

# LAW ENFORCEMENT ACCREDITATION

## Washington State Patrol

### Agency

Washington State Patrol  
PO Box 42600  
Olympia, WA 98504

### Chief Executive Officer

Chief  
John R. Batiste

### Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



### *Law Enforcement Accreditation*

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

#### **CALEA's Founding Organizations:**

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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## EXECUTIVE SUMMARY

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### *Overview:*

The Washington State Patrol is currently commanded by John R. Batiste. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

### *Compliance Service Review:*

CALEA Compliance Services Member(s) N/A remotely reviewed 81 standards for the agency on 3/13/2017 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.3.10 – Demonstrating Proficiency with Weapons (LE1) – ISSUE: A written directive requires that only agency personnel demonstrating proficiency in the use of agency-authorized weapons be approved to carry such weapons. Agency directive 3.00.060 I.A.5. states "Officers failing to qualify with a duty weapon during any qualification period shall have an additional seven days for successful completion. An officer failing to qualify within the additional days shall be referred to the Training Division for up to seven days of remedial training. At the conclusion of this training, officers who fail to qualify shall be evaluated as to their fitness for duty and/or subject to appropriate administrative procedures". If an officer fails to qualify (demonstrate proficiency) they are allowed to carry their weapon on line duty for up to seven days before demonstrating proficiency. AGENCY ACTION NEEDED: Agency directive and practice needs to be modified to not allow an officer who does not demonstrate proficiency the ability to carry such weapon until they can demonstrate proficiency.

CALEA Compliance Services Member(s) Tim Hazlette remotely reviewed 94 standards for the agency on 4/9/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 199 standards for the agency on 3/22/2019 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

### *Site-Based Assessment Review:*

Site-Based Assessment Report was not completed.

## CHIEF EXECUTIVE OFFICER PROFILE

### *John R. Batiste*

Chief John R. Batiste is the 21st Chief of the Washington State Patrol. Governor Christine Gregoire originally appointed Chief Batiste on February 14, 2005. On January 16, 2017, Governor Jay Inslee reappointed Chief Batiste to continue to lead the Washington State Patrol.

The Washington State Patrol is the largest public safety, law enforcement agency in the state. The Washington State Patrol is a statewide general authority Washington law enforcement agency employing over 2,146 (1,067 sworn and 1,079 professional support staff) personnel with a biennial budget of \$506.9 million. Chief Batiste oversees the day-to-day operations and manages the agency's six bureaus: Commercial Vehicle Enforcement Bureau, Field Operations Bureau, Fire Protection Bureau (State Fire Marshal), Forensic Laboratory Services Bureau (statewide crime laboratories), Investigative Services Bureau, and Technical Services Bureau.

Chief Batiste began his career with the Washington State Patrol in March 1976. He has promoted through the ranks of Sergeant, Lieutenant, Captain, and Deputy Chief. Chief Batiste obtained his Bachelor's Degree in Law Enforcement Administration from City University and is a graduate of Northwestern University's Center for Public Safety School of Police Staff and Command, as well as a graduate of the Federal Bureau of Investigation's National Executive Institute.

Chief Batiste has been involved in a variety of activities and organizations, including his work with the Kenya National Police Force to create a National Police Chaplain Program and the South African National Police Force to assist with training and procedures on ethical policing.

Chief Batiste is an Executive Board Member of the following: Washington Association of Sheriffs and Police Chiefs, Western States Information Network, Washington Criminal Justice Training Commission, Washington Traffic Safety Commission, Department of Justice/VALOR Advisory Board, International Association of Chiefs of Police (IACP) Governing Body, and was a Past General Chair of the IACP State and Provincial Police Division. Chief Batiste serves as a member of the American Association of Motor Vehicles Region IV, National Organization of Black Law Enforcement Executives, and also serves on the Washington State Forensic Investigation Council, IACP Criminal Intelligence Coordinating Council, Governor's Emergency Management Council, and IACP Transnational Crimes Committee.

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## COMMUNITY PROFILE

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The agency has a sworn workforce of 896 Caucasian (88.2%), 30 African-American (3.0%), 37 Hispanic (3.6%), and 53 other races (5.2%). The agency has a female sworn workforce of 77 (7.6%). The agency is under-represented in comparison to the available workforce data in the African-American, Hispanic, and other races categories.

31 troopers resigned from the WSP for other law enforcement jobs in 2015. This surpassed the total resignations from the previous six years combined. However, the number of resignations dropped to 17 in 2016 and 7 in 2017. These improvements are directly attributed to enhanced trooper salaries and improved employee morale, subsequent to the January 2016 Washington State Patrol Trooper Recruitment and Retention Study commissioned by the Washington State Joint Transportation Committee.

WSP has a recruitment plan in place. Currently, the WSP has a strong relationship with Bangor and Bremerton Naval Bases, Coast Guard, Joint Base Lewis-McChord, and Fairchild Air Force Base and is seeking ways to create vigorous recruitment partnerships with the Military, Reserves, and National Guard. The agency continues to partner with colleges and universities in an effort to expand the social networking areas, such as Twitter and Facebook.

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## AGENCY HISTORY

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The Washington State Patrol began in 1921 with six troopers riding Indian motorcycles. Today, commissioned and non-commissioned employees work in a variety of specialties and programs within the agency's six bureaus. These bureaus combine to administer the activities of over 2,200 commissioned officers and civil service personnel.

Chief John Batiste oversees the day to day management of the agency's six bureaus. In addition, the Deputy Chief, the Department Psychologist, Government and Media Relations, and the Labor and Policy Advisor all report directly to the chief.

**Field Operations Bureau** - The Field Operations Bureau is comprised of eight districts with responsibility for traffic law enforcement, collision investigation, and motorist assists on 17,524 miles of state and interstate highways. The Problem Oriented Public Safety (POPS) program is also administered by the Field Operations Bureau.

**Commercial Vehicle Enforcement Bureau** - The Commercial Vehicle Enforcement Bureau (CVEB) consists of four divisions. The Commercial Vehicle Division as well as the Motor Carrier Safety Division is responsible for protecting state infrastructure by enforcing size, weight and load laws, ensuring compliance of commercial motor vehicle regulations through enforcement and education in order to promote safe travel for all. Our Property Management Division is responsible for all agency facilities; all agency fleet vehicles; and the acquisition of all uniforms and equipment throughout the agency. Tying this all together is our Budget & Fiscal Services Division that is responsible for managing the agency's financial activities to ensure we are good stewards of public funds.

**Fire Protection Bureau** - The State Fire Marshal and Fire Protection Bureau have broad responsibility to ensure fire and life safety for the people of Washington State. The Fire Protection Bureau consists of Emergency Mobilization, Fire code and Information Services, Fire Services Training, and the Regional Fire Protection Services.

**Forensic Laboratory Services Bureau** - The Forensic Laboratory Services Bureau was created in 1999 and is the administrative headquarters of the Toxicology Laboratory and Crime Laboratory Divisions as well as the Impaired Driving Section, which is made up of the Breath Test and Drug Recognition Expert Programs of the Washington State Patrol. Bureau offices are located at 2203 Airport Way South in Seattle.

**Investigative Services Bureau** - The Investigative Services Bureau provides overall administrative and support services to the traffic and investigative programs of the department, as well as too many other state agencies. The bureau is comprised of the Criminal Investigation Division, the Criminal Records Division, the Homeland Security Division, the Investigative Assistance Division, the Office of Professional Standards, and the Special Operations Division.

**Technical Services Bureau** - The Technical Services Bureau provides support services and information technology for the entire department, as well as many other law enforcement and government agencies throughout the state. This bureau is comprised of the Communications Division, the Electronic Services Division, the Information Technology Division, the Training Division, the Human Resource Division, and the Risk Management Division.

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## AGENCY STRUCTURE AND FUNCTION

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Chief John R. Batiste oversees the day to day management of the agency's six bureaus. In addition, the Department Psychologist, Government and Media Relations, and the Labor and Policy Advisor all report directly to the chief.

Assistant Chief Jeff Sass oversees the Field Operations Bureau (FOB) that is comprised of eight districts covering the entire State of Washington. Commissioned troopers carry out the department's primary goal of providing a safe motoring environment for the public. They are responsible for enforcing traffic laws, investigating collisions, and assisting motorists.

Assistant Chief Johnny R. Alexander oversees the Commercial Vehicle Enforcement Bureau (CVEB). This Bureau consists of four divisions that provide a wide variety of services to our Agency; the Commercial Vehicle Division, the Motor Carrier Safety Division, the Property Management Division and the Budget & Fiscal Services Division. The Bureau is responsible for promoting and educating the safe travel of commercial vehicles on the state's highways, enhancing safe transportation of school children and protecting the state's infrastructure. CVEB oversees the maintenance and replacement of department facilities; purchasing, equipping and maintaining all agency fleet vehicles; and acquiring and distributing assets such as uniforms and equipment throughout the agency. Tying this all together is our Budget & Fiscal Services Division that is responsible for managing the agency's financial activities. They provide essential information to ensure our staff are good stewards of public funds.

State Fire Marshal Charles LeBlanc oversees the Fire Protection Bureau (FPB) and provides fire protection services to the general public, fire districts, and government agencies; regulates fireworks and sprinkler licensing; operates the State Fire Training Academy; provides a certification program through a standards and accreditation process; coordinates the state fire service resources for mobilization during disasters; and provides hazardous materials training and life safety prevention education to the public.

Director Larry Hebert oversees the Forensic Laboratory Services Bureau (FLSB) that provides a wide range of forensic science expertise to city, county, and state law enforcement officers, assisting agencies at crime scenes, preparing evidence for trial, and providing expert testimony. The bureau oversees the State's Breath Alcohol Test Program, Drug Evaluation and Classification (DEC) Program, six Crime Laboratories, the Latent Print Laboratory, and the State Toxicology Laboratory.

Assistant Chief Jason Berry oversees the Investigative Services Bureau (ISB) which provides overall administrative and support services to the traffic and investigative programs of the department, as well as too many other state agencies. The bureau consists of six divisions that provide various public services, including criminal records, vessel and terminal safety; narcotics investigation and dismantling of clandestine labs; fatality, criminal, and missing children investigations; computer forensics; and organized crime intelligence.

Assistant Chief Marc W. Lamoreaux oversees the Technical Services Bureau (TSB). The Bureau provides many diverse support services to the entire department, as well as many other law enforcement and government agencies throughout the state, and members of the general public. Often the work of these employees is done behind the scenes in support of the critical work the agency provides to the citizens of the state. The importance of these services and systems cannot be overstated. Without them, the criminal justice system simply could not function. The bureau consists of six divisions that provide various services, including dispatching, training, information technology applications, electronic and microwave system services; voice and data communications, officer and public safety communications, recruiting and hiring, and records management.

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## AGENCY SUCCESSES

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The Washington State Patrol (WSP) is an organization of about 2,200 employees split evenly between commissioned staff and civilian employees. The WSP is the largest public safety, law enforcement agency in the state, with a biennial budget of \$696 million. Every single day, the women and men of this agency work tirelessly to serve the communities of Washington State. The Field Operations Bureau troopers who patrol the more than 18,000 lane miles of state roadways were busy. Last year, troopers made 1,003,827 contacts with drivers, answered 208,629 calls for service, investigated 50,614 collisions, and took 14,386 impaired drivers off the road.

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## FUTURE ISSUES FOR AGENCY

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Chief Batiste noted that the Washington State Patrol is continuing to face concerns with the recruitment and retention of both their sworn and professional staff. The main issue they have with recruitment is finding qualified individuals who are willing to do the work for the pay that is currently being offered. Currently law enforcement is not seen as a positive profession and crime continues to increase. Solving the issue will take strong political support.

Another issue facing the agency is the need to keep up with the demands for new technology when there is limited funding available. WSP strives to improve delivery of public safety services through secure, reliable and efficient technologies. They have many initiatives underway that will help to improve their efficiencies if they can secure sufficient funding.

## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer

On 3/22/2019, the Year 3 Remote Web-based Assessment of Washington State Patrol was conducted. The review was conducted remotely and included 199 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.3.4 Use of Authorized Less Lethal Weapons (LE1)	<b>Compliance Verified</b>
1.3.5 Rendering Aid After Use of Weapons (LE1)	<b>Compliance Verified</b>
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	<b>Compliance Verified</b>
1.3.9 Authorization: Weapons and Ammunition (LE1)	<b>Compliance Verified</b>
1.3.10 Demonstrating Proficiency with Weapons (LE1)	<b>Compliance Verified</b>
1.3.11 Annual/Biennial Proficiency Training* (LE1)	<b>Compliance Verified</b>
1.3.13 Analyze Reports from 1.3.6* (LE1)	<b>Compliance Verified</b>
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid	<b>Compliance Verified</b>
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	<b>Compliance Verified</b>
11.3.2 Supervisory Accountability	<b>Compliance Verified</b>
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.1 Activities of Planning and Research	<b>Compliance Verified</b>
15.1.2 Organizational Placement/Planning and Research	<b>Compliance Verified</b>
15.2.2 System for Evaluation/Goals and Objectives	<b>Compliance Verified</b>
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.1 Annual Review*	<b>Agency Elected 20%</b>
16.2.3 Temporary/Rotating Assignments	<b>Agency Elected 20%</b>
16.3.1 Program Description (LE1)	<b>Not Applicable by Function</b>
16.3.2 Selection Criteria (LE1)	<b>Not Applicable by Function</b>
16.3.3 Entry Level Training (LE1)	<b>Not Applicable by Function</b>
16.3.4 Uniforms and Equipment	<b>Not Applicable by Function</b>
16.3.5 In-Service Training (LE1)	<b>Not Applicable by Function</b>
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
16.3.7 Bonding/Liability Protection	<b>Not Applicable by Function</b>
16.3.8 Performance Evaluations	<b>Not Applicable by Function</b>
16.3.9 Educational Requirements	<b>Not Applicable by Function</b>
16.4.3 Uniforms	<b>Not Applicable by Function</b>
17 Fiscal Management and Agency Property	
17.3.1 Requisition and Purchasing Procedures	<b>Compliance Verified</b>
17.5.1 Inventory and Control	<b>Compliance Verified</b>
17.5.3 Operational Readiness (LE1)	<b>Compliance Verified</b>
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	<b>Agency Elected 20%</b>
21.2.2 Job Description Maintenance and Availability (LE1)	<b>Compliance Verified</b>
22 Compensation Benefits and Conditions of Work	
22.2.3 Personnel Support Services Program	<b>Compliance Verified</b>
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	<b>Compliance Verified</b>
25 Grievance Procedures	
25.1.2 Coordination/Control of Records	<b>Compliance Verified</b>
26 Disciplinary Procedures	
26.1.2 Employee Awards	<b>Compliance Verified</b>
26.1.6 Appeal Procedures (LE1)	<b>Compliance Verified</b>
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	<b>Compliance Verified</b>
31.3.3 Maintaining Applicant Contact	<b>Compliance Verified</b>
32 Selection	
32.1.1 Selection Process Described (LE1)	<b>Compliance Verified</b>
32.1.5 Notification of Ineligibility	<b>Compliance Verified</b>
32.2.1 Background Investigations (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	<b>Compliance Verified</b>
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.2.3 Outside Academy Role	<b>Not Applicable by Function</b>
33.2.4 Outside Academy Agency Specific Training	<b>Not Applicable by Function</b>
33.7.1 Civilian Orientation	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
33.7.2 Civilian Pre-Service and In-Service Training	<b>Compliance Verified</b>
33.8.1 Career Development Personnel Training	<b>Compliance Verified</b>
33.8.2 Skill Development Training Upon Promotion (LE1)	<b>Compliance Verified</b>
<b>34 Promotion</b>	
34.1.3 Promotional Process Described (LE1)	<b>Compliance Verified</b>
34.1.6 Eligibility Lists	<b>Compliance Verified</b>
<b>35 Performance Evaluation</b>	
35.1.4 Evaluation Criteria	<b>Compliance Verified</b>
35.1.8 Rater Evaluation	<b>Compliance Verified</b>
35.1.9 Personnel Early Warning System* (LE1)	<b>Compliance Verified</b>
<b>41 Patrol</b>	
41.1.3 Special-Purpose Vehicles	<b>Compliance Verified</b>
41.1.4 Agency Animals (LE1)	<b>Compliance Verified</b>
41.2.5 Missing Persons (LE1)	<b>Not Applicable by Function</b>
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	<b>Compliance Verified</b>
41.3.7 Mobile Data Access	<b>Compliance Verified</b>
41.3.9 License Plate Recognition Systems	<b>Compliance Verified</b>
<b>42 Criminal Investigation</b>	
42.2.4 Patrol Shift Briefing Attendance	<b>Not Applicable by Function</b>
42.2.7 Informants (LE1)	<b>Compliance Verified</b>
42.2.8 Identity Crimes	<b>Compliance Verified</b>
42.2.9 Cold Cases	<b>Compliance Verified</b>
<b>43 Vice Drugs and Organized Crime</b>	
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
<b>44 Juvenile Operations</b>	
44.1.2 Policy Input Others	<b>Agency Elected 20%</b>
44.1.3 Annual Program Review*	<b>Agency Elected 20%</b>
44.2.3 Custodial Interrogation (LE1)	<b>Compliance Verified</b>
44.2.4 School Liaison Program	<b>Agency Elected 20%</b>
<b>45 Crime Prevention and Community Involvement</b>	
45.1.2 Organizing Prevention Groups	<b>Not Applicable by Function</b>
45.1.3 Prevention Input	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
45.2.4 Citizens Survey*	<b>Agency Elected 20%</b>
45.2.5 Survey Summary to CEO	<b>Not Applicable by Function</b>
<b>46 Critical Incidents Special Operations and Homeland Security</b>	
46.1.1 Planning Responsibility (LE1)	<b>Compliance Verified</b>
46.1.4 Operations Function (LE1)	<b>Compliance Verified</b>
46.2.6 VIP Security Plan	<b>Compliance Verified</b>
46.3.4 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
<b>52 Internal Affairs</b>	
52.1.3 CEO Direct Accessibility (LE1)	<b>Compliance Verified</b>
52.2.3 Investigation Time Limits (LE1)	<b>Compliance Verified</b>
52.2.4 Informing Complainant	<b>Compliance Verified</b>
<b>54 Public Information</b>	
54.1.3 News Media Access (LE1)	<b>Compliance Verified</b>
<b>55 Victim/Witness Assistance</b>	
55.1.2 Analysis Need/Services*	<b>Agency Elected 20%</b>
55.2.1 Initial Assistance	<b>Compliance Verified</b>
<b>61 Traffic</b>	
61.1.6 Enforcement Practices	<b>Compliance Verified</b>
61.1.7 Stopping/Approaching (LE1)	<b>Compliance Verified</b>
61.1.10 Alcohol Enforcement Program	<b>Compliance Verified</b>
61.1.11 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.1.12 License Reexamination Referrals	<b>Compliance Verified</b>
61.3.4 Adult School Crossing Guards*	<b>Not Applicable by Function</b>
61.3.5 Student Safety Patrol Program	<b>Not Applicable by Function</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
<b>70 Detainee Transportation</b>	
70.1.3 Procedures Transporting by Vehicle	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Hazard (LE1)	<b>Not Applicable by Function</b>
70.3.3 Special Situations	<b>Not Applicable by Function</b>
<b>71 Processing and Temporary Detention</b>	
71.2.1 Training of Personnel* (LE1)	<b>Not Applicable by Function</b>
71.3.1 Procedures (LE1)	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
71.3.3 Security (LE1)	<b>Not Applicable by Function</b>
71.4.1 Physical Conditions (LE1)	<b>Not Applicable by Function</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Not Applicable by Function</b>
71.4.3 Inspections* (LE1)	<b>Not Applicable by Function</b>
<b>72 Holding Facility</b>	
72.1.1 Training User Personnel* (LE1)	<b>Not Applicable by Function</b>
72.1.2 Access Nonessential Persons	<b>Not Applicable by Function</b>
72.1.3 Records Security	<b>Not Applicable by Function</b>
72.2.1 Minimum Conditions	<b>Not Applicable by Function</b>
72.3.1 Fire Heat Smoke Detection System Inspections*	<b>Not Applicable by Function</b>
72.3.2 Posted Evacuation Plan	<b>Not Applicable by Function</b>
72.3.3 Weekly Sanitation Inspection*	<b>Not Applicable by Function</b>
72.4.1 Securing Firearms (LE1)	<b>Not Applicable by Function</b>
72.4.2 Entering Occupied Cells	<b>Not Applicable by Function</b>
72.4.3 Key Control	<b>Not Applicable by Function</b>
72.4.4 Facility Door Security	<b>Not Applicable by Function</b>
72.4.5 Security Checks	<b>Not Applicable by Function</b>
72.4.6 Security Inspections*	<b>Not Applicable by Function</b>
72.4.7 Tool and Culinary Equipment	<b>Not Applicable by Function</b>
72.4.8 Alerting Control Point	<b>Not Applicable by Function</b>
72.4.9 Panic Alarms	<b>Not Applicable by Function</b>
72.4.10 Procedures Escape	<b>Not Applicable by Function</b>
72.4.11 Report Threats to Facility*	<b>Not Applicable by Function</b>
72.5.1 Detainee Searches	<b>Not Applicable by Function</b>
72.5.2 Intake Forms	<b>Not Applicable by Function</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Not Applicable by Function</b>
72.5.4 Segregation	<b>Not Applicable by Function</b>
72.5.5 Procedure Outside Detainees	<b>Not Applicable by Function</b>
72.5.6 Procedure Exceeding Capacity	<b>Not Applicable by Function</b>
72.5.7 Identification Released Detainees	<b>Not Applicable by Function</b>
72.6.1 Procedure Medical Assistance	<b>Not Applicable by Function</b>
72.6.2 First Aid Kit*	<b>Not Applicable by Function</b>

Standards	Findings
72.6.3 Receiving-Screening Information	<b>Not Applicable by Function</b>
72.6.4 Posted Access to Medical Service	<b>Not Applicable by Function</b>
72.6.5 Dispensing Pharmaceuticals	<b>Not Applicable by Function</b>
72.7.1 Procedure Detainee Rights	<b>Not Applicable by Function</b>
72.8.1 24-Hour Supervision	<b>Not Applicable by Function</b>
72.8.2 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
72.8.3 Supervision Opposite Sex	<b>Not Applicable by Function</b>
72.8.4 Receiving Mail/Packages	<b>Not Applicable by Function</b>
72.8.5 Visiting	<b>Not Applicable by Function</b>
<b>73 Court Security</b>	
73.1.1 Role Authority Policies (LE1)	<b>Not Applicable by Function</b>
73.2.1 Facilities Equipment Security Survey*	<b>Not Applicable by Function</b>
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.3.2 Use of Restraints	<b>Not Applicable by Function</b>
73.4.1 Identification Availability Operational Readiness	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.4.3 Duress Alarms	<b>Not Applicable by Function</b>
73.5.1 Training*	<b>Not Applicable by Function</b>
73.5.2 Detainee Searches	<b>Not Applicable by Function</b>
73.5.3 Detainee Property Security	<b>Not Applicable by Function</b>
73.5.4 Segregation	<b>Not Applicable by Function</b>
73.5.5 Procedure for Medical Assistance	<b>Not Applicable by Function</b>
73.5.6 First Aid Kit*	<b>Not Applicable by Function</b>
73.5.7 Access of Nonessential Persons	<b>Not Applicable by Function</b>
73.5.8 Minimum Conditions	<b>Not Applicable by Function</b>
73.5.9 Fire Alarm System*	<b>Not Applicable by Function</b>
73.5.10 Evacuation Plan	<b>Not Applicable by Function</b>
73.5.11 Sanitation Inspection*	<b>Not Applicable by Function</b>
73.5.12 Securing Firearms (LE1)	<b>Not Applicable by Function</b>
73.5.13 Entering Occupied Cells	<b>Not Applicable by Function</b>
73.5.14 Key Control	<b>Not Applicable by Function</b>

<b>Standards</b>	<b>Findings</b>
73.5.15 Facility Door Security	<b>Not Applicable by Function</b>
73.5.17 Security Inspections*	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
73.5.19 Panic Alarms	<b>Not Applicable by Function</b>
73.5.20 Escape Procedures	<b>Not Applicable by Function</b>
73.5.21 Report of Threats to Facility*	<b>Not Applicable by Function</b>
73.5.22 Posted Access to Medical Service	<b>Not Applicable by Function</b>
73.5.23 Audio/Visual Surveillance	<b>Not Applicable by Function</b>
73.5.24 Supervision of Opposite Sex	<b>Not Applicable by Function</b>
<b>81 Communications</b>	
81.1.1 Agreements Shared/Regional Facility	<b>Not Applicable by Function</b>
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>
81.2.4 Radio Communications Procedures (LE1)	<b>Compliance Verified</b>
81.2.5 Access to Resources (LE1)	<b>Compliance Verified</b>
81.2.10 Alternative Methods of Communication	<b>Not Applicable by Function</b>
81.2.13 Private Security Alarms	<b>Not Applicable by Function</b>
81.2.14 First Aid Over Phone (LE1)	<b>Not Applicable by Function</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
<b>82 Central Records</b>	
82.1.1 Privacy and Security (LE1)	<b>Compliance Verified</b>
82.1.2 Juvenile Records (LE1)	<b>Compliance Verified</b>
82.1.7 Computerized Security Protocol	<b>Compliance Verified</b>
82.3.3 Traffic Records System	<b>Compliance Verified</b>
82.3.4 Traffic Citation Maintenance (LE1)	<b>Compliance Verified</b>
<b>83 Collection and Preservation of Evidence</b>	
83.2.3 Fingerprinting	<b>Compliance Verified</b>
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>
<b>84 Property and Evidence Control</b>	
84.1.1 Evidence/Property Control System (LE1)	<b>Compliance Verified</b>
84.1.4 Security of Controlled Substances Weapons for Training (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

Standards	Findings
84.1.7 Final Disposition	<b>Compliance Verified</b>
<b>91 Campus Law Enforcement</b>	
91.1.1 Risk Assessment and Analysis* (LE1)	<b>Not Applicable by Function</b>
91.1.2 Out of Agency Budget Coordination	<b>Not Applicable by Function</b>
91.1.3 Campus Background Investigation (LE1)	<b>Not Applicable by Function</b>
91.1.4 Campus Security Escort Service (LE1)	<b>Not Applicable by Function</b>
91.1.5 Emergency Notification System (LE1)	<b>Not Applicable by Function</b>
91.1.7 Behavioral Threat Assessment (LE1)	<b>Not Applicable by Function</b>
91.1.8 Security Camera Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.1.9 Emergency Only Phones and Devices* (LE1)	<b>Not Applicable by Function</b>
91.1.10 Administrative Investigation Procedures (LE1)	<b>Not Applicable by Function</b>
91.2.1 Agency Role and Responsibilities (LE1)	<b>Not Applicable by Function</b>
91.2.2 Personnel Assigned to Medical Centers	<b>Not Applicable by Function</b>
91.2.3 First Responses Responsibilities	<b>Not Applicable by Function</b>
91.3.1 Agency Role and Responsibilities (LE1)	<b>Not Applicable by Function</b>
91.4.1 Position Responsible for Clery Act* (LE1)	<b>Not Applicable by Function</b>

***Response from Agency Regarding Findings:***

This report has been reviewed. Thank you for your assistance with this process.

Chief John R. Batiste  
Washington State Patrol

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## SITE-BASED ASSESSMENT

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7/18/2019

*Planning and Methodology:*

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## STATISTICS AND DATA TABLES

### Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the the agency’s use of standards to address the standards' intent

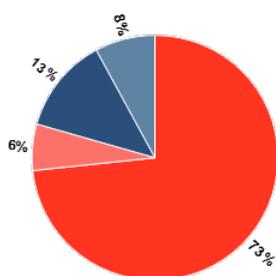
### Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	391841	242365	634206
Black Non-Hispanic Male	32681	22792	55473
Hispanic Latino Any Race Male	67612	46326	113938
Other Male	42261	29306	71567
White Non-Hispanic Female	184409	120573	304982
Black Non-Hispanic Female	11560	8531	20091
Hispanic Latino Any Race Female	20576	14799	35375
Other Female	17050	13473	30523
TOTAL	767990	498165	1266155

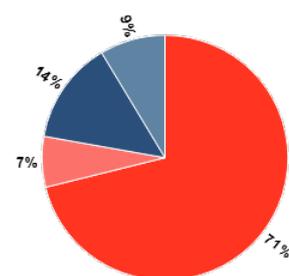
### Reaccreditation Year 1 Notes:

There were also 115 "Warnings" and 97 "Citations" that did not fit in the "Other, Male/Female" category. That brings the total number of "Warnings" to 768,105, and "Citations" to 498,262 (combined total of 1,266,367).

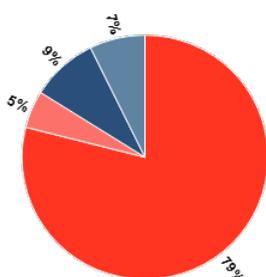
#### Male Warnings



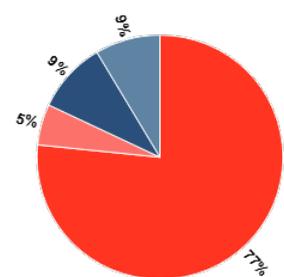
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

**Traffic Warnings & Citations - Reaccreditation Year 2**

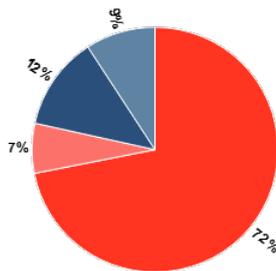
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	343741	209956	553697
Black Non-Hispanic Male	31446	21395	52841
Hispanic Latino Any Race Male	59079	41713	100792
Other Male	43868	28870	72738
White Non-Hispanic Female	158911	104703	263614
Black Non-Hispanic Female	10462	7854	18316
Hispanic Latino Any Race Female	16865	13041	29906
Other Female	14973	11989	26962
TOTAL	679345	439521	1118866

**Reaccreditation Year 2 Notes:**

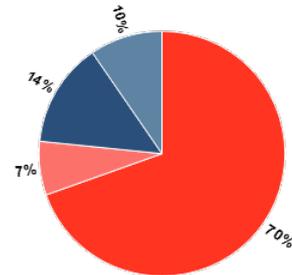
We have another "**Other**" category which captures those which do not fall under "Other Male/Female". *Warnings in this category = 77; Citations in this category = 62; Total = 139.*

This brings the Sub Total of Warnings to **679,422**, and Citations to **439,583**, with a GRAND TOTAL of **1,119,005**.

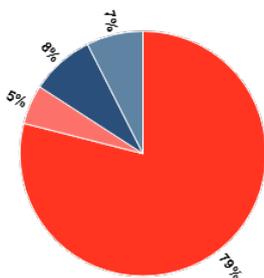
**Male Warnings**



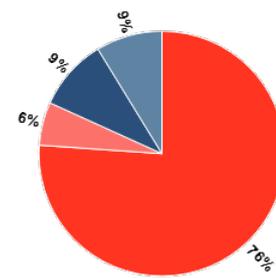
**Male Citations**



**Female Warnings**



**Female Citations**



**Legend**

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

### Traffic Warnings & Citations - Reaccreditation Year 3

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	351491	210561	562052
Black Non-Hispanic Male	34550	22425	56975
Hispanic Latino Any Race Male	61263	40749	102012
Other Male	49555	31092	80647
White Non-Hispanic Female	161233	105269	266502
Black Non-Hispanic Female	11303	8393	19696
Hispanic Latino Any Race Female	17382	13156	30538
Other Female	16345	13144	29489
TOTAL	703122	444789	1147911

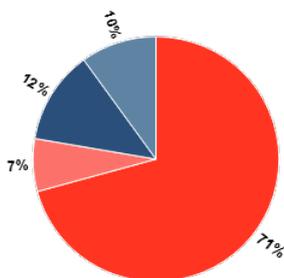
#### Reaccreditation Year 3 Notes:

In Washington State, we have a category of "OTHER" (where the individual does not identify Race/Sex). I have placed the extra category below, with our final totals:

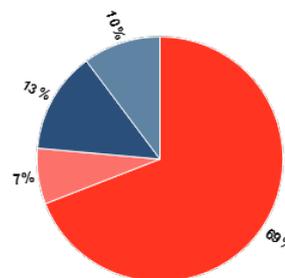
#### Race/Sex Warnings Citations Total

**OTHER 95      40      135**  
**TOTAL 703217    444829    1148046**

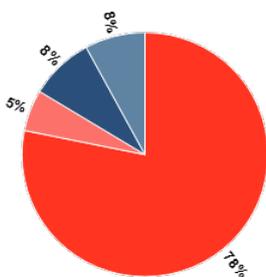
#### Male Warnings



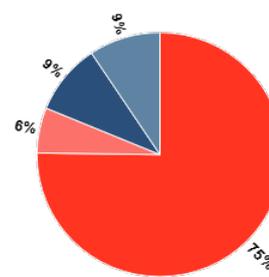
#### Male Citations



#### Female Warnings



#### Female Citations



#### Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	

Hispanic Latino Any Race Male

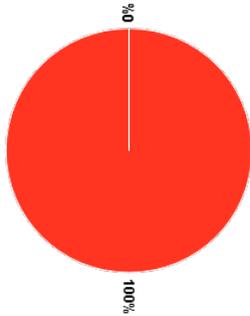
Other Male

## Biased Based Profiling

Complaints from:	Year 1	Year 2	Year 3
Traffic Contacts	6	9	13
Field Contacts	0	0	3
Asset Forfeiture	0	0	

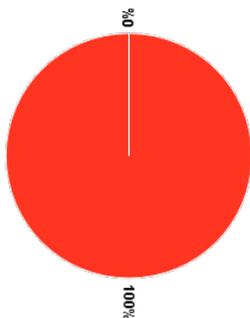
### Reaccreditation Year 1

#### Complaints



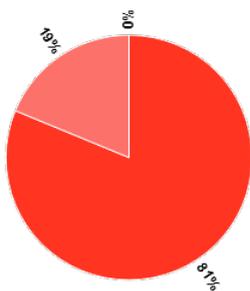
### Reaccreditation Year 2

#### Complaints



### Reaccreditation Year 3

#### Complaints



#### Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

**Use Of Force - Reaccreditation Year 1**

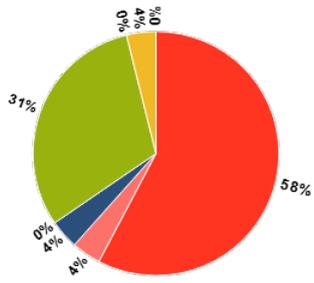
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									26
Discharge	13	1	1	0	8	0	1	0	24
Display Only	2	0	0	0	0	0	0	0	2
ECW									79
Discharge Only	34	3	8	0	7	0	3	2	57
Display Only	15	4	2	0	1	0	0	0	22
Baton	4	0	0	0	0	0	2	0	6
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	604	213	123	14	134	24	61	35	1208
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	673	221	134	14	150	24	67	37	1320
Total Number of Incidents Resulting In Officer Injury or Death	71	2	1	0	1	0	0	0	75
Total Use of Force Arrests	132	48	24	4	25	4	16	7	260
Total Number of Suspects Receiving Non-Fatal Injuries	12	1	0	0	1	0	0	0	14
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	2	1	1	0	0	0	0	0	4

**Reaccreditation Year 1 Notes:**

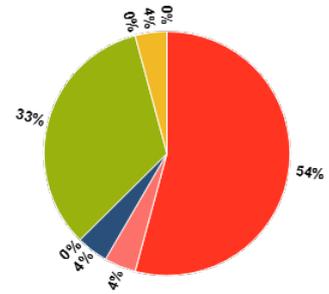
The Washington State Patrol Canines are Drug/Explosive search canines. WSP Canines are not released after humans. WSP's **"Total Use of Force Custodial Arrests" is 40,932** (this includes all Races/Sexes).

**Reaccreditation Year 1 Charts**

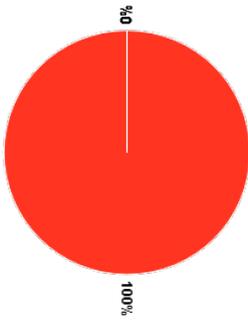
Total Firearm



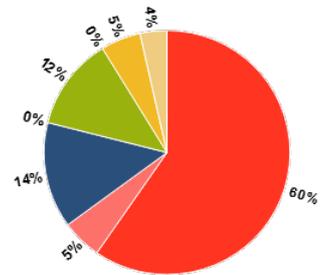
Firearm Discharge



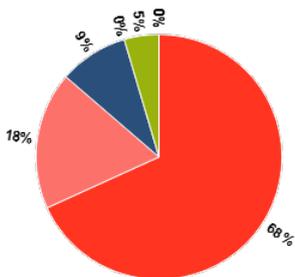
Firearm Display



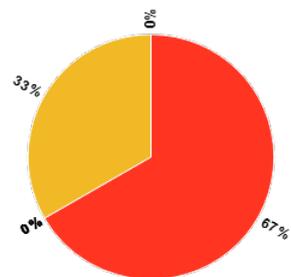
ECW Discharge



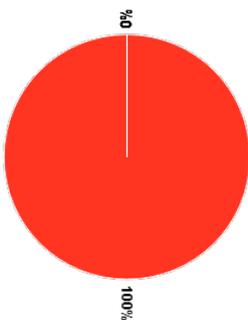
ECW Display



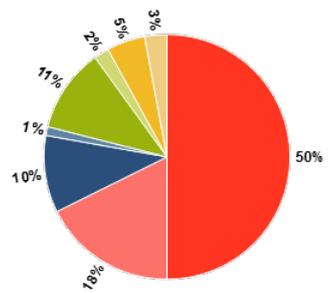
Baton



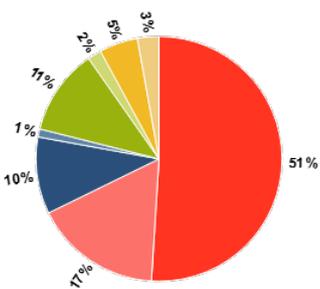
Chemical/OC



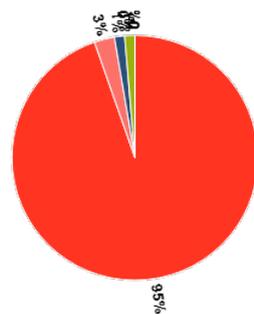
Weaponless



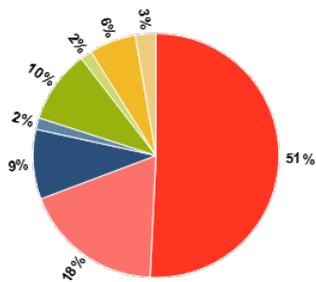
Total Uses of Force



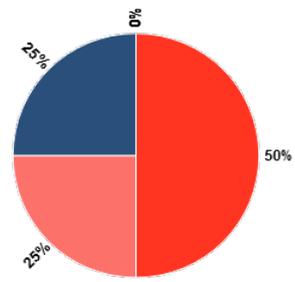
Total Number of Incidents Resulting in Officer Injury or Death



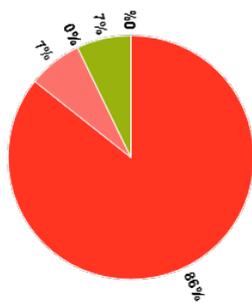
**Total Use of Force Arrests**



**Total Use of Force Complaints**



**Total Number of Suspects Receiving Non-Fatal Injuries**



**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Use Of Force - Reaccreditation Year 2

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									73
Discharge Only	37	3	10	0	9	0	1	0	60
Display Only	8	2	2	0	0	0	1	0	13
Baton	1	0	0	0	2	0	0	0	3
Chemical/OC	3	0	0	0	0	0	0	0	3
Weaponless	437	191	132	11	158	17	49	22	1017
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	487	196	144	11	169	17	51	22	1097
Total Number of Incidents Resulting In Officer Injury or Death	51	1	0	0	1	0	2	0	55
Total Use of Force Arrests	94	43	26	1	30	1	10	5	210
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	2	0	0	0	3
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	2	2	2	0	0	0	2	0	8

### Reaccreditation Year 2 Notes:

\*\*\* **Please Note:** Our Office of Professional Standards (OPS) pulls statistics based on reportable Use of Force (UOF) applications/incidents which are attached to UOF cases. While most UOF applications are reportable, some of the above data will not show the exact same numbers referenced in our annual UOF analysis for CALEA Standard 1.3.13. I've outlined the differences below and provided a combined total of UOF applications at the bottom.

**ECW Display Only:** This number comes from a code entered in our time/activity reporting system and is not tracked by sex/race. The above reported number (13) comes from the displays that are also attached to a reportable UOF case

pulled and tracked by OPS.

**Weaponless:** Handcuffing is included in this number, however, it's only reportable as a UOF to OPS when there is a complaint of injury by the subject. Because of this, the annual analysis shows lower numbers of "applications" because it only includes handcuffing when it is reportable to OPS.

**Canine:** The WSP only has Drug/Explosive Search Canines; they are not released after humans therefore not tracked.

**Total Uses of Force:** This number is based on applications of force. Our annual UOF analysis (1.3.13) is done by incident (268), and the total applications will only show 812 (vs. the higher numbers above/below); this is due to handcuffing only being reportable to OPS when there is a complaint of injury by the subject.

**Total Number of Incidents Resulting in Officer Injury or Death:** is tracked by officer (not by incident); multiple officers may be involved in, and/or injured during a single "incident". This allows us to provide more accurate data to the agency and public.

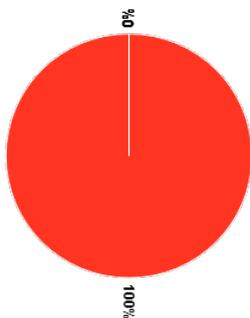
**Custodial Arrests = 38,963:** These numbers are tracked by our time/activity reporting system (they do not record sex/race).

### **COMBINED UOF DATA**

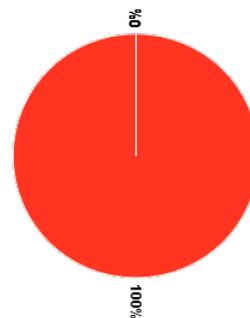
Firearm Discharge	0
Firearm Display Only	1
ECW Discharge	60
ECW Display Only	143
Baton	3
Chemical / OC	3
Weaponless	1017
Canine Release Only	0
Canine Release/Bite	0
<b>Total Uses of Force (applications)</b>	<b>1227</b>
Number of Suspects Receiving Non-Fatal Injuries	3
Number of Suspects Receiving Fatal Injuries	0
Total Number of Incidents Resulting in Officer Injury or Death	55
Total Uses of Force Arrests	210
Total Agency Custodial Arrests	38963
Total Use of Force Complaints	8

### **Reaccreditation Year 2 Charts**

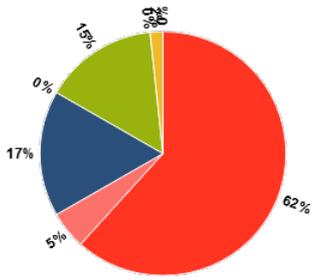
#### **Total Firearm**



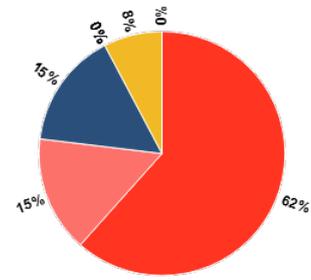
#### **Firearm Display**



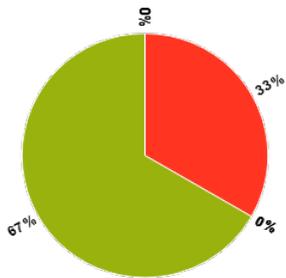
ECW Discharge



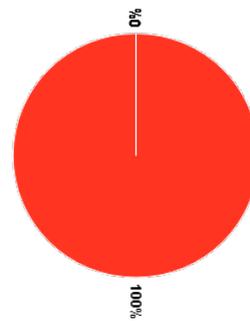
ECW Display



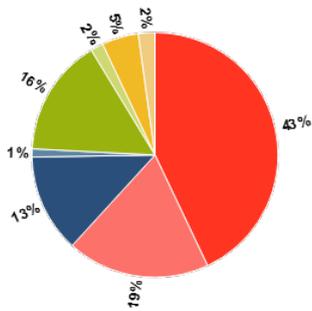
Baton



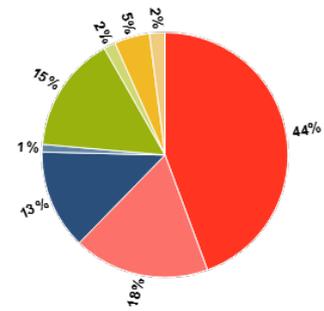
Chemical/OC



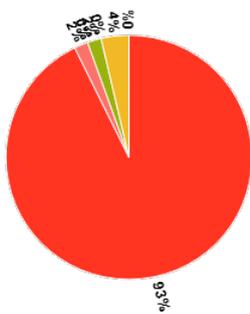
Weaponless



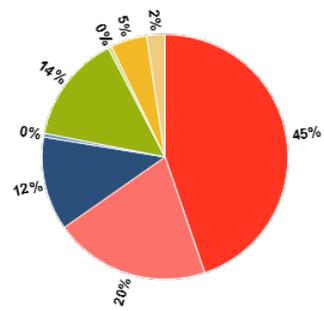
Total Uses of Force



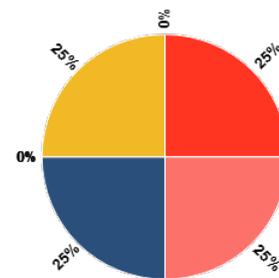
Total Number of Incidents Resulting in Officer Injury or Death



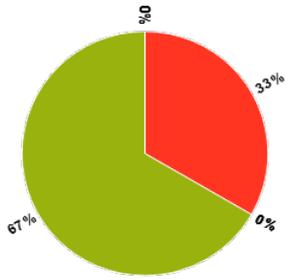
Total Use of Force Arrests



Total Use of Force Complaints



**Total Number of Suspects Receiving Non-Fatal Injuries**



***Legend***

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

### Use Of Force - Reaccreditation Year 3

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge	0	0	1	0	0	0	0	0	1
Display Only	2	0	1	0	0	0	0	0	3
ECW									78
Discharge Only	45	0	11	1	7	0	2	1	67
Display Only	7	0	3	0	1	0	0	0	11
Baton	3	1	0	0	0	0	0	1	5
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	587	163	169	66	100	4	32	25	1146
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	645	164	185	67	108	4	34	27	1234
Total Number of Incidents Resulting In Officer Injury or Death	138	1	14	0	12	0	13	0	178
Total Use of Force Arrests	116	37	25	13	20	1	3	4	219
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	19192	7934	3818	1119	5182	1096	2569	854	41764
Total Use of Force Complaints	1	2	1	0	0	0	0	0	4

### Reaccreditation Year 3 Notes:

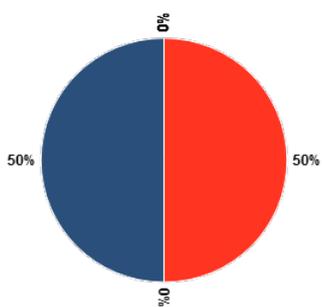
The WSP Canines are Drug/Explosive Search Canines. WSP Canines are not released after humans therefore the above canine data is not tracked.

\*\*\*Our search criteria for Total Number of Incidents Resulting in Officer Injury or Death was changed. This change was made with the support of our CALEA Regional Program Manager, Mark Moiser, and will allow us to provide better data for our Use of Force Analysis. The WSP tracks "Total Number of Incidents Resulting in Officer Injury or Death" by officer (not by incident); multiple officers may be involved in, and/or injured during a single "incident". This

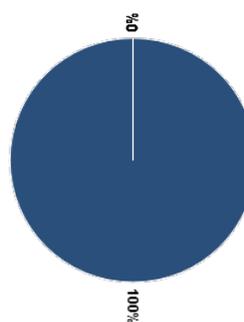
allows us to provide more accurate data to the agency and public.

**Reaccreditation Year 3 Charts**

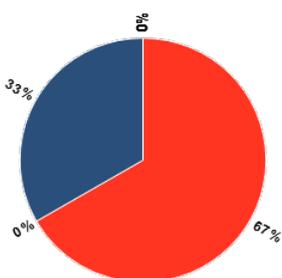
**Total Firearm**



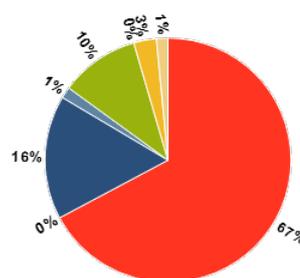
**Firearm Discharge**



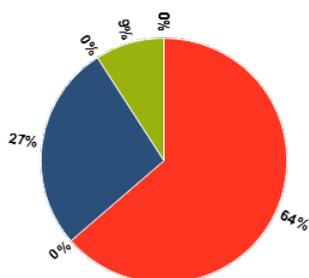
**Firearm Display**



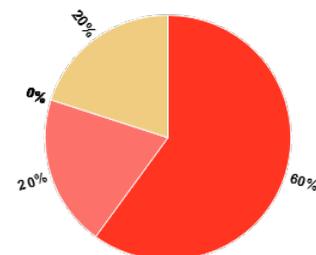
**ECW Discharge**



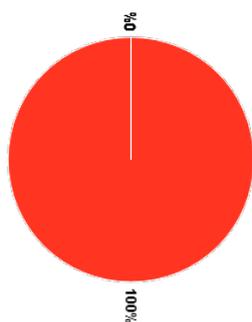
**ECW Display**



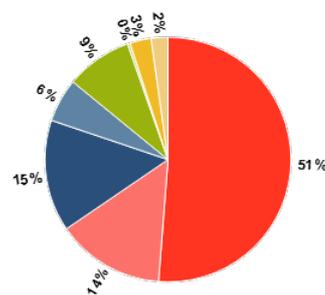
**Baton**



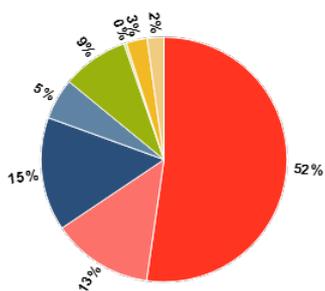
**Chemical/OC**



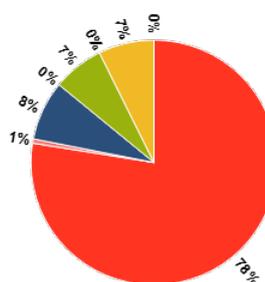
**Weaponless**



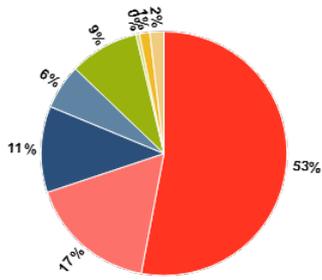
**Total Uses of Force**



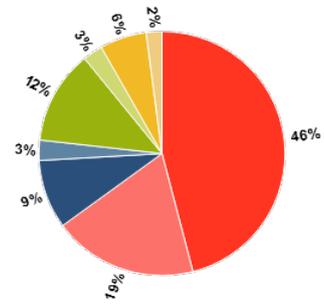
**Total Number of Incidents Resulting in Officer Injury or Death**



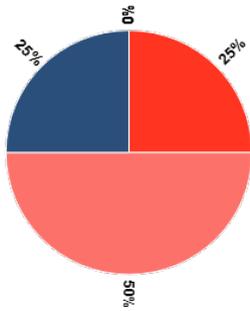
**Total Use of Force Arrests**



**Total Agency Custodial Arrests**



**Total Use of Force Complaints**



**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## *Grievances*

Grievances	Year 1	Year 2	Year 3
Number	20	13	15

### *Personnel Actions*

	Year 1	Year 2	Year 3
Suspension	7	5	10
Demotion	1	0	1
Resign In Lieu of Termination	9	2	2
Termination	1	1	1
Other	160	137	134
Total	178	145	148
Commendations	643	1089	527

**Complaints and Internal Affairs - Reaccreditation Year 3**

	Year 1	Year 2	Year 3
<b>External/Citizen Complaint</b>			
Citizen Complaint	15	14	15
Sustained	3	5	11
Not Sustained	12	9	4
Unfounded	10	6	2
Exonerated	0	0	0
<b>Internal/Directed Complaint</b>			
Directed Complaint	199	156	163
Sustained	173	139	139
Not Sustained	26	17	24
Unfounded	19	6	23
Exonerated	1	0	0

**Reaccreditation Year 3 Notes:**

Exonerated is not tracked.

*Calls For Service - Reaccreditation Year 3*

	Year 1	Year 2	Year 3
Calls for Service	1164956	1088701	347116
<b>UCR/NIBRS Part 1 Crimes</b>			
Murder	5	0	0
Forcible Rape	1	1	1
Robbery	0	0	0
Aggravated Assault	14	11	7
Burglary	4	7	6
Larceny-Theft	34	21	15
Motor Vehicle Theft	650	827	688
Arson	1	0	0

### *Motor Vehicle Pursuit*

	Year 1	Year 2	Year 3
<b>Pursuits</b>			
Total Pursuits		465	478
Forcible stopping techniques used	82	104	79
Terminated by Agency	184	194	218
Policy Compliant	416	465	475
Policy Non-Compliant	3	0	2
<b>Collisions</b>			
<b>Injuries</b>			
Total Collisions		97	97
Officer	8	4	9
Suspect	38	50	37
ThirdParty	14	15	13
<b>Reason Initiated</b>			
Traffic	311	324	353
Felony	41	55	47
Misdemeanor	67	86	78

### *Reaccreditation Year 1*

"Total Pursuits" is actually 419.

Of the 419 pursuits, 416 were "Policy Compliant", and 3 were "Policy Non-Compliant".

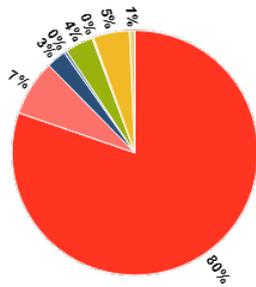
Of the 419 pursuits, there were 82 instances where a forcible stopping technique was used, and 184 were terminated by the agency. The remaining 153 pursuits were not terminated by the agency, and no forcible stopping techniques were used.

**Agency Breakdown Report - Reaccreditation Year 1**

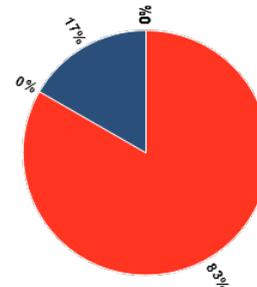
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	5	0	1	0	0	0	0	0	6
Command	49	4	2	1	3	0	1	0	60
Supervisory Positions	125	7	3	0	3	0	10	1	149
Non-Supervisory Positions	628	63	20	3	31	2	37	6	790
Sub Total									1,005
<b>Non Sworn Personnel</b>									
Executive	3	3	0	0	0	0	0	0	6
Managerial	24	24	0	1	0	0	4	0	53
Supervisory Positions	68	62	0	1	3	4	9	3	150
Non-Supervisory Positions	362	365	6	14	18	18	27	50	860
Sub Total									1,069
Total									2,074

**Reaccreditation Year 1 Charts**

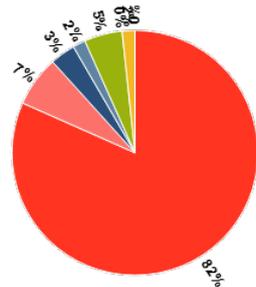
**Total Sworn Personnel**



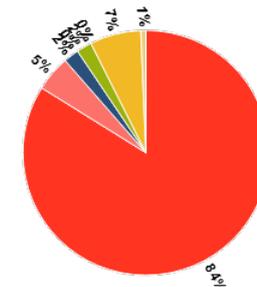
**Sworn Personnel: Executive**



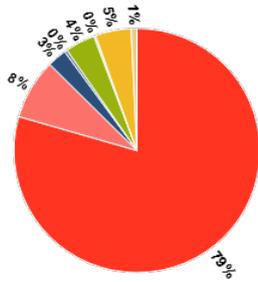
**Sworn Personnel: Command**



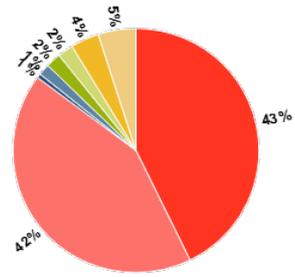
**Sworn Personnel: Supervisory Positions**



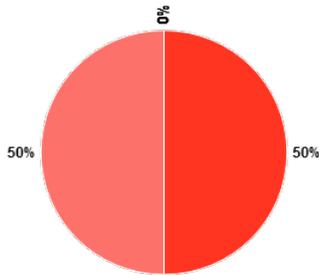
**Sworn Personnel: Non-Supervisory Positions**



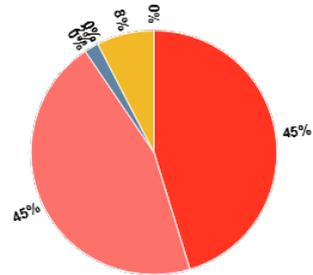
**Total Non-Sworn Personnel**



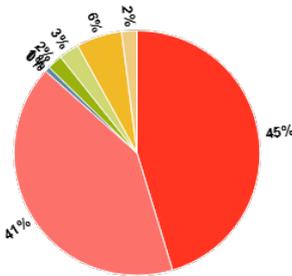
**Non-Sworn Personnel: Executive**



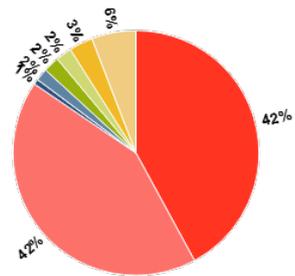
**Non-Sworn Personnel: Managerial**



**Non-Sworn Personnel: Supervisory Positions**



**Non-Sworn Personnel: Non-Supervisory Positions**



**Legend**

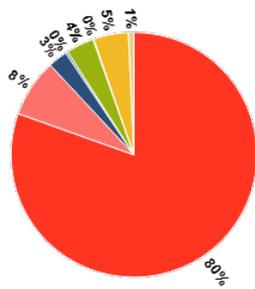
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Agency Breakdown Report - Reaccreditation Year 2**

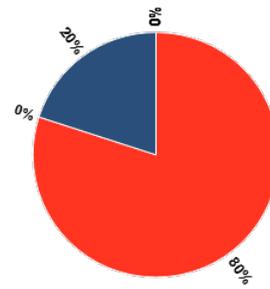
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	4	0	1	0	0	0	0	0	5
Command	53	4	1	1	3	0	1	0	63
Supervisory Positions	122	9	4	0	3	0	11	1	150
Non-Supervisory Positions	612	62	19	2	30	1	33	6	765
Sub Total									983
<b>Non Sworn Personnel</b>									
Executive	3	2	0	0	0	0	0	0	5
Managerial	26	23	0	0	1	1	3	0	54
Supervisory Positions	67	64	0	1	3	3	10	3	151
Non-Supervisory Positions	363	361	14	18	21	27	29	49	882
Sub Total									1,092
Total									2,075

**Reaccreditation Year 2 Charts**

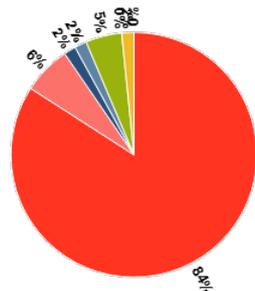
**Total Sworn Personnel**



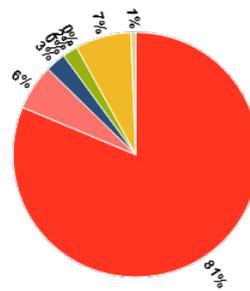
**Sworn Personnel: Executive**



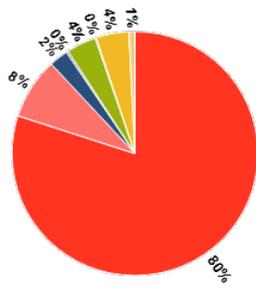
**Sworn Personnel: Command**



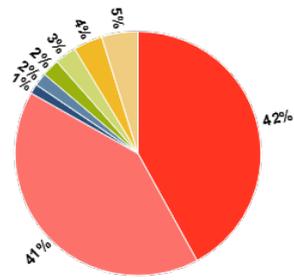
**Sworn Personnel: Supervisory Positions**



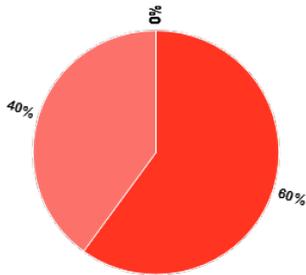
**Sworn Personnel: Non-Supervisory Positions**



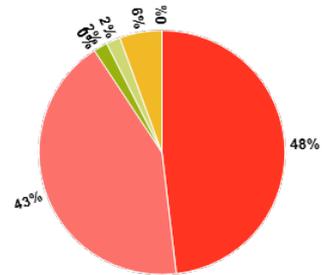
**Total Non-Sworn Personnel**



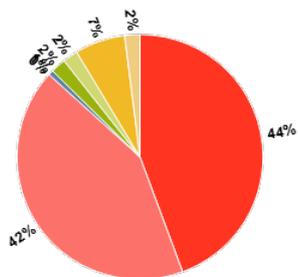
**Non-Sworn Personnel: Executive**



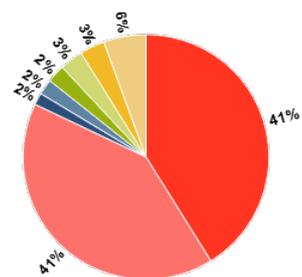
**Non-Sworn Personnel: Managerial**



**Non-Sworn Personnel: Supervisory Positions**



**Non-Sworn Personnel: Non-Supervisory Positions**



**Legend**

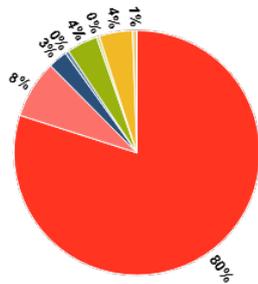
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Agency Breakdown Report - Reaccreditation Year 3**

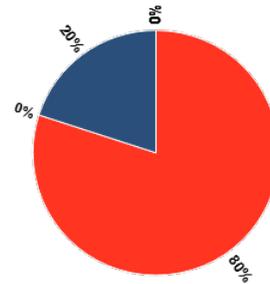
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	4	0	1	0	0	0	0	0	5
Command	18	1	1	1	1	0	0	0	22
Supervisory Positions	163	12	3	0	5	0	12	1	196
Non-Supervisory Positions	641	66	21	4	36	4	33	5	810
Sub Total									1,033
<b>Non Sworn Personnel</b>									
Executive	8	4	0	0	0	0	1	0	13
Managerial	37	29	0	0	1	2	3	1	73
Supervisory Positions	56	55	0	0	1	1	7	2	122
Non-Supervisory Positions	408	402	13	22	22	29	28	47	971
Sub Total									1,179
Total									2,212

**Reaccreditation Year 3 Charts**

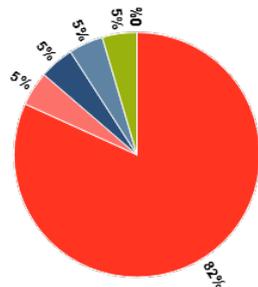
**Total Sworn Personnel**



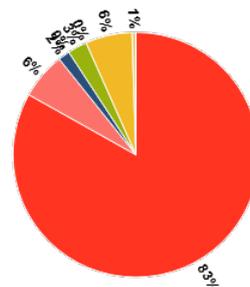
**Sworn Personnel: Executive**



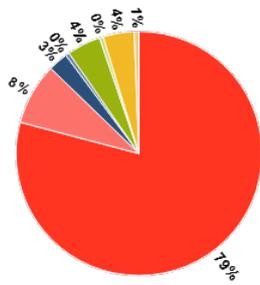
**Sworn Personnel: Command**



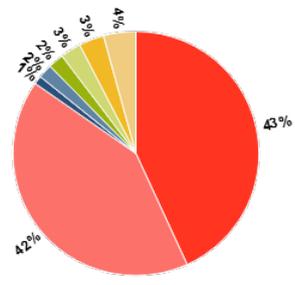
**Sworn Personnel: Supervisory Positions**



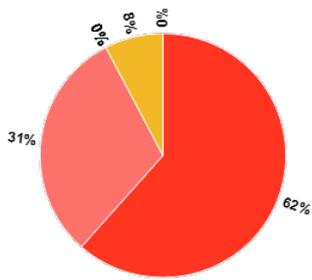
**Sworn Personnel: Non-Supervisory Positions**



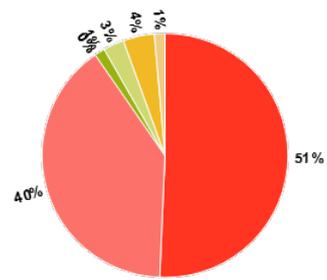
**Total Non-Sworn Personnel**



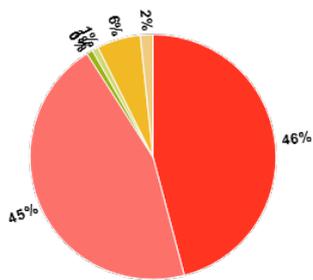
**Non-Sworn Personnel: Executive**



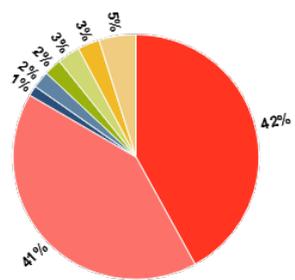
**Non-Sworn Personnel: Managerial**



**Non-Sworn Personnel: Supervisory Positions**



**Non-Sworn Personnel: Non-Supervisory Positions**



**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Demographics Report - Reaccreditation Year 1

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4876804	72%	2791685	72%	929	88%	79	7%	937	87%	75	7%
Black Non-Hispanic	229603	3%	121305	3%	32	3%	5	0%	32	3%	2	0%
Hispanic Latino Any Race	755790	11%	344292	8%	39	3%	2	0%	34	3%	2	0%
Other	862343	12%	576054	15%	53	5%	7	0%	63	5%	6	0%
<b>Total</b>	<b>6724540</b>		<b>3833336</b>		<b>1053</b>		<b>93</b>		<b>1066</b>		<b>85</b>	

### Reaccreditation Year 1 Notes:

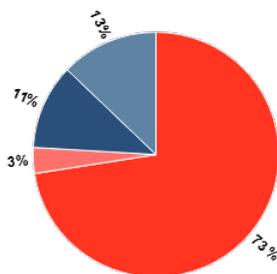
It looks like the "Prior Assessment Female Officers" percentages are not calculating correctly. They should be as follows:

#### Prior Assessment Female Sworn Officers\*\*

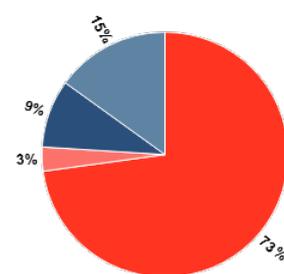
	#	%
White Non-Hispanic	75	7.04%
Black Non-Hispanic	2	0.19%
Hispanic Latino Any Race	2	0.19%
Other	6	0.56%
<b>Total</b>	<b>85</b>	<b>7.97%</b>

### Reaccreditation Year 1 Charts

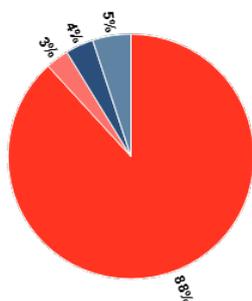
#### Service Population



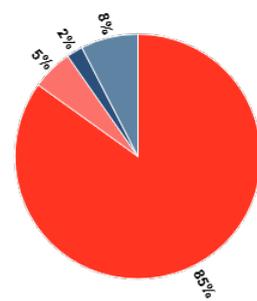
#### Available Workforce



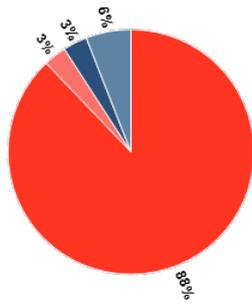
#### Current Sworn Officers



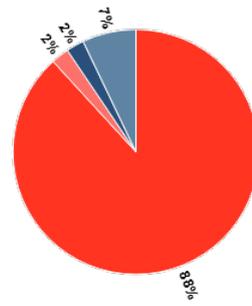
#### Current Sworn Female Officers



***Prior Sworn Officers***



***Prior Sworn Female Officers***



***Legend***

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

**Agency Demographics Report - Reaccreditation Year 2**

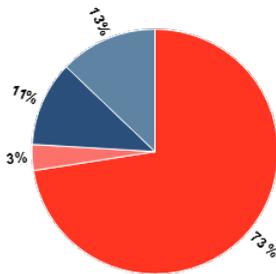
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4876804	72%	2822775	74%	896	88%	77	7%	929	88%	79	7%
Black Non-Hispanic	229603	3%	127415	3%	30	2%	5	0%	32	3%	5	0%
Hispanic Latino	755790	11%	372619	9%	37	3%	1	0%	39	3%	2	0%
Any Race												
Other	862343	12%	472594	12%	53	5%	7	0%	53	5%	7	0%
Total	6724540		3795403		1016		90		1053		93	

**Reaccreditation Year 2 Notes:**

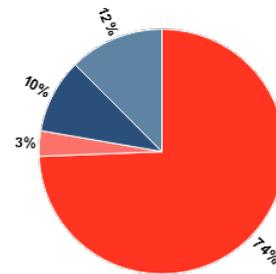
Hispanic percentages are based on the comparison of Hispanic to all other races.

**Reaccreditation Year 2 Charts**

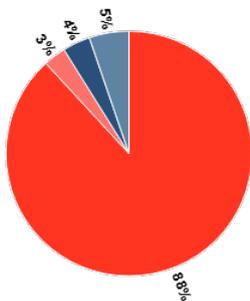
**Service Population**



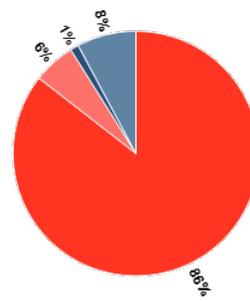
**Available Workforce**



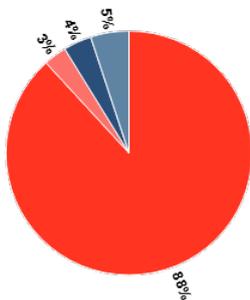
**Current Sworn Officers**



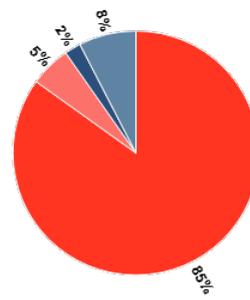
**Current Sworn Female Officers**



**Prior Sworn Officers**



**Prior Sworn Female Officers**



*Legend*

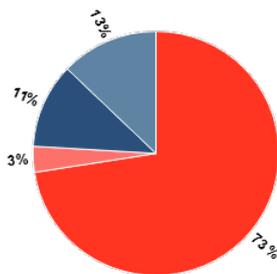
White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

## Agency Demographics Report - Reaccreditation Year 3

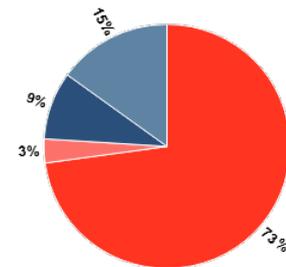
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	4876804	72%	2791685	72%	943	87%	83	7%	937	87%	75	7%
Black Non-Hispanic	229603	3%	121305	3%	33	3%	6	0%	32	3%	2	0%
Hispanic Latino Any Race	755790	11%	344292	8%	46	4%	4	0%	34	3%	2	0%
Other	862343	12%	576054	15%	53	4%	7	0%	63	5%	6	0%
<b>Total</b>	<b>6724540</b>		<b>3833336</b>		<b>1075</b>		<b>100</b>		<b>1066</b>		<b>85</b>	

### Reaccreditation Year 3 Charts

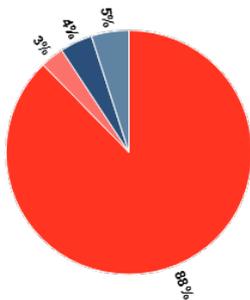
#### Service Population



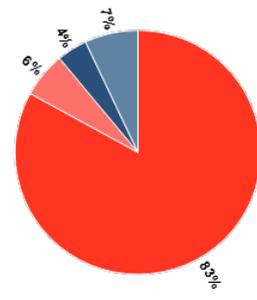
#### Available Workforce



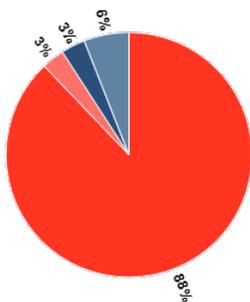
#### Current Sworn Officers



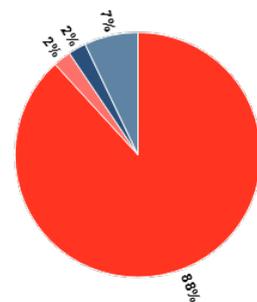
#### Current Sworn Female Officers



#### Prior Sworn Officers



#### Prior Sworn Female Officers



#### Legend

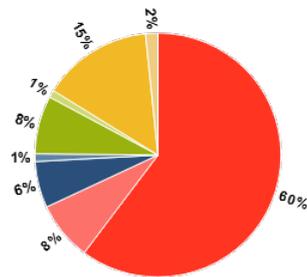
White Non-Hispanic	
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Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

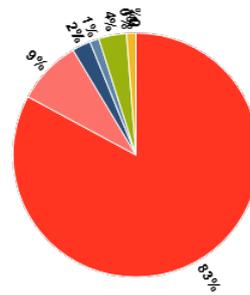
**Sworn Officer Selection - Reaccreditation Year 1**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	2647	342	270	45	338	43	639	71	4395
Applicants Hired	68	7	2	1	3	0	1	0	82
Percent Hired	3%	2%	1%	2%	1%	0%	0%	0%	N/A
Percent of Workforce Population	7%		0%		0%		0%		N/A

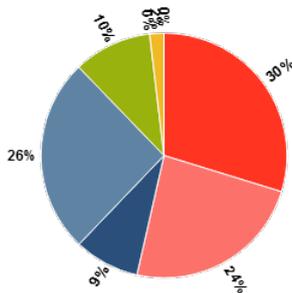
***Applications Recieved***



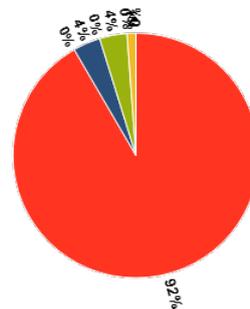
***Applicants Hired***



***Percent Hired***



***Percent of Workforce Population***



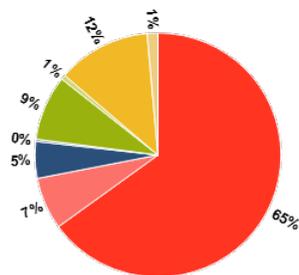
**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

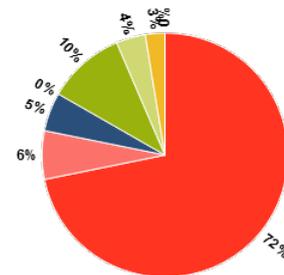
**Sworn Officer Selection - Reaccreditation Year 2**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	1577	168	118	7	209	15	298	34	2426
Applicants Hired	56	5	4	0	8	3	2	0	78
Percent Hired	4%	3%	3%	0%	4%	20%	1%	0%	N/A
Percent of Workforce Population	6%		0%		1%		0%		N/A

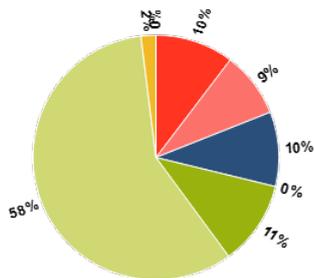
***Applications Recieved***



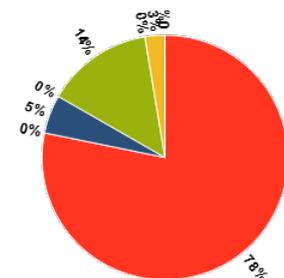
***Applicants Hired***



***Percent Hired***



***Percent of Workforce Population***



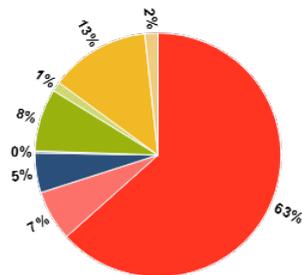
**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

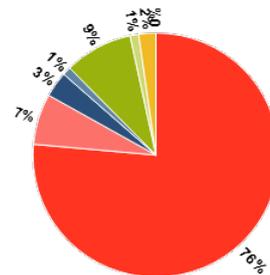
**Sworn Officer Selection - Reaccreditation Year 3**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	1553	164	129	6	204	31	323	42	2452
Applicants Hired	68	6	3	1	8	1	2	0	89
Percent Hired	4%	4%	2%	17%	4%	3%	1%	0%	N/A
Percent of Workforce Population	7%		0%		1%		0%		N/A

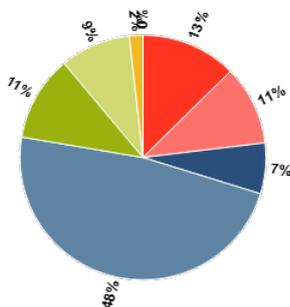
***Applications Recieved***



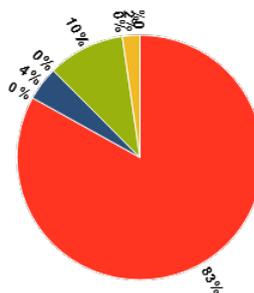
***Applicants Hired***



***Percent Hired***



***Percent of Workforce Population***



**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

**Sworn Officer Promotions - Reaccreditation Year 1**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested									
Eligible After Testing									
Promoted									
Percent Promoted	%	%	%	%	%	%	%	%	N/A

**Reaccreditation Year 1 Notes:**

Here is the above data broken down by sex as well:

YEAR 1 Race/Gender	Tested	Eligible After Testing	Promoted
White Non-Hispanic, Male	158	59	4
White Non-Hispanic, Female	14	3	0
Black Non-Hispanic, Male	4	1	0
Black Non-Hispanic, Female	0	0	0
Hispanic/Latino any Race, Male	9	3	0
Hispanic/Latino any Race, Female	0	0	0
Other, Male (Includes Asian, Pacific Islander, 2 or More Races, American/Alaskan Indian)	8	4	0
Other, Female (Includes Asian, Pacific Islander, 2 or More Races, American/Alaskan Indian)	1	0	0
<b>YEAR 1 TOTAL</b>	<b>194</b>	<b>70</b>	<b>4</b>

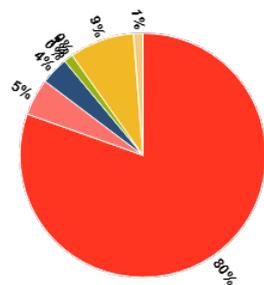
**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

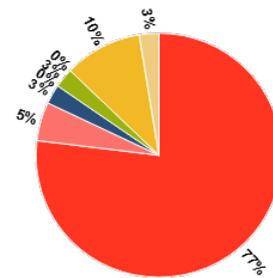
**Sworn Officer Promotions - Reaccreditation Year 2**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	66	4	3	0	1	0	7	1	82
Eligible After Testing	30	2	1	0	1	0	4	1	39
Promoted	5	0	0	0	0	0	0	0	5
Percent Promoted	8 %	0 %	0 %	%	0 %	%	0 %	0 %	N/A

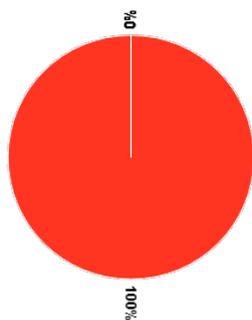
**Tested**



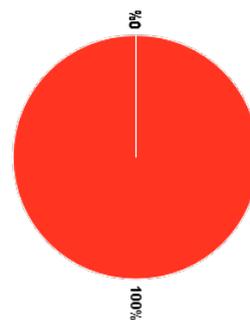
**Eligible After Testing**



**Promoted**



**Percent Promoted**



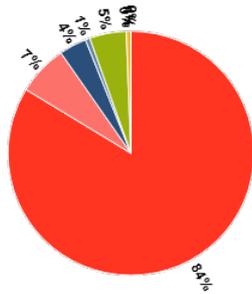
**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

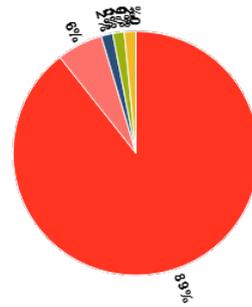
**Sworn Officer Promotions - Reaccreditation Year 3**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	139	11	6	1	8	0	1	0	166
Eligible After Testing	59	4	1	0	1	0	1	0	66
Promoted	6	0	0	0	0	0	0	0	6
Percent Promoted	4 %	0 %	0 %	0 %	0 %	%	0 %	%	N/A

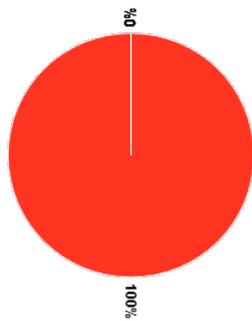
**Tested**



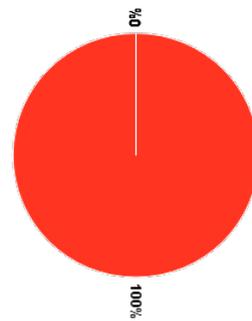
**Eligible After Testing**



**Promoted**



**Percent Promoted**



**Legend**

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

