State of the PD
According to the United States Census Bureau, the City of Fife was estimated to have a population of 10,184 residents in 2019.

2019 Violations Issued by Race

City of Fife Population and Demographics

- **American Indian Population**: 2%
- **Asian or Pacific Islander Population**: 11%
- **Black or African American Population**: 18%
- **Hispanic Population**: 10%
- **American Indian Population**: 2%
- **Asian or Pacific Islander Population**: 19%
- **Black or African American Population**: 10%
- **Hispanic Population**: 15%
- **Unknown**: 4%
- **White Population**: 45%

Annually, Department Administration reviews available data related to traffic stops, including demographic data, existing procedures, practices and training, as well as complaints of bias-based policing. In 2018, 96% of violations issued were to non-residents of Fife. Data for 2019 is still being compiled at this time.

*Credit: Violations issued as reported by SECTOR*
Use of Force Reporting

- Reportable uses of force include an Officer’s deployment of control tactics and/or control devices, impact devices and deadly use of force. Fife PD categorizes the intentional draw and direct of a weapon (firearm, TASER, 40mm launcher) as a reportable use of force, although it does not involve an actual application of force.

- Use of Force Response forms are completed by the Officer(s) who used force, generally within 24 hours, but no greater than 48 hours following the incident. Additionally, any Officer involved in or witnessed the application of force is required to document their actions and observations in the narrative portion of their reports.

- These reports and Use of Force Response forms are reviewed by the Officers’ immediate supervisor, forwarded to the Assistant Chief of Operations, and finally to the Assistant Chief of Administrative Services. In each step, the Use of Force Response form is reviewed, the case report is reviewed, and once approved, the form is attached to the case report. The forms are reviewed for accuracy and content to ensure compliancy with Department policy and to identify and address training needs. In cases where a supervisor uses force, Command Staff will review the report prior to forwarding. Command Staff uses of force are reviewed by the Chief of Police. This review process ensures multiple levels of review and the application of force is in compliance with policy and law, and meets department expectations.

- In situations where a subject complains of pain or believes the force used was excessive, a supervisor will respond to begin an investigation. Investigative resources may include interviewing the subject, reviewing radio transmissions, reviewing available video footage, and contacting the Command Duty Officer.

- Statistics were gathered from each categorical Use of Force listed. Moreover, the incidents were reviewed identifying specific patterns of activity by personnel, primarily identifying the trends in types of force, frequency of use, type of tool used, and associated injury to personnel and subjects.

<table>
<thead>
<tr>
<th>FORCE TYPE</th>
<th>INCIDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTROL TACTICS</td>
<td>88</td>
</tr>
<tr>
<td>IMPACT STRIKES</td>
<td>4</td>
</tr>
<tr>
<td>TASER DISPLAYED</td>
<td>13</td>
</tr>
<tr>
<td>TASER DISCHARGED</td>
<td>2</td>
</tr>
<tr>
<td>40mm DISPLAYED</td>
<td>2</td>
</tr>
<tr>
<td>FIREARM DISPLAYED</td>
<td>175</td>
</tr>
<tr>
<td>FIREARM DISCHARGED</td>
<td>0</td>
</tr>
<tr>
<td>OC DISCHARGED</td>
<td>0</td>
</tr>
<tr>
<td>DEADLY FORCE</td>
<td>0</td>
</tr>
<tr>
<td>GRAND TOTAL</td>
<td>284</td>
</tr>
</tbody>
</table>
Fife PD responded to 19,611 calls for service in 2019. That year, the Department reported 284 incidents in which a Use of Force Response Form was completed. This applied to 154 persons contacted, many of which had multiple officers involved with the contact.
Use of Force

2019 Composition of Use of Force

- A note that some of the reported incidents resulted in more than one type of force used (i.e. firearm displayed went to physical controls, or 40mm displayed accompanied by firearm displayed).
8 Can’t Wait

BAN CHOKEHOLDS & STRANGLEHOLDS

“Chokeholds” and “strangleholds” are, by their very definition, designed to restrict airflow. Because of this obvious danger, these types of holds are not allowed by our agency.

Our policy does address the use of a carotid control hold in policy 300.3.4, but this technique requires training and specific situations. This technique is substantially different from a chokehold in that it does not restrict airflow. Currently, the Fife Police Department does not provide training in this area and this technique is not used.

REQUIRE DE-ESCALATION

Our policy manual references de-escalation techniques under a variety of areas, to include use of TASER (304.9), Emergent Detentions (408.4), Civil Disputes (425.3) and Crisis Intervention Incidents (427.6).

Our officers attend all required Washington State Criminal Justice Training Commission (WSCJTC) training in de-escalation techniques. In addition to the eight (8) hours of Crisis Intervention Training (CIT), officers also attend a 2-hour CIT refresher training annually. Over 24% of our Commissioned Officers are certified in Crisis Intervention Training and have attended the 40-hour class.

REQUIRE WARNING BEFORE SHOOTING

FPD Policy 300.4 states “An officer may use deadly force to stop a fleeing subject when the officer has probable cause to believe that the person has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the subject is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.”

REQUIRES EXHAUST ALL ALTERNATIVES BEFORE SHOOTING

Our entire use of force policy is based on the concept that force, when applied by an officer, must be reasonable and necessary. Our policy specifically states the ultimate objective of every law enforcement encounter is to avoid or minimize injury. Our policy lists several different factors for officers to consider when determining if force is necessary. For example, what is the subject’s mental state or capacity, what is the subject’s age or size, what is the availability of other options and their possible effectiveness? All of these factors are detailed in policy 300.3.2 and are used by the officer(s) to determine if force is necessary and reasonable.

DUTY TO INTERVENE

Policy 300.2.1 states “Any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force. An officer who observes another employee use force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.”

BAN SHOOTING AT MOVING VEHICLES

FPD Policy 300.4.1 states: “Officers should not shoot at any part of a vehicle in an attempt to disable the vehicle. Officers should move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants. An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the threat of the vehicle, or if deadly force other than the vehicle is directed at the officer or others.”

REQUIRE USE OF FORCE CONTINUUM

The specific term “use of force continuum” refers to an outdated use of force model. As a state accredited agency, our use of force policy is grounded in the fundamental concepts of de-escalation and reasonableness. If force is necessary, then the officer uses only that amount of force that is reasonable given the facts and circumstances at the time of the event – and only for a legitimate law enforcement purpose.

REQUIRE COMPREHENSIVE REPORTING

To be a State accredited police department by the Washington Association of Sheriffs & Police Chiefs, agencies must ensure they meet a lengthy list of standards designed to ensure agencies are using best practices. Fife PD has met those standards over the past six years. One of those standards involves the reporting of force used by officers and it states that any force capable of causing injury has to be reported. Our agency utilizes a multi-layered review process designed to review the incident at several layers of our Chain of Command to ensure compliance with our policy and this state standard. But higher levels of force are even further scrutinized, sometimes via a formal Board of Review process. In certain cases, such as an officer involved shooting, the incident will be investigated by a multi-agency Crime Response Unit (CRU) to conduct an independent investigation of the incident.
Complaints and IAs

The Fife Police Department takes seriously any allegations of unprofessional behavior or misconduct on the part of our employees and investigates every complaint received.

- In 2019, Fife PD recorded 19 complaints*, of which eight were exonerated, seven were unfounded, four were sustained, and one was not sustained. Fife PD conducted four Internal Affairs Investigations in 2019 resulting in a total of three sustained findings and one unfounded.

*One of the 19 complaints involved two officers for the same event with different allegations, resulting in 20 complaint investigations.

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

<table>
<thead>
<tr>
<th>Complaints Per Calls For Service</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calls for Service (CFS)</td>
<td>19,611</td>
</tr>
<tr>
<td>Individual Complaints</td>
<td>19</td>
</tr>
<tr>
<td>Sustained Complaints</td>
<td>4</td>
</tr>
<tr>
<td>Complaints per CFS</td>
<td>.001</td>
</tr>
<tr>
<td>Sustained Complaints per CFS</td>
<td>.0002</td>
</tr>
</tbody>
</table>
Originally awarded in May of 2016, Fife PD successfully completed re-accreditation in April of 2020. Out of 253 Law Enforcement Agencies* in Washington State, 49 are currently accredited.

- **What is Accreditation?**
  - Overseen by the Washington State Association of Sheriffs and Police Chiefs Professional Services Committee, Accreditation Commission, and Board of Directors, the accreditation program provides a review process for agencies to be certified as operating under industry best practices and standards.

- **What are the benefits of Accreditation?**
  - To increase public confidence in the agency
  - To increase credibility
  - To provide systemized agency self-assessment
  - To broaden perspectives
  - To intensify administrative and operational effectiveness
  - To ensure recruitment, selection, and promotion processes are fair and equitable
  - To strengthen understanding of agency policies and procedures by agency personnel
  - To improve agency morale and pride
  - To decrease susceptibility to litigation and costly civil court settlements;
  - To potentially reduce liability insurance costs
  - To provide state and local recognition of professional competence.

*Courtesy [www.waspc.org/accreditation](http://www.waspc.org/accreditation); Law Enforcement Agencies listed does not include Tribal Agencies
Accreditation

• Accreditation is comprised of 137 standards that are “have-to practices” as determined by law or a universal practice within the profession and are mandatory for every agency, including standards covering Use of Force, Training, Biased-Based Prohibition and Internal Affairs.

— The agency has a policy prohibiting biased-based profiling, which also has been known as “racial profiling” (Standard 13.3)
— The agency has policies directing personnel to only utilize the amount of force which is necessary to affect lawful objectives to include any amount of force up to and including deadly force. (Standard 3.1)
— The agency has a policy governing the use of warning shots. (Standard 3.2)
— The agency has a policy governing the use of non-lethal weapons. (Standard 3.3)
— The agency has a policy requiring appropriate medical aid after the use of force, when an injury is known, suspected, or is alleged. (Standard 3.4)
— The agency has a policy requiring personnel to submit a use of force report to the agency Chief Executive Officer or designee when they: Discharge a firearm (other than routine training or recreational purposes); Take any action that is capable of injuring a person. (Standard 3.5)
— The agency has an officer involved shooting/deadly force response policy that includes steps for first responders and includes a comprehensive independent investigation and review of the event. (Standard 3.6)
— The agency has a policy that requires an annual management review and analysis, with final review approved by the chief executive officer, of the following incidents: Vehicle pursuits; Use of force events; Internal Investigations; Biased based profiling incidents (Standard 4.3)
— The agency can show 100% compliance with the annual WSCJTC requirement for training. (Standard 11.5)
— At least annually, agency personnel receive in-service training on the agency’s use of force and deadly force policies. (Standard 11.8)
— In-service training for non-lethal weapons shall occur at least once every two years. (Standard 11.9)
— The agency requires the documentation and investigation of all complaints of misconduct or illegal behavior against the agency or its members. (Standard 14.1)
— The agency maintains records of complaints and their dispositions in accordance with Washington State Retention Guidelines. (Standard 14.5)

*Courtesy www.waspc.org/accreditation