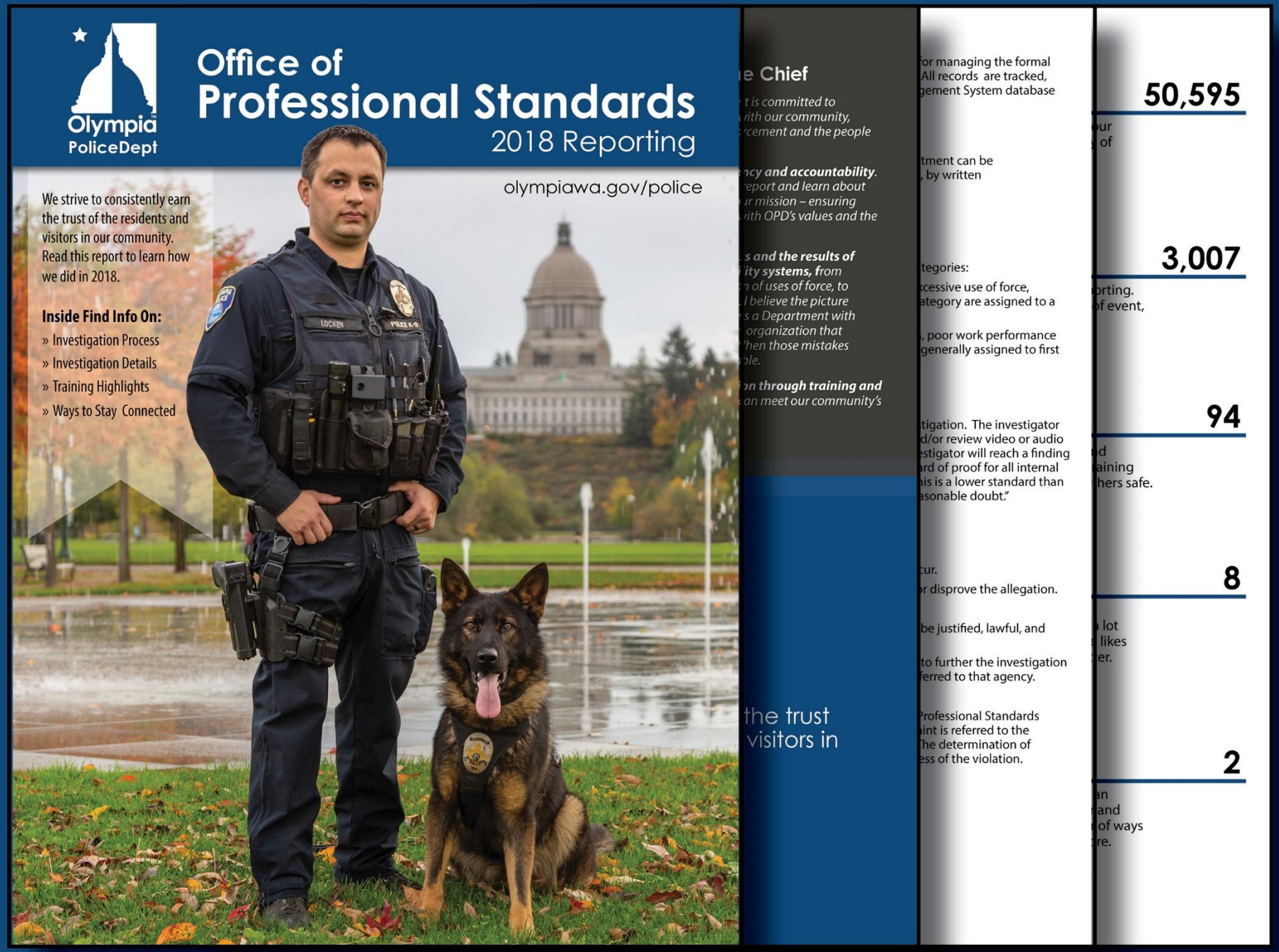
Olympia PoliceDept



Presented By

Chief R. Roberts, Olympia Police Department

OPD Internal Investigations

All complaints are thoroughly investigated

Complaints are Received Via

Telephone, Written Documents
Email, In-Person

Complaint Categories

Serious Misconduct and Service Level

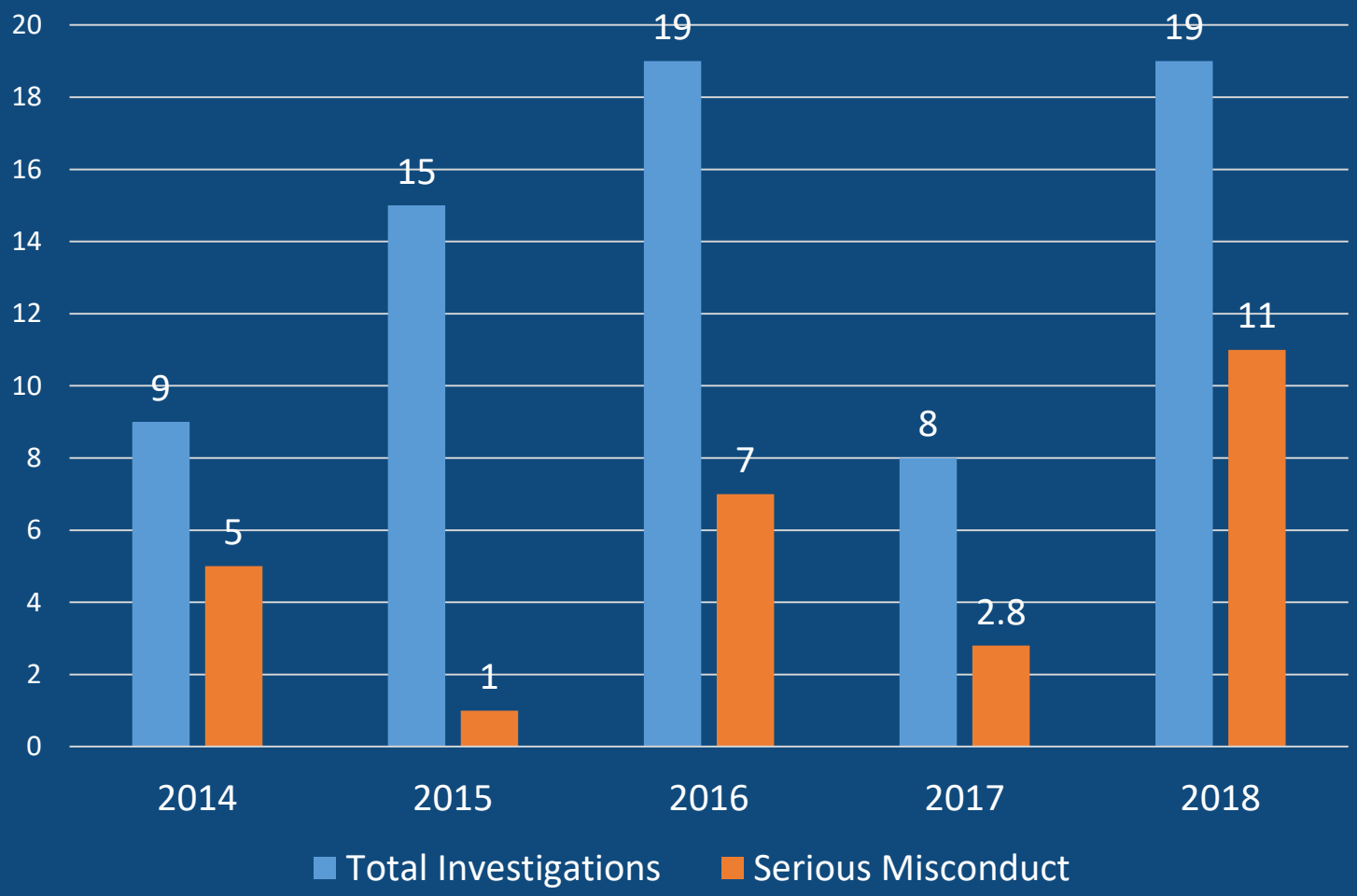
Investigation Process

Form a conclusion based on “a preponderance of evidence”

One of 5 conclusions are found

- Sustained
- Not Sustained
- Unfounded
- Exonerated
- No Finding

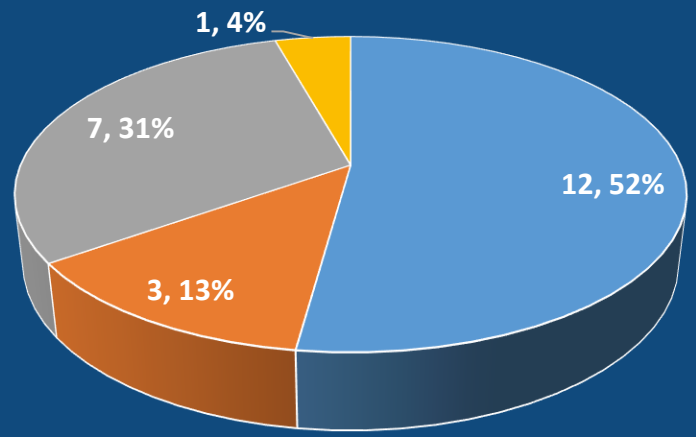
Internal Investigations 2018



19 - Total Investigations

8 - Generated from Citizen Complains

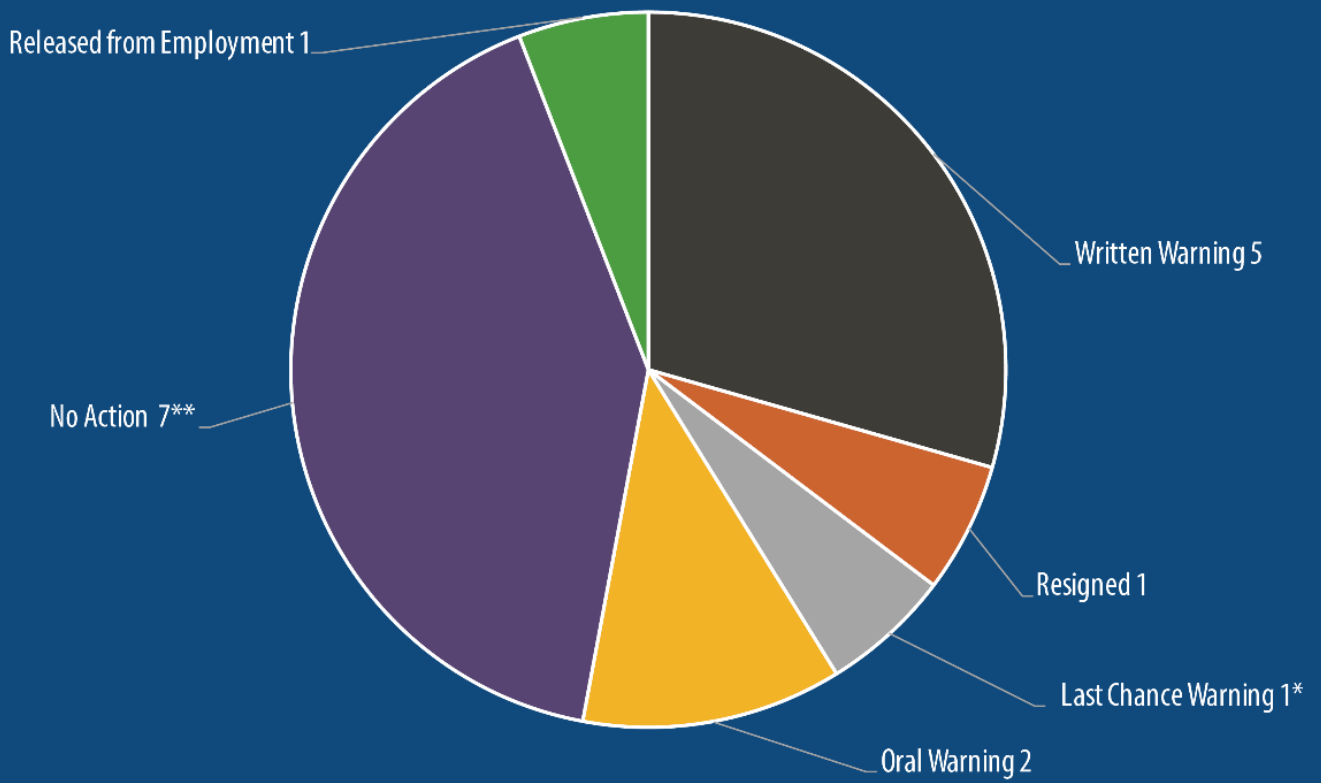
11 - Generated Internally from OPD Employees



*Based on 23 allegations

After the Investigation

- Findings Reviewed
- Corrective actions include:
  - Counseling and coaching
  - Oral Warning
  - Written Warning
  - Performance Improvement Plan
  - Suspension without pay
  - Reduction in pay or rank
  - Last Chance Warning
  - Termination



**1 last chance warning was the result of 3 investigations*
***2 file numbers were submitted in error resulting in no action*

Use of Force Information

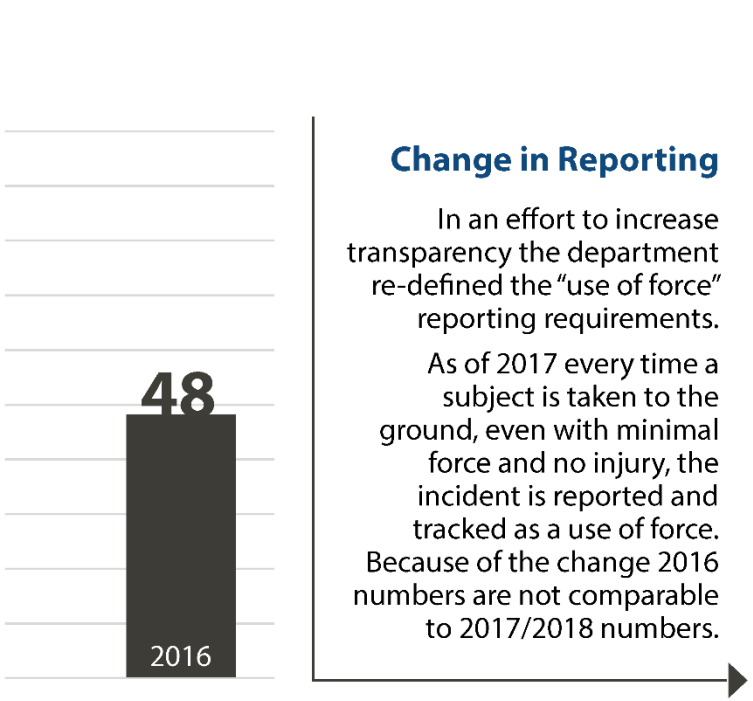
Uses of force are tracked in Patrol and Corrections

Use of force reviews go through the officer's Sergeant/Department Manager

A reportable use of force may include one or more of the following:

- Whenever an employee takes a person to the ground
- Whenever an employee uses a defensive tactic
- Whenever an employee applies force through the use of 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 request medical treatment

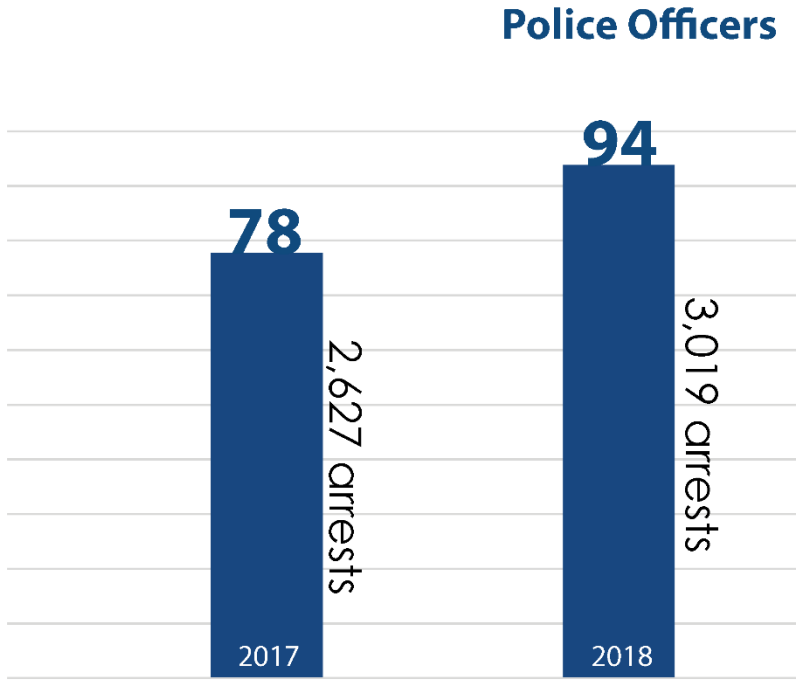
3 Year Use of Force Data



Change in Reporting

In an effort to increase transparency the department re-defined the "use of force" reporting requirements.

As of 2017 every time a subject is taken to the ground, even with minimal force and no injury, the incident is reported and tracked as a use of force. Because of the change 2016 numbers are not comparable to 2017/2018 numbers.



0.13% Increase From 2017

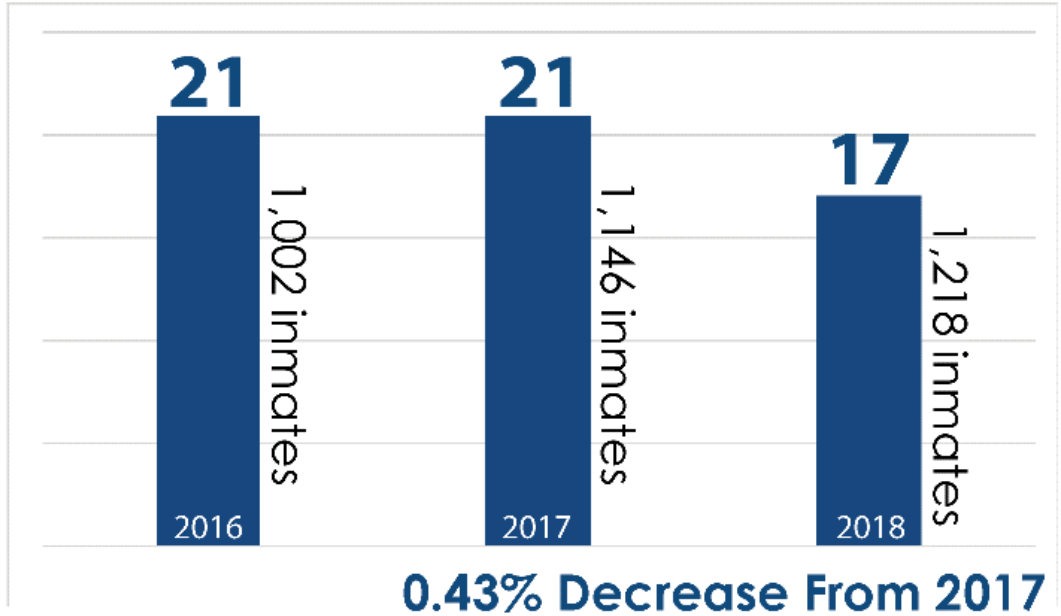
2,627 arrests in 2017 with 78 uses of force or 2.97%

3,019 arrests in 2018 with 94 uses of force or 3.1%

3 Year Use of Force Data

Jail Population

The Olympia City Jail housed 1,218 inmates in 2018. The average daily population was 29 during 2018.



0.43% Decrease From 2017

1,146 inmates in 2017 with 21 uses of force or 1.83%

1,218 inmates in 2018 with 17 uses of force or 1.4%

OPD Accountability Comparison

2017	
48,014	Calls for Service
2,626	Arrests
78	Use of Force Incidents
3	Citizen Generated Investigations
2	Use of Force Complaints – Citizen Generated

2018	
50,595	Calls for Service
3,007	Arrests
94	Use of Force Incidents
8	Citizen Generated Investigations
2	Use of Force Complaints – Citizen Generated

High Risk Activities Data

5 Year Vehicle Pursuits

2014	2015	2016	2017	2018
1	0	2	2	1

5 Year Employee Collisions

2014	2015	2016	2017	2018
8	9	9	11	8

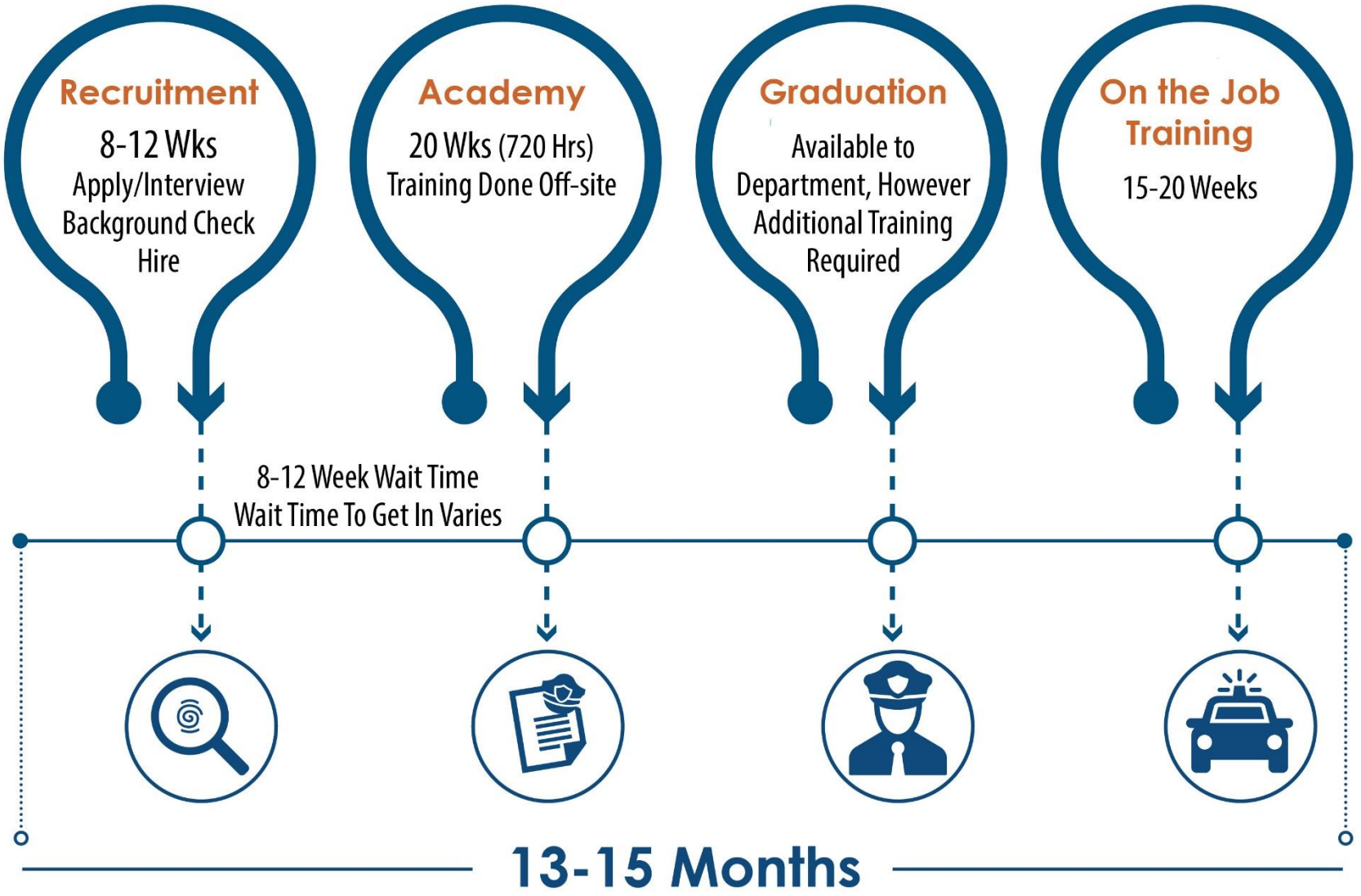
** No employee collisions were the result of a vehicle pursuit.*

Hiring Process

OPD Follows the Below Process For Hiring All New Employees

1. *Written Test
2. *Phase 1 Suitability
3. Oral Board Interview
4. Background Interview
5. Background Investigation
6. Chief's Interview
7. Conditional Job Offer
8. *Medical Evaluation
9. *Psychological Evaluation
10. Polygraph
11. Final Offer

**Is for Officer/Corrections Officers Candidates Only*


Recruitment
8-12 Wks
Apply/Interview
Background Check
Hire
Academy
20 Wks (720 Hrs)
Training Done Off-site
Graduation
Available to
Department, However
Additional Training
Required
On the Job
Training
15-20 Weeks
8-12 Week Wait Time
Wait Time To Get In Varies
13-15 Months

Hiring Update

Open Positions

- **Patrol**
  - 2 Open Positions
  - 2 in Background
- **Corrections**
  - 2 Open Positions

Recent Hires

- **Gabe Padukiewicz**
  - Hired 02/04/19
  - Start BLEA 4/30/19
- **Kimberly Manning**
  - Hired 04/16/19
  - Start BLEA 08/29/19
- **Michele Zennick**
  - Hiring & Training PA
  - Hired 5/01/19
- **Josiah Lutz**
  - Hired 04/25/19
  - Lateral from Rialto, CA PD
  - BLEEA 5/6/19-5/17/19
- **Nicholas Hill**
  - Hired 05/23/19
  - Start BLEA 07/10/19
- **Margo Morales**
  - Community Policing PA
  - Hire date 6/05/19

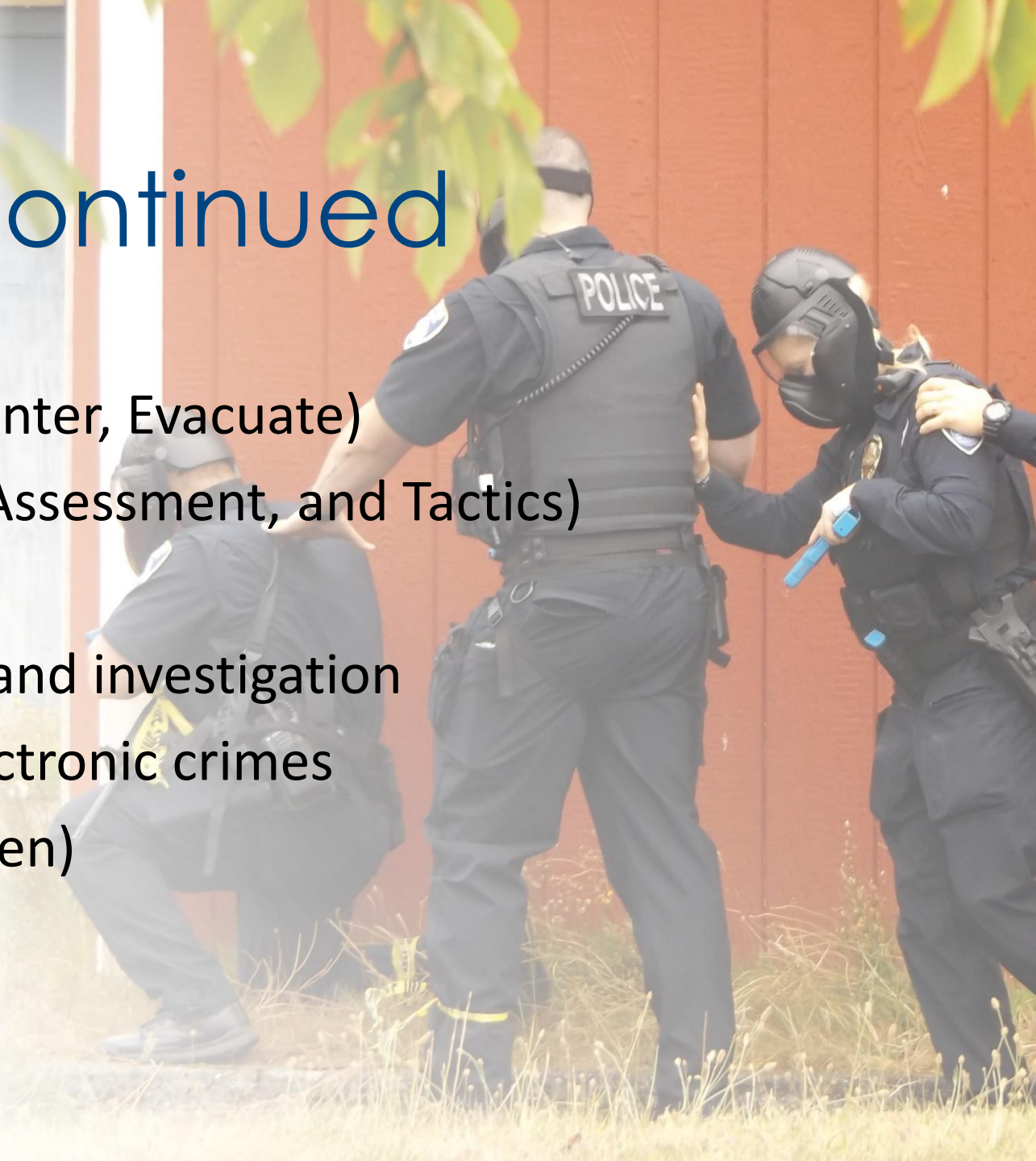
Notable Training

- Officers participate in 24 hrs. of training yearly per State Law

- Examples included:
  - Naloxone
  - Procedural Justice
  - Crisis Intervention Team (CIT) Refresher
  - 8 hrs. of Reality Based Training

Notable Training Continued

- ALICE (Alert, Lockdown, Inform, Counter, Evacuate)
- ICAT (Integrating Communications, Assessment, and Tactics)
- Advanced narcotics investigation
- Officer Involved Shooting response and investigation
- Investigation of mobile, cpu and electronic crimes
- ICAC (Internet Crimes Against Children)



Employee Recognition 2018

- **Officer of the Year:** Corey Johnson
- **Employee of the Year:** Anne Larsen
- **Distinguished Service:** Walking Patrol Unit
- **Code 10 Inspirational Partner :** CO Kelli Hull

  Officer Sean Lindros

Officer Corey Johnson

Outreach Services Coordinator Anne Larsen

Life Saving:

Officer Tyler Sparks
Corrections Officer Daniel Esselstrom
Officer Michael Peters
Sergeant Jeffrey Herbig

Chief Commendation:

Sergeant Amy King
Officer Kim Seig
Sergeant Jason Winner
Admin. Secretary Kandace Johnson
Policy & Finance Coord. Gina Rogers

Commendation:

Officer Eric Henrichsen
Officer Jordan Reisher
Officer Edward Tomsik
Officer Randy Wilson
Officer Thomas Milavec
Sergeant Matthew Renschler
Officer Aaron Ficek
Officer Chris Johnstone
Officer Jason Watkins
Officer Joseph Bellamy
Officer Levi Locken
Officer Nicole Glenn
Corrections Officer Anthony Horsfall

Corrections Officer Daniel Esselstrom

Sergeant Jeffrey Herbig

Officer Tyler Sparks

Officer Michael Peters

Employee Recognition 2018

Quilts of Valor

At the annual awards banquet 28 veterans were awarded quilts of valor.

Olympia PoliceDept

Thank you

Questions?