



Poulsbo Police Department

Honor * Integrity * Teamwork * Professionalism

Ron Harding , Chief of Police

MEMORANDUM

TO: Chief Ron Harding
 FROM: Deputy Chief Lee Wheeler
 SUBJECT: 2024 Complaint Analysis
 DATE: 2/19/2025

The following is an analysis of Internal Reviews due to allegations of misconduct by members of the Poulsbo Police Department for 2024. These complaints come from both internal and external sources.

The following is a summary of my analysis:

General Categories of Conduct Complaints - 2024	
Dissatisfied with investigation/report/other complaint.	0
Demeanor/Courtesy/Rudeness	2
Excessive Force	0
Traffic Violations/Vehicle Use by Officer	0
Failure to Arrest/ Unlawful Arrest	0
Search and Seizure	0
Disputed Traffic Infraction / Stop	0
Policy Violation / Standards of Conduct Violation	5
Harassment/Racial Discrimination	
Total	7

Dispositions	Explanation of Dispositions	# of Resolutions in each disposition category
Sustained	The act occurred and it constitutes misconduct	4
Exonerated	The alleged act occurred, but the act was justified, lawful, and/or proper	
Not Sustained	There is insufficient evidence to sustain the complaint or fully exonerate the employee	2
Unfounded	The allegation was false or not factual or the alleged act(s) did not occur, or did not involve Department personnel	0
Incomplete	Allegation is still under investigation	2



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Review Number	Summary	Disposition	Action Taken
CC 24-02	A citizen complained of the demeanor and rudeness of officer.	Sustained	Verbal Counselling
CC 24-03	A citizen complained of the officer's rudeness during traffic stop.	Sustained	Verbal Counseling
CC 24-04	Improper procedure with inventory and packaging of property which led to and exposure of Evidence Technician	Sustained	Written Notice of Counseling
CC 25-01 Submitted 12-15-24	A complaint was received about an employee's electronic correspondence.	Not Sustained	
IA 24-02	Standards of Conduct investigation.	In Progress	In Progress
IA 24-03	Standards of Conduct investigation.	In Progress	In Progress
IA 24-04	Laws, Rules & Orders (Hunting Violation) Standards of Conduct Inv.	Sustained Not Sustained	Civil Penalty

ANALYSIS

In 2024, we received a total of seven complaints. Three complaints of alleged misconduct. One complaint of policy procedural violation. Three of the complaints resulted in a higher level of investigation or allegations called Internal Affairs (IA). One was investigated by an outside agency in tandem with an internal violation for misconduct which resulted in two "Actions Taken". Two complaints are still in progress as of this date due to the time they were submitted, or administrative proceedings.

I do not see any significant trends in this data, the Poulsbo Police Department will always work toward improving our interactions with the community.

RECOMMENDATION:

My recommendation is the Poulsbo Police Department continue its course of frequent and critical self-evaluation to ensure we are doing all we can to provide excellent service to our community and to hold ourselves accountable to our Mission, Vision, and Values statement.

Reviewed by: 

Ron Harding, Chief of Police

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