



Signature Report

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

August 24, 2017

Motion

Proposed No. 2017-0318.1

Sponsors McDermott

1 A MOTION requiring the sheriff's office, in cooperation
2 with the executive and the office of law enforcement
3 oversight, to report on identified policy changes needed to
4 improve use-of-force and interactions with certain
5 populations; also its progress to ensure that departmental
6 staff receive appropriate training and equipment for
7 reducing the need for officer-involved use of force and to
8 improve interactions with individuals who are in behavioral
9 health crisis or from disadvantaged communities; and,
10 requiring that the sheriff develop a report and
11 implementation plans to implement identified
12 recommendations and plans to update policies.

13 WHEREAS, the justice and safety goal of the King County Strategic Plan
14 prioritizes keeping people safe in their homes and communities, and

15 WHEREAS, the service excellence goal of the King County Strategic Plan
16 prioritizes building a culture of service that is responsive and accountable to the
17 community, and

18 WHEREAS, the King County sheriff's office provides a variety of regional and
19 local law enforcement services. The sheriff's office is the first response "police

20 department" for all of King County's unincorporated areas. In addition, the sheriff's
21 office, through contracts, is the "police department" for twelve King County cities, Metro
22 Transit, Sound Transit, the King County international airport and several other federal,
23 state, tribal and governmental agencies. The sheriff's office has several important
24 regional responsibilities, including the operation of the county's automated fingerprint
25 identification system (AFIS), E-911 call and dispatch, King County search and rescue
26 and various other regional programs. Consequently, the sheriff's office serves all two
27 million persons in the county, along with countless others who work, visit and travel
28 through the county, and is one of the largest law enforcement agencies in the Pacific
29 Northwest; only the city of Seattle and the Washington State Patrol have more
30 commissioned officers, and

31 WHEREAS, according to the United States Department of Justice's Office of
32 Community Oriented Policing Services, building and maintaining community trust is the
33 cornerstone of successful policing and law enforcement, and

34 WHEREAS, according to the sheriff's General Orders Manual, "a law
35 enforcement agency must maintain a high level of personal and official conduct if it is to
36 command and deserve the respect and confidence of the public it serves," and

37 WHEREAS, to build and maintain community trust, it is incumbent on sheriff's
38 office leadership and managing supervisors to foster an environment in which best
39 practices, training and technology foster responsive, appropriate, ethical and
40 conscientious behavior, and

41 WHEREAS, to build and maintain community trust, it is incumbent on the
42 county, along with sheriff's office leadership, to foster an environment in which improved

43 training and new technology that can support improvements to how deputies and other
44 sheriff's staff use force or respond to those in behavioral crisis or from disadvantaged
45 communities is evaluated and promulgated, and

46 WHEREAS, in accordance with Ordinance 18409, the council requested the
47 sheriff's office provide a report on implicit bias, de-escalation and crisis intervention
48 training before the release of \$800,000 in the 2017-18 biennium;

49 NOW, THEREFORE, BE IT MOVED by the Council of King County:

50 A.1. It is the intent of the council that the sheriff's office review, revise and report
51 on its changes to relevant sheriff office policies and general operating procedures to
52 include reviewing and revising current policies related to the use-of-force, de-escalation,
53 community caretaking responses and searches, responding to persons in a behavioral
54 crisis and contacting people with intellectual and developmental disabilities. Where
55 appropriate, the sheriff's office should utilize recommendations and lessons learned
56 through recent use-of-force investigations to update and improve policies.

57 2. The report shall include, but is not limited to, identifying: which use-of-
58 force, de-escalation and community caretaking responses and searches, responding to
59 persons in a behavioral crisis and contacting people with intellectual and developmental
60 disabilities policies have been reviewed; which policies have been identified to be
61 modified, added, or deleted; how changes have been made to the sheriff's office general
62 orders manual; how sheriff's office personnel will be notified of policy changes; and any
63 needed training resources, particularly for in-person, rather than online computer-based
64 training, needed to implement the new or modified policies.

65 B. It is the intent of the council that the sheriff's office ensure that departmental

66 staff receive increased in-person training, rather than online computer-based training,
67 technology and other resources for reducing either the need for or the severity of officer-
68 involved use of force, or both. To ensure that this policy is fully implemented the
69 sheriff's office, in cooperation with the executive and the office of law enforcement
70 oversight, shall develop a report and implementation plan that includes, but is not limited
71 to:

72 1. Report on progress to continue comprehensive, in person, scenario-based
73 taser training to enhance and improve the sheriff's office deployment this less-than-lethal
74 technology;

75 2. An analysis of the number of sheriff's office staff that have been trained in the
76 use of acceptable less-than-lethal force options, the number of staff that have access to
77 less-than-lethal force options and the availability of the equipment for these options. In
78 addition, the review should include an analysis of the resources needed to procure and
79 field sufficient less-than-lethal force options that are not currently available to sheriff's
80 personnel, but have been identified as needed to reduce the severity of officer use of
81 force; to include the cost of procurement, the costs to fully train staff for the use of the
82 identified less-than-lethal force options and the timelines for the procurement and in
83 person, rather than computer-based online training on the identified less-than-lethal force
84 options. The analysis should include recommendations on how the proposed
85 procurement and in-person training can be funded; and

86 3. Plans and timelines to introduce new in-person training to incorporate less-
87 than-lethal technology identified in subsection 2. of this section, to reduce either the
88 number of or the severity of use-of-force incidents. The development of the timelines

89 should also identify appropriate dates for the provision of reports to the council on the
90 progress of the implementation of identified recommendations.

91 C. It is the intent of the council that the sheriff's office take appropriate action to
92 improve staff interactions with individuals who are in behavioral health crisis or from
93 disadvantaged communities. To ensure that this policy is fully implemented, the sheriff's
94 office, in cooperation with the executive, shall develop a report and an implementation
95 plan that includes, but is not limited to:

96 1. A plan showing how the sheriff's office will ensure that all commissioned
97 staff receive the state-certified forty-hour crisis intervention training class by the end of
98 2018. The plan should include: the timelines and resources needed to fully train all
99 commissioned staff; options for providing the training in an expedited manner, such as
100 training done either at non-training commission academy locations or with non-academy
101 training staff, or both; and an estimated schedule for ensuring that all commissioned staff
102 receive the forty-hour crisis intervention training class;

103 2. An analysis of the benefits and costs of creating a position of crisis
104 intervention training coordinator to aid the sheriff's office in developing policies and
105 procedures for interactions with persons in behavioral health crisis, evaluating
106 commissioned staff reports on behavioral health incidents and serving as a resource and
107 advisor to sheriff's office staff on how best to interact with those who are in behavioral
108 health crisis. In addition, the analysis should include the recommended job requirements,
109 job description, timeline for hiring and an estimate of the resources needed for the
110 position;

111 3. An evaluation of whether current crisis intervention training can be modified

112 for use by communications staff, especially 911 operators and dispatchers to improve the
113 interaction with those in behavioral health crisis. The review should also include the
114 timelines and resources needed to develop crisis intervention training for communications
115 staff;

116 4. An update on the status of personnel being trained in the justice-based
117 policing program, implicit bias training, de-escalation and any recommendations on how
118 this training can be extended to all sheriff's office personnel; and

119 5. An analysis of available training resources to expand de-escalation training
120 for commissioned staff to be made available for annual in-person staff in-service training
121 or through other training modalities.

122 D. The executive shall file the report required by this motion by December 1,
123 2017, in the form of a paper original and an electronic copy with the clerk of the council,
124 who shall retain the original and provide an electronic copy to all councilmembers, the

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125 council chief of staff, the policy staff director and the lead staff for the law and justice
126 committee, or their successors.
127

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

J. Joseph McDermott, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, _____.

Dow Constantine, County Executive

Attachments: None