



# SNOHOMISH COUNTY SHERIFF'S OFFICE

INTEGRITY · DIGNITY · COMMITMENT · PRIDE

**John Lovick, Sheriff**

*Office of Professional Accountability Mission:*

*The mission of the Office of Professional Accountability is to support the mission of the Snohomish County Sheriff's Office and to find the truth when allegations are made of employee misconduct. This mission will be accomplished in such a way as to protect the rights of our employees under bargaining contracts, personnel ordinances, and employment laws.*

## Office of Professional Accountability Statistics for 2009

**Personnel Complaints:** Complaints that are generated internally or by citizens regarding the conduct of Sheriff's Office employees that are of a minor nature. These complaints are investigated and resolved at the unit, division or precinct level. Below were the findings for 2009 complaints (*see page 2 for definitions*).

<b>Personnel Complaints</b>			
<b>Law Enforcement</b>		<b>Corrections</b>	
<b>Sustained</b>	<b>21</b>	<b>Sustained</b>	<b>47</b>
<b>Non-sustained</b>	<b>41</b>	<b>Non-sustained</b>	<b>31</b>
<b>Unfounded</b>	<b>9</b>	<b>Unfounded</b>	<b>4</b>
<b>Exonerated</b>	<b>43</b>	<b>Exonerated</b>	<b>14</b>
<b>Undetermined</b>	<b>1</b>	<b>Undetermined</b>	<b>0</b>
<b>Pending</b>	<b>0</b>	<b>Pending</b>	<b>7</b>
<b>Total Complaints</b>	<b>115</b>	<b>Total Complaints</b>	<b>103</b>

**Internal Investigations:** Complaints that are generated internally or by citizens regarding the conduct of Sheriff's Office employees of a potentially serious nature that have been assigned to the Office of Professional Accountability Unit, or other high ranking member, for investigation and later review and determination by the Sheriff. The Sheriff, based on the facts of each investigation, determines the appropriate finding, and when justified, metes out appropriate discipline. Below were the findings for 2009.

<b>Internal Investigations</b>			
<b>Law Enforcement</b>		<b>Corrections</b>	
<b>Sustained</b>	<b>3</b>	<b>Sustained</b>	<b>10</b>
<b>Non-sustained</b>	<b>4</b>	<b>Non-sustained</b>	<b>6</b>
<b>Unfounded</b>	<b>0</b>	<b>Unfounded</b>	<b>0</b>
<b>Exonerated</b>	<b>0</b>	<b>Exonerated</b>	<b>0</b>
<b>Undetermined</b>	<b>0</b>	<b>Undetermined</b>	<b>0</b>
<b>Pending</b>	<b>3</b>	<b>Pending</b>	<b>2</b>
<b>Total Complaints</b>	<b>10</b>	<b>Total Complaints</b>	<b>18</b>



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**Shooting / Use of Force Reviews:** Sheriff's Office policy directs that an internal investigation Shooting/Use of Force Review be conducted in the aftermath of a deputy involved shooting or use of potentially deadly force. The purpose of the investigation is to develop findings and make recommendations in the following areas:

1. Whether the shooting/use of force was within policy; intentional or accidental
2. Tactical considerations
3. Training considerations
4. Quality of supervision
5. The quality of the initial shooting/use of force investigation

<b>Shooting / Use of Force Review</b>	
<b>Total Law Enforcement Reviews</b>	<b>4</b>
<b>Within Policy</b>	<b>3</b>
<b>Not Within Policy</b>	<b>0</b>
<b>Pending</b>	<b>1</b>

## **Definitions of Investigation Dispositions**

Every personnel complaint and/or internal investigation must have a *finding*, which is defined as a conclusion reached with respect to each allegation after completion of the investigation. Findings must be one of the following:

**Unfounded** The complainant admits to making a false allegation, the accused employee was not involved in the incident, or the incident did not occur.

**Exonerated** The incident occurred, however, the employee's actions were justified, lawful, and proper.

**Non-Sustained** "Cleared" - There is sufficient evidence to prove the allegation is false or it is not supported by the facts. "Inconclusive" - There is insufficient evidence to either prove or disprove the allegation.

**Sustained** The allegation is supported by sufficient evidence to indicate that the employee committed one or more of the alleged acts.

**Undetermined** This may involve, but is not limited to, the following:

The Complainant withdraws the complaint;

The Complainant cannot be located;

The Complainant is uncooperative;

The accused member separates from the Office before the conclusion of the investigation.