



**KING COUNTY
SHERIFF'S OFFICE**

**INTERNAL INVESTIGATIONS UNIT
2021 Annual Report**

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Report Prepared By



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King County Sheriff's Office Internal Investigations Unit Annual Report - 2021

Message from Sheriff Patricia Cole-Tindall:

It is an honor and pleasure to serve as your elected Sheriff. When I started this job in January of 2022, I highlighted several values I hold dear, including honesty and respect. It is the foundation for the high standards we hold ourselves to as Members of the King County Sheriff's Office (KCSO). It is also what the residents of King County expect of us.

Over the last several years, KCSO has worked to create consistent Internal Investigations Unit (IIU) policies, procedures, and data sources. We've worked to simplify when and how complaints are investigated and continued to strive to meet reasonable performance outcomes. This hard work now allows KCSO to look at data trends related to complaints and uses of force.

As in years past, KCSO contracted with Police Strategies LLC to complete the reports required by King County Council Motion 14002. The 2021 Internal Investigations Unit Annual Report draws on eight years of data, from years 2014 through 2021.

In analyzing these eight years of complaints, Police Strategies LLC used a consistent data set, examining cases closed in a calendar year and case status. All data comes from IAPro, the complaint tracking system used by the King County Sheriff's Office and over eight-hundred other public safety organizations.



The following report from Police Strategies LLC shows that the majority of Sheriff's Office Employees who provided service to the community did so without receiving a complaint. In 2021 the Sheriff's Office had approximately 1,050 Employees. Of those, 372 (35.4%) had a complaint investigation that was closed during the year, a decrease of 11.8% from 2020. For further perspective, in 2021 the Sheriff's Office Communications Center received 334,899 emergency calls (911) and 192,166 non-emergency calls. They dispatched deputies to 134,315 calls for service and deputies on-viewed 172,566 incidents, most of which involved contact with one or more people. Of the total 527,065 calls and 172,566 on-views in 2021, 613 incidents (0.09%) resulted in a complaint.

This document also provides additional IIU database analysis and reports. It is all part of our continuing effort to be a premier law enforcement agency known for integrity, transparency, and accountability.

Sincerely,

Patricia Cole-Tindall, Sheriff

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King County Sheriff's Office Mission Statement¹

MISSION – Why are we here?

The King County Sheriff's Office is a trusted partner in fighting crime and improving the quality of life for our residents and guests

VISION – Where are we going?

The King County Sheriff's Office is a highly effective and respected law enforcement agency and criminal justice partner, both trusted and supported, helping King County to be the safest county in America.

GOALS – How will we get there?

Through community engagement and collaboration, we will:

- Develop and sustain public trust and support while reducing crime and improving the community's sense of safety.
- Improve traffic safety by reducing impaired and unsafe driving behaviors and traffic collisions.
- Recruit, hire, train and promote the best people, reflective of the community we serve, to provide high quality, professional and responsive service.
- Provide facilities, equipment, technology, systems, and processes that support the achievement of our mission.
- Provide for the safety, health, and wellness of Members of the King County Sheriff's Office.

¹ KCSO's statement on its mission, vision, goals, and values was last updated on February 18, 2020, and can be found at: <https://www.kingcounty.gov/depts/sheriff/about-us/mission.aspx>

OUR VALUES – How do we do business?

LEADERSHIP

- We are honest, respectful, effective, and humble.
- We have clear expectations.
- Our managers model expectations and we lead by example from all levels.

INTEGRITY

- We are open, transparent, and accountable to the public we serve.
- We acknowledge that public trust matters – all the time.
- Good faith performance errors are addressed through training.
- Bad faith, criminal behavior, abuse of authority, and repeated or egregious acts are not tolerated.

SERVICE

- We are timely in our response and seek every opportunity to have a positive impact on the people we serve.
- We are good stewards of taxpayer dollars, engage and collaborate, and strive to innovate.
- We focus on hot spot locations, high impact and repeat offenders, and visible presence when needed.

TEAMWORK

- We recognize that relevant training and effective communications increase public and officer safety.
- We fight crime constitutionally.
- Our managers coach, mentor and develop a strong team culture.

Sheriff's Philosophy

Every King County Sheriff brings their own philosophy and approach to both law enforcement and leadership of the King County Sheriff's Office. For Sheriff Patricia Cole-Tindall, this starts with policing with compassion, recognizing that King County is a dynamic and growing region, where diverse groups of people come together to live in community. Everyone deserves to be treated with kindness and respect.

While showing both compassion and grace, Sheriff Cole-Tindall also recognizes that we are a nation and a community of rules and laws. People should be accountable for their actions and residents of King County expect this of both fellow community members as well as law enforcement officers.

Both commissioned deputies and professional staff of the King County Sheriff's Office are held to the highest standards. Sheriff Cole-Tindall expects everyone working at the Sheriff's Office to abide by our laws as well as KCSO policies and supervisor direction. While the vast majority of Sheriff's Office employees undertake their duties with professionalism, exceptions do occur. In these rare cases the King County Sheriff's Office has robust and professional internal investigation protocols, designed to address both minor and major conduct issues.

Internal Investigations Unit Policy Statement

3.00.000 PERSONNEL CONDUCT

3.00.005 PURPOSE/POLICY STATEMENT: 02/20

A law enforcement agency must maintain a high level of personal and official conduct if it is to command and deserve the respect and confidence of the public it serves. Rules and regulations governing the conduct of Members of the Sheriff's Office ensure that the high standards of the law enforcement profession are maintained. Issues of honesty and integrity are of paramount importance in the operation of the Sheriff's Office. The purpose of this section is to provide guidelines and instructions concerning Employee conduct and responsibility for all Members in all of their activities, whether official or personal. Members will be evaluated based on whether or not their actions assist the King County Sheriff's Office in fulfilling its stated mission that the King County Sheriff's Office is a trusted partner in fighting crime and improving quality of life and reaching its goals of:

- Develop and sustain public trust and support while reducing crime and improving the community's sense of safety.
- Improve traffic safety by reducing impaired, unsafe driving behaviors and traffic collisions.
- Recruit, hire, train and promote the best people to provide high quality, professional and responsive service.
- Provide facilities, equipment, technology, systems, and processes that support the achievement of our mission.
- Provide for the safety, health, and wellness of Members of the King County Sheriff's Office.

Members must conduct themselves at all times in a manner that brings a level of conduct in their personal and official affairs consistent with the highest standards of the law enforcement profession. These standards are outlined in the Core Values adopted by the King County Sheriff's Office:

- Leadership.
- Integrity.
- Service.
- Teamwork.

Violations of these standards will result in corrective action or discipline up to and including dismissal from the Sheriff's Office. In general, Members shall:

- 1) Be honest.
- 2) Conduct themselves in a manner that creates and maintains respect for themselves, the Sheriff's Office and the County.
- 3) Avoid any actions which might result in adversely affecting confidence of the public in the integrity of the county government or the Sheriff's Office.
- 4) Perform all duties in a professional, courteous, competent, and efficient manner.
- 5) Comply with all the Sheriff's Office rules, policies and procedures.
- 6) Obey federal, state, county and municipal laws and regulations; and
- 7) Promptly report to their immediate supervisors' knowledge or reasonable suspicion of criminal activity or violations of any provision of this chapter.
- 8) Promptly report to their Precinct/Section Commander that their driver's license has been suspended (for whatever reason) and/or if they are ordered to have an interlock device on their vehicles.

Members are responsible for learning and abiding by the rules and guidelines in this chapter. Action may be taken against an Employee due to a failure of the Employee to meet the requirements of this chapter or of his/her position. Such action may be either disciplinary or non-disciplinary in nature. Examples of inappropriate conduct set out in this chapter are illustrative, and not exclusive, as it is impossible to anticipate every possible act of misconduct. Violations of this chapter will be considered misconduct.

The IIU Standard Operating Procedures (SOP) provides an overview for IIU Members of the work performed by IIU.² The updated SOP is written in a user-friendly manner, with frequent examples and illustrations. It provides an overview of IIU functions and step-by-step guidance on all aspects of handling complaints, from intake through investigative report writing and review. There is a section in the SOP on IAPro, though data entry and access are discussed throughout. The Office of Law Enforcement Oversight (OLEO) role is detailed and the SOP states that individuals in OLEO and IIU “have developed positive and constructive relationships” given their “almost daily” interactions.³

Metropolitan King County Council - Motion 14002

In 2013, the Metropolitan King County Council passed Motion 14002, providing that the Sheriff’s Office submit an annual report with data regarding its internal review of complaints and investigations of Employee misconduct. The reports are to include, at a minimum, for each year and the three years prior:

1. The number of complaints and allegations received, including information on the origin of the complaint, be it either resident or internal.
2. The number of complaints, allegations, or incidents in the following areas:
 - a. Minor misconduct.
 - b. Major misconduct.
 - c. Use of force.
 - d. Criminal investigations.
3. The number of complaint, allegation, and incident resolutions by classification, to include data on the types of personnel actions taken when complaints are sustained, and data on the administrative actions taken when the investigation results in recommendations for changes in Sheriff’s operations, such as training or policies.
4. The number of individual Employees that have accrued three or more complaints in the reporting year or eight or more complaints total in the reporting year and the three prior

² The IIU SOP originally was issued 01/12/2012 and was revised 05/14/2021.

³ SOP, Section 8. OLEO’s role includes reviewing completed investigations for thoroughness and lack of bias, along with weighing in on complaint classifications, allegations, and findings.

years. The Sheriff shall identify the outcome of the complaints and note whether any personnel or administrative action resulted from the complaints for these Employees.

5. Narrative information on any trends identified through its internal investigations and complaint process, and recommendations of any potential legislative changes that the Sheriff's Office has identified in its evaluation of complaint data that, if implemented, could improve public trust in the law enforcement.

The following data analysis addresses the requirements of Motion 14002, includes other information regarding misconduct complaint handling at the Sheriff's Office, and notes where there is a divergence in terminology used by the Motion, the Sheriff's Office, or the data analysis provided by Police Strategies.

IIU Complaint Tracking and Reporting

Increasing Accountability and Transparency

The Sheriff's Office engaged Police Strategies LLC to analyze complaint data using the same set of standards for all years reviewed, to increase the reliability and consistency of data reported year to year.⁴ In September 2019, Police Strategies submitted its first IIU report, with follow-up reports in 2020 and 2021. While there were concerns about data entry inconsistencies, particularly in earlier years, the analysis in these reports allow for a much closer "apples to apples" comparison between years.

The Sheriff's Office uses a software program called IAPro to record and track Employee misconduct complaints.⁵ CI Technologies, the company that created IAPro, developed scripts for Police Strategies to extract misconduct complaint data directly from the KCSO IAPro system.⁶ Police Strategies built a relational database using the IAPro misconduct complaint information and constructed a series of interactive dashboards to facilitate analysis of the complaint data.

⁴ Inconsistencies likely resulted, at least in part, as different individuals assigned to IIU compiled information over time, under changing IIU Commanders and different administrations.

⁵ IAPro is the records management software created by CI Technologies. IAPro also is used for recording and tracking commendations, section level discipline, use of force, first level discipline, vehicle collisions and pursuits, and early intervention issues. GOM 14.00.015.

⁶ Police Strategies appreciates the collaborative relationship it has with CI Technologies and the assistance provided on this project, which allowed Police Strategies to extract raw data from IAPro's proprietary system.

This powerful data visualization system provided to the Sheriff's Office makes it easier to comprehend complex information about misconduct allegations, findings, discipline, and other matters related to the work of the IIU. Police Strategies summarized the IIU data from 2014 to 2018 in its initial report and updated the database with misconduct complaint data from 2019 and 2020 in its second and third reports, including correcting earlier information that was originally miscategorized.⁷ As IIU focuses on quality control efforts and Police Strategies continues to check the information it receives, there should be increased confidence in the analysis conducted with the data.⁸

The current report includes eight years of IIU data, 2014 – 2021. The report provides examples of the types of information available using the IIU relational database, identifies some apparent trends in the data, and makes recommendations for ways that the Sheriff's Office can continue to improve accountability and transparency in misconduct complaint handling. Assumptions underlying the data now are being made explicit and the data is continuously being reviewed and corrected where necessary, with the goal that analyses moving forward should continue to be more consistent.

Complaints tracked in IAPro can name a Sworn Member or a Civilian/Professional working for the Sheriff's Office. Unless otherwise noted, the data reported includes information on all Members of the Sheriff's Office named in misconduct complaints that were closed for each year covered. However, because some in the community are particularly interested in how the Sheriff's Office is addressing issues of alleged misconduct involving Sworn Members, some of the trends highlighted below will focus only on complaints involving this group.

⁷ Over the years, KCSO has changed how it categorizes different types of IIU incidents in the IAPro system. Police Strategies has corrected data where earlier mischaracterizations have been discovered.

⁸ Changes over time in the Sheriff's Office's administration, policy, IIU management, data entry, and other factors all can influence the reliability of the data year to year.

Terminology Used in Data Analysis and Report

In the IIU misconduct complaint data analysis conducted by Police Strategies and presented in this report, some terms are unique to the analytic approach that has been developed. These terms are listed below with definitions and are used throughout to promote consistency and reliability. Some terms relevant to the misconduct complaint investigation process and defined in the Sheriff's Office's General Orders Manual (GOM) also are addressed throughout the report.

- **Member/Employee:** An individual who works for the King County Sheriff's Office.
- **Incident:** An event where at least one Member/Employee receives a complaint. One incident can involve multiple Members/Employees who receive complaints. For example, an incident involving three Members alleged to have engaged in misconduct amounts to one incident and three complaints.
- **Complaint:** A claim of misconduct filed against a single Member/Employee during one incident. Each complaint may include one or more allegations.
- **Allegation:** A claim that a Member/Employee has engaged in an act in violation of a Sheriff's Office directive, rule, policy, or procedure.

Example: While making an arrest, three Members use force against a resisting subject. Member #1 orders the subject to stop, uses profanity and strikes the subject with a baton. Member #2 strikes the subject in the arm with a closed fist. Member #3 holds the subject down while the subject is being handcuffed. The subject believes that the use of profanity was unprofessional and that the use of the baton and physical strikes were excessive force and files a complaint against two Members. The data from this incident would be entered into IAPro as follows:

- One incident – A single event that generated two complaints.
- Two Members – Allegations were made against Member #1 and Member #2.
- Two complaints – Each Member alleged to have engaged in misconduct is counted as having each received one complaint.
- Three allegations – Allegations of excessive force against two Members and an allegation for the use of profanity against one Member.

Misconduct Complaint Intake and Investigation

Complaint Categorization, Sources, and Types of Allegations - Changes in How the Sheriff's Office Categorizes and Processes Complaints

As Sheriff's Office supervisors or IIU become aware of misconduct or a complaint of misconduct, they enter information about the incident into the IPro system through a program called BlueTeam. Based on the nature of the allegation and other factors, a determination is made as to whether the complaint will be handled by IIU or at the section/worksite level.

Under a Special Order issued in November 2019, interim changes were made to the administrative investigations policy regarding how different categories of complaints and policy infractions will be processed, with a focus on Minor Investigations and Supervisory Action Logs (SALs).⁹ Much of the purpose for the Special Order was to address areas of overlap in the formal categorization scheme and to make explicit procedures that in some instances already had been instituted. The Special Order provides that Major Investigations will continue to be handled per policy, while revising and clarifying the definitions and processing expectations for Minor Complaints and SALs as follows:

- Major Investigations: Allegations that if sustained, "likely will result in suspension, demotion, termination, or the filing of criminal charges."¹⁰
- Minor Investigations: Allegations that if sustained "would result in counseling or discipline up to and including a written reprimand."¹¹
- Supervisory Action Logs (SALs): Allegations that if sustained, "at most the outcome would be coaching, training, or counseling."¹² Allegations classified as SALs cannot involve CARE violation allegations (Alleged Criminal misconduct, Abuse of authority, Repeated allegations, or allegations which are Egregious in nature).¹³

⁹ While the Special Order continues to be in effect, a policy improvement work group is continuing efforts to revise the GOM. The work group includes multiple Members with IIU experience and OLEO and labor representation.

¹⁰ Id.

¹¹ Special Order 2019-2. Previously, a minor investigation was defined as meaning, "the alleged violations, if sustained, may be handled outside the disciplinary system." GOM 3.03.010.

¹² The GOM previously defined a SAL as "an entry into BlueTeam used to document a supervisor action related to observed or reported minor policy infractions." GOM 3.03.010.

¹³ Special Order 2019-2.

Major and Minor Investigations are both categorized as an Inquiry when entered into BlueTeam in the IAPro database, while SALs are treated as a separate BlueTeam categorization. IIU uses the Non-Investigative Matter (NIM) classification for complaint allegations that, even if true, would not involve a policy violation or misconduct. OLEO has an opportunity to review and concur in the IIU Commander's suggested classification and allegations to include for each complaint.

In addition to the changes in definition for Minor Investigations and SALs noted above, the Special Order details how these cases will be processed, including: IIU's role in complaint classification; which investigations will be handled by IIU (Major Investigations) or by an investigator in the worksite (Minor Investigations); the investigative and review steps to be followed for Minor Investigations, including OLEO's involvement and making recommendations for findings, notice to the complainant, and handling of discipline, counseling or training; and, how SALs are to be reviewed by IIU to ensure the designation is appropriate and resolution and documentation of SALs. Use of a SAL form has been implemented, providing simplified and more consistent documentation, including specification of any training that results.

Regardless of how a complaint ultimately is classified, a single complaint can involve multiple allegations and a single incident can result in multiple Sheriff's Office Members receiving complaints. However, it was not always clear in earlier IIU reports whether misconduct related statistics relied on individual complaints, considered the overall number of allegations involved, or accounted for all Sheriff's Office Members named in a complaint. In the IIU data reviewed by Police Strategies and included in all reports since the original 2019 IIU Report (addressing 2014 to 2018 IIU data), the analysis uses the number of overall allegations, unless otherwise specified. Also, earlier IIU reports included data on all complaints that were open or had been resolved in the year under consideration. Police Strategies only extracted and analyzed information concerning closed cases, avoiding the problems of potentially including a complaint during more than one reporting cycle or counting cases in one category that are re-categorized before the complaint is closed.

The IAPro data analyzed and highlighted below includes all Sheriff’s Office misconduct complaints classified as Inquiries (Major and Minor Investigations) and SALs that were closed in the years 2014 to 2021.¹⁴

Complaint Categorization, Source, and Types of Allegations

As discussed above, the Sheriff’s Office categorizes misconduct complaints and minor policy infractions into Major Investigations, Minor Investigations, SALs, and NIMs. However, Metropolitan King County Council Motion 14002 requires that the Sheriff’s Office report on the number of complaints, allegations, or incidents of major and minor misconduct received, and the origin of the complaint (resident or internal). Despite some difference in terminology, Tables 1 and 2 address the first two categories of information required by Motion 14002 (data concerning the number of complaints regarding use of force and criminal investigations is covered elsewhere).

The term “Inquiries” is used to refer to Major and Minor Investigations – misconduct complaints that, if sustained, likely would result in some level of discipline. The classification "Supervisory Action Logs (SALs)" is used for minor policy violations that are non-disciplinary and likely would result in coaching, training, or counseling if sustained.

**Table 1 – Complaint Classification
Inquiries and Supervisor Action Logs (SALs)**

	Year Investigation Completed							
	2014	2015	2016	2017	2018	2019	2020	2021
Inquiries (Major Complaints per Motion 14002)¹⁵	437	430	337	226	357	561	614	476
Supervisor Action Logs (Minor Complaints per Motion 14002)	388	293	269	189	188	169	128	137
Total	825	723	606	415	545	730	742	613

¹⁴IAPro does not capture data on NIMs and, as a result, NIMs are not included in the IIU statistics.

¹⁵ Under Special Order 2019-2, Inquiries include both Major and Minor Investigations - complaints that, if sustained, could result in some level of discipline.

Observations about complaint classification outcomes as summarized in Table 1 include:

- As noted in the 2019 and 2020 IIU Annual Reports, after a drop in 2017, there was a steady increase in the number of closed Inquires in the next three years, 2018 - 2020. However, in 2021, there were 138 fewer closed complaints classified as Inquires.
- The number of complaints closed as SALs dropped continuously between 2014 and 2020, with a slight uptick in 2021.
- The increase in closed Inquiries and total closed complaints between 2017 and 2020 might represent an overall increase in new complaints received or be indicative of a higher incidence of case closure, consistent with IIU's efforts to correct and complete data in IAPro, as previously reported. Similarly, the drop in the total number of completed investigations for 2021 could represent a decrease in complaints received, IIU administrative or staff changes resulting in a temporary slowdown in case closures, or other variables.

**Table 2 – Internal and External Sources of Complaints by Percentage¹⁶
Inquiries and Supervisory Action Logs (SALs)**

	Year Investigation Completed								8 Year Average
	2014	2015	2016	2017	2018	2019	2020	2021	
External	33%	48%	53%	48%	58%	59%	73%	71%	56%
Internal	40%	52%	46%	46%	37%	40%	23%	15%	37%
Unknown	27%	0%	1%	6%	5%	1%	4%	14%	7%

Anyone external or internal to the Sheriff's Office can file a complaint for alleged misconduct against a Member.¹⁷ In IAPro, cases coming from internal sources are listed as "Departmental" and External sources include Resident, Inmate, King County Prosecutor, OLEO, Ombudsman, and Other Law Enforcement Agencies.

¹⁶ Motion 14002 refers to complaints originating either from citizens or internally. Table 2 uses "source" instead of "origin," and "external," rather than "citizens."

¹⁷ "Members" are defined to include: "any person whether paid, unpaid, temporary, permanent, intern, probationary, volunteer, appointed, non-appointed, commissioned, or non-commissioned, who is employed or supervised by the King County Sheriff's Office." GOM 3.03.010.

**Table 3 – Complaints and Allegations by Year
Inquiries and Supervisory Action Logs (SALs)**

	Year Investigation Completed							
	2014	2015	2016	2017	2018	2019	2020	2021
Employees Receiving at Least One Complaint	454	392	350	261	336	428	422	372
Incidents Involving at Least One Complaint	679	573	477	351	426	515	530	403
Total Complaints	825	723	606	415	545	729	742	613
Total Allegations	744	862	669	480	646	1,169	952	793

As explained previously, a single incident can involve one or multiple Employees. An Employee alleged to have engaged in misconduct during the incident receives a complaint. If multiple Employees in one incident allegedly engaged in misconduct, each is separately counted in the total number of complaints.¹⁸ Each complaint will include one or more allegations.

- From 2014 to 2017, the total number of closed complaints (including both Inquiries and SALs) declined steadily, began rising in 2018 and 2019, and approached more of a leveling off in 2020. However, in 2021, the number of total closed cases decreased by 129 cases, or 17%.
- The total number of allegations within all complaints nearly doubled from 2018 to 2019, but then dropped approximately 19% in 2020 and another 17% in 2021. Some of this decline is likely related to the decline in the number of total complaints, at least in 2021. Also, previous reports recommended that the Sheriff's Office consider limiting the number of policies referenced, avoid referencing duplicate policies for the same alleged infraction, and provide written guidance on determining an allegation when similar types of misconduct might fall under different GOM sections. The IIU SOP that was revised in May 2021 includes direction on identifying the most appropriate allegation(s) in a misconduct complaint, noting that while the GOM is over 925 pages long, the list of allegations to be used by IIU is condensed to about one page, with appropriate allegations

¹⁸ Multiple Employees alleged to have engaged in misconduct during one incident generally are investigated under a single complaint.

found "exclusively in Section-3 of the GOM." For misconduct data analyzed in 2021, most allegations referenced by IIU can be found in Section 3 of the GOM, which very likely contributed to the reduction in the overall number of allegations. The reduced number of allegations in 2020 and 2021 also might reflect IIU's effort to eliminate duplicate allegations, where similar policy violations address the same alleged misconduct involved in a single complaint.¹⁹

Types of Misconduct Allegations

As discussed above, while extracting and analyzing IIU data in previous years, Police Strategies found that approximately 100 sections of the GOM were cited in identifying the policies at issue in processing misconduct complaints. Whether it is a result of IIU working to eliminate duplicate allegations and/or the revised IIU SOP's emphasis on using the condensed list of allegations in GOM Section-3, overall, there were fewer allegations in 2021 closed complaints as compared to 2020 or 2019. Examples of some of the more common allegations made in closed complaints 2014 to 2021 are noted below in Table 4.

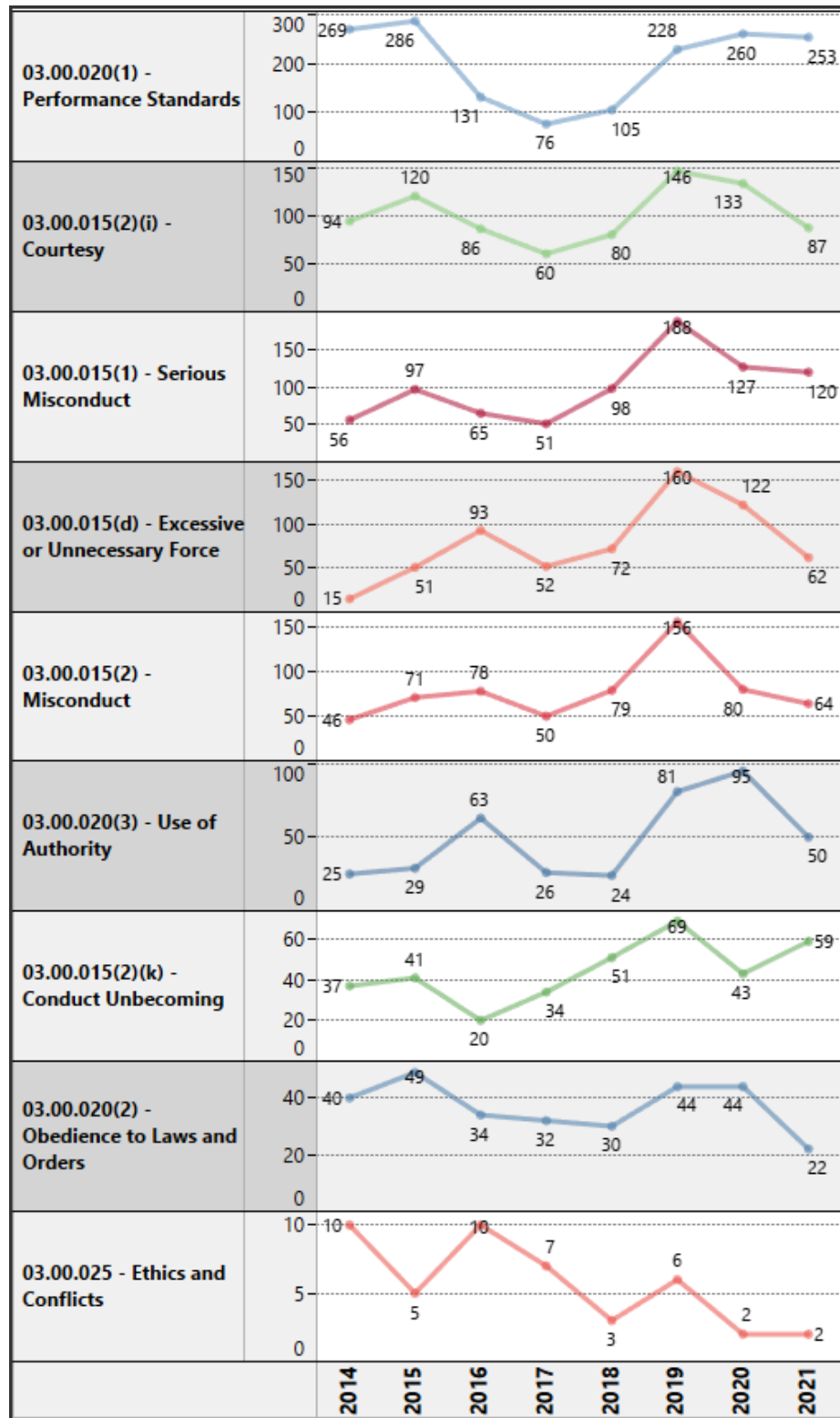
¹⁹ Previous reports provided examples of overlapping policies that can create confusion and that do not appear to have been resolved, i.e., (1) The subject of supervisory expectations is addressed in GOM 3.00.020(4), a subsection of Chapter 3.00.000 – Personnel Conduct. However, roles and responsibilities for supervisors also are addressed elsewhere in the Manual, e.g., 03.03.025, which outlines duties when a supervisor receives a complaint, and 03.03.055, which covers a supervisor's duties when a use of force complaint is received. One complaint potentially could result in all of these policy sections being cited, or only one or two of them. (2) There is overlap in Sheriff's Office policies cited for allegations of biased or discriminatory policing. 3.00.015(g) defines serious misconduct to include "Discrimination, Harassment, Incivility, and Bigotry," 3.00.015(h) refers to 3.01.000 for further definition of "Discrimination, [Harassment/hostile work environment, quid pro quo], and section 3.00.030 specifically addresses "Biased Based Policing," which refers back to 3.00.015. Both 3.00.015 and 3.00.030 list specific protected classes, though 3.00.015 also includes "Gender Identity or Expression."

**Table 4 – Misconduct Allegation Types by Year with GOM Reference
Inquiries and Supervisory Action Logs (SALs)**

	Year Investigation Completed							
	2014	2015	2016	2017	2018	2019	2020	2021
02.00 – Punctuality, Absence & Leave	38	48	66	42	45	50	24	4
02.17.005 & 3.00.020(6) – Training	43	8	5	2	5	5	8	9
03.00.015(1) – Serious Misconduct	56	97	65	51	98	188	127	120
03.00.015(2) – Misconduct	46	71	78	50	79	156	80	64
03.00.015(2)(d)–Excessive/Unnecessary Force	15	51	93	52	72	160	122	62
03.00.015(2)(i) – Courtesy	94	120	86	60	80	146	133	87
03.00.015(2)(k) – Conduct Unbecoming	37	41	20	34	51	69	43	59
03.00.020(1) – Performance Standards	269	286	131	76	105	228	260	253
03.00.020(2) – Obedience to Laws and Orders	40	49	34	32	30	43	44	22
03.00.020(3) – Use of Authority	25	29	63	26	24	81	95	50
03.00.020(4) – Supervision	7	15	5	4	4	5	4	10
03.00.025 – Ethics and Conflicts	10	5	10	7	3	6	2	2
03.03.055 –Misconduct/Supervisory Duties	41	37	12	24	35	14	0	3
Other Violations	23	5	1	20	15	17	10	48

Table 5 below focuses just on allegations in 2021 closed cases, providing a different perspective.

Table 5 – Trends in Misconduct Allegation Types: 2014 to 2021



- There was relatively little change between 2020 and 2021 in the number of allegations involving Performance Standards and Serious Misconduct.
- There was a large decrease in the number of allegations related to Misconduct, Excessive or Unnecessary Force, Use of Authority, Obedience to Laws and Orders, and Punctuality, Absence & Leave.
 - Allegations of Excessive or Unnecessary Force decreased by 25% in 2020 and another 51% in 2021, moving closer to levels last observed in 2017 and 2018.
 - After Use of Authority related allegations rose sharply in 2019 and remained high in 2020, these allegations dropped by 53% in 2021, though not as low as seen in some previous years.
 - Obedience to Laws and Orders allegations also decreased by 50% in 2021.
 - Allegations related to Punctuality, Absence & Leave were reduced by half between 2019 and 2020, from 50 to 24, and then fell further to only 4 allegations in 2021.
- There was an increase in allegations involving Conduct Unbecoming, Other Violations, and Supervision.
- Allegations implicating the Ethics and Conflicts policy remain relatively low, down to 2 in each of the years 2020 and 2021.

Metropolitan King County Council Motion 14002 directs the Sheriff's Office to report on the number of complaints, allegations, or incidents of use of force and criminal investigations. While the number of allegations of use of force by year are noted in Tables 4 and 5, IAPro does not record a criminal investigation as a separate specific allegation, though 3.02.000 addresses incidents of domestic violence involving Sheriff's Office Members and 3.03.020 addresses notice and investigative responsibilities when there is information or reason to suspect a Member has committed a crime. Conduct of a criminal nature also may be included under serious misconduct in 3.00.015(1). Police Strategies continues to recommend that IJU separately track criminal investigations, if any, in IAPro, which could facilitate the risk management analytic process and allow for such information to be included in public reports.

Investigation Findings, Discipline, and Other Outcomes

When a major Investigation is complete, Sheriff's Office policy sets out the steps to be taken to ensure that no further inquiry is necessary, and includes review by the IIU Commander, the Precinct/Section Commander, Division Commander, and others, depending on the nature of the allegations involved.²⁰ Following these steps, the case is sent to the Undersheriff for review and to recommend discipline when appropriate. Finally, the Sheriff receives the investigation, findings, and recommended discipline and, if required, conducts a due process hearing (called a "Loudermill hearing") for the named Employee.²¹ The Sheriff can change the discipline recommendation made by the Undersheriff.²² As reported previously, Special Order 2019-2 provided details regarding the revised review and discipline process for complaints categorized as Minor Investigations or SALs.

After a complaint has been through the investigation and review process, one of five potential findings is made for each allegation raised:

1. Unfounded: The allegation is not factual and/or the incident did not occur as described.
2. Exonerated: The alleged incident occurred but was lawful and proper.
3. Non-Sustained: There is insufficient factual evidence either to prove or disprove the allegation.
4. Sustained: The allegation is supported by sufficient factual evidence and was a violation of policy.
5. Undetermined: The completed investigation does not meet the criteria of classifications 1 through 4. This may involve the following: The complainant withdraws the complaint; the complainant cannot be located; the complainant is uncooperative; the accused

²⁰ GOM 3.03.190.

²¹ The Supreme Court's decision in *Loudermill v. Cleveland Board of Education*, 470 U.S. 532 (1985), and subsequent cases established that Fourteenth Amendment due process rights mandate that a public employee be given the opportunity to be heard and to review evidence supporting the outcome prior to termination or the imposition of other significant discipline, such as demotion or suspension without pay.

²² GOM 3.03.200.

Member separates from the Sheriff’s Office before the conclusion of the investigation and the investigator cannot reach another classification.²³

**Table 6 – Allegation Findings and Other Determinations
Sworn and Professional Employees
Inquiries Only**

	Year Investigation Completed							
	2014	2015	2016	2017	2018	2019	2020	2021
Exonerated	65	96	95	82	181	415	424	290
Sustained	89	169	93	97	99	222	127	98
Unfounded	96	184	147	58	85	172	140	148
Non-Sustained	81	95	48	52	58	100	87	78
Info Only/Unknown	11	9	10	13	19	41	25	13
No Finding/180-day Deadline Missed	4	4	4	1	27	33	12	24
Undetermined	12	7	12	4	2	11	24	13
Annual Total Allegations	358	564	409	307	471	994	839	664

	Year Investigation Completed							
	2014	2015	2016	2017	2018	2019	2020	2021
Exonerated	18%	17%	23%	27%	38%	42%	51%	44%
Sustained	25%	30%	23%	32%	21%	22%	15%	15%
Unfounded	27%	33%	36%	19%	18%	17%	17%	22%
Non-Sustained	23%	17%	12%	17%	12%	10%	10%	11%
Info Only/Unknown	3%	2%	2%	4%	4%	4%	3%	2%
No Finding/180-day Deadline Missed	1%	1%	1%	0%	6%	3%	1%	4%
Undetermined	3%	1%	3%	1%	0%	1%	3%	2%
Annual Total Allegations	100%	100%	100%	100%	100%	100%	100%	100%

²³ GOM 3.03.185. The policy notes that, notwithstanding the criteria that might make a finding of Undetermined appropriate, “if enough information has been collected to close the investigation with a classification of 1 through 4, an undetermined classification will not be used.”

While the total number of allegation findings for all closed investigations in 2021 fell by 175, or approximately 21%, it is useful to look at the findings by percentages instead of raw numbers, to more easily appreciate any evident patterns. For example:

- The percentage of allegations resulting in a finding of Exonerated has steadily increased over the years, from a low of 18% in 2014 to 51% of all findings in 2020, though decreased to 44% in 2021.
- While the total number of Sustained allegations fell from 127 to 98 in 2021, the 98 Sustained findings still represent 15% of all findings, the same percentage of allegations that were Sustained in 2020. The 15% Sustained rate for 2020 and 2021 represents the lowest proportion of Sustained cases since 2014.

Collective bargaining agreements and Sheriff's Office policy require that investigations be completed within 180 days, with limited situations supporting an extension of the deadline.²⁴ Beginning in 2018, the Sheriff's Office determined that if it was clear that the investigation of alleged misconduct exceeded 180 days, investigations would be closed with a "No Finding" classification, along with notation of what the finding would have been had the investigation been finished in time.

- The number of cases in which the 180-day deadline was missed was relatively low until 2018 and 2019. However, in 2020, the number of such cases dropped by almost two-thirds and Police Strategies' last report acknowledged IIU's efforts to decrease investigative timelines through process improvements, increased communication to enhance accountability, training throughout the Sheriff's Office, weekly tracking reports, and other strategies. While Police Strategies expressed optimism that these changes would help IIU in continuing to reduce the number of missed deadlines moving forward, in 2021 the number of cases with a No Finding determination doubled, from 12 to 24, representing 4% of all outcomes in 2021.
- Because the data analyzed in this report is extracted from the IAPro tracking system, information on anticipated findings had the deadline not been missed is not available. As

²⁴ The 180-day investigation requirement may be extended because the complaint involves alleged criminal conduct or because there were other extenuating circumstances impacting the investigation process. GOM 3.03.150.

noted previously, it would be useful to analyze No Finding cases for any patterns that help explain why the deadline was missed and how to avoid similar problems in the future.

**Diagram 1 – Sustained Allegations by Year
Sworn and Professional Employees
Inquiries Only**

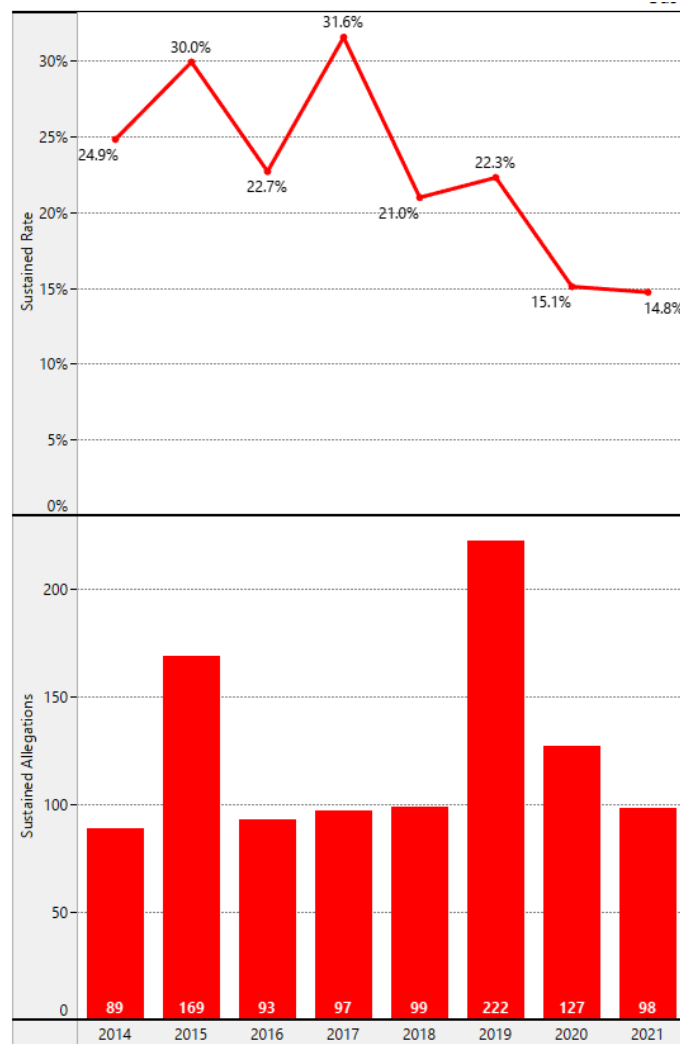


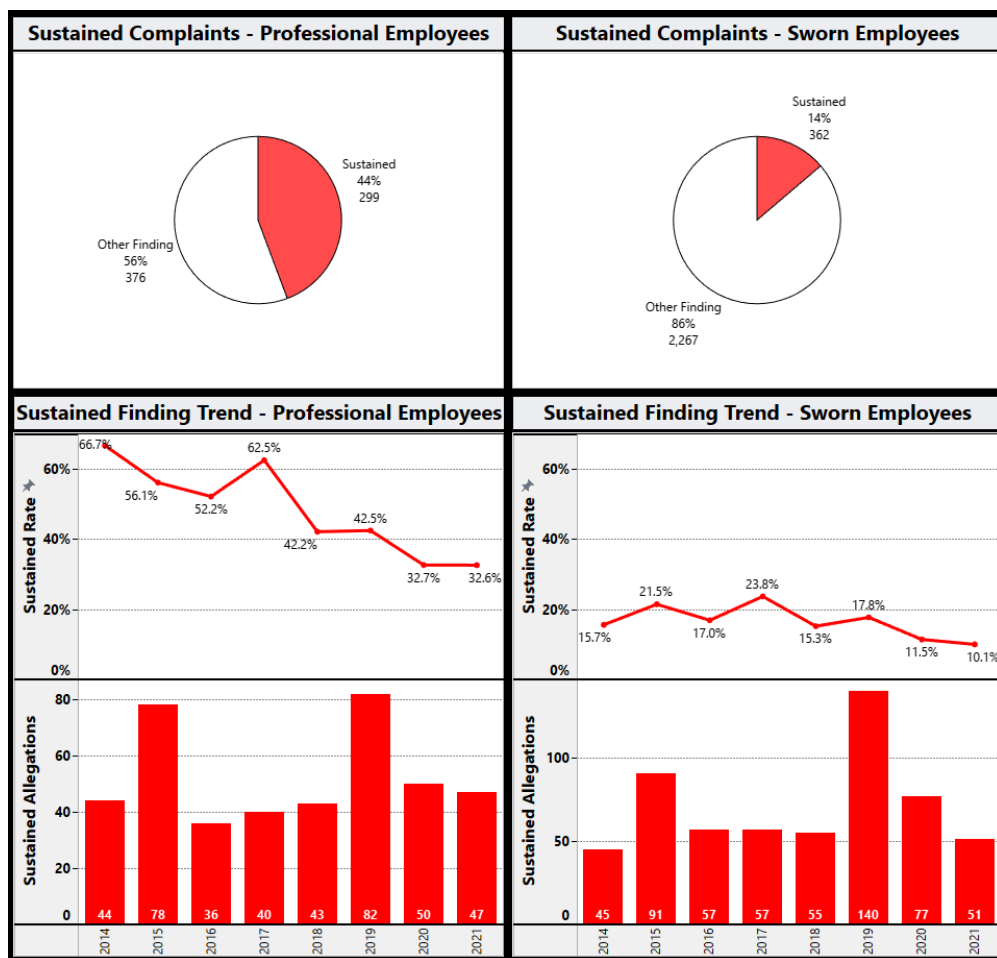
Diagram 1 provides data on the Sustained rate for completed cases involving both Professional and Sworn Employees in the years 2014 to 2021. It can be difficult to interpret the significance of an increase or decrease in Sustained rates, particularly in isolation from other data on findings. An increase or decrease in Sustained findings could be indicative of more or less misconduct among Employees; result from enhanced training for investigators; could be explained by the

overall caseload, Unit priorities, and the time available for investigations; or could be influenced by a combination of these contributors or a variety of other factors.

- Despite the difficulty in attributing meaning to this data, it is noted that both the number (127) and percentage (15.1%) of Sustained allegations decreased significantly in 2020, with another, more modest, decrease in 2021 to 98 Sustained allegations representing a rate of 14.8%.

Diagram 1 above presents Sustained finding data for all allegations involving Sworn and Professional Employees combined over the eight years reviewed. However, the IAPro data on Sustained rates can be broken down in a number of other ways. For example, see the diagrams below.

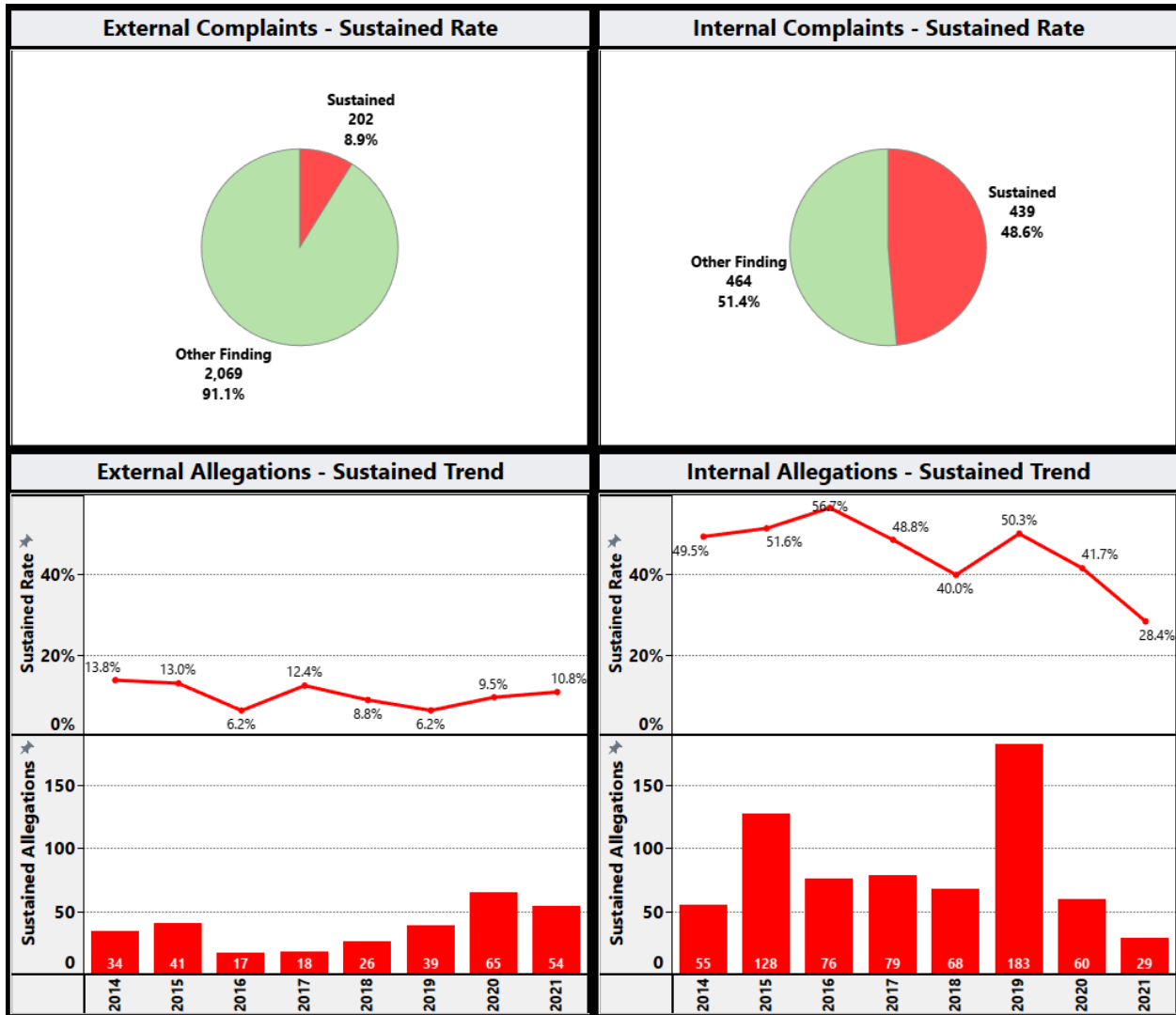
**Diagram 2 – Sustained Complaints and Allegations 2014 to 2021
Inquiries Only - Employee Type**



There continues to be a higher rate of Sustained allegation findings with Professional Employees, as compared to Sworn, whether looking at individual years or across the full data set. This might be explained by more internally generated complaints against Professional Employees filed by supervisors who document an Employee's performance problems prior to pursuing a misconduct complaint, providing sufficient evidence to result in a Sustained finding.

- The rate of Sustained findings in 2020 (11.5%) and 2021 (10.1%) for Sworn Employees represents the lowest observed in all eight years of data analyzed.

Diagram 3 - Sustained Complaints & Allegations 2014 to 2021
Inquiries Only - Source of the Complaint



Like the explanation in Diagram 2, misconduct complaints filed by internal sources are likely Sustained at higher rates because they more often represent underlying performance problems documented over time, as opposed to complaints filed by external sources, which usually derive from a single enforcement incident.

- The overall percentage of complaints from external sources increased to 73% in 2020 and remained relatively stable at 71% in 2021, as seen in Table 2. Similarly, the Sustained rate for complaints filed by external sources was 9.5% in 2020 and moved up slightly to 10.8% in 2021.

**Table 7 – Discipline by Year
Based on Sustained Complaints
Inquiry Only**

	Year Investigation Completed								Total
	2014	2015	2016	2017	2018	2019	2020	2021	
Reprimand	13	14	12	14	18	23	34	13	141
Corrective Counseling	7	13	10	5	3	15	30	13	96
Suspension	5	16	12	13	10	6	8	15	85
Unknown	2	2	--	8	3	8	8	15	46
Resign & Terminate	3	10	4	2	1	4	3	6	33
Training & PIP	--	3	1	--	6	7	9	7	33
Demotion & Transfer	--	--	1	--	--	--	3	--	4
Annual Total	30	58	40	42	41	63	95	69	438

	2014	2015	2016	2017	2018	2019	2020	2021
Reprimand	43%	24%	30%	33%	44%	37%	36%	19%
Corrective Counseling	23%	22%	25%	12%	7%	24%	32%	19%
Suspension	17%	28%	30%	31%	24%	10%	8%	22%
Unknown	7%	3%	--	19%	7%	13%	8%	22%
Resign & Terminate	10%	17%	10%	5%	2%	6%	3%	9%
Training & PIP	--	5%	3%	--	15%	11%	9%	10%
Demotion & Transfer	--	--	3%	--	--	--	3%	--
Annual Total	100%	100%	100%	100%	100%	100%	100%	100%

Table 7 provides a snapshot of the number and rates of the different types of discipline or other corrective action that can result when a complaint is Sustained. A complaint can involve multiple allegations, though only one form of discipline will result for any Member named in a complaint, regardless of the number of allegations that ultimately are Sustained. Thus, complaints are considered instead of allegations when analyzing discipline data.

- In 2019 and 2020, a Reprimand or Corrective Counseling were the two most common forms of discipline or action taken, as compared to 2021, when Suspension and Unknown ranked highest.²⁵

²⁵ As noted in earlier reports, Corrective Counseling is often a lesser-included outcome and not considered discipline, e.g., an Inquiry founded as Exonerated but where a minor training issue was identified might result in a Corrective Counseling Memo

- The 22% of Sustained complaints resulting in Suspension in 2021 nearly tripled the 8% Suspensions in 2020, nearing a level last observed in 2018 (24%).
- The categories of Reprimand and Corrective Counseling each represented 19% of the total discipline determined in 2021, a major decrease from 2020 when Reprimand constituted 36% of all discipline based on Sustained complaints and Corrective Counseling resulted in 32% of the Sustained cases.
- Resignations/Terminations doubled from 2020 to 2021, from 3 to 6, representing 9% of the discipline flowing from Sustained complaints.

While the Sheriff's Office tracks information on individuals who receive training as a complaint outcome, broader training or policy changes resulting from misconduct investigations are not recorded in the IAPro system. It is a continuing recommendation that the Sheriff's Office devise a means to record training and policy changes growing out of investigations where they impact Members beyond the originally involved Employee. This will allow for such information to be included in annual reports and be responsive to Motion 14002.

documenting the follow-up action. Also, as previously mentioned, the Sheriff's Office has begun using a SAL form to simplify the handling of SALS, which includes specification of any training that resulted.

Sample Characteristics of Sworn Employees Named in Complaints

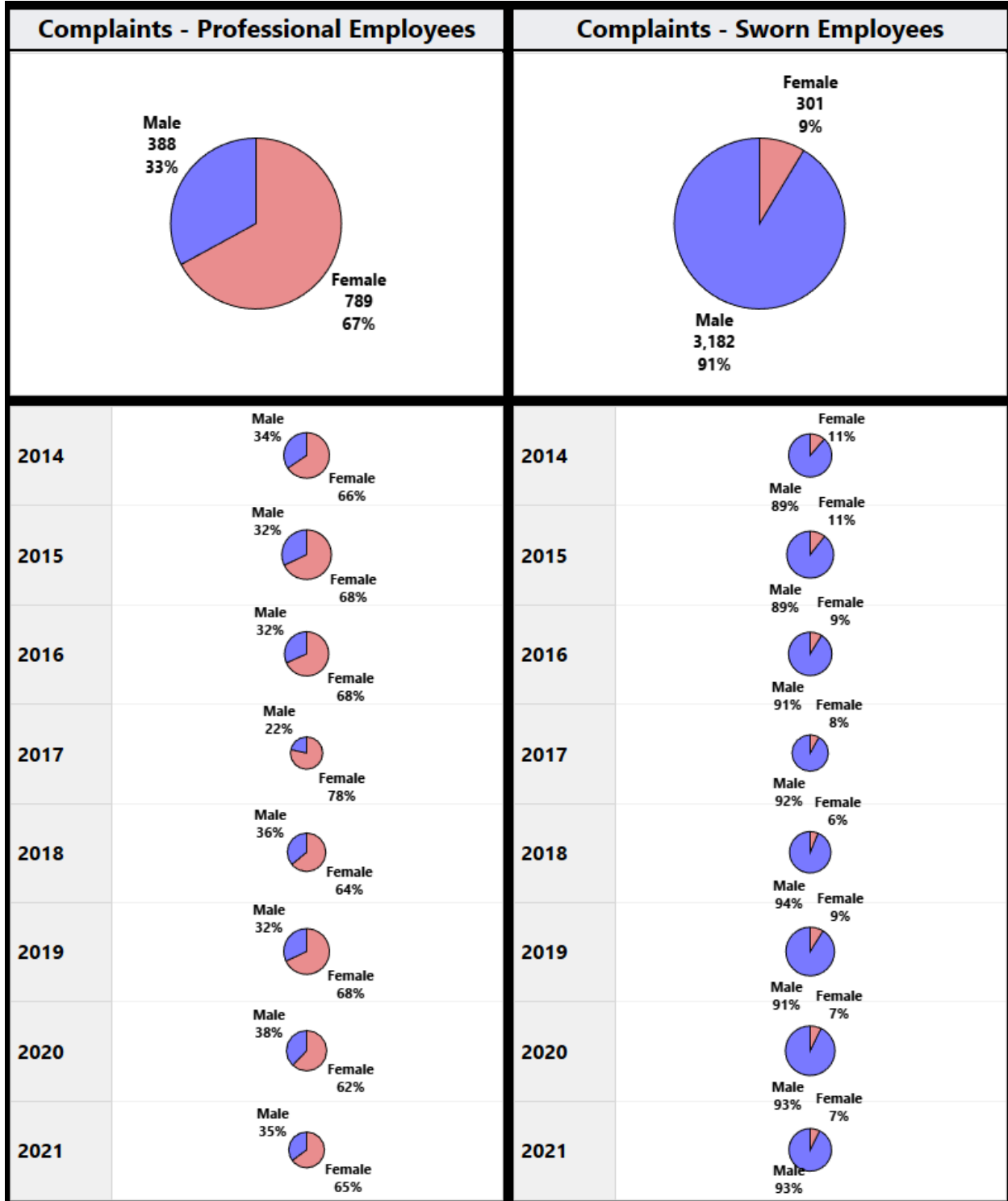
Many stakeholders interested in learning more about the misconduct investigation process and outcomes are primarily concerned with Sworn Employees. The following tables and diagrams provide data regarding sample characteristics of Sworn Employees named in misconduct complaints.

**Table 8 – Sworn vs. Professional Employees Named in Complaints
(Excluding Unknown Employee Type)
Inquiry & SAL**

	Year Investigation Completed								8-Year Average
	2014	2015	2016	2017	2018	2019	2020	2021	
Sworn	73%	74%	74%	78%	79%	78%	80%	77%	77%
Professional	27%	26%	26%	22%	21%	22%	20%	23%	23%

- Sworn Employees consistently have been named in misconduct complaints more often than Professional Employees, with complaints against Sworn Employees comprising an average of 77% of all complaints filed against Members of the Sheriff's Office.

Diagram 4 – Complaints by Employee Gender - 2014 to 2021
Sworn and Professional Members
Inquiry & SAL



- As seen in Diagram 4, approximately 91% of all complaints against Sworn Members of the Sheriff's Office from 2014 to 2021 involved males, with only 9% of the complaints naming female Sworn Members. This likely reflects, at least in part, the lower percentage of all Sworn Members who are female. In contrast, 67% of complaints against Professional Employees involved females.

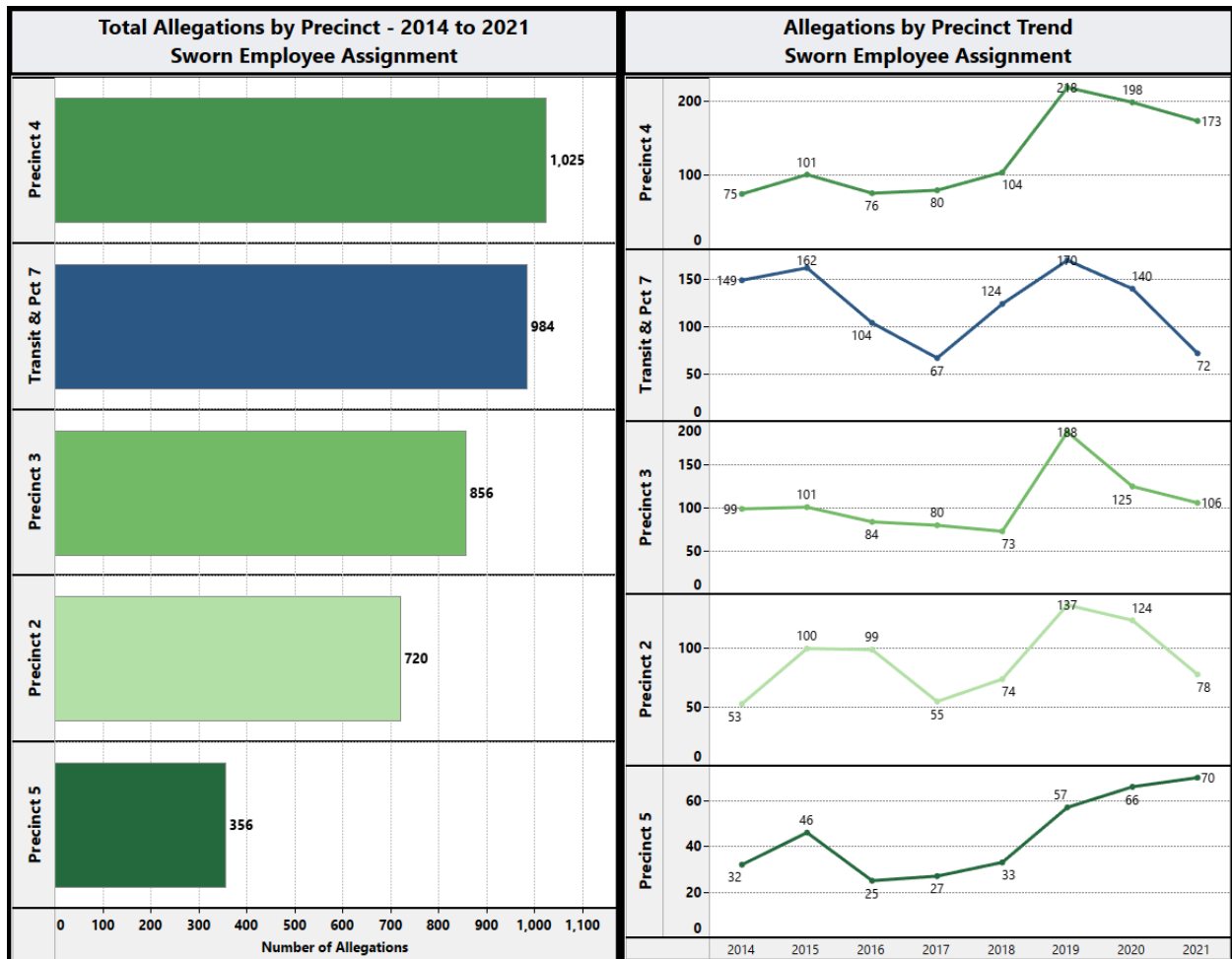
**Table 9 – Rank of Sworn Employees Named in Misconduct Complaints
Inquiries and Supervisor Action Logs (SALs)**

Rank	2014	2015	2016	2017	2018	2019	2020	2021
Deputy	436	370	330	241	295	390	390	306
Sergeant	90	65	40	27	44	59	59	54
MPO	16	25	28	25	27	41	53	37
Marshal	14	19	17	6	10	14	17	13
Captain	17	18	8	9	14	13	0	17
Detective	2	4	9	9	11	18	31	32
Sheriff, Chief & Major	10	13	3	1	12	11	11	20
Reserve Deputy	4	1	4	1	1	4	4	3

- The majority of Sheriff's Office Sworn Members named in complaints are Deputies, which is to be expected as they represent the largest segment of Employees in the Department. Deputies also have the most law enforcement interactions with the public, some of which result in complaints of misconduct.
- After an increase in complaints against Deputies observed in 2018 and 2019, there was a 22% decrease in closed investigations involving Deputies in 2021. This decrease could reflect administrative changes in IIU leading to fewer case closures, could be related to a decrease in the number of complaints filed, or there could be another explanation.
- There was no change or a decrease in the number of closed complaints against all other ranks except for Captain and Sheriff, Chief, and Major. It is notable that there were no

closed complaints involving Captains in 2020, though there were 17 cases against Captains in 2021. The number of closed complaints against the rank of Sheriff, Chief, or Major nearly doubled between 2020 and 2021, rising from 11 to 20 cases.

**Diagram 5 – Allegations by Sworn Employee Assignment – 2014 to 2021
Inquiries and Supervisor Action Logs (SALs)**



- In 2020 and 2021, the number of allegations in closed complaints against Sworn Employees fell in every precinct except for Precinct 5, where allegations have been continually rising since 2015. Allegations in Precinct 5 have nearly tripled since 2015, when there were 25 allegations, to 70 allegations in 2021.

Diagram 6 – Allegations by Sworn Employee Assignment – 2014 to 2021
 Inquiries and Supervisor Action Logs (SALs)

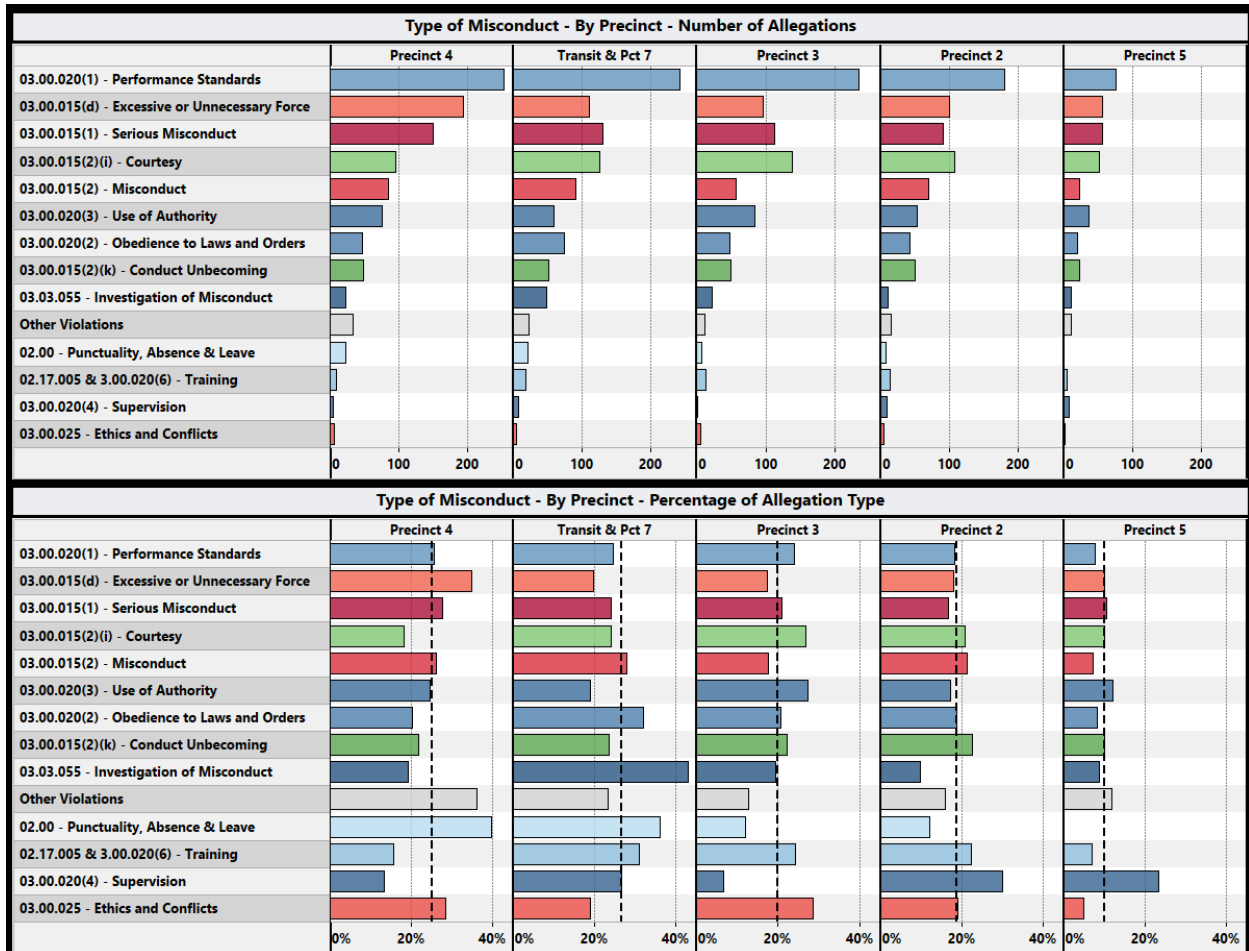


Diagram 6 examines how different types of misconduct allegations against Sworn Employees are distributed by precinct. While the highest number of complaints across all five precincts involved allegations related to Performance Standards, considering the percentage of Performance Standards allegations relative to other allegations within each precinct provides a different perspective.

- Looking across precincts, Precinct 4 had the highest percentage of Excessive or Unnecessary Force allegations and Excessive or Unnecessary Force rated as one of the top three types of allegations for Precinct 4.

- As seen in prior years, the highest percentage of allegations in Precinct 4 related to Punctuality, Absence & Leave, while there were no allegations related to Punctuality against Sworn Employees in Precinct 5, representing a continuing trend.
- Precinct 3 had the highest percentage of allegations related to Courtesy.
- The highest percentage of allegations in Precincts 2 and 5 involved matters of Supervision.
- The highest percentage of allegations for Transit and Precinct 7 involved Investigation of Misconduct.

Employees with Multiple Complaints

King County Council Motion 14002 calls for reporting on the number of individual Employees who have accrued three or more complaints in the reporting year or eight or more complaints total in the reporting year and the prior three years.

**Table 10 – Number of Employees with Three or More Closed Complaints
During the Reporting Year
Inquiries and Supervisor Action Logs (SALs)**

	Year Investigation Completed							
	2014	2015	2016	2017	2018	2019	2020	2021
Professional	24	26	15	12	16	15	19	11
Sworn	57	47	41	25	33	55	41	39
Total	81	73	56	37	49	70	60	50

**Table 11 – Number of Employees with Eight or More Closed Complaints
During the Reporting Year and Prior Three Years
Inquiries and Supervisor Action Logs (SALs)**

	Year Investigation Completed				
	2014 to 2017	2015 - 2018	2016 - 2019	2017-2020	2018-2021
Professional	22	20	21	17	14
Sworn	44	35	31	41	31
Total	66	55	52	58	45

It is difficult to understand the rationale for considering the total number of Employees, Sworn or Professional, who receive multiple complaints within a single year or over a number of years, as is required by Motion 14002. Many contextual elements can contribute to the likelihood of whether a Member/ Employee is named in a misconduct complaint, including factors such as whether the Employee is Sworn or Professional, specific job assignment, shift assignment, and work location. Sworn Employees comprise a much larger percentage of the overall workforce in the Sheriff's Office, so it would be expected that this group would draw more complaints by total

number. Most Sworn Members hold the rank of Deputy. Deputies engaged in patrol functions are regularly interfacing with the public, with more opportunities for complaints to arise. Further, law enforcement activity is higher in certain parts of King County, which might result in a higher incidence of use of force and more complaints related to force from those areas. The data analysis underlying Tables 10 and 11 and throughout this report provide an opportunity to look at the number of Employees who accrue complaints within a year or over time to determine how the numbers are impacted by these and other factors.

Trends and Recommendations

Changes over time in the Sheriff's Office administration, policy, and procedures, IIU management, data entry quality control, and other factors can impact the reliability of data reported for misconduct complaints closed during the years 2014 to 2021. Over time, IIU has developed quality controls that emphasize the importance of accurate data entry. By continuing with these efforts, making explicit the assumptions underlying the data analysis, and recognizing unusual factors that might impact case processing in a particular year, it is hoped that data reliability will continue to improve moving forward.

For ease in reference, trends and recommendations noted below have been pulled from the body of the report, are divided by the corresponding report sections, and are consecutively numbered.

Misconduct Complaint Intake and Investigation

- 1) As noted in the 2019 and 2020 IIU Annual Reports, after a drop in 2017, there was a steady increase in the number of closed Inquires in the next three years, 2018 - 2020. However, in 2021, there were 138 fewer closed complaints classified as Inquires.
- 2) The number of complaints closed as SALs dropped continuously between 2014 and 2020, with a slight uptick in 2021.
- 3) The increase in closed inquiries and total closed complaints between 2017 and 2020 might represent an overall increase in new complaints received or be indicative of a higher incidence of case closure, consistent with IIU's efforts to correct and complete data in IAPro, as previously reported. Similarly, the drop in the total number of completed investigations for 2021 could represent a decrease in complaints received, IIU administrative or staff changes resulting in a temporary slowdown in case closures, or other variables.
- 4) From 2014 to 2017, the total number of closed complaints (including both Inquiries and SALs) declined steadily, began rising in 2018 and 2019, and approached more of a leveling off in 2020. However, in 2021, the number of total closed cases decreased by 129 cases, or 17%.

5) The total number of allegations within all complaints nearly doubled from 2018 to 2019, but then dropped approximately 19% in 2020 and another 17% in 2021. Some of this decline is likely related to the decline in the number of total complaints, at least in 2021. Also, previous reports recommended that the Sheriff's Office consider limiting the number of policies referenced, avoid referencing duplicate policies for the same alleged infraction, and provide written guidance on determining an allegation when similar types of misconduct might fall under different GOM sections. The IIU SOP that was revised in May 2021 includes direction on identifying the most appropriate allegation(s) in a misconduct complaint, noting that while the GOM is over 925 pages long, the list of allegations to be used by IIU is condensed to about one page, with appropriate allegations found "exclusively in Section-3 of the GOM." For misconduct data analyzed in 2021, most allegations referenced by IIU can be found in Section 3 of the GOM, which very likely contributed to the reduction in the overall number of allegations. The reduced number of allegations in 2020 and 2021 also might reflect IIU's effort to eliminate duplicate allegations, where similar policy violations address the same alleged misconduct involved in a single complaint.

Investigation Findings, Discipline and Other Outcomes

- 6) The percentage of allegations resulting in a finding of Exonerated has steadily increased over the years, from a low of 18% in 2014 to 51% of all findings in 2020, though decreased to 44% in 2021.
- 7) While the total number of Sustained allegations fell from 127 to 98 in 2021, the 98 Sustained findings still represent 15% of all findings, the same percentage of allegations that were Sustained in 2020. The 15% Sustained rate for 2020 and 2021 represents the lowest proportion of Sustained cases since 2014.
- 8) The number of cases in which the 180-day deadline was missed was relatively low until 2018 and 2019. However, in 2020, the number of such cases dropped by almost two-thirds and Police Strategies' last report acknowledged IIU's efforts to decrease investigative timelines through process improvements, increased communication to enhance accountability, training throughout the Sheriff's Office, weekly tracking reports,

and other strategies. While Police Strategies expressed optimism that these changes would help IIU in continuing to reduce the number of missed deadlines moving forward, in 2021 the number of cases with a No Finding determination doubled, from 12 to 24, representing 4% of all outcomes in 2021.

- 9) Because the data analyzed in this report is extracted from the IAPro tracking system, information on anticipated findings had the deadline not been missed is not available. As noted previously, it would be useful to analyze No Finding cases for any patterns that help explain why the deadline was missed and how to avoid similar problems in the future.
- 10) Despite the difficulty in attributing meaning to this data, it is noted that both the number (127) and percentage (15.1%) of Sustained allegations decreased significantly in 2020, with another, more modest, decrease in 2021 to 98 Sustained allegations representing a rate of 14.8%.
- 11) The rate of Sustained findings in 2020 (11.5%) and 2021 (10.1%) for Sworn Employees represents the lowest observed in all eight years of data analyzed.
- 12) The overall percentage of complaints from external sources increased to 73% in 2020 and remained relatively stable at 71% in 2021, as seen in Table 2. Similarly, the Sustained rate for complaints filed by external sources was 9.5% in 2020 and moved up slightly to 10.8% in 2021.
- 13) In 2019 and 2020, a Reprimand or Corrective Counseling were the two most common forms of discipline or action taken, as compared to 2021, when Suspension and Unknown ranked highest.²⁶
- 14) The 22% of Sustained complaints resulting in Suspension in 2021 nearly tripled the 8% Suspensions in 2020, nearing a level last observed in 2018 (24%).
- 15) The categories of Reprimand and Corrective Counseling each represented 19% of the total discipline determined in 2021, a major decrease from 2020 when Reprimand constituted

²⁶ As noted in earlier reports, Corrective Counseling is often a lesser-included outcome and not considered discipline, e.g., an Inquiry founded as Exonerated but where a minor training issue was identified might result in a Corrective Counseling Memo documenting the follow-up action. Also, as previously mentioned, the Sheriff's Office has begun using a SAL form to simplify the handling of SALS, which includes specification of any training that resulted.

36% of all discipline based on Sustained complaints and Corrective Counseling resulted in 32% of the Sustained cases.

16) Resignations/Terminations doubled from 2020 to 2021, from 3 to 6, representing 9% of the discipline flowing from Sustained complaints.

Sample Characteristics of Sworn Employees Named in Complaints

17) Sworn Employees consistently have been named in misconduct complaints more often than Professional Employees, with complaints against Sworn Employees comprising an average of 77% of all complaints filed against Members of the Sheriff's Office.

18) As seen in Diagram 4, approximately 91% of all complaints against Sworn Members of the Sheriff's Office from 2014 to 2021 involved males, with only 9% of the complaints naming female Sworn Members. This likely reflects, at least in part, the lower percentage of all Sworn Members who are female. In contrast, 67% of complaints against Professional Employees involved females.

19) The majority of Sheriff's Office Sworn Members named in complaints are Deputies, which is to be expected as they represent the largest segment of Employees in the Department. Deputies also have the most law enforcement interactions with the public, some of which result in complaints of misconduct.

20) After an increase in complaints against Deputies observed in 2018 and 2019, there was a 22% decrease in closed investigations involving Deputies in 2021. This decrease could reflect administrative changes in IIU leading to fewer case closures, could be related to a decrease in the number of complaints filed, or there could be another explanation.

21) There was no change or a decrease in the number of closed complaints against all other ranks except for Captain and Sheriff, Chief, and Major. It is notable that there were no closed complaints involving Captains in 2020, though there were 17 cases against Captains in 2021. The number of closed complaints against the rank of Sheriff, Chief, or Major nearly doubled between 2020 and 2021, rising from 11 to 20 cases.

Allegations Against Sworn Employees by Precinct

- 22) In 2020 and 2021, the number of allegations in closed complaints against Sworn Employees fell in every precinct except for Precinct 5, where allegations have been continually rising since 2015. Allegations in Precinct 5 have nearly tripled since 2015, when there were 25 allegations, to 70 allegations in 2021.
- 23) Looking across precincts, Precinct 4 had the highest percentage of Excessive or Unnecessary Force allegations and Excessive or Unnecessary Force rated as one of the top three types of allegations for Precinct 4.
- 24) As seen in prior years, the highest percentage of allegations in Precinct 4 related to Punctuality, Absence & Leave, while there were no allegations related to Punctuality against Sworn Employees in Precinct 5, representing a continuing trend.
- 25) Precinct 3 had the highest percentage of allegations related to Courtesy.
- 26) The highest percentage of allegations in Precincts 2 and 5 involved matters of Supervision.
- 27) The highest percentage of allegations for Transit and Precinct 7 involved Investigation of Misconduct.

Conclusion

Since the Sheriff's Office was concerned that different administrations and IIU Commanders did not use a consistent approach in tracking, reviewing, and reporting on misconduct complaint data, Police Strategies was asked to use a new methodology to analyze the IIU data contained within IAPro, beginning with data for 2014. Over time, data has been corrected where necessary as new information was discovered. Using the same set of standards for the years 2014 to 2021, data has been extracted directly from the Sheriff's Office IAPro system, analyzed, and summarized during each reporting period. These same standards will be used moving forward, allowing for increased reliability and more meaningful interpretation of the information gleaned from IIU misconduct complaint data.