



MEMORANDUM

Lorraine Shore, Undersheriff

TO: SHERIFF BRIAN KING

SUBJECT: 2023 ANNUAL REVIEW AND ANALYSIS

The following annual review and analysis of our agency's high liability incidents in 2023 is intended to provide transparency to our citizens, as well as identify whether there are training, policy or personnel issues that need to be addressed.

The Clallam County Sheriff's Office utilizes Professional Standards software BlueTeam, EIPro and IAPro which tracks Internal Investigations, Complaints, Use-of-Force, Vehicle Pursuits/Eluding, and Employee Collisions in both Operations and Corrections. This software includes an Early Intervention module that allows supervisors and command staff to identify performance issues in "real-time" with BlueTeam's EI console. All incidents are routed through the chain-of-command with review and approval at each step.

In addition to the incidents captured in BlueTeam/IAPRO, included is a review and analysis of discretionary traffic stops to determine whether bias-based policing is systematically occurring. This is the most common method used by police agencies and the Clallam County Sheriff's Office can track, by race, any infractions and citations issued through the electronic capture of SECTOR data and New World Records Management System.

- Complaint Investigations
 - Internal
 - Employee
 - Citizen
- Use Force
- Vehicle Pursuits/Eluding
- Bias-Based Policing

The Clallam County Sheriff's Office is committed to serving our community by providing ethical, quality and responsive service to our citizens. This report reflects our commitment to professionalism, integrity and service.

COMPLAINT INVESTIGATIONS

The Clallam County Sheriff's Office takes seriously all complaints and will accept and address all complaints of misconduct in accordance with our policy and applicable federal, state and local law, municipal and county rules and the requirements of any memorandum of understanding or collective bargaining agreements. It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or of federal, state or local law, policy or rule. Personnel complaints may be generated internally or by the public. In 2023, the Clallam County Sheriff's Office purchased Public Portal, an online Complaint/Compliment software program which provides another opportunity for citizens to submit complaints or compliments on our employees.

Each personnel complaint is classified with one of the following dispositions:

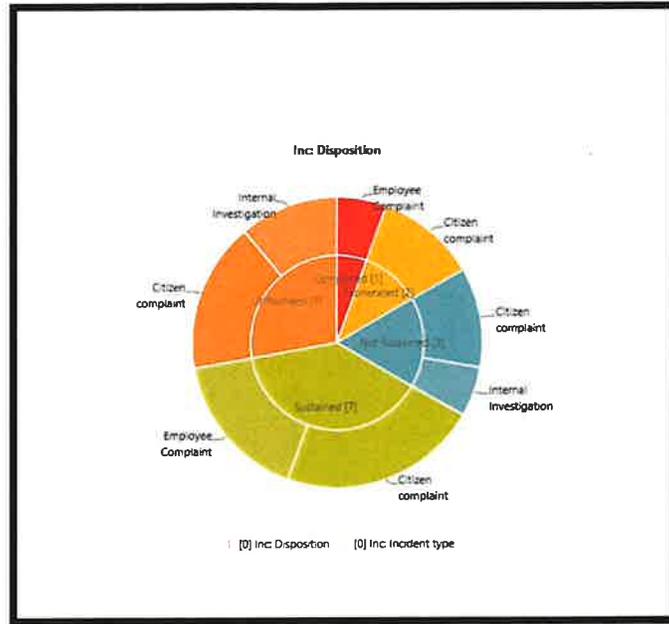
- **Unfounded** - When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded.
- **Exonerated** - When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.
- **Not sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.
- **Sustained** - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

In 2023, the Clallam County Sheriff's Office investigated 17 complaints with 10 resulting in findings of Unfounded, Not Sustained or Exonerated, and 7 Sustained complaints. There were three complaints assigned to our Internal Affairs Investigator due to the nature of the allegations, and the remaining were assigned to the employee's supervisor for investigation. Three complaints were generated from department members who became aware of alleged misconduct and notified their supervisor. Each of these complaints was investigated and sustained. The willingness of our employees to raise concerns about their peers highlights their confidence in our system and reinforces the integrity of our agency.

In November 2023, a supervisor was placed on a Performance Improvement Plan (PIP) following concerns raised by their employees through the chain of command. The primary issue identified was a lack of effective communication, both with their team and leadership.

The PIP outlined six specific tasks designed to address these challenges, providing detailed guidance on how to achieve them within a structured six-month timeline. At the end of this period, the supervisor's progress would be evaluated to determine whether the objectives were met and to assess overall improvement.

Implementing a Performance Improvement Plan serves as a constructive tool to support employees in enhancing their skills and succeeding in their roles.



Inc: Tracking No	Inc: Incident type	Emp: Title/rank	Inc: Occurred date	Alg: Allegation	Inc: Disposition	Alg: Finding date
A36 23-001	Internal Investigation	Corrections Deputy	04/14/2023	PREA	Not Sustained	04/14/2023
		Patrol Sergeant		Discourtesy		08/10/2023
		Patrol Sergeant		Efficiency		08/10/2023
		Patrol Sergeant		Neglect of Duty		08/10/2023
A36 23-002	Internal Investigation	Patrol Sergeant	05/19/2023	Dishonesty	Unfounded	08/10/2023
A36 23-003	Internal Investigation	Patrol Sergeant	09/02/2023	Criminal	Unfounded	05/17/2024
		Patrol Sergeant		Performance		06/03/2023
CC 23-003	Citizen complaint	Patrol Deputy	06/02/2023	Efficiency	Unfounded	12/06/2023
CC 23-005	Citizen complaint	Patrol Deputy	06/30/2023	Discourtesy	Unfounded	07/03/2023
		Patrol Deputy		False Arrest		09/28/2023
CC 23-006	Citizen complaint	Patrol Deputy	08/09/2023	Neglect of Duty	Exonerated	09/28/2023
		Patrol Deputy		Improper Search/Seizure		12/04/2023
CC 23-008	Citizen complaint	Patrol Deputy	11/28/2023	Neglect of Duty	Unfounded	12/04/2023
		Patrol Deputy		Discourtesy		05/23/2024
		Patrol Deputy		Performance		05/23/2024
		Patrol Sergeant		Performance		05/23/2024
		Patrol Sergeant		Performance		05/23/2024
CC 23-009	Citizen complaint	Patrol Deputy	12/02/2023	Performance	Exonerated	05/23/2024
CC 23-010	Citizen complaint	Administrative Manager	12/07/2023	Discourtesy	Not Sustained	12/21/2023
		Patrol Deputy		Discrimination		01/22/2024
		Patrol Deputy		Neglect of Duty		01/22/2024
CC 23-011	Citizen complaint	Patrol Deputy	10/07/2023	Performance	Not Sustained	01/22/2024

Inc: Tracking No	Inc: Incident type	Emp: Title/rank	Inc: Occurred date	Alg: Allegation	Inc: Disposition	Alg: Finding date	Act: Action taken
A36 EC 23-001	Employee Complaint	Control Room Tech	05/05/2023	Discourtesy	Sustained	06/23/2023	Documented Oral Counseling
		Control Room Tech		Service		06/23/2023	Documented Oral Counseling
A36 EC 23-002	Employee Complaint	Patrol Deputy	09/01/2023	Performance	Sustained	10/03/2023	Training
A36 EC 23-003	Employee Complaint	Patrol Sergeant	09/01/2023	Improper Supervision	Sustained	09/25/2023	Training
		Patrol Deputy		Discourtesy		04/18/2023	Training
CC 23-001	Citizen complaint	Patrol Deputy	02/05/2023	Improper Search/Seizure	Sustained	07/19/2023	Training
		Patrol Deputy		Improper Tactics		07/06/2023	Documented Oral Counseling
CC 23-002	Citizen complaint	Patrol Deputy	05/21/2023	Tactics	Sustained	05/23/2023	Documented Oral Counseling
CC 23-004	Citizen complaint	Patrol Deputy	06/17/2023	Discourtesy	Sustained	06/20/2023	Documented Oral Counseling
		Animal Control Deputy		Discourtesy		11/28/2023	Documented Oral Counseling
CC 23-007	Citizen complaint	Animal Control Deputy	09/07/2023	Efficiency	Sustained	01/24/2024	Documented Oral Counseling

ANALYSIS: The majority of investigations stemmed from citizen complaints regarding employee discourtesy during interactions. Of the seven sustained complaints, four involved allegations of discourteous conduct, resulting in documented oral counseling and additional training. The employees found in violation of Conduct Policy 340.5.8(e)—which prohibits discourteous, disrespectful, or discriminatory treatment of the public, department members, or county personnel—were assigned to Corrections, Patrol, and Support Services. Employees across all divisions engage with the public daily and discourtesy complaints remain the most common. Ongoing customer service training and promptly addressing concerns are essential to reducing these complaints and fostering more positive interactions.

The Clallam County Sheriff's Office is committed to taking every complaint seriously, and we work diligently to ensure our employees are professional in their contacts with citizens through ongoing training and prompt resolution of complaints. To enhance communication and foster better feedback with our employees, we've implemented MakeNOTE. This software enables real-time performance feedback and strengthens the dialogue between supervisors and staff. As a result, our employees receive timely insights, both positive and constructive, which have been highly appreciated across the agency.

USE OF FORCE

In 2023, a total of 90 reportable Use of Force incidents were recorded, with 47 occurring in Patrol and 43 in Corrections. Many of these incidents involved multiple deputies using force.

Per department protocol, every deputy—whether in Patrol or Corrections—who applies force must complete a Use of Force report in BlueTeam. Each incident is assigned a unique tracking number, ensuring accurate documentation and oversight. This system effectively captures the total number of incidents while allowing each involved deputy to independently document their actions, providing a comprehensive and transparent record of events.

Each Use of Force report is submitted through BlueTeam to the deputy's supervisor for review and approval. The supervisor may either approve the report or return it to the deputy for additional information if necessary. Once approved at the supervisory level, the report is forwarded to the division Chief for final review. The Chief then determines whether the use of force was within policy and classified as "Justified."

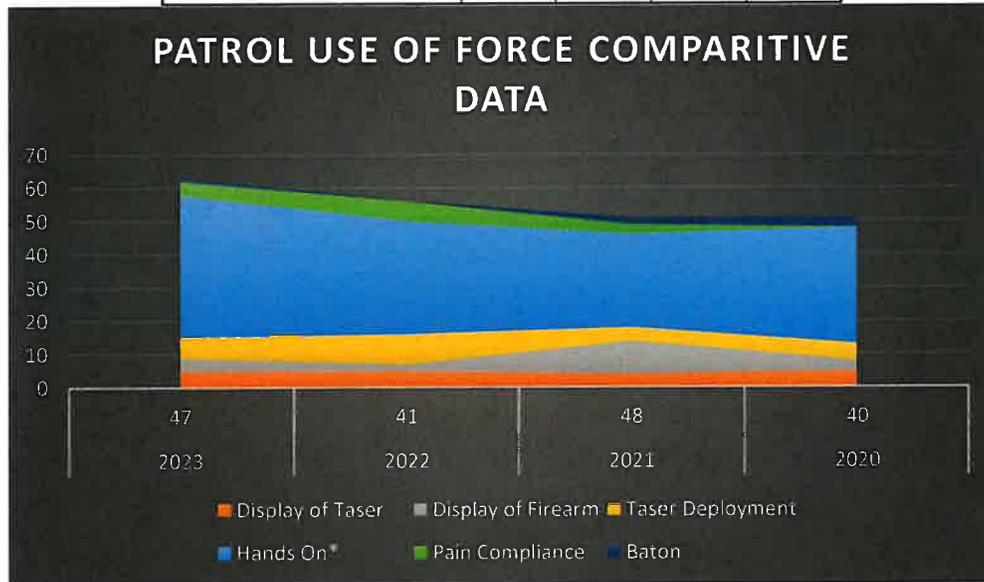
In 2023, all Use of Force incidents in Corrections were deemed "Justified," while all but one incident in Patrol received the same disposition. The Patrol deputy involved in the out-of-policy incident underwent remedial training with their supervisor, focusing on use of force policy and relevant case law.

ANALYSIS: Below are data charts for both Patrol and Corrections noting Use of Force incidents from 2020 – 2023 for comparison purposes.

Patrol: From 2020 to 2023, the total number of Use of Force incidents has remained relatively consistent. However, there has been a notable shift in the techniques employed, with an increase in low-level compliance methods, such as "hands-on" techniques, and a decrease in Taser deployments and pain compliance measures. In 2023, deputies made 633 arrests, with force used in 47 incidents—accounting for 7.4% of all arrests.

There were no officer involved shooting incidents involving Clallam County Sheriff Deputies in 2023.

PATROL USE OF FORCE INCIDENTS				
	2023	2022	2021	2020
Total Incidents	47	41	48	40
TECHNIQUES UTILIZED				
Display of Taser	5	5	4	5
Display of Firearm	4	2	10	3
Taser Deployment	6	9	4	5
Hands On*	43	34	28	35
Pain Compliance	4	6	3	0
Baton	1	0	2	3



Race	% of Clallam County Population	Use of Force Incidents	% of Total Use of Force Cases
White (non-Hispanic)	80.8%	38	84.4%
American Indian/Alaska Native (non-Hispanic)	3.7%	7	15.6%
Hispanic (All Races)	4.91%	0	0%
Unknown	—	3	6.7%

The Use of Force data for American Indian males in Clallam County reveals that while there were 6 total incidents, they involved only four unique individuals, with three uses of force involving the same person and two involving another person.

Correlation with Previous Data:

1. Percentage of Use of Force vs. Population

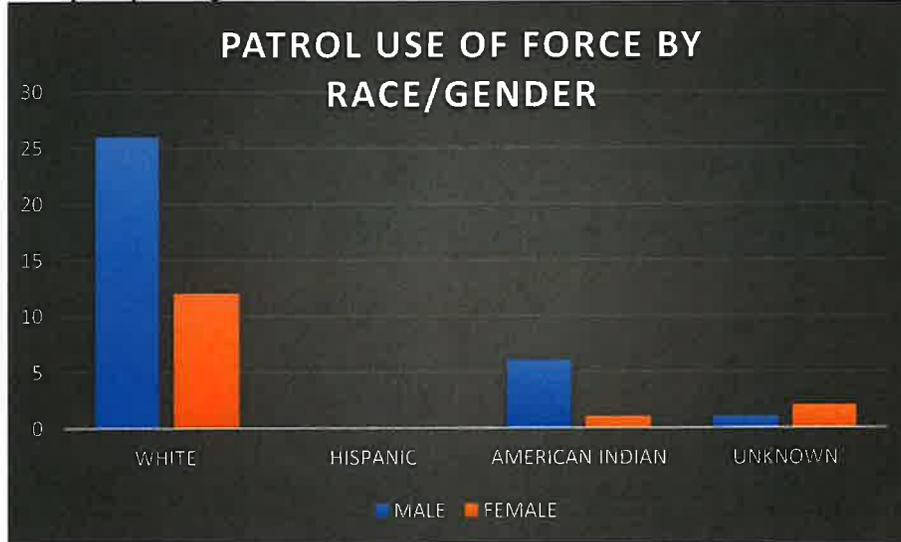
- American Indian/Alaska Native individuals make up **3.7%** of Clallam County's population.
- They accounted for **15.6%** of total Use of Force incidents.
- This suggests a disproportionate representation in Use of Force incidents relative to their population size.

2. Multiple Uses of Force on the Same Individuals

- Since two individuals accounted for **five of the six** uses of force on American Indian males, this concentration in a small number of people may indicate repeat interactions with law enforcement rather than widespread use of force against many individuals in this group.

3. Impact on Overall Trends

- Without these repeat incidents, the percentage of use of force on American Indian individuals relative to the population might be lower. Upon further review of each incident, the use of alcohol and/or drugs appeared to be the precipitating factor for law enforcement contact.

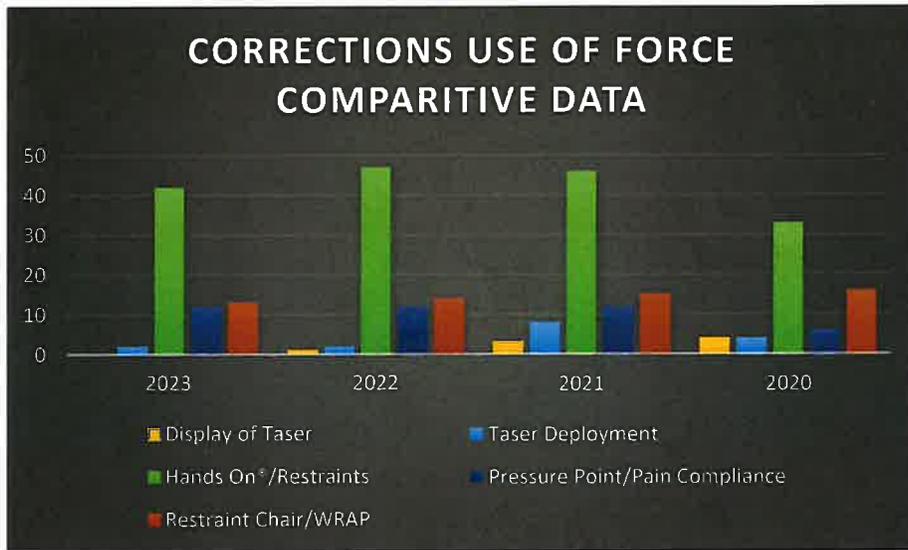


Corrections: Since 2021, Use of Force incidents have decreased by **15%**, while the average daily inmate population has remained relatively stable, fluctuating between **80 and 90 inmates**.

The data indicates a general decline in the use of force techniques, except for Pressure Point/Pain Compliance, which has remained stable. Most areas of the jail are equipped with video surveillance, though these cameras do not capture audio.

Each Use of Force incident reported in BlueTeam is accompanied by available video footage. Corrections Sergeants review both the footage and the Use of Force report before forwarding it to the Chief Corrections Deputy for final evaluation.

CORRECTIONS USE OF FORCE INCIDENTS				
	2023	2022	2021	2020
Total Incidents	43	47	50	32
TECHNIQUES UTILIZED				
Display of Taser	1	1	3	4
Taser Deployment	2	2	8	4
Hands On*/Restrains	42	47	46	33
Pressure Point/Pain Compliance	12	12	12	6
Restraint Chair/WRAP	13	14	15	16



Race/Ethnicity	% of Clallam County Population	Use of Force Cases	% of Total Use of Force Cases
White (non-Hispanic)	80.8%	36	85.7%
American Indian/Alaska Native	3.7%	4	9.5%
Hispanic (All Races)	4.91%	1	2.4%
Black	<i>Data not provided</i>	1	2.4%

The Use of Force data for American Indians in the Clallam County Jail indicates that while there were **4 total incidents**, they involved only **three unique individuals**, meaning one person experienced multiple Use of Force incidents.

Correlation with the Previous Data:

1. Overrepresentation in Use of Force Incidents

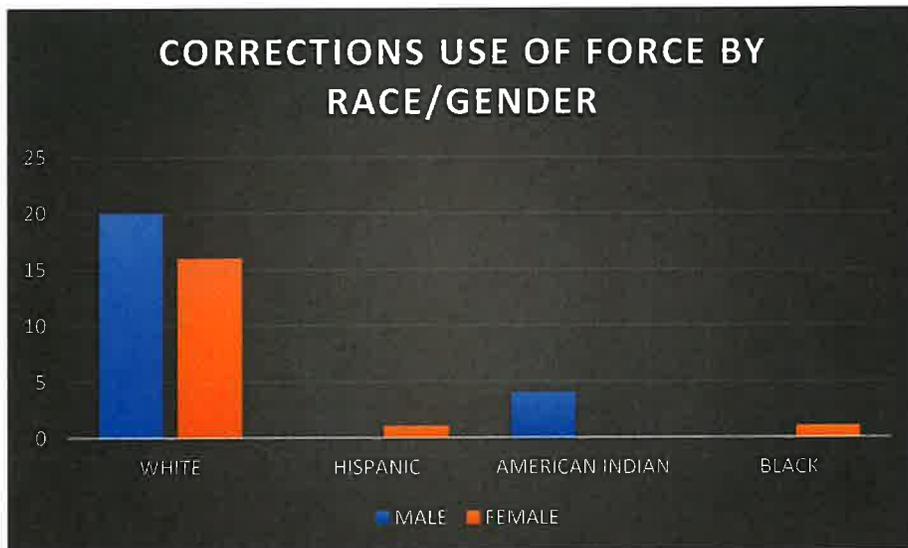
- **American Indian/Alaska Native individuals make up only 3.7%** of Clallam County's total population.
- However, they accounted for **9.5%** of the Use of Force incidents in the jail, indicating a higher proportion of force used compared to their population size.

2. Multiple Incidents Involving the Same Individuals

- Since **one of the three individuals** experienced multiple Use of Force incidents, this suggests that repeat encounters contributed to their overrepresentation in the Use of Force statistics.
- Without these repeated interactions, the percentage of Use of Force incidents involving American Indians would be lower, making the disparity less pronounced.

3. Impact on Overall Trends

- This pattern of **repeat Use of Force on a small number of individuals** mirrors what was observed with American Indian males in Patrol data.
- It suggests that the disparity may be influenced more by **specific individuals with repeated interactions** rather than widespread use of force against many American Indian inmates.



VEHICLE PURSUITS:

In 2023, WA State Pursuit laws changed from restrictive language of “Probable Cause” for offenses, with the exception of DUI which remained as “Reasonable Suspicion”. Below are the policy excerpts from the Clallam County Sheriff’s Policy Manuals in effect at the time of the pursuits.

There was one pursuit on March 20, 2023 which was initiated for suspected DUI and aborted by the Patrol Sergeant monitoring the pursuit. The driver was eventually apprehended in a neighboring county and arrested. This was a justified pursuit per policy and WA State law.

Another pursuit occurred on April 9, 2023 which was initiated for suspected DUI and authorized by the Patrol Sergeant monitoring the pursuit. This pursuit involved multiple law enforcement agencies, two counties and ended with the driver overcorrecting while trying to avoid spike strips, which resulted in the vehicle driving off the road and stopping. The driver was arrested, after being medically cleared for incarceration and the passenger was released. This was a justified pursuit per policy and WA State law.

314.3.1 WHEN TO INITIATE A PURSUIT – Policy in effect until June 14, 2023

Deputies are not authorized to initiate a pursuit unless authorized by a supervisor and the following criteria exists (RCW 10.116.060):

(a) Either:

1. There is probable cause to believe that a person in the vehicle has committed or is committing a violent offense or sex offense as defined in RCW 9.94A.030 or an escape under Chapter 9A.76 RCW; or
2. There is reasonable suspicion that a person in the vehicle has committed or is committing an impaired driving offense under RCW 46.61.502.

(b) The pursuit is necessary for the purpose of identifying or apprehending the person.

(c) The person poses an imminent threat to the safety of others and the safety risks of failing to apprehend or identify the person is considered to be greater than the safety risks of the vehicle pursuit under the circumstances.

The deputy requesting authorization and the supervisor shall consider alternatives to initiating a vehicle pursuit as well as safety considerations (RCW 10.116.060).

There were two pursuits in September 2023 and below is the policy that was in effect at the time. The pursuit initiated on September 1, 2023 was a result of a wanted felon who fled deputies upon contact. The driver stopped the pursuit by parking the vehicle and fleeing on foot. The driver was arrested and admitted to ingesting a large amount of fentanyl and was taken to the hospital for 24 hour observation prior to incarceration. This pursuit was authorized by a Patrol Sergeant who monitored the pursuit for the duration. This was a justified pursuit per policy and WA State law.

The final pursuit in 2023 occurred on September 16, 2023. This pursuit was initiated when the driver was told he was under arrest for a felony and drove off, intentionally ramming a deputy’s vehicle and proceeded to drive away. Deputies pursued and two PIT maneuvers were performed on the driver’s vehicle with the second resulting in the driver losing control and ending up in a field at which point he exited the vehicle and started walking away. He was contacted and arrested by deputies. This was a justified pursuit per policy and WA State law.

314.3.1 WHEN TO INITIATE A PURSUIT – Policy in effect June 15, 2023

Deputies are not authorized to initiate a pursuit unless the following criteria exists (RCW 10.116.060):

(a) When reasonable suspicion exists to believe that a person in the vehicle has committed or is committing:

1. A violent offense as defined in RCW 9.94A.030.
2. A sex offense as defined in RCW 9.94A.030.
3. A vehicular assault offense under RCW 46.61.522.
4. A first, second, third, or fourth degree assault offense involving domestic violence as defined in RCW 10.99.020.
5. An escape under Chapter 9A.76 RCW.
6. An impaired driving offense under RCW 46.61.502.

(b) The pursuit is necessary for the purpose of identifying or apprehending the person.

(c) The person poses a serious risk of harm to others and the safety risks of failing to apprehend or identify the person are considered to be greater than the safety risks of the vehicle pursuit under the circumstances.

Tracking No	Date	Reason for Pursuit	Initial Violation	DUI Arrest	Aborted	Accident Occurred	Pursuit Distance	Duration (min)	Outcome	Citizen Injured	Suspect Armed
A41 23-001	03/20/2023	Suspected DUI	Traffic Criminal	Yes	Yes	No	Beyond 10 miles	17	Public Safety Intervention	No	No
A41 23-002	04/09/2023	Suspected DUI	Traffic Criminal	Yes	No	Yes	Beyond 10 miles	22	Suspect Vehicle Crashed	Yes	No
A41 23-003	09/01/2023	Suspected DUI	Wanted Person	Yes	No	No	2,1 to 5 miles	13	Suspect Stopped Vehicle	Yes	No
A41 23-004	09/16/2023	Wanted Person	Wanted Person	No	No	Yes	1 to 2 miles	3	Suspect Vehicle Crashed	No	Yes

Pursuit Analysis

2023 presented significant challenges for law enforcement regarding vehicle pursuits, as mid-year legislative changes required updated training to ensure deputies understood the revised laws and policies. As noted, there were two pursuits under the 2021 Pursuit Law and two after the law changed in June 2023.

Each pursuit in 2023 was handled professionally by the deputies and supervisors involved, and in every case, the drivers were successfully apprehended.

Pursuits remain one of the highest liability risks in law enforcement due to their unpredictable and dynamic nature. Ongoing training in pursuit law and policy is essential to minimizing risk to both deputies and the public, ensuring safer outcomes in high-risk situations.

Biased Based Policing

In 2023, there was one citizen complaint accusing a deputy of discrimination due to his race. This complaint was received in November 2023 and was investigated by the Chief Criminal Deputy. During the investigation of this complaint, the deputy resigned, and the Chief was unable to obtain a statement from the deputy as he refused to provide a statement after resigning from our agency. The chief completed the investigation with the facts available and concluded there was not enough evidence to determine whether there was a policy or civil rights violation on the part of the deputy. The investigation into this complaint was completed with a finding of “Not Sustained”.

Analysis: I reviewed 2023 Arrests by Race and Gender data from our Records Management System and found a total of 632 cases cleared by arrest. Arrests are on a downward trend as there were 659 arrests in 2021 and 651 arrests in 2022 with a difference of -4.18% from 2021.

Race/Ethnicity	Male Arrests	Female Arrests	Total Arrests	% of Total Arrests	% of County Population	Over-/Under-Representation in Arrests
White	378	145	523	74.4%	80.8%	Slightly Underrepresented
Native American (All)	26	17	43	6.1%	~5-6%	Proportional Representation
American Indian/Alaska Native	6	2	8	1.1%	3.7%	Underrepresented
Black	13	3	16	2.3%	1.1%	Overrepresented
Hispanic or Latino	15	1	16	2.3%	4.91%	Underrepresented
Asian	2	4	6	0.9%	1.7%	Slightly Underrepresented
Unknown	9	8	17	2.4%	N/A	Unclassified

In my review of **2023 Traffic Stops by Race**, I found that **249 traffic stops** were documented in our RMS system. The majority were DUI-related, followed by vehicle accidents and criminal traffic violations.

Traffic stops, like arrests, **declined in 2023 compared to the previous two years**. There were 337 traffic events reported in 2022 and 249 in 2023, reflecting a 30% decrease—a significant drop. This decline is largely attributed to severe staffing shortages caused by high turnover in patrol. As a result, deputies prioritized calls for service over proactive policing efforts, such as traffic enforcement.

The graph below compares traffic stops by race to Clallam County’s population. The percentages remain consistent with previous years and generally fall within expected tolerances for evenly distributed enforcement. However, Native Americans remain slightly overrepresented, which has been an ongoing trend.

1. Percentage Comparison: Traffic Stops vs. Population Share			
Race/Ethnicity	Traffic Stops (%)	County Population (%)	Over-/Under-Representation
White	78.7% (183/233)	80.8%	Slightly Underrepresented
Native American	8.2% (19/233)	3.7%	Overrepresented (2x higher)
Hispanic/Latino	4.7% (11/233)	4.91%	Proportionally Represented
American Indian/Alaska Native	2.1% (5/233)	3.7%	Underrepresented
Black	2.1% (5/233)	1.1%	Overrepresented (2x higher)
Asian	1.7% (4/233)	1.7%	Proportionally Represented
Hawaiian/Pacific Islander	0.4% (1/233)	0.5%	Proportionally Represented

Clallam County is home to four federally recognized tribes, and while a fifth tribe is based in western Jefferson County, many of its members frequent Clallam County for shopping, business, and services, particularly in Forks, where the tribe's tribal center is located off-reservation. This broad geographic distribution of Native American residents may help explain the higher interaction rates observed in traffic stop data.

While race is a factor in analyzing potential bias, the data—apart from the Native American anomaly—does not indicate racial profiling by deputies. No reports of biased policing complaints were received, and the data suggests that enforcement actions are applied equitably across racial groups.

It is important to note that the computer recall method used in this analysis is not a scientific measurement. Variations in data collection from street-level encounters to formal reporting can occur for various reasons. However, this report provides a reasonable snapshot of field deputies’ enforcement activity and suggests no evidence of systemic bias in traffic stops.

The Annual Evidence Report and PREA Investigations Reports are submitted as attachments as they were completed by Chief Civil Deputy Waknitz (Evidence) and Chief Corrections Deputy Wenzl (PREA).

Respectfully submitted: Undersheriff Lorraine Shore

Reviewed by: Sheriff Brian King