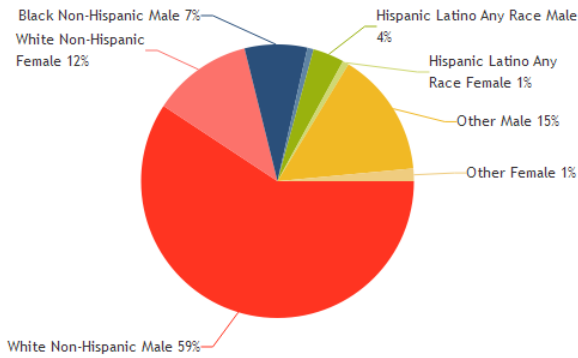
Sworn Personnel: Command



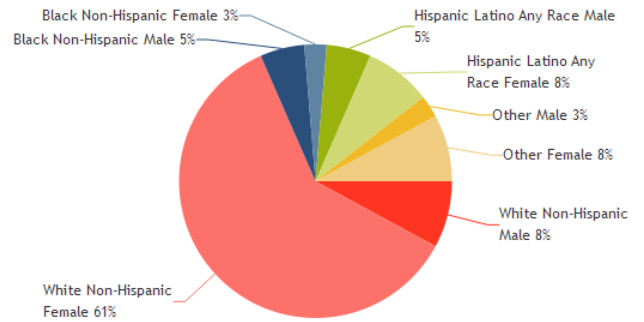
Sworn Personnel: Supervisory Positions



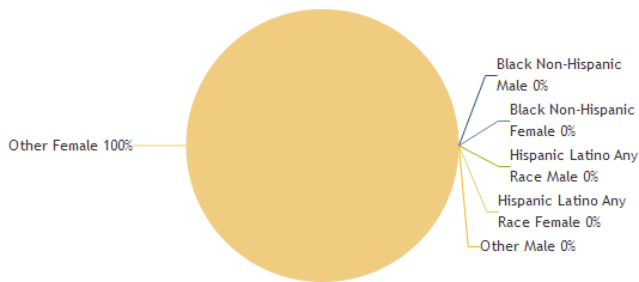
Sworn Personnel: Non-Supervisory Positions



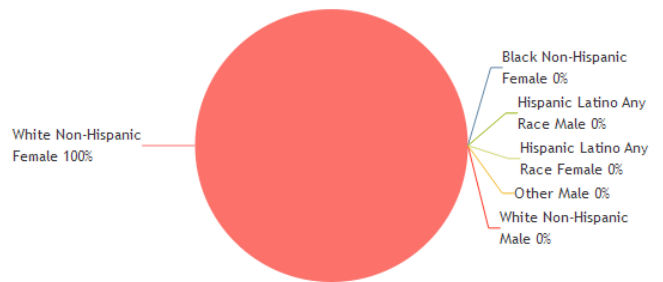
Total Non-Sworn Personnel



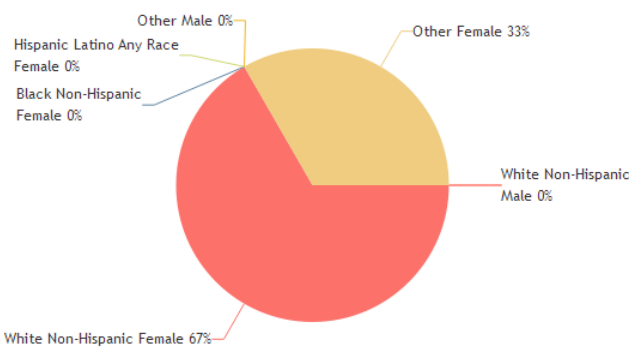
Non-Sworn Personnel: Executive



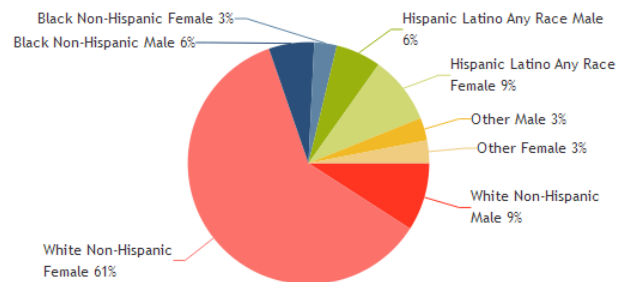
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1		1						2
Command	5	2			1		1		9
Supervisory Positions	18	5			4		4		31
Non-Supervisory Positions	69	15	8	1	4	1	25	3	126
Sub Total									168
Non Sworn Personnel									
Executive								1	1
Managerial		1							1
Supervisory Positions		1						1	2
Non-Supervisory Positions	6	20		1	2	3	1	2	35
Sub Total									39
Total									207

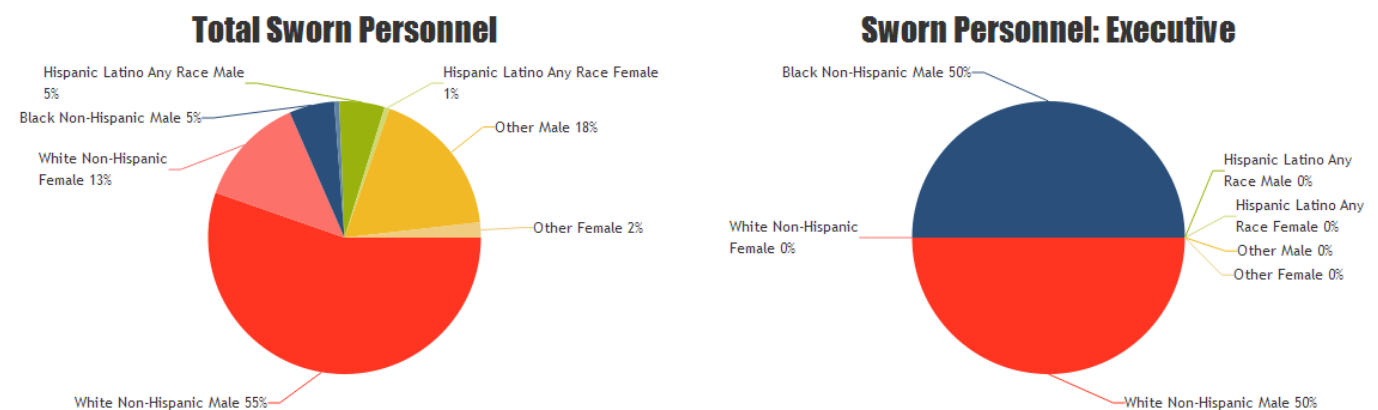
Reaccreditation Year 2 Notes:

Note 1: Sworn Executives include the Chief of Police and two Assistant Chiefs (one currently vacant).

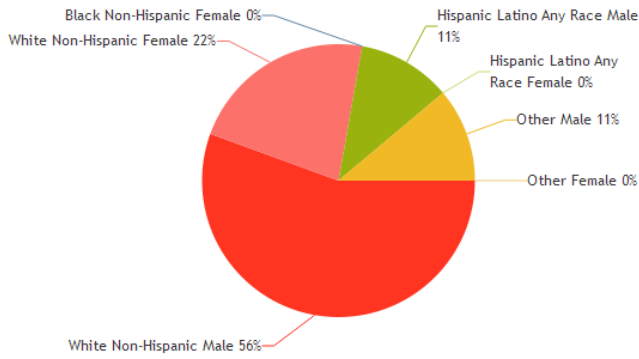
Note 2: Sworn Command includes the ranks of Majors and Captains.

Note 3: Sworn Supervisory Positions include the ranks of Sergeants and Corporals.

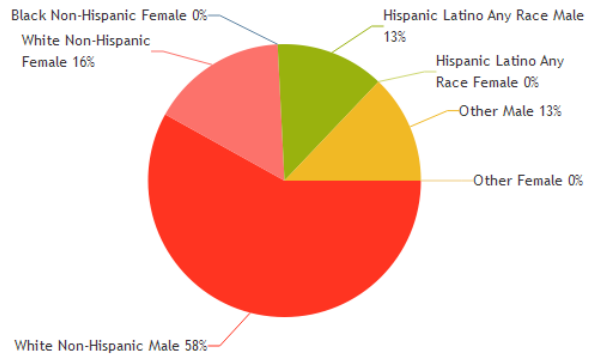
Note 4: Non-Sworn Executive includes the Police Fiscal Manager.



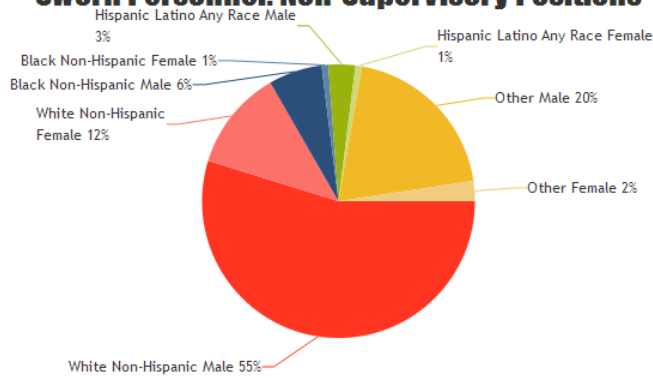
Sworn Personnel: Command



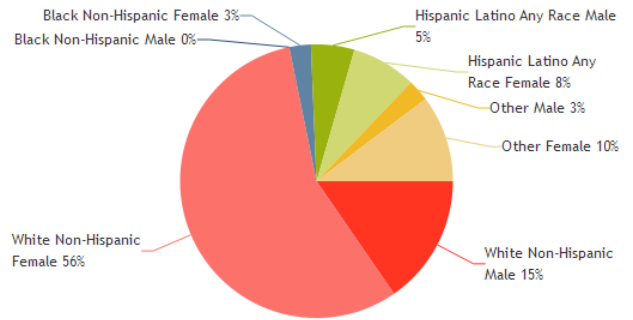
Sworn Personnel: Supervisory Positions



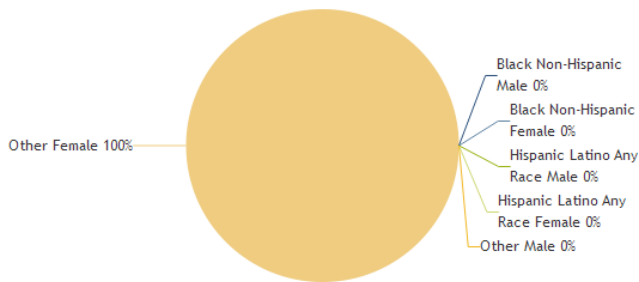
Sworn Personnel: Non-Supervisory Positions



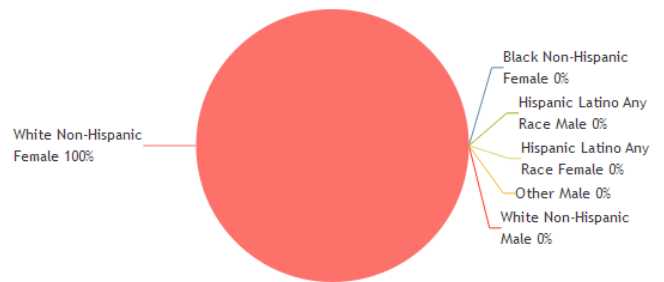
Total Non-Sworn Personnel



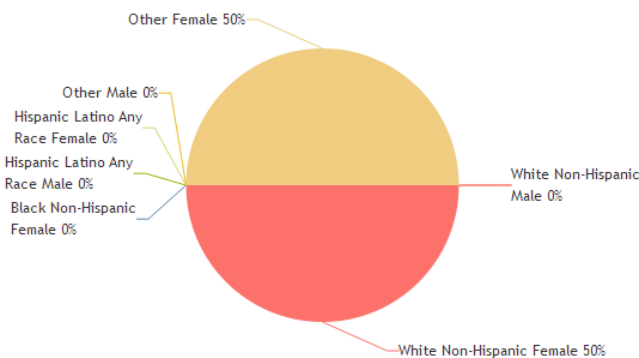
Non-Sworn Personnel: Executive



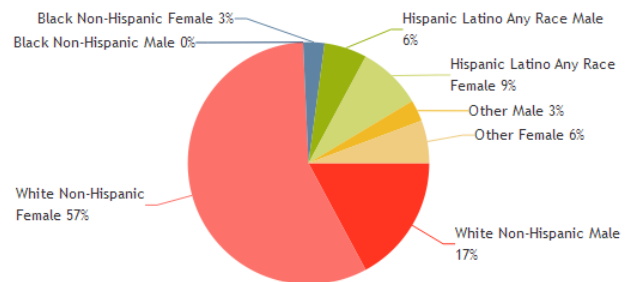
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	66063	44%	1486698	62 %	127	72%	23	13%	134	76%	23	13%
Black Non-Hispanic	3918	3%	143874	6 %	12	7%	1	1%	9	5%	1	1%
Hispanic Latino Any Race	11071	7%	239790	10 %	11	6%	1	1%	11	6%	1	1%
Other	70802	47%	527538	22 %	27	15%	2	1%	23	13%	2	1%
Total	151854		2397900		177		27		177		27	

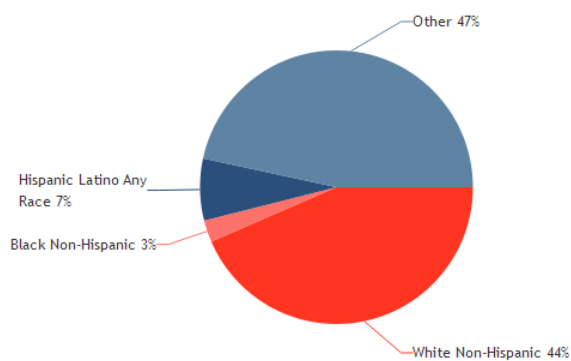
Reaccreditation Year 1 Notes:

Note 1: Service Population- US Census Bureau. 2020 Decennial Census, table P2.

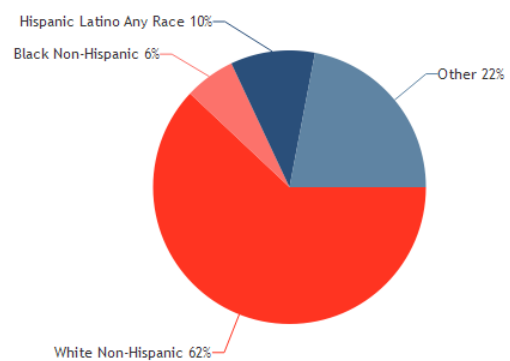
Note 2: Available Workforce- Washington State Office of Financial Management, 2020 April 1

Note 3: Population Estimates- US Census Bureau. 2019 American Community Survey (1-year estimates), table DP05; US Census Bureau. 2019 American Community Survey (Integrated Public Use Microdata Sample of 1-year estimates), Minnesota Population Center.

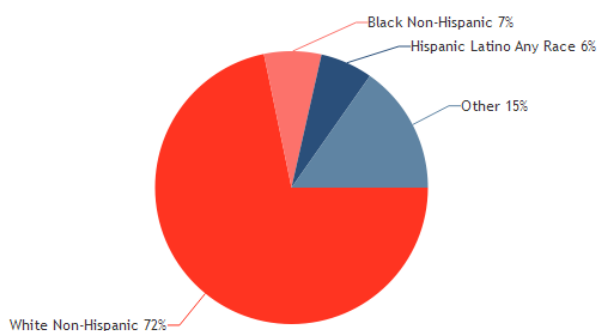
Service Population



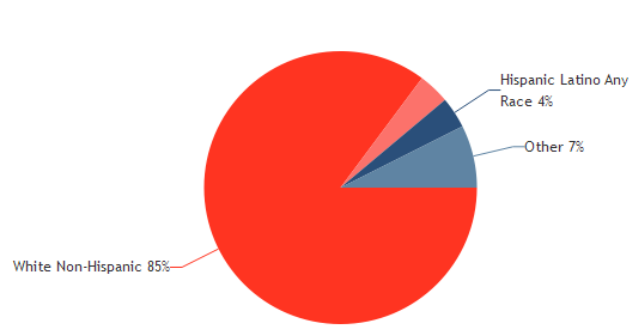
Available Workforce



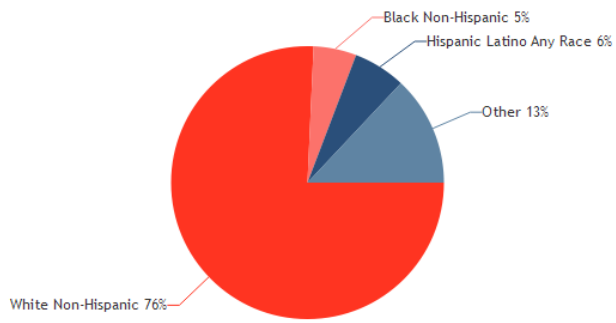
Current Sworn Officers



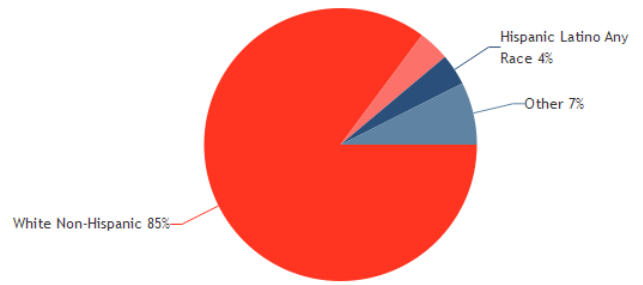
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2022 - 12/31/2022

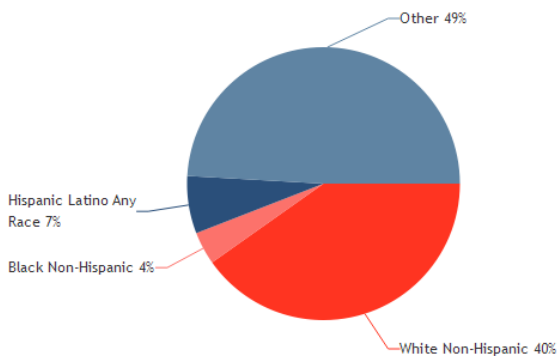
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	61868	40%	1449126	60%	115	71%	15	9%	127	72%	23	13%
Black Non-Hispanic	6002	4%	130748	5%	10	6%	1	1%	12	7%	1	1%
Hispanic Latino Any Race	10465	7%	248170	10%	10	6%	1	1%	11	6%	1	1%
Other	75565	49%	575446	24%	28	17%	3	2%	27	15%	2	1%
Total	153900		2403490		163		20		177		27	

Reaccreditation Year 2 Notes:

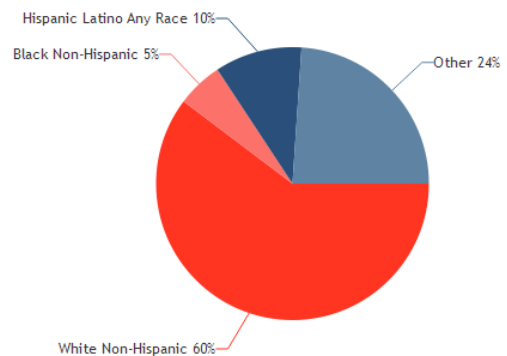
Note 1: Service Population: Washington State Office of Financial Management, 2022 April 1 Population Estimates; US Census Bureau. 2021 American Community Survey (1-year estimates), table DP05.

Note 2: Available Workforce: Washington State Office of Financial Management, 2022 April 1 Population Estimates; US Census Bureau. 2021 American Community Survey (1-year estimates), tables DP03 & DP05; US Census Bureau. 2021 American Community Survey (Public Use Microdata Sample of 1-year estimates).

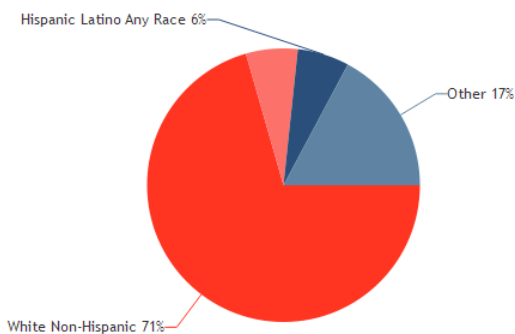
Service Population



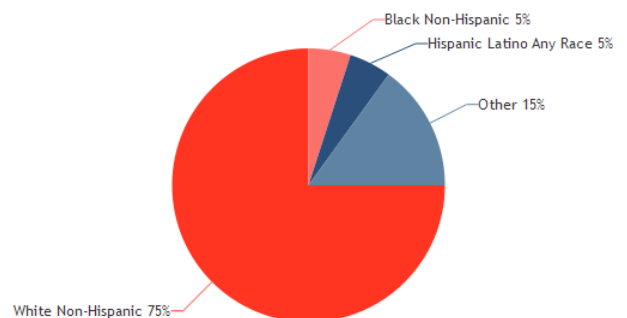
Available Workforce



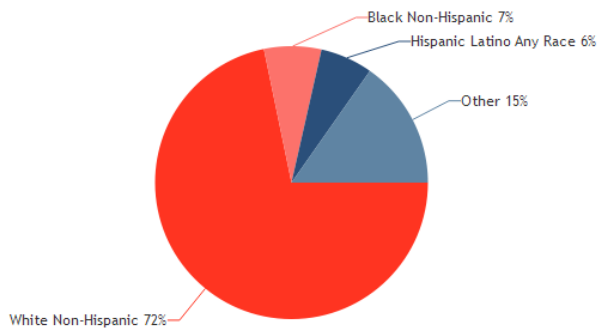
Current Sworn Officers



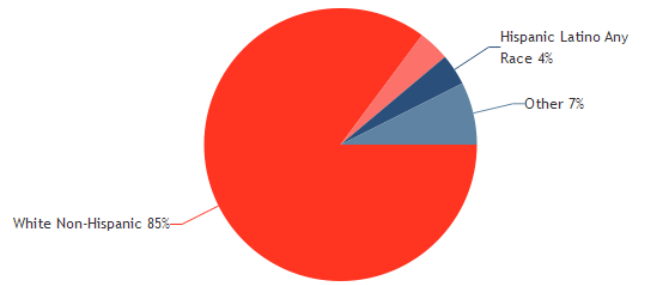
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

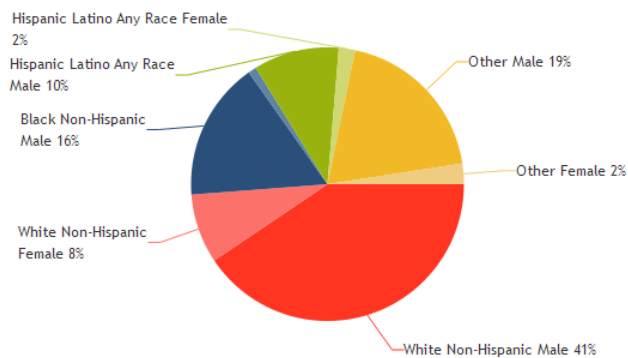
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	84	17	34	2	21	4	40	5	207
Applicants Hired	7	1	4	4	1	1	4	4	26
Percent Hired	8%	6%	12%	200%	5%	25%	10%	80%	N/A
Percent of Workforce Population	5%		5%		1%		5%		N/A

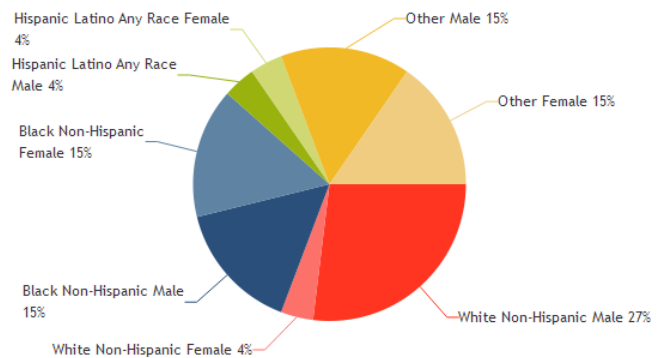
Reaccreditation Year 1 Notes:

Note 1: Out of the total 207 that applied/tested, 4 did not disclose race.

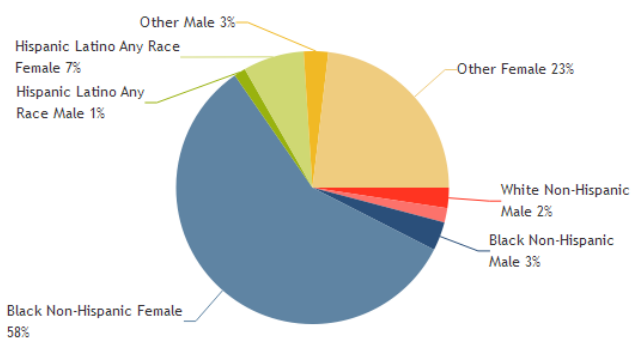
Applications Received



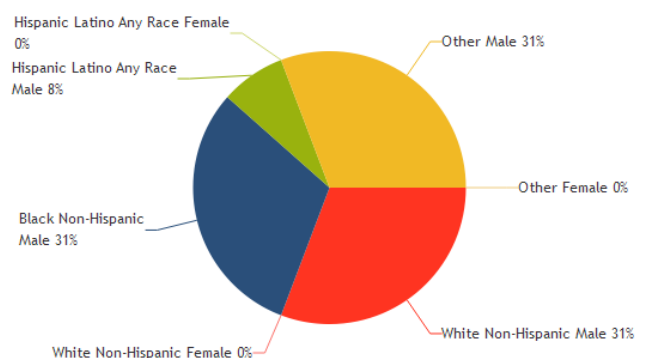
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

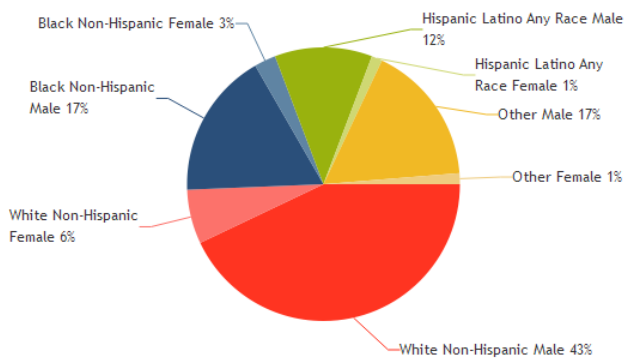
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	67	10	27	4	18	2	26	2	156
Applicants Hired	5	3	0	0	2	0	6	1	17
Percent Hired	7%	30%	0%	0%	11%	0%	23%	50%	N/A
Percent of Workforce Population	5%		0%		1%		4%		N/A

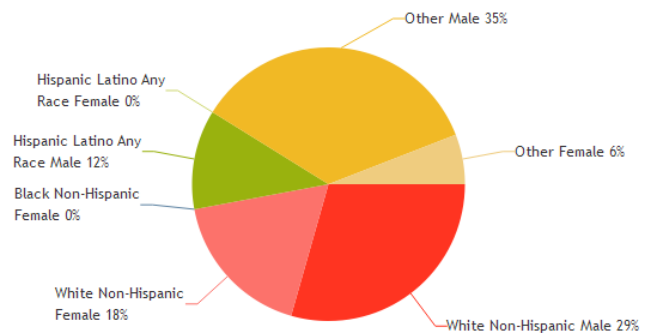
Reaccreditation Year 2 Notes:

Note 1: Out of the total 156 that applied/tested, 7 did not disclose race.

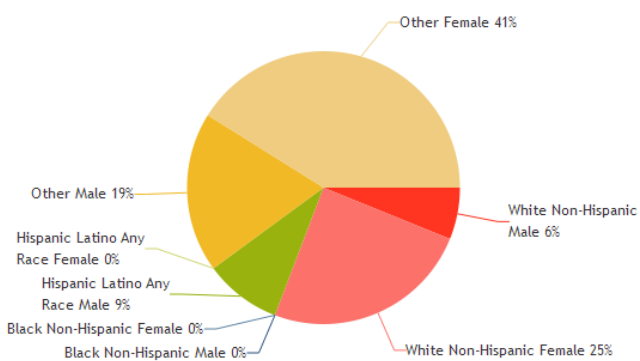
Applications Received



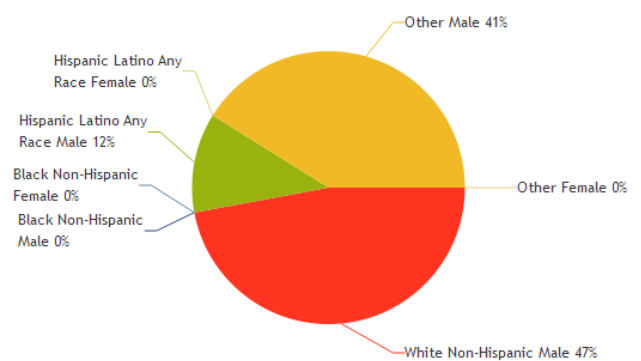
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

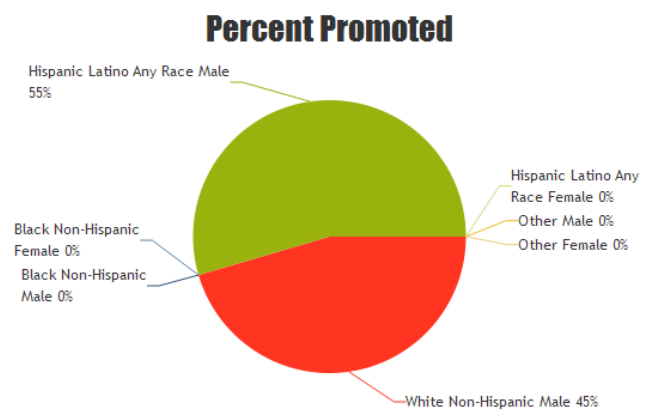
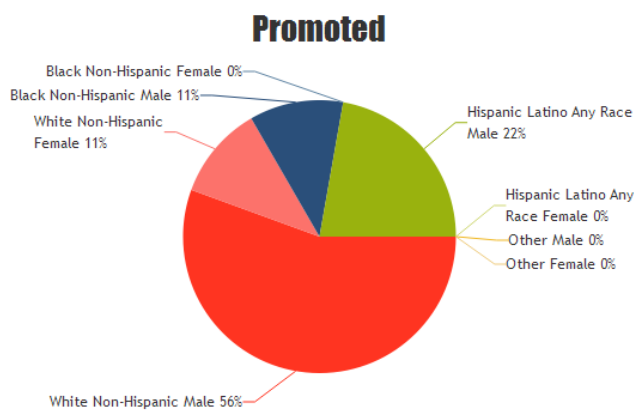
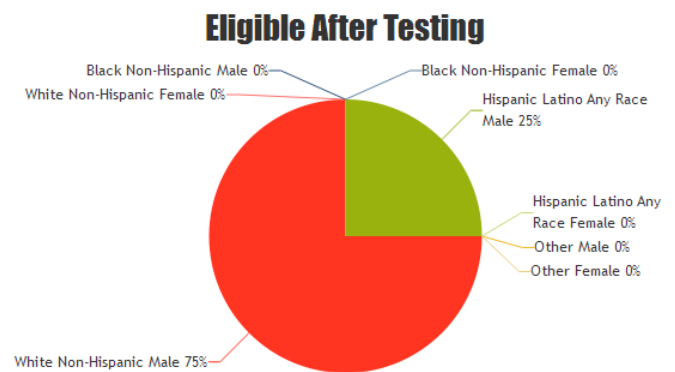
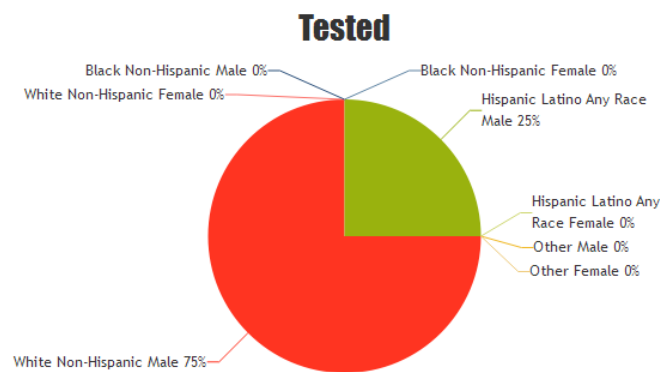
Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3				1				4
Eligible After Testing	3				1				4
Promoted	5	1	1		2				9
Percent Promoted	167 %	%	%	%	200 %	%	%	%	N/A

Reaccreditation Year 1 Notes:

Note 1: Promoted number is based on employees who actually promoted in 2021 even though two members promoted tested in 2020.



Legend

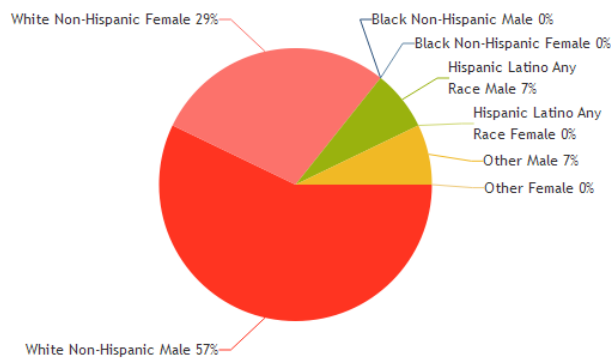
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

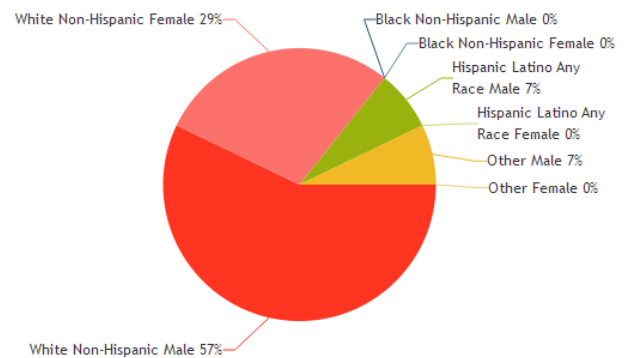
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	8	4	0	0	1	0	1	0	14
Eligible After Testing	8	4	0	0	1	0	1	0	14
Promoted	2	3	0	0	1	0	1	0	7
Percent Promoted	25 %	75 %	%	%	100 %	%	100 %	%	N/A

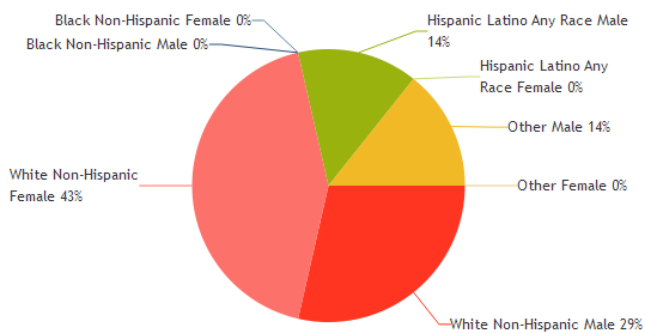
Tested



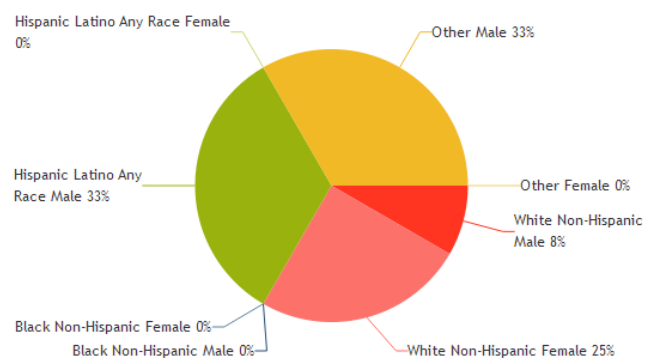
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

