



Poulsbo Police Department

Honor * Integrity * Teamwork * Professionalism

Ron Harding , Chief of Police

MEMORANDUM

TO: Chief Ron Harding
FROM: Lt. Howard Leeming
SUBJECT: 2023 Complaint Analysis
DATE: 12/12/2023

The following is an analysis of Internal Reviews due to allegations of misconduct by members of the Poulsbo Police Department for 2023. These complaints come from both internal and external sources.

The following is a summary of my analysis:

| General Categories of Conduct Complaints - 2023 | |
|---|---|
| Dissatisfied with investigation/report/other complaint. | 2 |
| Demeanor/Courtesy/Rudeness | 4 |
| Excessive Force | 0 |
| Traffic Violations/Vehicle Use by Officer | 0 |
| Failure to Arrest | 0 |
| Search and Seizure | 0 |
| Disputed Traffic Infraction | 1 |
| Unlawful Arrest | 0 |
| Harassment/Racial Discrimination | 1 |
| Total | 8 |

| Dispositions | Explanation of Dispositions | # of Resolutions in each disposition category |
|---------------|--|---|
| Sustained | The act occurred and it constitutes misconduct | 3 |
| Exonerated | The alleged act occurred, but the act was justified, lawful, and/or proper | 1 |
| Not Sustained | There is insufficient evidence to sustain the complaint or fully exonerate the employee | 1 |
| Unfounded | The allegation was false or not factual or the alleged act(s) did not occur, or did not involve Department personnel | 0 |
| Incomplete | Allegation is still under investigation | 3 |



Poulsbo Police Department

Honor * Integrity * Teamwork * Professionalism

| Review Number | Summary | Disposition | Action Taken |
|---------------|--|---------------|---------------------------|
| CC 23-01 | An officer received a disciplinary notice for a uniform issue. | Sustained | Written Notice of Warning |
| CC 23-02 | A citizen complained that an officer was too aggressive during an investigation. | Unfounded | Officer Within Policy |
| CC 23-04 | A supervisor failed to properly investigate a crime. | Sustained | Written Notice of Warning |
| CC 23-05 | A complaint was received from an employee regarding the actions of another employee. | In Progress | In Progress |
| CC 23-08 | A citizen complained an officer was rude during an investigation. | Sustained | Verbal Counselling |
| CC 23-09 | A citizen complained that an officer lied about a speeding ticket. | Not Sustained | Officer Within Policy |
| CC 23-10 | A citizen complained of the demeanor of an officer. | In Progress | In Progress |
| CC 23-11 | A citizen called to complain of bias in the police department. | In Progress | In Progress |

ANALYSIS

In 2023, we received a total of 8 complaints of alleged misconduct. Three complaints are still in progress as of this date due to the time they were received late in 2023, and one subject employee is on long term injury leave. One complaint was an allegation that the entire police department shows bias. This allegation will be investigated by an outside agency for objectivity.

I do not see any significant trends in this data, the Poulsbo Police Department will always work toward improving our interactions with the community.

RECOMMENDATION:

My recommendation is the Poulsbo Police Department continue its course of frequent and critical self-evaluation to ensure we are doing all we can to provide excellent service to our community and to hold ourselves accountable to our Mission, Vision, and Values statement.

Reviewed by:

Ron Harding, Chief of Police