



Office of Professional Standards

2019 Reporting

We strive to consistently earn the trust of the residents and visitors in our community.

Read this report to learn how we did in 2019.

Inside:

- Investigation Process
- Investigation Details
- Training Highlights
- Ways to Stay Connected



Transparency and Accountability

The Olympia Police Department is committed to ensuring that our actions are consistent with values of our community. This report is designed to let you know not only how we are doing, but to provide you information on the systems that we have in place to ensure accountability happens.

Have questions about this report? Please feel free to reach out to us via email at olympiapolice@ci.olympia.wa.us



Interim Chief Jelcick



Interim Deputy Chief Allen



Our Mission

To consistently earn the trust of the residents and visitors in our community

The Investigation Process

The Office of Professional Standards (OPS) is responsible for managing the formal accountability system. OPS is managed by the Chief of Police. All records are tracked, stored and maintained in the Department Records Management System database (RMS).

Receiving Complaints



Complaints about members of the Olympia Police Department can be received in many ways including in-person, by telephone, by written documents and by email. All complaints are thoroughly investigated.

Classification Process



Complaints are sorted into one of two categories:

- **Serious Misconduct** complaints include allegations of excessive use of force and civil rights violations. Complaints in this category are assigned to a department manager to investigate. These investigations are also reviewed by an independent attorney office when they are completed.
- **Service Level** complaints include allegations of rudeness, poor work performance and minor policy violations. Service Level complaints are generally assigned to first line supervisors to investigate and address.

Investigation



An internal investigation is very similar to a criminal investigation. The investigator may contact witnesses, interview the parties involved, and/or review video or audio evidence if available. At the conclusion of a case, the investigator will reach a finding in accordance with the Department's policies. The standard of proof for all internal investigations is by "a preponderance of the evidence." This is a lower standard than what a criminal case requires which is "proof beyond a reasonable doubt."

Investigation Findings



Possible outcomes of an investigation:

- **Sustained:** Sufficient facts to prove the allegation did occur.
- **Not Sustained:** Fails to disclose sufficient facts to prove or disprove the allegation.
- **Unfounded:** Allegations complained of did not occur.
- **Exonerated:** Allegations occurred, but acts are found to be justified, lawful and proper.
- **No Findings:** Complainant failed to disclose information to further the investigation or another agency was involved and investigation was referred to that agency.

Corrective Action



The investigative work and findings are reviewed by the Professional Standards Lieutenant and the Chief of Police. Any sustained complaint is referred to the employee's supervisor or manager for corrective action. The determination of corrective action is based on the severity and repetitiveness of the violation. Corrective actions include one of the following:

- Counseling and coaching
- Oral warning
- Written warning
- Performance improvement plan
- Suspension without pay
- Reduction in pay or rank
- Last chance agreement
- Termination

Accountability





Calls for Service

49,931

Officers work every day to be compassionate and respectful in all of our contacts. We are dedicated to making a positive difference in the City of Olympia.



Arrests Made

3,154

You can go online and look at the latest crime reporting. The comprehensive tool allows you to search by date, location, type of event, involved parties and more. Visit olympiawa.gov/P2C



Uses of Force

65

Officers have many tools at their disposal in order to make split second decisions on how to handle a situation. The officer's discretion and training help them determine which option is best to keep themselves and others safe.



Citizen Generated Investigations

9

The Department welcomes feedback from the public on how the Department and its employees are doing. Compliments really mean a lot to our staff and they reinforce performance the public values. Complaints help us improve our service to our community.



Use of Force Complaints

1

For some people, filing a complaint regarding a police officer can be an intimidating experience. Knowing about legitimate service, behavior and performance issues is extremely important to us. There are a number of ways you can file a complaint, visit us at olympiawa.gov/police to learn more.

Investigation Details

RMS Tracking	Classification	General Description	Investigative Findings	Corrective Actions
19-001	Serious Allegations	Citizen made 4 allegations against corrections and patrol. <ul style="list-style-type: none"> • Violation of Use of Force • Violation of Courtesy Policy • Violation of Identification Policy • Unsatisfactory Performance 	<ul style="list-style-type: none"> • Not Sustained • Sustained • Not Sustained • Unfounded 	For Sustained finding (#2) counseling was done by supervisor with a 6-month follow up for policy review scheduled
19-002	Service Level	Citizen complained officers were not properly handling their case	Unfounded	N/A
19-003	Serious Allegation	Citizen complained officer did not take proper action in their case investigation	Unfounded	N/A
19-004	Service Level	Citizen complained they were not given proper medical attention while in city jail	Unfounded	N/A
19-005	Service Level	Supervisor alleged jail procedure were not followed	Sustained	Written Warning
19-006	Service Level	Sergeant expressed concerns regarding performance and truthfulness	Not Sustained	N/A
19-007	Service Level	Management asked for a citizen complaint regarding unsatisfactory performance to be investigated	Sustained	Oral Warning
19-008	Serious Allegation	Employee expressed concern regarding a fellow employee presenting threatening behavior	Sustained	Oral Warning - Administrative Leave
19-009	Serious Allegation	Citizen complained officer was rude during an interaction	Not Sustained and Unfounded	N/A
19-010	Service Level	Citizen complained she was assaulted by an officer	Citizen withdrew complaint – Not Sustained	N/A
19-011	Serious Allegation	Citizen complained they were unlawfully detained	Exonerated	N/A
19-012	Service Level	Citizen complained that their parent was disrespected during a traffic stop	Sustained	Oral Warning
19-013	Service Level	Citizen complained they were treated disrespectfully and stolen from by the responding officer	Citizen withdrew complaint – Not Sustained	N/A

Summary

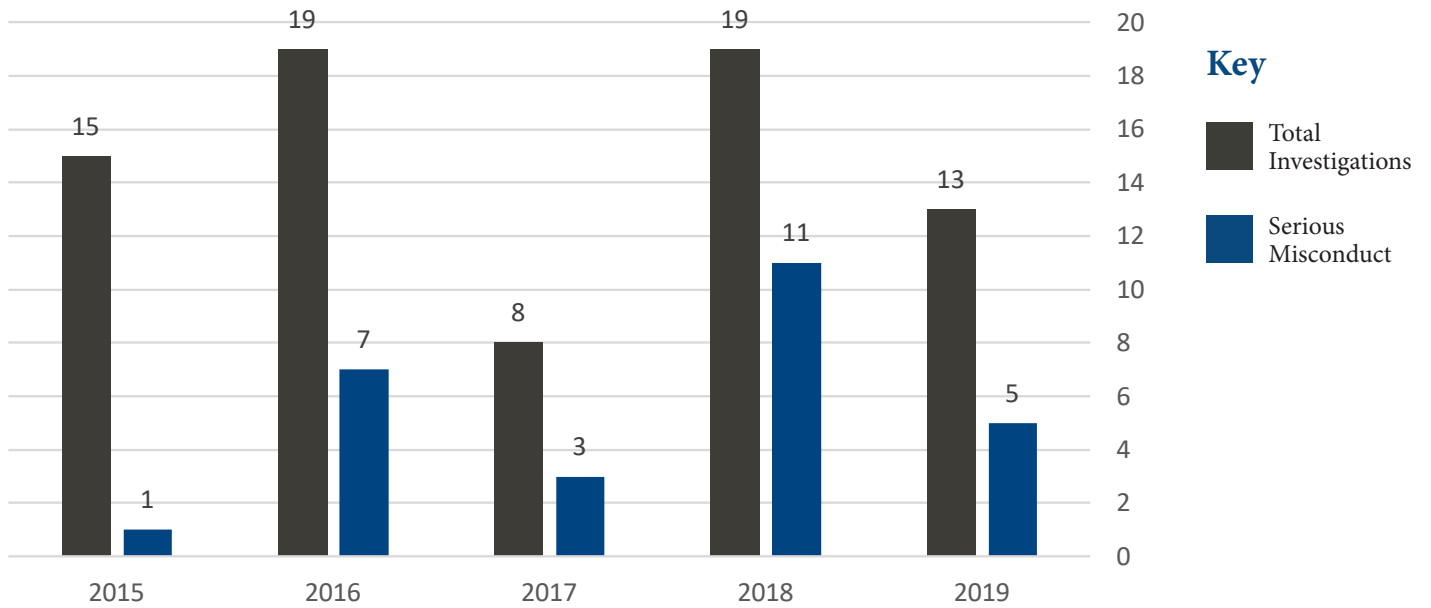
13 total investigations recorded by the Office of Professional Standards

9 investigations were generated externally from a citizen to the Department

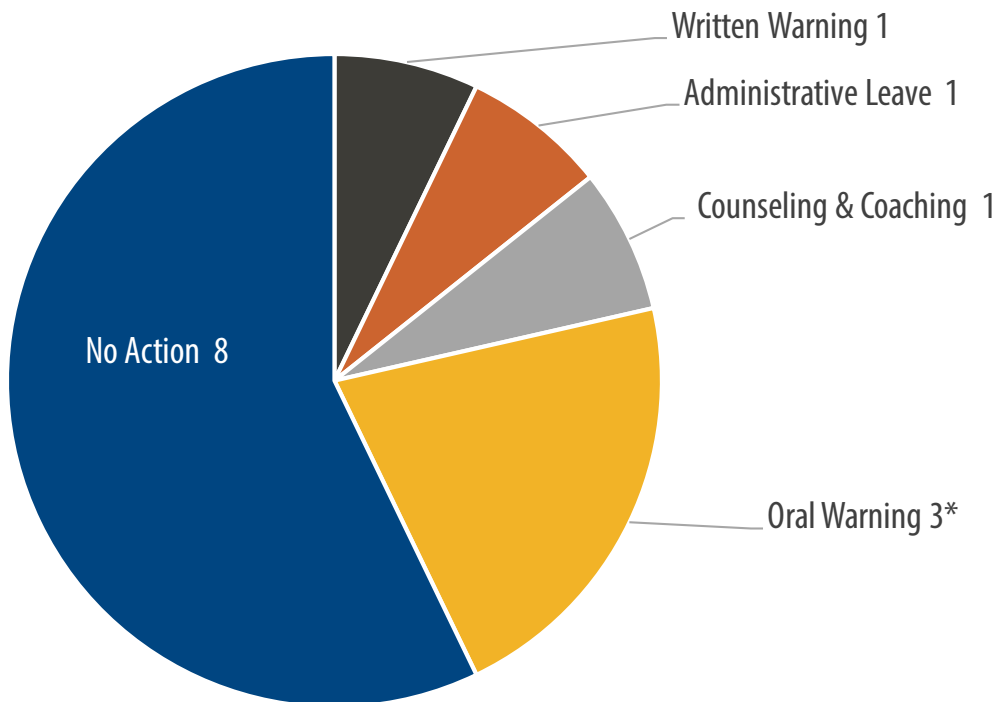
4 investigations were generated internally by OPD employees or City Staff

Internal Investigations Summary

Five Year Comparison



Corrective Action Taken After the Investigation



* Resulted in a oral warning plus counseling/coaching sessions

Use of Force Review Process

Every officer faces confrontations that are unpredictable, uncertain, tense and rapidly evolving. To assist them Olympia officers receive training in:

- de-escalation techniques
- control tactics
- use of force
- firearms

In every situation, officers must constantly evaluate and adjust their use of force. They are guided by state Law, department policies and best practices.

Step 1

Officer Must Notify Supervisor

By policy, an officer must notify his/her Sergeant (supervisor) that they applied “use of force” in the field. The Sergeant must investigate and submit a report to his/her Department Manager. The report is required when one or more of the following occur.

- whenever an employee takes a person to the ground
- whenever an employee uses a defensive tactic (pain compliance techniques, physical restraint, etc.)
- whenever an employee applies force by lethal, less-lethal or non-lethal weapons
- whenever a subject, as a result of any application of force, sustains an obvious injury, complains of an injury, requires or requests medical treatment

The Report Should Capture:

- all officers at the scene
- the level of force each officer applied
- the condition of the subject who had force applied to them
- any photographs taken of the incident
- statements of witnesses

Step 2

Report Findings

The report findings determine the next steps. At the end of his/her review the sergeant reaches a conclusion whether the force used, or actions of the officer, were within policy. If determined that the actions are outside of policy, the matter is referred for an internal investigation. All reports are reviewed by Department Management.

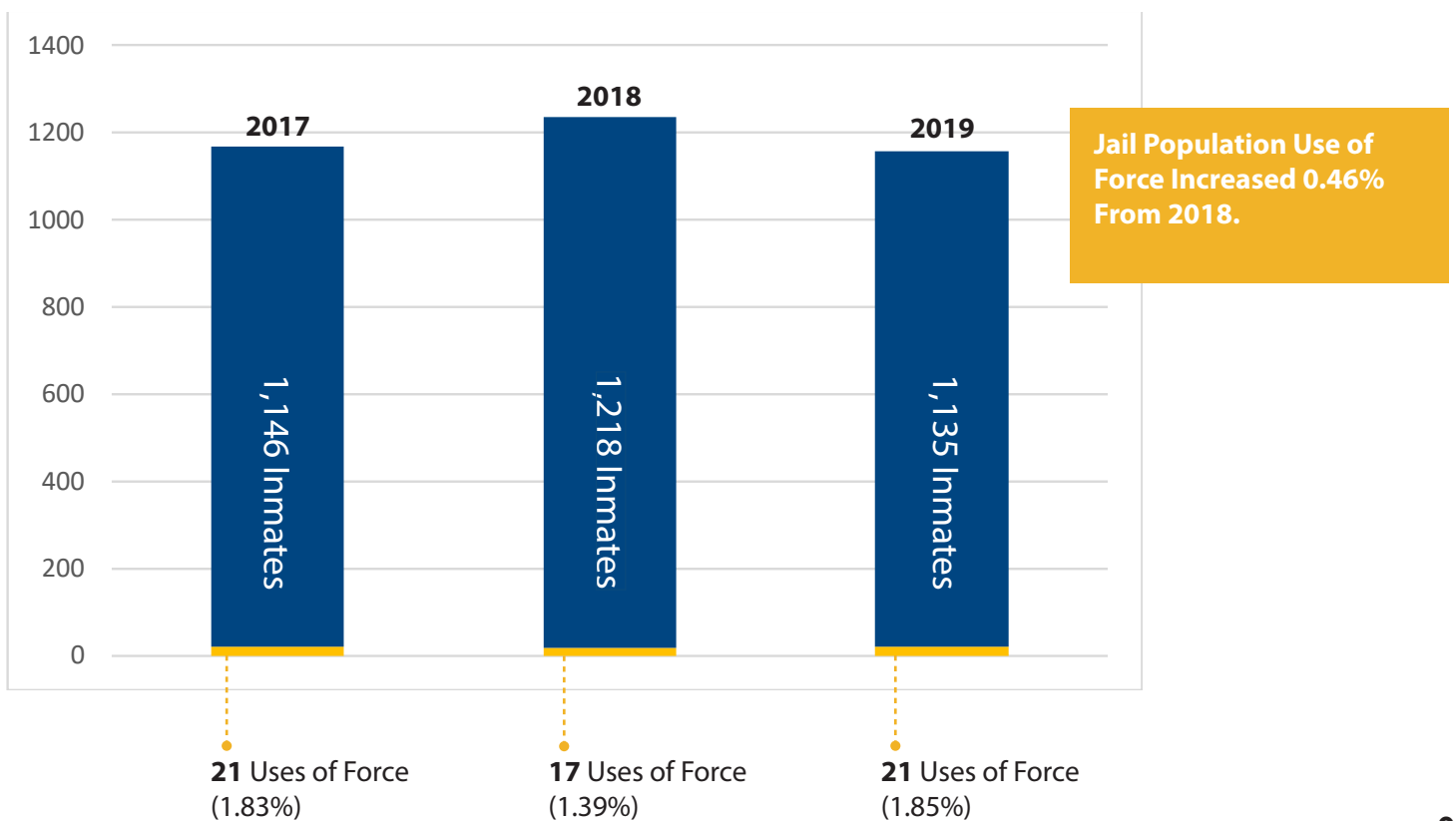
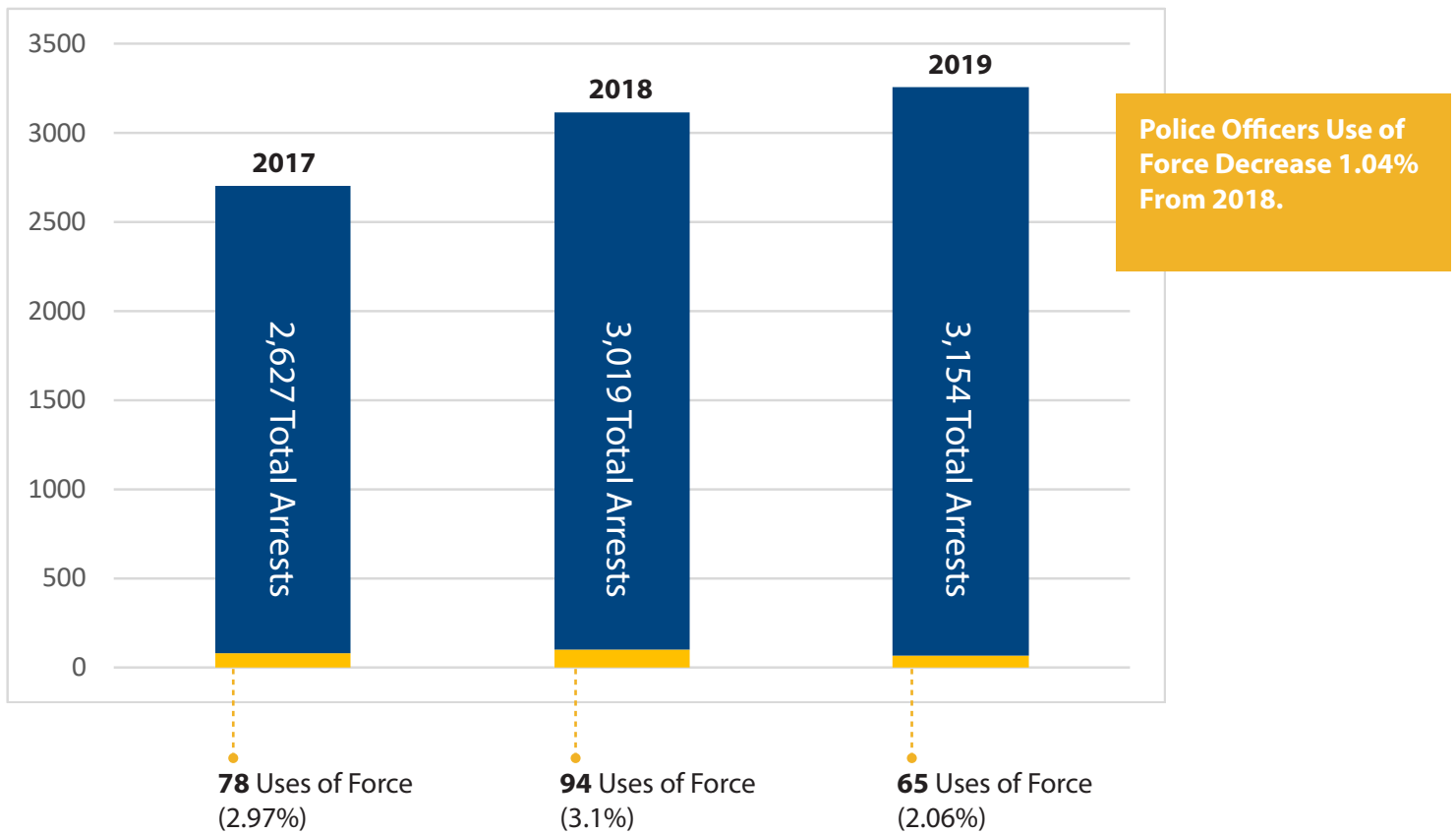
Ongoing Review – Identify Trends

Additionally department management and the training team utilize the reports to identify trends, risk management and help in determining any potential training needs.

2019 Types of Force Used (by percentage)

- 87.7%** Physical [“outmuscling,” tackling or using physical contact of some sort]
- 7.7%** CED [also known as Taser use]
- 3.1%** Less Lethal Tools [beanbag round or pepper spray]
- 1.5%** Baton

Use of Force Arrests



Training - A Department Priority

Every officer faces confrontations that are unpredictable, uncertain, tense and rapidly evolving. To assist them Olympia officers receive training in:OPD tracks trends, concerns and best practices through a data driven model of policing to help determine the training needs of the department.

By state law police officers are required to participate in 24-hours of continued professional training each year to maintain their state certifications. Because OPD has made officer training a priority, Olympia's officers receive on average 9-hours of training each month (84 hrs a year) during their normal duty hours. Meaning no overtime cost, yet more training, a win for both the officer and the community.

Training Highlights for 2019:

- Reality Based Training
- Procedural Justice
- PREA (Prison Rape Elimination Act)
- Officer Involved Shooting
- Managing Narcotics
- IOMGA Conference
- ICAT (Integrating Communications, Assessment and Tactics)
- ICAC (Internet Crimes Against Children)
- Force Science Institute
- First Aid/Self Care
- DNA Analysis
- Death and Homicide Conference
- Crowd Control
- Crisis Intervention Team Training – CIT (all officers)
- Combat First Aide
- Cold Case Sexual Assault
- Civil Service Conference
- CIT International Conference
- ALICE (Alert, Lockdown, Inform, Counter and Evacuate)
- Administrative Excellence Conference

Employee Collisions

Did you know officers receive 40 hours of Emergency Vehicle Operator Course (EVOC) training while in the police academy?

Each officer receives 8 hours of training every two years. When an accident or collision does occur an investigation is done and a review board is convened. If an employee is found to be "at fault" they go through the disciplinary process.

2015	2016	2017	2018	2019
9	9	11	8	9

Making a Difference

The Department tracks awards and commendations as part of the Professional Standards program to assess how OPD fulfills its mission. OPD strives every day to make a positive difference in the City of Olympia. These employees are examples of innovation, respectful communication and dedication in action.



Officer of the Year
Officer Tiffany Coates



Corrections Officer of the Year
Corrections Officer Philip Arias



Employee of the Year
Margo Morales

Life Saving

Officer Randy Wilson
Officer Bill Smith
Officer Tyler Sparks

Medal of Valor

Officer Nick Smith

Chief Commendation

Sgt. Paul Evers
Officer Javier Sola
Sgt. Shelby Parker

Special Commendation

Officer Sean Lindros
Officer Luke O'Brien
Officer Patrick Hutnik
Officer Tyler Sparks
Officer Brandon Kaiser
Officer Austin Hansen
Officer Brooklyn McKoon
Officer Brian Hegge
Sgt. Jason Winner
Sgt. Shelby Parker
Officer Bill Smith
Officer Jon Leavitt
Officer Andre Lucas
Officer Levi Locken
Officer Tiffany Coates
Officer Ryan Donald
Sgt. Paul Evers
Jeff Winn
Kristy Jack

Connect with Us

Olympia Police Department



In Person

601 4th Ave East, Olympia WA 98501



Website

olympiawa.gov/police



Email

olympiapolice@ci.olympia.wa.us



Business Phone

360.753.8300



Report a Crime (Non-emergency)

360.704.2740 or olympiawa.gov/p2c



Report an Emergency

9-1-1



Twitter

twitter.com/olypd



Next Door

Olympia Police Department

olympiawa.gov/police