



Poulsbo Police Department

Honor * Integrity * Teamwork * Professionalism

Ron Harding, Chief of Police

2025 Biased-based Policing Analysis

3/16/2026

The most frequent way police agencies attempt to learn whether bias-based policing is systematically occurring is through the analysis of discretionary traffic stops and enforcement. The Poulsbo Police Department tracks infractions through the electronic capture of SECTOR (Statewide Electronic Collision and Ticket Online Records) Ticketing data. The infractions contain discoverable demographic information.

I have reviewed the Criminal Traffic and Traffic Infraction citations in the table below. I have found no indication of racial profiling or bias based on these statistics. Poulsbo Police officers issued 102% more citations (both criminal and traffic) in 2025 than they did in 2024. This increase was due to loosening restrictive laws placed on operational parameters in the realm of traffic enforcement and an increased focus on traffic-related issues for our patrol officers.

If the officer could not distinguish the race/ethnicity of the individual, the designation of unknown was placed in the race box. Demographic statistics for the City of Poulsbo (population 12,562) and Kitsap County (population 281,420) are listed at the end of the table.

Race or Ethnicity	Traffic Infraction ²		Criminal Traffic ³		Totals ⁴		Poulsbo Demographics ¹	Kitsap County Demographics ¹
	# by race	% by race	# by race	% by race	# by race	% by race		
Caucasian - alone	1296	70.20%	142	68.93%	1438	70.07%	77.9%	80.9%
African American	77	4.17%	15	7.28%	92	4.48%	2.3%	3.2%
American Indian or Alaskan Native	20	1.08%	4	1.94%	24	1.16%	0.5%	1.8%
Asian or Pacific Islander	71	3.84%	4	1.94%	75	3.65%	2.8%	7.1%
Hispanic	202	10.94%	25	12.13%	227	11.06%	10.9%	10.1%
Unknown/Other	180	9.75%	16	7.76%	196	9.55%	13.3%	6.9%
TOTAL	1846		206		2052			

ANALYSIS

The Poulsbo Police Department prohibits race, ethnicity, nationality, sex, sexual orientation, economic status, age, cultural group, disability, or affiliation with any other identifiable group from being used as the basis for providing different levels of law enforcement service or the enforcement of the law.

In 2025, all Poulsbo Police Department employees participated in training that included:

¹ US Census Bureau July 1st, 2024 – <https://www.census.gov/quickfacts/poulsbocitywashington>

² Examples – speeding, running a red light, stop sign violations

³ Examples – DUI, driving while license suspended, reckless driving

⁴ Data Totals – obtained from SECTOR (Washington State Patrol)

- Anti-Bias-Based Policing
- Ethics in Law Enforcement
- Hate Crimes Training for Law Enforcement
- Implicit Bias

In addition to examining discretionary stop data, the Poulsbo Police Department also tracks and investigates all citizen complaints of bias and racial profiling. In 2025, one citizen made a complaint of bias and discrimination. This matter is addressed in the Complaints Analysis for 2025.

The Poulsbo Police Department also tracks and investigates uses of force by ethnicity and gender. In 2025, there were 16 use-of-force incidents. 13 involved Caucasian suspects, 3 involved Unknown/Other. Of the 16 use-of-force incidents, 16 were male suspects.

Use of Force by Ethnicity	
Caucasian	12
African American	0
American Indian or Alaskan Native	0
Asian	0
Hispanic	0
Unknown/Other	4
Total	16

Use of Force by Gender	
Male	16
Female	0
Unknown	0

CONCLUSION

In my review, I have found no evidence of bias-based policing in the Poulsbo Police Department. The demographics of the city/county, the listed statistical data, and the lack of specific complaints support this conclusion.

I recommend the Poulsbo Police Department maintain its current course of providing annual training to all employees regarding bias-based policing and other similar practices that promote fairness, ethics, racial equity, and awareness in their interactions with all community members.

Reviewed by:

Signed by:

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Ron Harding, Chief of Police