



# Public Safety Committee Minutes

Date: January 17, 2023  
Location: Police Department Squad Room  
Minutes: Prepared by Hayley Williams

## **Public Safety Committee Members & Related Staff**

The meeting began at 6:00pm and ended at 6:45pm. Council members Bobby Martinez and Beau Chevassus were present, student Annie Harris, as were Police Chief Tim Floyd, Commander Mike Graddon, Commander Tony Ryan, and Department Assistant Hayley Williams.

## AGENDA ITEMS:

- Opening Remarks
- Parking in front of mailboxes. City administrator received a complaint from a citizen about neighbors parking in front of the mailboxes. Committee feels there is no need to pass an ordinance currently. Commander Graddon spoke with patrol officers who said they do not receive many complaints regarding this matter. When there is a complaint patrol will ask the owner of the vehicle to move and that tends to resolve the issue.
- Personnel Update.
  - As the result of an IA the PD has terminated one patrol officer. The officer is appealing which is currently in the third step of the appeal process. As a result of this termination there is one open position in patrol. Have received three lateral applications and 14 entry. Will move on to oral boards as next step.
  - There are two open dispatch positions. Oral boards are being held Thursday January 19<sup>th</sup>.
- Recap of 2022 budget final numbers (Jail revenue, event OT, etc..)
  - Jail rates went up this year so will expect it to hold or go up. Work release is expected to go up 30%.
  - Patrols overtime is being looked at, especially for special events vs shift work. Special Event applications have gone up 29% since 2019. Patrol works a lot of special events, such as the Christmas parade and July 4<sup>th</sup> parade. Requires a lot of crowd control. Having conversations with the Chamber of Commerce about sharing the cost of these events. As of right now it all comes out of PD overtime budget.
- Handed out year-end reports on Use of Force, Pursuits, Internal Investigations/Complaints, and Bias Based Policing.

- Defensive Tactics Training. CJTC has begun offering a hands-on Defensive Tactics Instructor course again. It is an 80-hour training then 40 hours yearly to stay current.

**Next Meeting: Tuesday, February 21st, 2023 at 6:00 p.m.**

**Location: Police Department squad Room**

### Enumclaw City Jail Contract City Revenue 2022

Agency	1/22	2/22	3/22	4/22	5/22	6/22	7/22	8/22	9/22	10/22	11/22	12/22	Total
Eatonville													0.00
BDPD			5,210.00			6,870.00			6,440.00			6,470.00	24,990.00
BDPD Med.									0.00			175.91	175.91
BLPD			23,860.00			28,380.00			30,460.00			31,120.00	113,820.00
BLPD Med.			2,857.85			2,771.69			1,849.58			700.00	8,179.12
Buckley			5,920.00			7,740.00			7,540.00			7,810.00	29,010.00
Buckley Med.			218.56						9.92			0.00	228.48
DOC													0.00
DOC Med.													0.00
Issaquah													0.00
Kirkland													0.00
MVPD	2,160.00	360.00			540.00								3,060.00
MVPD Med.	32.55												32.55
Milton													0.00
Milton Med.													0.00
NPPD												2,700.00	2,700.00
NPPD Med.													0.00
Orting	540.00	90.00				900.00				30.00	450.00		2,010.00
Orting Med.	150.00										175.00		325.00
Pacific													0.00
Pacific Med.													0.00
Sumner		720.00		90.00	90.00	900.00		270.00	90.00				2,160.00
Sumner Med.									0.00				0.00
SSI													0.00
Self Commit		110.00	220.00		1,100.00	110.00				330.00	110.00	550.00	2,530.00
Wilkeson								180.00				180.00	360.00
Work Release	9,425.00	10,665.00	27,825.00	18,865.00	6,900.00	3,170.00	14,650.00	17,500.00	14,730.00	5,990.00	2,960.99	10,955.00	143,635.99
<b>Totals</b>	<b>12,307.55</b>	<b>11,945.00</b>	<b>66,111.41</b>	<b>18,955.00</b>	<b>8,630.00</b>	<b>50,841.69</b>	<b>14,650.00</b>	<b>17,950.00</b>	<b>61,119.50</b>	<b>6,350.00</b>	<b>3,695.99</b>	<b>60,660.91</b>	<b>333,217.05</b>
ADP	10.25	15.45	17.75	20.18	17.19	16.72	21.82	16.56	16.98	18.66	13.77	14.81	16.68
<b>Totals '21</b>	<b>9,819.63</b>	<b>11,474.00</b>	<b>40,580.97</b>	<b>21,018.50</b>	<b>6,750.00</b>	<b>55,037.59</b>	<b>21,880.00</b>	<b>10,000.00</b>	<b>52,426.51</b>	<b>13,050.00</b>	<b>7,915.00</b>	<b>47,183.35</b>	<b>297,135.55</b>
ADP '21	12.87	10.49	12.35	15.56	14.14	17.19	15.27	14.46	12.79	13.28	16.94	17.35	14.39
Difference	+2487.92	+471.00	+25530.44	-2063.50	+1880.00	-4195.90	-7230.00	+7950.00	+8692.99	-6700.00	-4219.01	+13477.56	+36081.50
	-2.62	+4.96	+5.40	+4.62	+3.05	-0.47	+6.55	+2.10	+4.19	+5.38	-3.17	-2.54	+2.29
Revenue	+25.34%	+4.10%	+62.91%	-9.82%	+27.85%	-7.62%	-33.04%	+79.50%	16.58%	-51.34%	-53.30%	+28.56%	+12.14%
ADP	-20.36%	+47.28%	+43.72%	+29.69%	+21.57%	-2.73%	+42.89%	+14.52%	+32.76%	+40.51%	-18.71%	-14.64%	+15.90%



# Enumclaw Police Department

1705 Wells Street, Enumclaw, Washington 98022  
Tim Floyd, Chief of Police

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## MEMORANDUM

**Date:** January 10, 2023

**To:** Tim Floyd *T. Floyd* (Signature) 1/10/23 (Date)  
Chief Of Police

**From:** Mike Graddon *MG*  
Commander

**Subject:** 2022 Annual Review: Use of Force

The City of Enumclaw Police Department conducts annual administrative reviews of high liability incidents. An annual review and analysis of these incidents has been conducted in collaboration with both division Commanders and includes the following divisions: Dispatch, Records, Corrections and Police. These reviews serve several purposes and are crucial in identifying issues related to early warning/intervention, policy, training, and personnel.

### DATA

During the 2022 calendar year, there were a total of twenty one (21) Use of Force Reports completed. Further review shows there was a total of sixteen (17) individual incidents of force, as more than one officer used force on an individual.

**Police:** 21 total reports

**Corrections:** 0 total report

### INFORMATION

There was approximately a 26% increase in the use of force from the previous year (2021).

There was a 400% increase of assaults on officers from 2021 to 2022.

### ANALYSIS

The majority of force used were low level, such as escort holds, counter-joint, and/or takedowns. Officers have shown they are using best-practices with de-escalation techniques and are documenting if those efforts had worked or not.

It should be noted, of the seventeen (17) individuals force was used on, eight (8) were suffering from some sort of crisis and seven (7) were under the influence of alcohol or a combination of the two associations.

## **CONCLUSION/RECOMMENDATIONS**

SB 5259 Law Enforcement Data Collection requires the Attorney General to contract with an institution of higher education to establish and administer a Washington State law enforcement use of force reporting system. We spent a great deal of time completely revamping and implementing our Use of Force Report Form to properly collect these data points, and are well prepared for when this system is put in place by the state. The implementation of this form took place during the third quarter of the year, and has assisted in capturing more accurate data regarding these encounters. Prior to its release, we conducted briefing training for all patrol and corrections on the use of the new Use of Force Form.

One of the recommendations in the LEMAP report, was to include ethnicity on our Use of Force Report, which we have added, including both Race and Ethnicity.

The LEMAP report recommended a change to policy requiring officers to carry one additional less lethal option. This is in addition to the Taser in order to provide more tools and options during force encounters. We have updated our policy and practice to reflect this.

Another LEMAP recommendation was to have the VIIT Commander deliver training to our staff so they know what to expect following a deadly force application. Patrol and corrections supervisors attended this training hosted by Black Diamond Police Department, conducted by the VIIT Commander.

Training was provided by an attorney with Ketting, Bucklin, and McCormack on the new legislative changes to all of patrol and corrections and we intend to continue this training again in 2023.

Several policies were updated this year, based on the Attorney General's model policy. We worked closely with the city attorney to make the necessary changes and remained consistent with RCW 10.120.020.

No apparent trends were discovered needing a change in policy, equipment, training or supervision.



# Enumclaw Police Department

1705 Wells Street, Enumclaw, Washington 98022  
Tim Floyd, Chief of Police

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## MEMORANDUM

**Date:** January 1, 2023

**To:** Tim Floyd [Signature] (Signature) 1/10/23 (Date)  
Chief Of Police

**From:** Mike Graddon [Signature]  
Commander

**Subject:** 2022 Annual Review: Pursuits

The City of Enumclaw Police Department conducts annual administrative reviews of high liability incidents. An annual review and analysis of these incidents has been conducted in collaboration with both division Commanders and includes the following divisions: Dispatch, Records, Corrections and Police. These reviews serve several purposes and are crucial in identifying issues related to early warning/intervention, policy, training, and personnel.

### DATA

During the 2022 calendar year the agency did not have any documented pursuits. We had two incidents where officers had followed a vehicle after they had de-activated their emergency lights, but the vehicle continued to evade law enforcement. We have since updated our policy to include the following language:

***When a supervisor directs the pursuit to be terminated, officers will immediately terminate the pursuit. When a pursuit is terminated, by either the officer or supervisor, the pursuing officers will come to a complete stop in a safe location and deactivate emergency lights and siren. Those officers will immediately notify dispatch of their stopping location.***

### INFORMATION

The 2021 legislative session had an impact on state-wide law regarding police pursuits (HB1054 Tactics). Due to some of the conditions placed on the authority to pursue, a City of Enumclaw Police Department directive was issued regarding the restriction of all pursuits, simply a no-pursuit policy until further notice. In 2022, we modified the policy (307 Vehicle Pursuits) to mirror the codified statute. We received training on this law by an attorney experienced in this area from the law firm of Keating, Bucklin and McCormack.

**ANALYSIS**

The agency has a very low rate of pursuits, even prior to the new law and directive. However, the department continues to provide EVOC training on an annual basis, covering safe vehicle operation and pursuit decision making. The training is conducted with an interlocal cooperation agreement with the Coalition of Small Police Agencies, which is a great use of resources.

**CONCLUSION/RECOMMENDATIONS**

Continue with annual training conducted by attorneys specializing in this sort of risk, in addition to regularly scheduled EVOC.



# Enumclaw Police Department

1705 Wells Street, Enumclaw, Washington 98022  
Tim Floyd, Chief of Police

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## MEMORANDUM

**Date:** January 1, 2023

**To:** Tim Floyd *T. Floyd* (Signature) 1/1/23 (Date)  
Chief Of Police

**From:** Mike Graddon *MG*  
Commander

**Subject:** 2022 Annual Review: Internal Investigations/Complaints

The City of Enumclaw Police Department conducts annual administrative reviews of high liability incidents. An annual review and analysis of these incidents has been conducted in collaboration with both division Commanders and includes the following divisions: Dispatch, Records, Corrections and Police. These reviews serve several purposes and are crucial in identifying issues related to early warning/intervention, policy, training, and personnel.

A Police Department must ensure its employees act lawfully, ethically, and according to the agency's policies. The internal affairs function is responsible for receiving and investigating any allegations of misconduct made against a member of the department. An effective internal affairs process ensures that any claims of misconduct made against a member of the Department are heard and handled effectively, sustained misconduct is dealt with appropriately and that an officer is protected against false accusations. This requires fair, thorough, accurate, and impartial investigations.

### INFORMATION

The Enumclaw Police Department has a process of receiving and accepting complaints, along with a supporting policy.

### DATA

During the 2022 calendar year, there were a total of seven (7) external complaints made against police department personnel.

#### Types:

Courtesy: 2

Driving: 1

Service: 2

Bias-Based Policing: 1

Other: 1



**Police-6**

**Records-1**

**Corrections-0**

There were two (2) formal Internal Investigation that were both sustained. One (1) resulted in the employee being terminated (Patrol). The case was sent to the King County Prosecutor's Office and the employee was place on the Brady List. The de-certification process has been initiated with the Criminal Justice Training Commission (CJTC). The other incident involved a Dispatcher, and the disposition was also sustained, resulting in discipline. Both of these incidents are in the grievance process as of this writing (final results pending).

#### **ANALYSIS**

Based an analysis of the types of complaints received, there does not appear to be any specific repeated behavior of concern or policy violation. Likewise, there is no one staff member who received a significant amount of complaints during this period.

#### **CONCLUSION/RECOMMENDATIONS**

No apparent trends were discovered needing a change in policy, equipment, or training. One of the recommendations from the LEMAP report regarding supervision, was to consider adopting an on-call duty Sergeant. This is a contractual issue and would need to be addressed the next time the contract is open. Additional options discussed were to: Modify the Sergeant schedule; Add a Patrol Sergeant, and/or; Change the rank structure to add a Patrol Lieutenant.



# Enumclaw Police Department

1705 Wells Street, Enumclaw, Washington 98022  
Tim Floyd, Chief of Police

## MEMORANDUM

**Date:** January 1, 2023

**To:** Tim Floyd *T. Floyd* (Signature) 1/1/23 (Date)  
Chief Of Police

**From:** Mike Graddon *MG*  
Commander

**Subject:** 2022 Annual Review: **Bias Based Policing**

The City of Enumclaw Police Department conducts annual administrative reviews of high liability incidents. An annual review and analysis of these incidents has been conducted in collaboration with both division Commanders and includes the following divisions: Dispatch, Records, Corrections and Police. These reviews serve several purposes and are crucial in identifying issues related to early warning/intervention, policy, training, and personnel.

### INFORMATION

Bias-based profiling, which also has been known as racial profiling, is any traffic stop, field contact, vehicle search, asset seizure/forfeiture, or enforcement action based solely on a common trait of a group. Common traits include, but are not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, or cultural group.

### DATA

Based on the review of the 2022 Enumclaw Police Department Complaint Log, there has been one complaint regarding bias-based policing. This incident involved a black male subject, who was arrested by a black officer. This incident was investigated and was unfounded as a bias-based contact. It was determined, however, the officer did not have legal authority to make an arrest, a Patrol Sergeant intervened and worked with the prosecutor to have the case dismissed based on lack of probable cause and the complainant was contacted by the Sergeant. The officer has been terminated based on similar circumstances, but not for bias-based policing.

### ANALYSIS

EPD Policy 401 Bias-Based Policing, appropriately addresses the prohibitions and responsibilities related to biased-based policing, and was last updated 12/21/21. Police Departments must cover Bias-based policing topics in policy and conduct on-going training if they are to meet professional expectations in these areas. Policy subsection 401.8, states, "Training on fair and objective policing and review of this policy should be conducted as directed by the Training Officer". A search of trainings titled "Bias-Based Policing", via the

Daily Training Bulletins (DTBs), showed several issued DTBs in this area. No apparent trends were discovered needing a change in policy, equipment, training, or supervision.

**CONCLUSION/RECOMMENDATION**

Continue to release DTB topic specific training related to Bias-Based Policing issues, scenarios and policy review. Continue to review and update policy based on laws and best practices.

One of the recommendations in the LEMAP report, was to include ethnicity on our Use of Force Report, which we have added, including both Race and Ethnicity.