



PACIFIC POLICE DEPARTMENT 2020 ANNUAL REPORT



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Pacific Police Department 2020 Annual Report

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Craig Schwartz
CHIEF OF POLICE

Chief's Message

Citizens of Pacific,

Thank you for taking the time to read our annual report for 2020. I am excited to bring you our first comprehensive annual report consolidating our use of force data, accountability data, and bias-based policing report along with other information we have not published before. I apologize that it has taken me so long to get this data to you.

The last year brought many more challenges than any of us expected, with the COVID-19 pandemic at the top of the list. As a community, state, and nation we have suffered through the health consequences and restrictions of the last year with hope for a return to normalcy in the not-too-distant future. As a department, we hope that more widespread vaccinations will allow us to do more in-person engagement with you all in 2021.

The last year also brought us significant weather events from floods to fires, and a great deal of turmoil nationwide surrounding policing.

As a department, our entire staff remains extremely grateful for the level of partnership and support we feel in our community. It is our goal to provide professional services to you all and to continually earn your trust and support for the work we do. Partnering with community members is the most effective way to accomplish our mission of making Pacific a safe place to live, work, and play.

In 2021, we are focused on hiring highly qualified people to rebuild our staffing levels, growing and improving our training program, and setting the standard of excellence in small-city policing. I hope you find this report useful and once again, thank you for your time and support.

- Craig Schwartz

Chief of Pacific Police Department



Our Mission, Vision & Values



Mission

Our mission is to make the City of Pacific a safe place to live, work and play.

Vision

The Pacific Police Department will be recognized as the standard of excellence in small-city policing.

Internally, every employee will believe the Pacific Police Department is a great place to work.

The community will believe the Pacific Police Department is a proactive, progressive and professional organization committed to making our city a safe place to live, work and play.

Our Values

We have developed guiding principles that articulate the culture of our organization and describe how we want to work together.

We approach our work with a *Positive Attitude* and enthusiasm.

We strive for *Excellence & Quality in All That We Do* and incorporate creativity and innovation into our work.

We are *Accountable* to the community, to each other, to the organization, and to our profession.

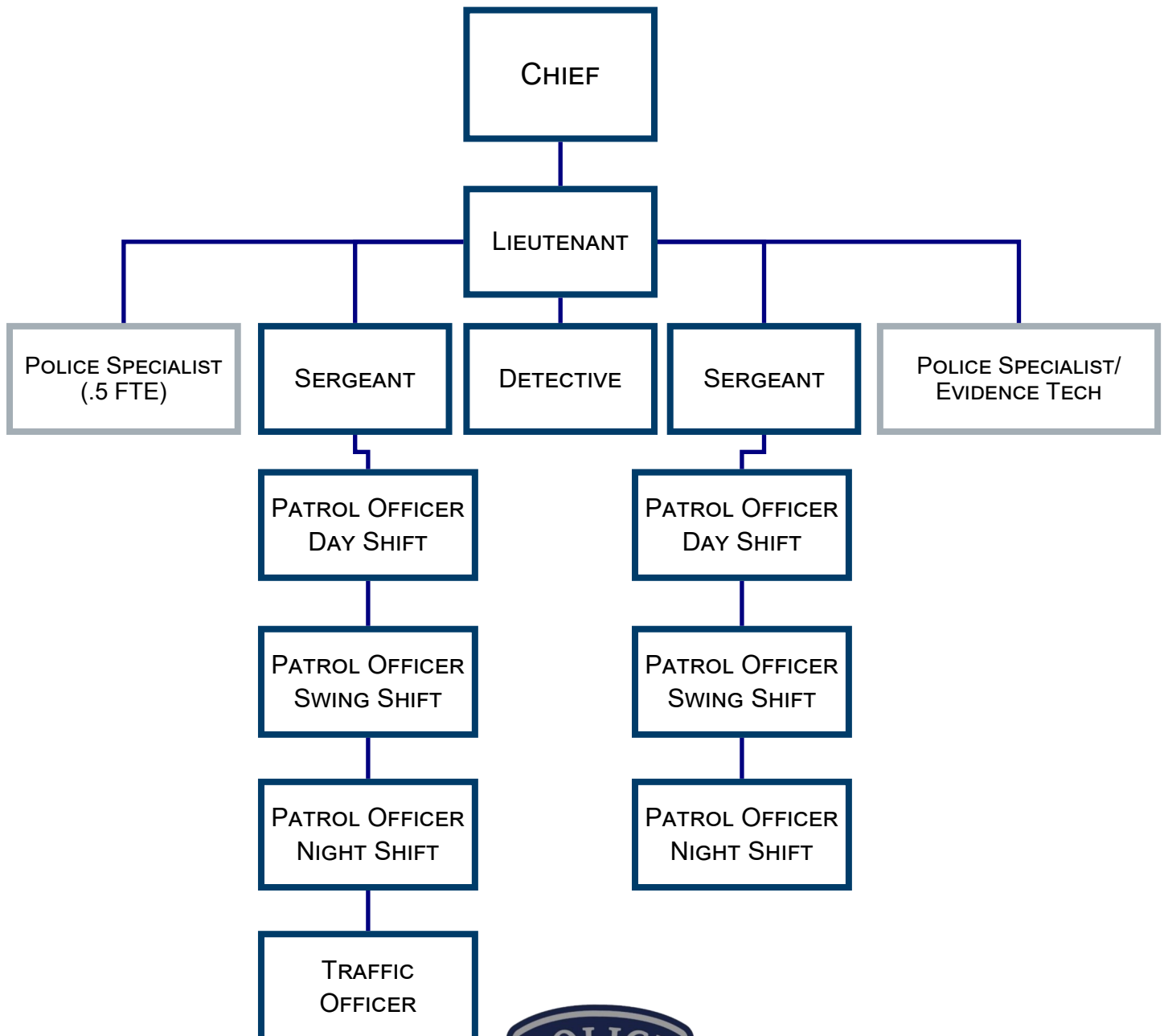
Integrity and Ethical Behavior are the core of everything we do.

We have a *Clear Direction* and understanding of our roles and responsibilities.

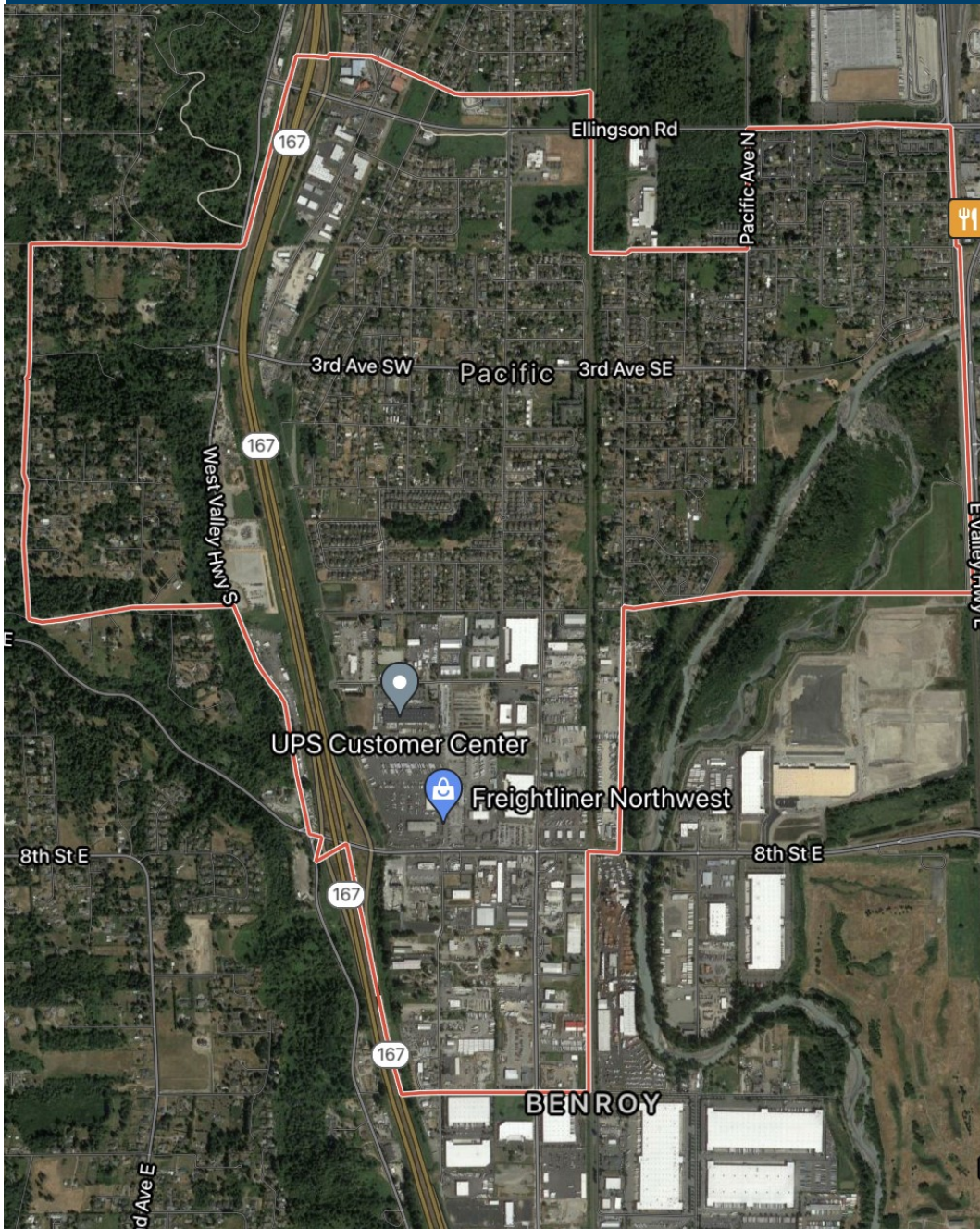
We value *Team Work* and know we can achieve more through partnerships than we can alone.

We are a *Learning Organization* and must constantly be looking at ways of improving

Organizational Chart



About Pacific



The city of Pacific is a diverse community on the King/Pierce County line conveniently located between Seattle and Tacoma. It is framed by the White River to the east and foothills to the west.

Incorporated in 1909, the city has grown from a farming community to a residential and commerce hub that retains its small-town feel.

The average home price in Pacific is \$381,000. Households typically consist of 3 persons and have a combined average income of \$80,000.

Population

Population:	7480 as of July 2020
Land Area:	2.44 square miles
Persons per sq mile:	3066

Population and Demographics

Pacific—A Diverse City

According to the U.S. Census Bureau estimates for July 2019, 57.6% of the population in Pacific are White, 4.7% African American, 15% Asian, and 22.91% Hispanic.

Note: (All statistics are U.S. Census Bureau estimates for July, 2019. Percentages may not add up to 100, due to some individuals reporting more than one race or an unlisted race).

Total population (WA)	7,614,513
White	78.5%
Black or African American	4.4%
American Indian and Alaska Native	1.9%
Asian	9.6%
Native Hawaiian and Other Pacific Islander	0.80%
Hispanic or Latino	13%
Total population (King County)	2,252,782
White	66.2%
Black or African American	7.0%
American Indian and Alaska Native	1.0%
Asian	19.7%
Native Hawaiian and Other Pacific Islander	0.8%
Hispanic or Latino	9.9%
Total population (Pierce County)	904,980
White	74.3%
Black or African American	7.7%
American Indian and Alaska Native	1.8%
Asian	7.1%
Native Hawaiian and Other Pacific Islander	1.8%
Hispanic or Latino	11.4%
Total population (Pacific)	7,178 %
White	57.6%
Black or African American	4.7%
American Indian and Alaska Native	0.80%
Asian	15.0%
Native Hawaiian and Other Pacific Islander	4.80%
Hispanic or Latino	22.90%

Incident Statistics

Calls for Service and Self Initiated Activity

The Pacific Police Department responded to 5,769 incidents in 2020, including both dispatched calls for service and officer-initiated activity like traffic stops. This was a 6.9% reduction from the department's activity in 2019, but slightly higher than the activity for 2018. During 2020 officers made 1,625 traffic stops, compared to 1,842 in 2019 and 1,855 in 2018. Pacific Police Officers made 269 arrests and issued 485 other citations in 2020. Restrictions related to the COVID pandemic and year-long staffing shortages impacted Police Department operations during 2020, but we are not able to quantify those impacts.

The retirement of a commercial enforcement/traffic officer and the lack of staff to fill that position had a marked effect on the number of tickets written in 2020 and the later part of 2019.



	2020	2019	2018
Incidents (calls for service and self initiated officer activity)	5769	6195	5279
Traffic Stops	1625	1842	1855
Arrests	269	Unavailable	Unavailable
Citations Issued	485	690	1066

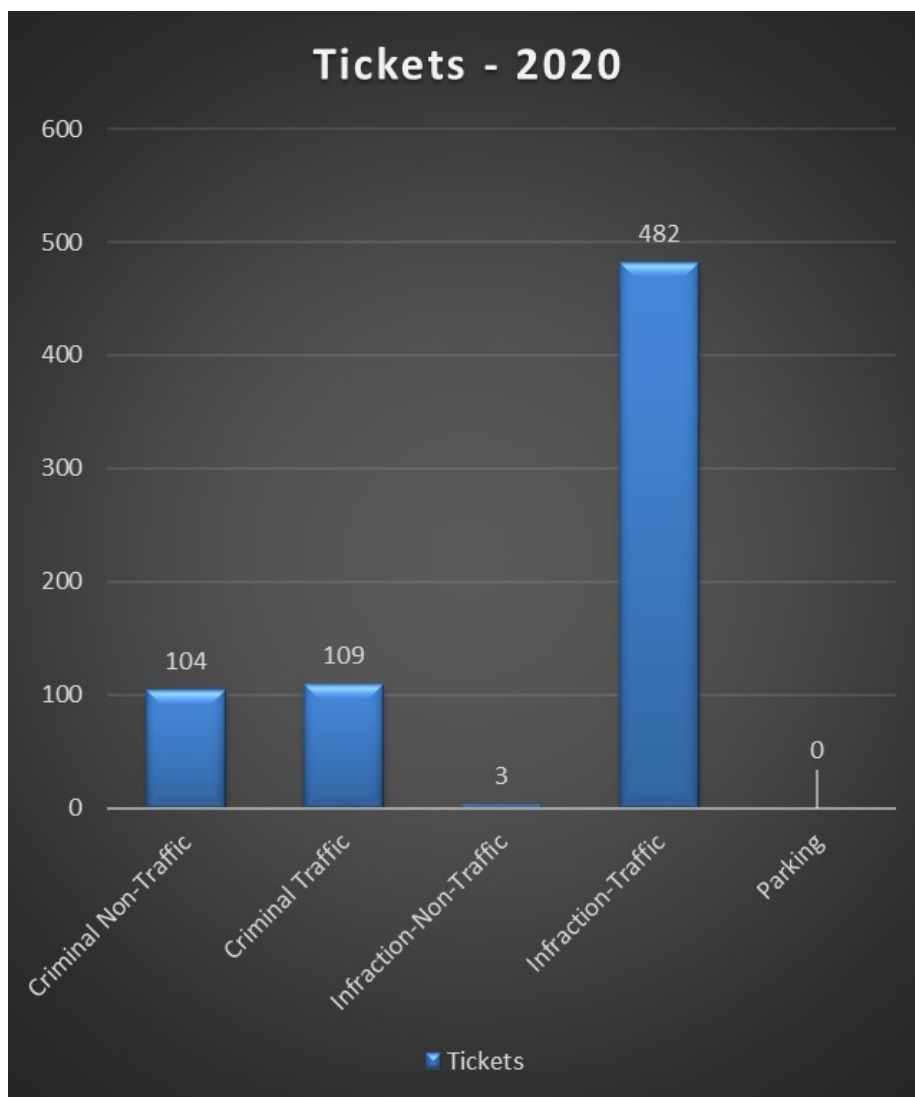
Enforcement Statistics

Tickets Issued in 2020

In the year 2020, 698 tickets were issued. Tickets are broken down into 3 sections: Criminal (traffic and non-traffic); Infractions (traffic and non-traffic); and Parking.

<i>Type of Tickets</i>	
<i>Criminal Non-Traffic</i>	104
<i>Criminal Traffic</i>	109
<i>Infraction-Non-Traffic</i>	3
<i>Infraction-Traffic</i>	482
<i>Parking</i>	0
Total	698

69% of the tickets issued are traffic infractions and 15% are criminal traffic citations.



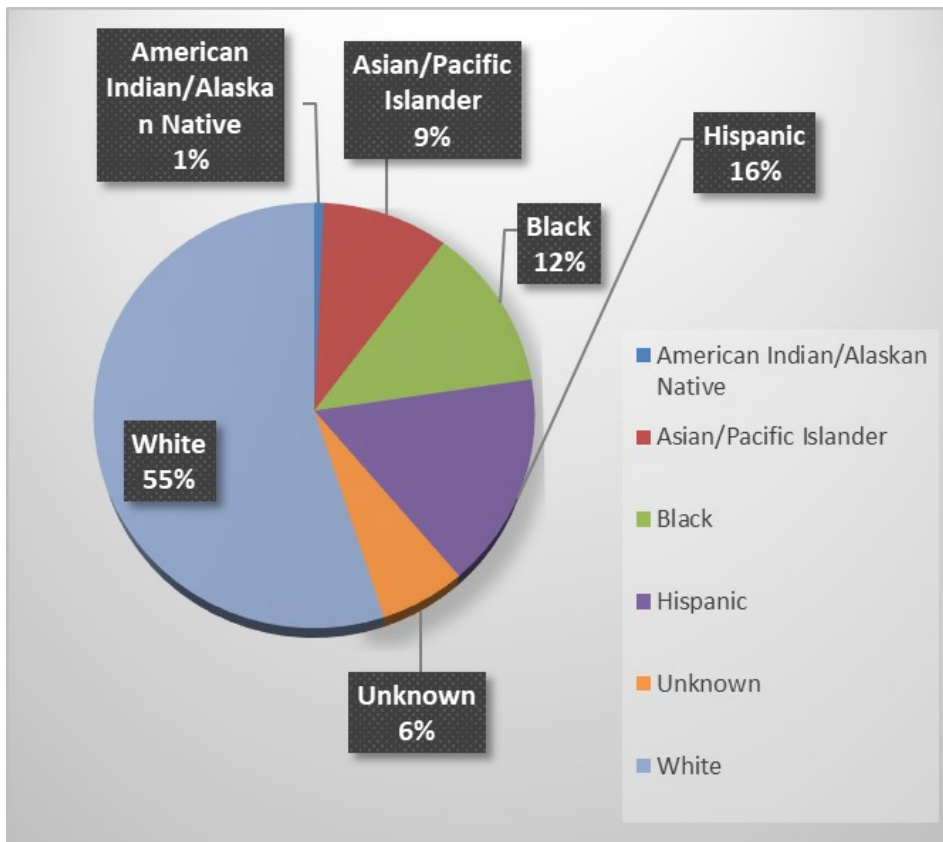
Enforcement Statistics, continued

Tickets Issued by Race:

The records management system breaks race down into 7 sections as follows:

- American Indian/Alaskan Native
- Asian/Pacific Islander
- Black
- Hispanic
- Other
- Unknown
- White

In 2020, 55% of tickets issued were to white individuals, with the remaining tickets distributed between races as shown in the chart shown here.



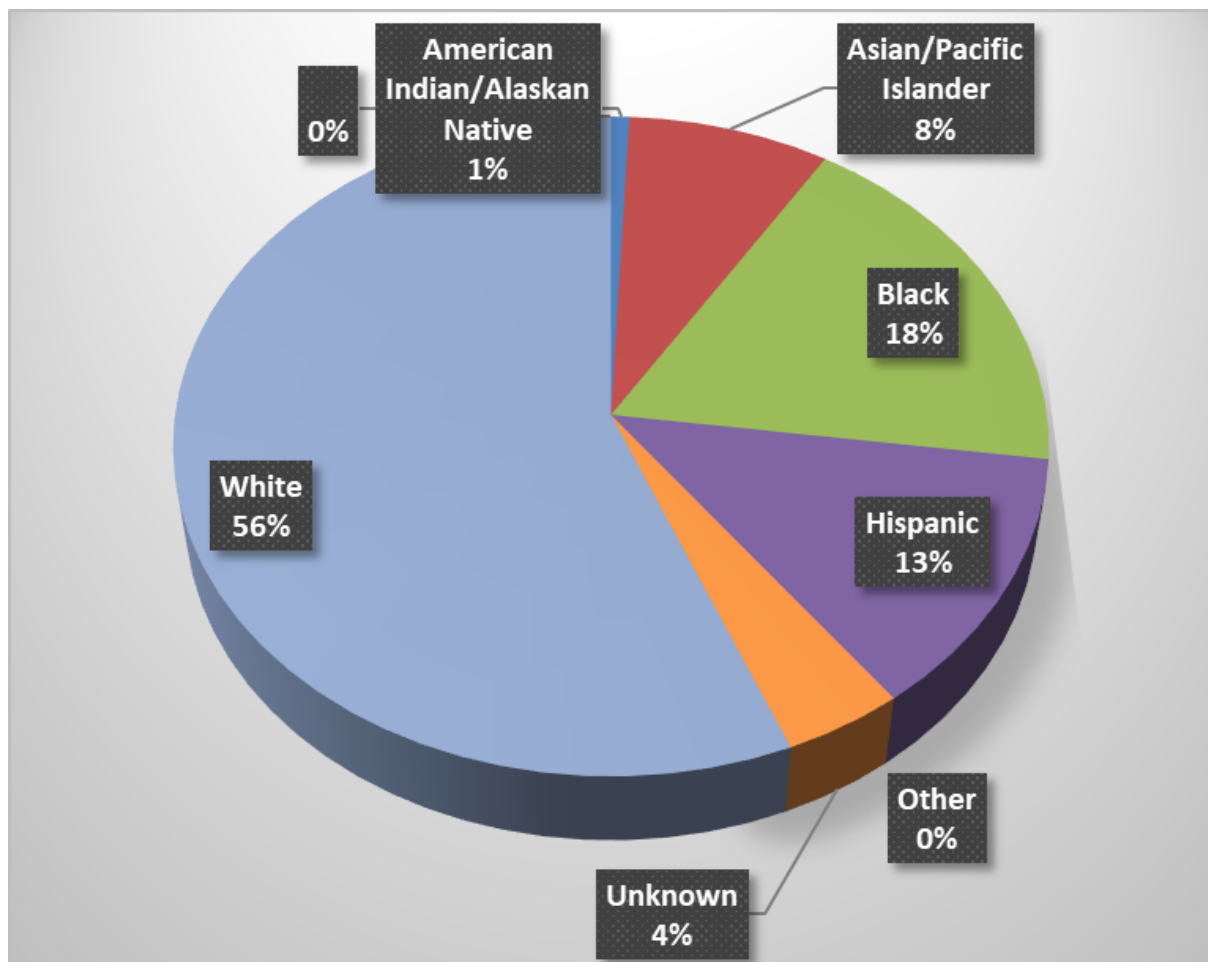
Enforcement Statistics, continued

Arrests by Race

In 2020, Pacific Police Department officers made 269 adult arrests.

Fifty-six percent (56%) of suspects arrested were white individuals, with 13% Hispanic, 18% Black, 8% Asian or Pacific Islander, and the remaining 5% or less categorized as unknown or other.

American Indian	2
Asian/Pacific Islander	22
Black	49
Hispanic	34
Other	0
Unknown	11
White	151
Grand Total	269



Administrative and Personnel Inquiries

Collision Review Boards

In 2020 there was one on-duty collision involving a commissioned employee who struck a deer. That collision was deemed non-preventable. There were no collisions involving pursuits or driving.

Personnel Complaints

The charts below provide a statistical breakdown of Personnel Inquiries (Complaints and AI's) for 2020. Some personnel inquiries can be resolved at lower levels while others result in more formal administrative investigations (AI), so the table shown below means that of the 8 personnel complaints or inquiries generated in 2020, 5 resulted in administrative investigations.

Total Personnel Inquiries, Complaints	8
Complaints resolved at lower levels	3
Complaints that led to Administrative Investigations	5



Disposition of Personnel Inquiries and A.I.'s (Combined)

Disposition	Sworn Personnel	Civilian Personnel
Unfounded	2	0
Exonerated	0	0
Inconclusive	1	0
Resolved	1	0
Sustained	5	0

Administrative and Personnel Inquiries, continued

Actions Taken during Personnel Inquiries and A.I.'s (Combined)

There were five (5) Administrative Investigations involving four (4) employees conducted in 2020. Four of the investigations had allegations which were determined to be sustained. The allegations in one investigation were unfounded. Sustained allegations resulted in the following discipline.

Action Taken	Sworn Personnel	Civilian Personnel
Evaluation Note	1	0
Training	1	0
Documented Counseling	1	0
Written Reprimand	0	0
Suspension without pay	1	0
Demotion	2^	0
Terminated	2*	0

* Note: One employee resigned after receiving notice of termination

^ Note: One employee voluntarily demoted during the investigation

** Note: May be multiple employees disciplined for one complaint.

Primary Allegations and Disposition of Personnel Inquiries and A.I.'s (Combined)

Disposition	Discriminatory Harassment	Violation of Domestic Violence Policy	Violation of Conduct Policy
Sustained	1	2	4
Unfounded	1	0	1
Resolved	0	0	1
Inconclusive	0	0	0
Exonerated	0	0	0

The chart above lists the 3 most prevalent allegations investigated by the Pacific Police Department during 2020. The investigations involved 8 department employees. There were 4 complaints generated internally and 5 came from external sources.

Use of Force

Use of Force Incidents for 2020

During 2020 there were 4 Use of Force incidents involving 4 officers. Three of the four incidents involved more than one Pacific PD officer. One incident involved a Pacific PD officer and an Algona PD officer. This is the reason for the discrepancy between the number of incidents and the number of officers involved.

Additionally, during a use of force incident, one officer could utilize multiple force options. This is the reason for the discrepancy between use of force incidents (4) and the total number of force options used by officers (7).

Pacific Police officers were required to use a reportable level of force, generally meaning taking someone to the ground or a higher level of force, in 4 incidents, or .07% of all contacts and 1.5% of arrests made by Pacific Police Department employees.

All uses of force for 2020 were found to be within policy, although the traffic stop that resulted in one use of force was found not to be justified because of a mistake of fact on the officers' part. There were no injuries to either suspects or officers as a result of uses of force in 2020, and all four suspects were adult white males.

In July, 2020 the Chief of Police issued a directive suspending authorization of the vascular neck restraint as an approved use-of-force technique.

Use of Force Type:	Takedowns	Vascular Neck Restraint	Electronic Control Devices (Tasers)
Number of Incidents for a Particular Use of Force Tactic Utilized	4	1*	2
Percent Effective	100%	100%	100%

** Note: The suspect submitted as soon as the officer put his arm around the suspect's neck so no pressure was applied.*



Use of Force, continued

Situations Where Pacific Police Department Uses Force

Reason for Use of Force	Resisting Arrest or Detention	Dispatched Call for Service	Self-Initiated Activity
Percent of Incidents	100%	50%	50%



Department Goals for 2020

Goal, defined:

An idea of the future or desired result that a group of people envision, plan, and commit to achieve.

Pacific Police Department achieved the following goals in 2020 as part of its commitment to the community it serves:

- Hired two new police officers to fill vacant positions
- Hired a .5 FTE Police Specialist to improve customer service at our station
- Updated the field training program for new officers
- Met or exceeded annual training requirements for the Washington Criminal Justice Training Commission despite pandemic restrictions
- Remodeled the Police Department Lobby and records area
- Rebranded with new patches and patrol car designs
- Implemented a Body-worn camera program for all commissioned officers
- Equipped officers with new protective helmets for use in high-risk incidents
- Upgraded the Department's Tasers and trained on less lethal shotguns to improve de-escalation options
- Increased online engagement efforts and won the Auburn Area Connect Award for our social media engagement during COVID-19.
- Made significant process improvements in transitioning to a paperless records system
- Began the implementation of a law enforcement drone program



Annual Training Report

Pacific Police Department met the WA State Criminal Justice Training Commission's Training Standards for Continuing Education in 2020.

Training Provided in 2020

In the fall of 2020, Pacific Police Officers attended driver training consisting of classroom instruction on policy and procedures related to the operation of motor vehicles during the course of duty. Students then participated in practical exercises designed to enhance the skills required during backing, parking and collision avoidance, as well as pursuit/high-speed driving, and pursuit intervention techniques.

The training cycle for 2020 also included 13 hours of firearms training and less-lethal shotgun training which incorporated reviews of the use of force and firearms policies along with discussion of relevant case law decisions. Each officer was required to qualify with their duty weapons and also with a shotgun firing less lethal projectiles. Officers attended 2 hours of training in the use of the Taser 7 Electronic Control Device. Officers also attended training blocks covering crisis intervention, anti-harassment in the workplace, and a domestic violence update on the topic of extreme risk protection orders. Officers completed an online training course called "Response to the Non-Criminal Barricade" that provided instruction on how to respond to mentally ill people who are in crisis and armed/barricaded. The training presented case studies of actual incidents and covered law enforcement's duties along with disengagement and de-escalation. Each employee also received approximately 8 hours of training on the Pacific Police Department policy manual in the form of daily training bulletins.

The 2021 training calendar will include the following:

- Firearms Simulator/De-escalation
- Active Shooter Response
- Emergency Vehicle Operations
- Firearms Qualification/Training
- First Aid/CPR
- Policy Review
- Defensive Tactics Update
- Discriminatory Harassment
- Crisis Intervention Training



Body Camera Program

Body Cameras—A New Tool for Our Officers

The Pacific Police Department has used dash-mounted video cameras on our patrol cars for over ten years. In 2020, we made the jump to body-worn cameras and now issue Axon cameras to every officer.

This system gives us state-of-the-art technology to provide the accountability and transparency our community deserves.

At the same time, the system's integration of body-worn cameras, cell phones, and a comprehensive digital evidence management system helps us do better work documenting investigations and gathering evidence for prosecutors to use in court.



Community Engagement

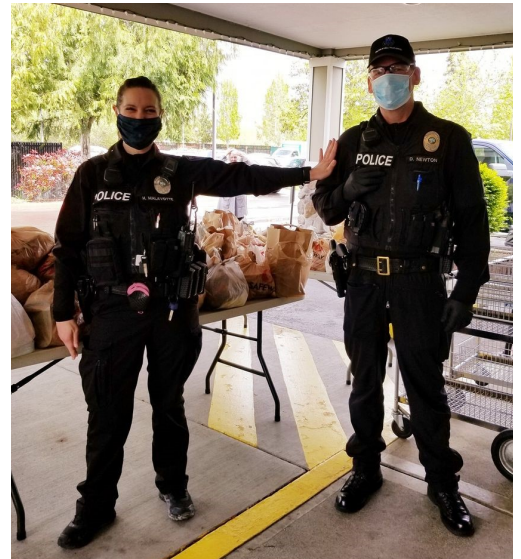
Community Engagement

Being active participants in our city is a cornerstone of our department. Our community engagement efforts were hampered by the COVID-19 pandemic, but over the course of 2020 our staff participated in:



February 8, 2020: Coffee with a Cop

April, 2020: Rainier Vista food drive for elderly residents



August, 2020: School Supply drive for students at ALPAC Elementary

July, 2020: Mask Give-away with Auburn Emergency Management at ALPAC Elementary



October, 2020: Pacific Candy Cruise and ALPAC Elementary School PTA's Trunk or Treat

Community Engagement, continued



December, 2020: Holiday Gift Drives for Terry Home residents and ALPAC Elementary students



Pacific Police Department maintains a robust presence on Facebook and other social media outlets, using those platforms to connect with residents, share public safety information and activity updates, and apprise residents of upcoming public events like those listed in this section.

Pacific Police Department was recognized for its social media engagement during the Covid-19 pandemic by the Auburn Metro Chamber with its Auburn Area Connect Award.

Future of the Department

2021 Goals and Objectives

The Pacific Police Department is dedicated to improving the welfare of the community we serve. To that end, we strive to be a professional and technologically advanced agency, constantly evaluating our best practices and achievements.

For 2021, the Pacific Police Department has set the following objectives and long term goals:

- Recruiting and hiring high-quality employees to fill vacant positions
- Conducting a department-wide review of staffing levels and resource allocation
- Developing policies and practices to meet new legislative requirements
like HB 1054 and HB 1310
- Exploring technologies to increase efficiencies and improve services
- Re-establishing in-person engagement POST-COVID
- Growing our reserve officer program

