



Poulsbo Police Department

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Ron Harding , Chief of Police

MEMORANDUM

TO: Chief Ron Harding
 FROM: Deputy Chief Lee Wheeler
 SUBJECT: 2025 Complaint Analysis
 DATE: 2/20/2026

The following is an analysis of Internal Reviews due to allegations of misconduct by members of the Poulsbo Police Department for 2025. These complaints come from both internal and external sources.

The following is a summary of my analysis:

General Categories of Conduct Complaints - 2025	
Dissatisfied with investigation/report/other complaint.	3
Demeanor/Courtesy/Rudeness	5
Excessive Force	1
Traffic Violations/Vehicle Use by Officer	1
Failure to Arrest/ Unlawful Arrest	0
Search and Seizure	0
Disputed Traffic Infraction / Stop	2
Policy Violation / Standards of Conduct Violation	6
Harassment/Racial Discrimination	1
Total	19

Dispositions	Explanation of Dispositions	# of Resolutions in each disposition category
Sustained	The act occurred and it constitutes misconduct	1
Exonerated	The alleged act occurred, but the act was justified, lawful, and/or proper	5
Not Sustained	There is insufficient evidence to sustain the complaint or fully exonerate the employee	9
Unfounded	The allegation was false or not factual or the alleged act(s) did not occur, or did not involve Department personnel	4
Incomplete	Allegation is still under investigation	0



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Review Number	Summary	Disposition	Action Taken
CC 25-01	Standards of Conduct	Unfounded	Verbal Counseling for awareness
CC 25-02	Standards of Conduct Discrimination	Exonerated Exonerated	Verbal Counseling for awareness
CC 25-03	Rudeness *Formal complaint never filed	Not Sustained	
CC 25-04	Excessive force	Not Sustained	Verbal Counseling for awareness
CC 25-05	Standards of Conduct	Not Sustained	
CC 25-06	Standards of Conduct	Sustained	Officer Resigned
CC 25-07	Disputed Traffic Infraction	Unfounded / DOL issue	
CC 25-08	Demeanor - traffic stop, * Citizen would not respond back	Not Sustained	Verbal Counseling for awareness
CC 25-09	Disputed Traffic Infraction	Unfounded	
CC 25-10	Standards of Conduct	Not Sustained	Verbal Counseling for awareness
CC 25-11	Traffic Stop / Vehicle Use by Officer	Unfounded	
CC 25-12	Dissatisfied with investigation, MVC	Exonerated	
CC 25-13	Dissatisfied with investigation	Not Sustained	Verbal Counseling for awareness
CC 25-14	Courtesy / Rudeness	Not Sustained	Verbal Counseling for awareness
CC 25-15	Dissatisfied with investigation Rudeness	Exonerated Exonerated	
CC 25-16	Policy violation	Not Sustained	
CC 25-17	Courtesy	Not Sustained	Verbal Counseling for awareness

ANALYSIS

In 2025, we received a total of 17 complaints filed with two of those complaints having two allegations to make a total of 19 allegations investigated. No complaints resulted in a higher level of investigation or allegations called Internal Affairs (IA).



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There are no "In Progress" complaints of this date.

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 that 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:

Signed by:

Ron Harding

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Ron Harding, Chief of Police