

SERVICE WITH HUMILITY



Washington State Patrol

2025 Office of Professional Standards Annual Report

March 2026



**We, the Office of Professional Standards (OPS),
acting with integrity, are committed to public
employee accountability while respecting and
protecting the rights of all individuals.**



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Introduction



The Office of Professional Standards (OPS) provides oversight of the Washington State Patrol's complaint and disciplinary processes. OPS is supported by the Internal Affairs (IA) Section, which investigates allegations of serious misconduct and significant performance concerns involving WSP employees.

OPS ensures administrative investigations are conducted in a consistent, thorough, and impartial manner and that discipline is applied in accordance with established standards. Through fair and objective investigations, OPS supports the agency's commitment to accountability, transparency, and professionalism.

OPS is comprised of:

- 1 Captain
- 1 Lieutenant
- 5 Detective Sergeants
- 1 Civil Service Investigator
- 5 Professional Staff

OPS staff work collaboratively with Districts and Divisions to support informed decision-making throughout the administrative investigation process and provide follow-up guidance aimed at preventing future occurrences.

OPS also takes a proactive approach to educating appointing authorities, managers, and supervisors regarding agency procedures for initiating and conducting administrative investigations. Supervisors are encouraged to participate in cross-training opportunities with OPS to strengthen their understanding of the investigative process.

During 2025, OPS provided training to:

- 1 Commercial Vehicle Enforcement Officer Basic Training Class
- 3 Lateral Hire Trooper Class
- 2 Trooper Basic Training Classes at the WSP Academy
- 2 Supervisor Basic Training Classes

In addition to conducting internal investigations, OPS may also conduct administrative investigations for local, county, or state agencies on a case-by-case basis.

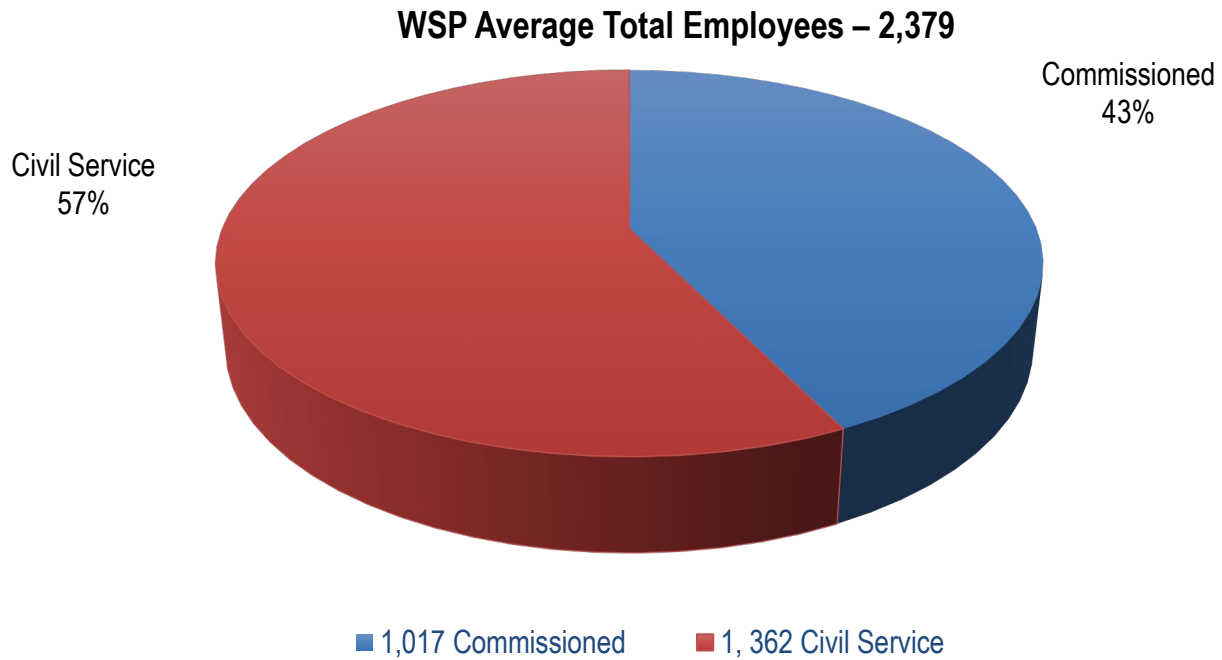
OPS provides oversight for the completion, review, and approval of:

- Fleet Incidents / Collisions
- Lost or Damaged Equipment
- Uses of Force
- Pursuits / PIT Reports (FLUPs)

These responsibilities require continual coordination with managers, supervisors, and administrative staff throughout the agency.

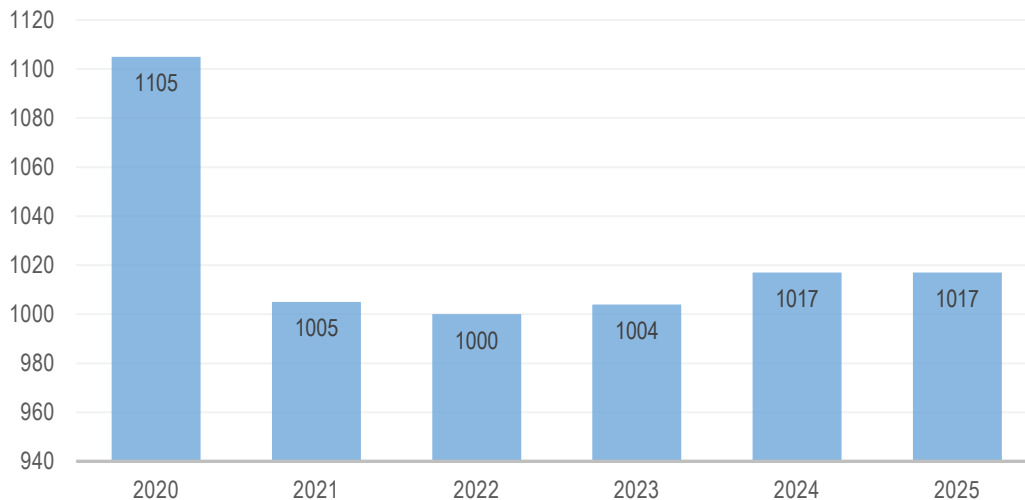
To help mitigate the vacancy of the Data Consultant position (vacant since November 2024), OPS has leveraged technology with the assistance of the agency's Data Governance team and now utilizes a tool known as OPS BI Web, which provides OPS and agency commanders with real-time data dashboards that support trend identification, analysis, and informed decision-making across the agency.

WSP STAFFING



In 2025, the agency averaged 2,379 employees. Commissioned represented 43% of this total, with 1,017 employees, and Civil Service the remaining 57% with 1,362 employees. While the commissioned employees represent less than half the workforce, they account for 82% of the total case numbers generated. Commissioned employees are responsible for all case reviews generated by pursuits and uses of force, and the greatest number of citizen complaints. Civil service case numbers generally relate to lost/damaged equipment, fleet incidents/collisions, and Minor courtesy complaints.

Commissioned Employees

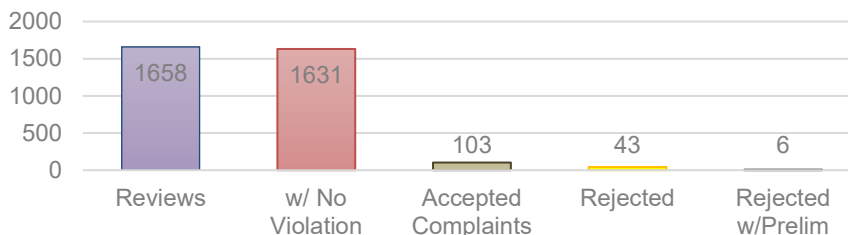


ADMINISTRATIVE INVESTIGATIONS OVERVIEW

In 2025, OPS generated 1658 case numbers prompting reviews of the actions of our employees. Of the 1658 cases reviewed, 98% were found to be consistent with agency policy/procedure and no additional action was taken. The agency addressed a total of 152 complaints against employees. Of those complaints, 103 were investigated, 43 were rejected after initial review by the Appointing Authority, and 6 were rejected after a preliminary investigation. The 152 total complaints represent a 27% decrease compared to 2024, when the agency reviewed 207 total complaints.

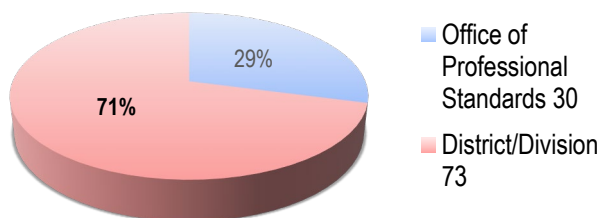
Total Investigations/Reviews

98% of cases are consistent with agency policy/procedure

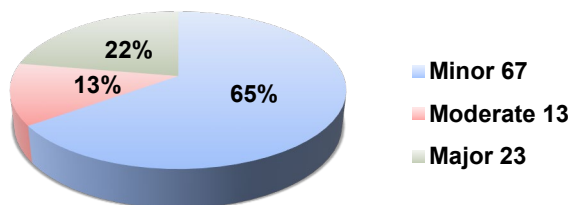


Of the 103 complaints investigated, 65% were categorized as Minor, 13% as Moderate, and 22% as Major. The Districts/Divisions completed 71% of the internal investigations, while OPS completed 29%. These investigations concluded with 82% resulting in proven findings. Of the sanctions imposed, 13% employee counseling, 39% verbal reprimands, 20% were written reprimands, 13% suspensions, 1% demotions, 2% loss of annual leave, 8% terminations. OPS received and processed 58 Non-Investigative Matter (NIM) reports in 2025.

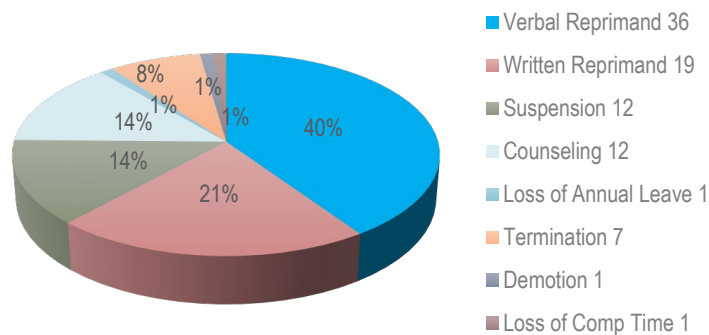
Investigative Responsibility



Complaint Categories



Sanctions Imposed



A Settlement Agreement is a tool which streamlines the agency's administrative process, allowing an accused employee to acknowledge their mistake(s) and work toward an appropriate and agreed upon sanction. In 2025, OPS coordinated with District and Division Commanders to complete 6 Settlement Agreements and conducted 30 investigations, 12 of which resulted in a Settlement Agreement.

(CALEA 26.2.1)

COMPLAINTS

A complaint can come from an external or internal source, and a complaint may be given in person, by telephone, email, or by letter. All complaints are referred to OPS for a thorough and impartial review, followed by an administrative investigation when appropriate. At the conclusion of an administrative investigation the complainant and employee receive letters advising them of the outcome to promote transparency and foster trust.

Complaints alleging serious misconduct or serious performance deficiencies are almost solely investigated by Internal Affairs. Other complaints, such as Moderate or Minor, are typically assigned back to the appropriate District or Division in which the allegation occurred. Complaint categories include:

Major

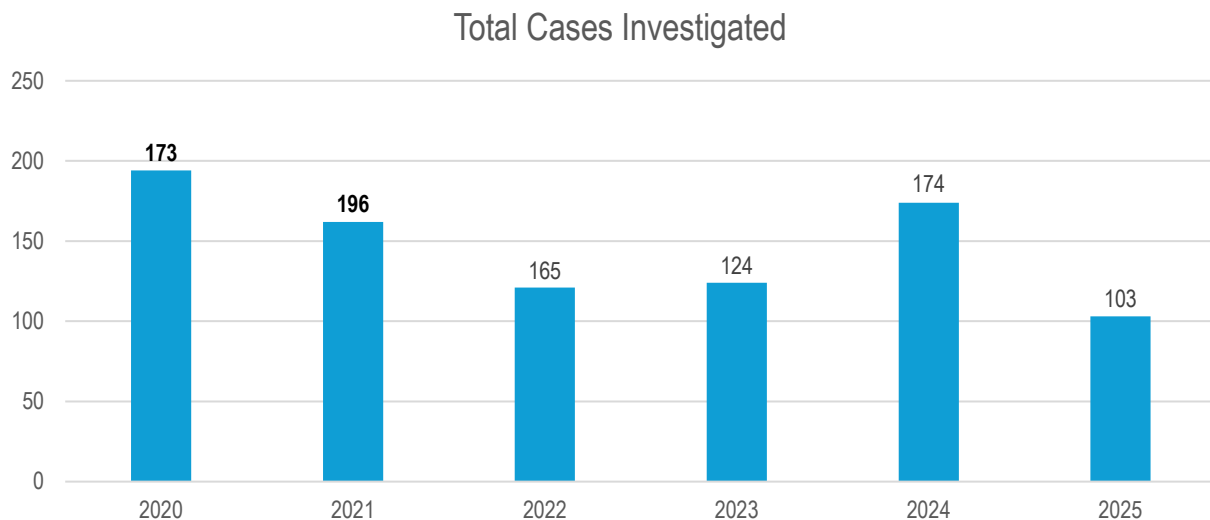
Major investigations are the most serious and are generally investigated by OPS. A Major investigation is an act or omission that, if proven true, would constitute willful or wanton disregard for WSP policies and procedures.

Moderate

Moderate investigations are actions or behavior by an employee in disregard of agency policies and procedures.

Minor

Minor investigations are those against agency employees that may involve perceptual differences and possible violations of agency policies, procedures, or service.



In 2025, OPS closed 27 of the 103 cases investigated, which was a 3% decrease from the previous year when 39 were closed. (CALEA 26.3.1)

COMPLAINTS

DISTRICT/DIVISION MODERATE COMPLAINTS

OPS works collaboratively with the Districts and Divisions to have Moderate complaints investigated at the District/Division level. This has had an ancillary benefit of developing supervisor's skills in the agency's administrative process.

In 2025, there were 8 Moderate complaints investigated at the District or Division level, which is a 53% decrease from 2024 where 17 moderate complaints were investigated. In 2025, OPS assumed investigative responsibility for 5 Moderate cases. Of the Moderate cases investigated by the Districts/Divisions, 46% resulted in a settlement agreement prior to the completion of the investigation. Of the Moderate cases investigated by OPS, 100% resulted in a settlement agreement prior to the completion of the investigation.

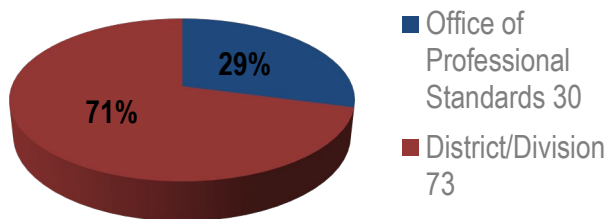
DISTRICT/DIVISION MINOR COMPLAINTS

Minor complaints address allegations which, if proven true, would result in counseling or verbal/written reprimands. They are generally assigned to the Districts/Divisions for investigation. In 2025, there were 67 Minor complaints investigated at the District or Division level, a 45% decrease from 2024.

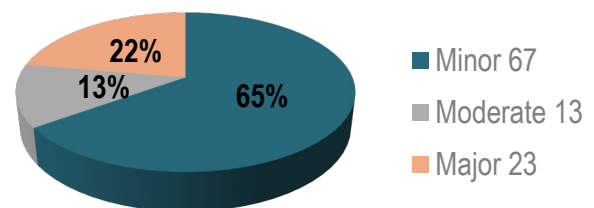
Minor investigations tend to be less involved, which contributes to a timely investigation and finding by the Appointing Authority. Often the allegations involve Minor collisions or courtesy complaints and are reviewed using on-scene reports and/or dash camera video if available.

(CALEA 26.2.1, & 26.3.1)

Investigative Responsibility



Complaint Categories



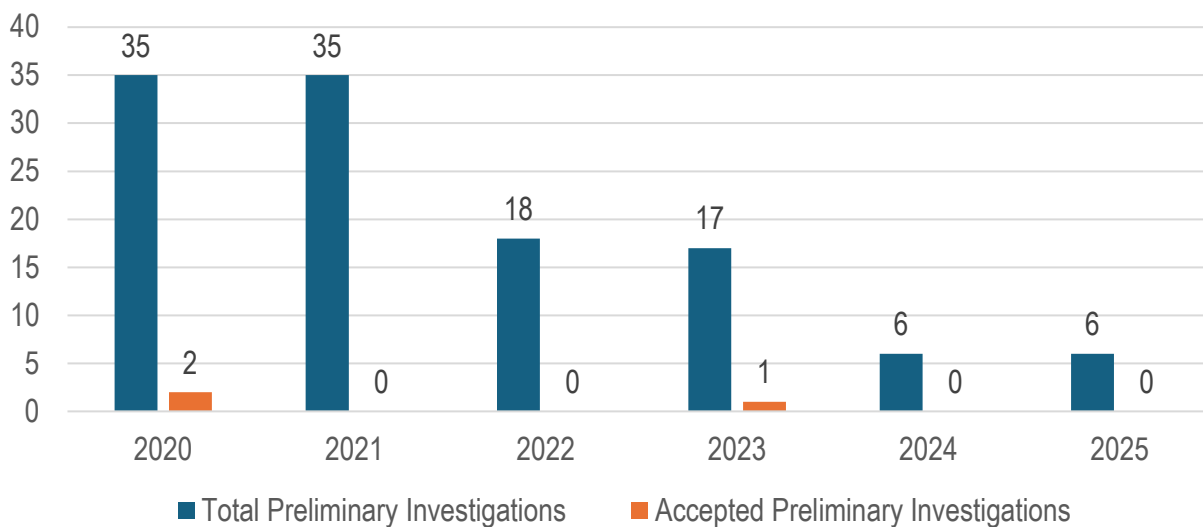
PRELIMINARY INVESTIGATIONS

A preliminary investigation may be initiated before an administrative investigation in certain circumstances. A preliminary investigation is used to determine if factual information exists indicating a violation of policy occurred and/or the alleged misconduct involved a WSP employee.

Each preliminary investigation must result in one or more of the following determinations:

- No factual information of a violation of policy exists
- Factual information of a violation exists
- The allegation(s) does not constitute a complaint
- Criminal misconduct is involved

Preliminary Investigations



In 2025, the agency experienced the same number of preliminary investigations compared to 2024. Internal complaints accounted for 100% of the preliminary investigations in 2025.

OPS AND DISTRICT/DIVISION OUTCOMES

PERSONNEL ACTIONS

The focus of the administrative investigation process is to protect and preserve the integrity of the public, the agency, and its employees. Determining the appropriate finding at the conclusion of an administrative investigation is critical. The finding affects not only the involved employee(s) and citizen(s), but the reputation of the agency. The conclusions made about cases in which discipline is imposed must involve careful review and analysis of the specific facts and circumstances of the incident. Each separate allegation must be individually determined.

The burden of proof in administrative investigations is a preponderance of the evidence. Preponderance of the evidence is defined as evidence that is more convincing to a reasonable person than the opposing evidence (more likely than not). This decision is based on the totality of the circumstances and the credibility of the evidence presented and does not rest solely on the number of witnesses involved. Decisions are achieved by a preponderance of the evidence when adequately supported by fact to lead an ordinary, reasonable, and prudent person to reach the same conclusion after reviewing the same information.

In 2025 the agency completed 103 administrative investigations, a 41% decrease from the previous year when 174 cases were completed. Of the total investigations, 89 resulted in proven findings with sanctions imposed. Four investigations involved a missed timeline with no sanctions imposed. When the Appointing Authority administers discipline, the disciplinary matrix is consulted to determine the range of sanctions. If an investigation ends in a Settlement Agreement, the Appointing Authority may operate outside of the matrix.

Level	1 st Offense	2 nd Offense	3 rd Offense
Minor	Counseling Written Reprimand	Counseling Written Reprimand	Written Reprimand
Moderate	Written Reprimand – 2 Working day Suspension	1 Working day Suspension – 5 Working day Suspension	3 Working day Suspension – 10 Working day Suspension
Major	3 Working day Suspension – Termination	6 Working day Suspension – Termination	11 Working day Suspension – Termination

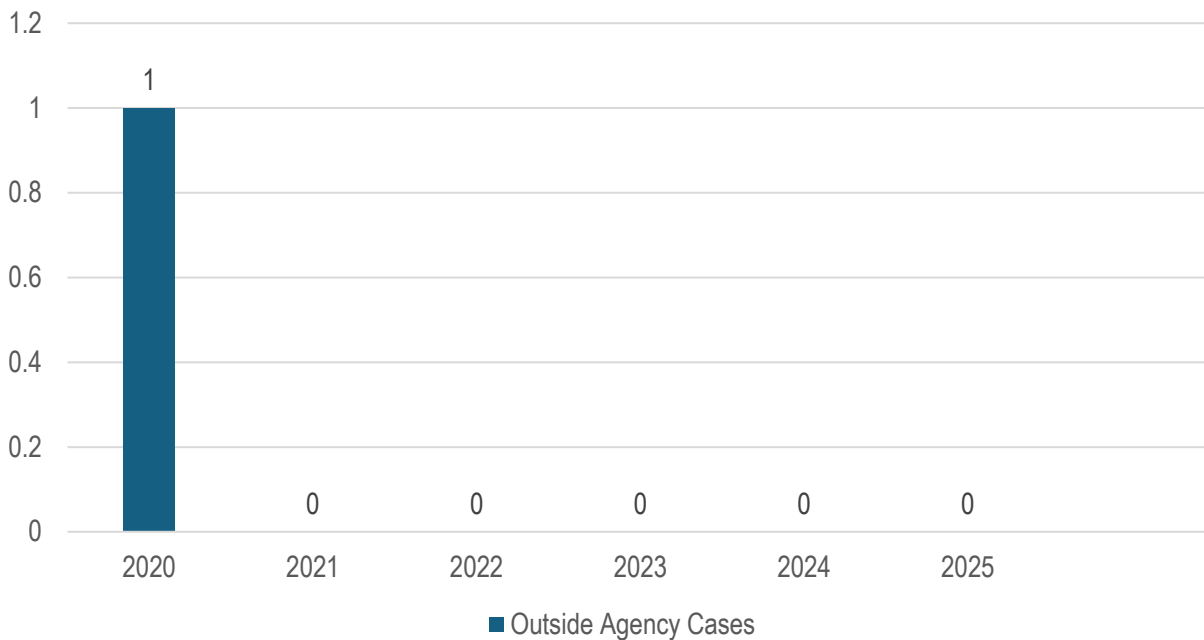
The sanctions imposed in 2025 included 12 counseling documents, 55 verbal/written reprimands, 14 suspensions (to include loss of annual leave, compensatory days, or reduction in pay), 1 demotion and 7 terminations. The discipline is reflective of the types of cases investigated, with 65% being Minor, 13% being Moderate, and 22% being Major.

OPS AND DISTRICT/DIVISION OUTCOMES

OUTSIDE AGENCY CASES

With the Chief's approval, OPS conducts administrative investigations for city, county, and state agencies on a contractual basis. OPS initiates contact with the outside agency to establish the scope of the investigation, investigative authority, and timelines. The investigation begins once investigative protocols are established and a contract for services is completed.

Outside Agency Cases



Once a case is completed, it is delivered to the Appointing Authority of the outside agency. The investigator and OPS Commander provide a brief overview of the case to the Appointing Authority, answer any questions, and provide follow-up if requested. When the final case file is delivered to the agency, OPS involvement is complete. The Appointing Authority of the outside agency determines the finding and sanctions.

OPS did not complete any outside agency administrative investigations in 2025.

FLUP OVERVIEW

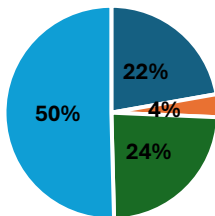
The Administrative Investigation Manual (AIM) and WSP Regulation Manual are written directives utilized by all employees of the agency. The AIM identifies processes and requirements for administrative investigations, and the Regulation Manual defines policy and procedure. The agency complies with the Collective Bargaining Agreements of the six bargaining units which represent our employees.

An electronic records management system is used to complete timely and thorough reviews of all Fleet Events, Lost/Damaged Equipment, Use of Force, and Pursuits (FLUPs). This system aids reviewers in identifying violations of policy, training opportunities, individual/agency successes, and ensures equity when corrective measures are taken. It is also used to compile statistical data which is analyzed and reported to the District/Division Commanders to identify trends and mitigate risk.

When a potential policy violation is identified, the supervisor conducts an initial review of the incident and notifies their chain of command. If appropriate, the District/Division will complete an Internal Incident Report (IIR) to begin the administrative process.

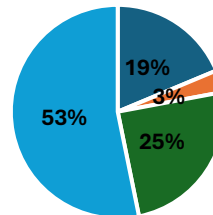
In 2025, there were 1,276 events, resulting in 1,658 FLUPs. Multiple employees may be involved in one event, and the FLUP process ensures the actions of each employee are reviewed for compliance with policy and expectations. It was determined employees acted within policy in 96% of the FLUPS reviewed. The 1,658 FLUPS generated in 2025 was a 10% decrease compared to 2024, when there were 1,835 FLUPs.

Total Events = 1,242



■ FLEET 276 ■ LOSS 43 ■ UOF 297 ■ PURSUIT 626

Total FLUPs = 1,673



■ FLEET 313 ■ LOSS 56 ■ UOF 414 ■ PURSUIT 890

In 2025, employees with 5 years or less tenure accounted for the highest number of complaints in all FLUP categories, including loss/damage to equipment. This differs from 2024, where the 6–10 year group led the loss category. The continued pattern shows the least tenured employees generating the largest volume of FLUP-related activity.

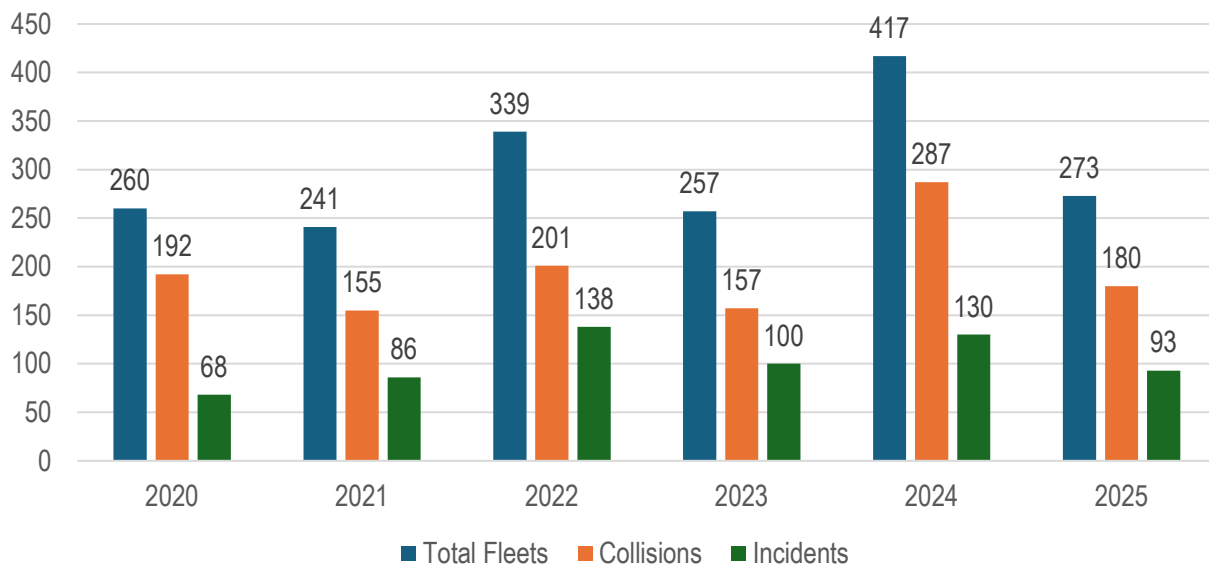
Commissioned employees with 5 years or less tenure represent 299 of 999 active commissioned staff, or approximately 30% of all commissioned personnel.

FLEET COLLISIONS AND INCIDENTS

Fleet events consist of collisions and incidents. An incident can be defined as damage done to an agency vehicle by natural disaster, damage by road hazard, non-collision push bar damage (either vehicle), prisoners, non-collision dents/scratches by a known or unknown source, or vandalism. A collision is damage done to an agency vehicle in any way other than described as an incident.

A fleet investigation will occur when any agency vehicle is damaged as a result of an incident or collision. If a supervisor determines the employee may have violated policy, an Internal Incident Report shall be completed by the employee's supervisor after consultation with the Appointing Authority. Upon completion of the administrative investigation, the Appointing Authority will determine if the employee is at fault.

Fleet Collisions/Incidents



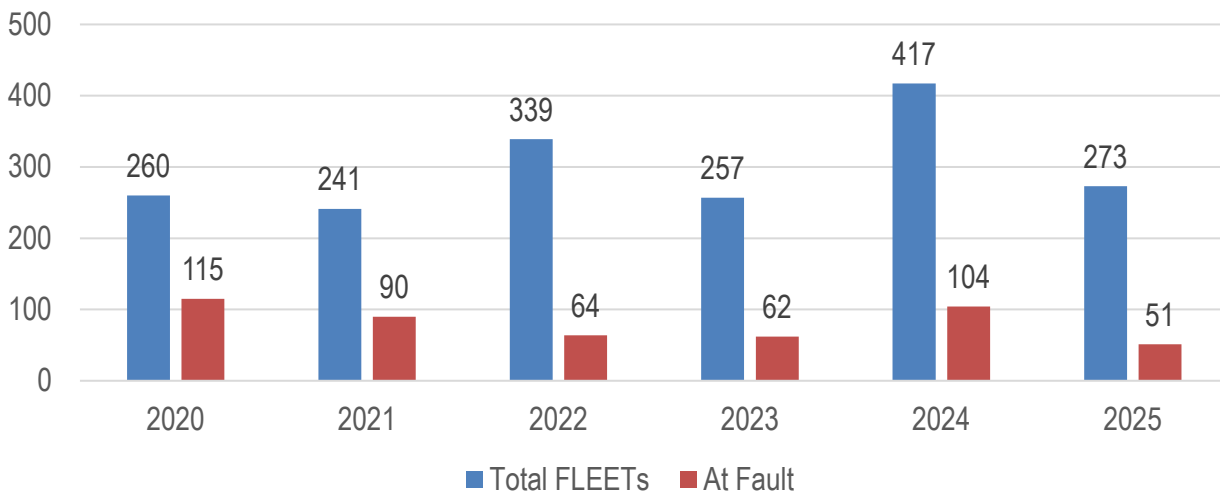
In 2025, there were 273 fleet events, a 34% decrease compared to 417 in 2024. Fleet collisions decreased 37% from 287 in 2024 to 180 in 2025. Fleet incidents decreased 28% from 130 in 2024 to 93 in 2025.



FLEET COLLISIONS AND INCIDENTS

Discipline was administered when Appointing Authorities determined a policy violation occurred. Of the 324 total fleet events in 2025, 51 (16%) were determined to be in violation of department policy, with the most common being “improper backing” (32%) , second most common being “Other” (18%) and third most common being “speed to fast for conditions” (13%). Compared to 2024, there was a decrease, with 104 (20%) of the 521 total fleet events identified as policy violations. “Improper backing” was the leading primary cause in 2024 as well.

FLEET Events - At-Fault



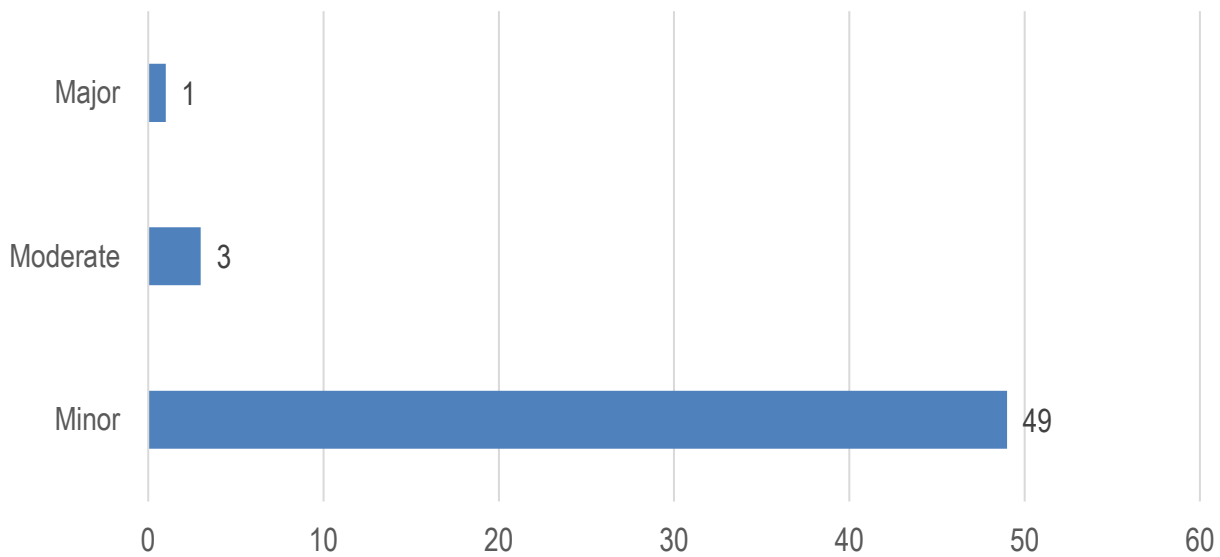
Training was a consistent component for employees involved in a collision with a proven policy violation. This training was completed at the academy or through the employee’s local Emergency Vehicle Operation Course (EVOC) instructor and was in addition to standard in-service training for commissioned personnel.



FLEET COLLISIONS AND INCIDENTS

In 2025, collisions generated 53 fleet investigations, 49 of those cases were classified as minor, 3 were classified as moderate, and 1 was classified as major. Only 1 fleet investigation resulted in the discipline of a suspension or higher while the remainder resulted in a written or verbal reprimand. There were 2 fleet investigations which did not result in a proven finding of a policy violation.

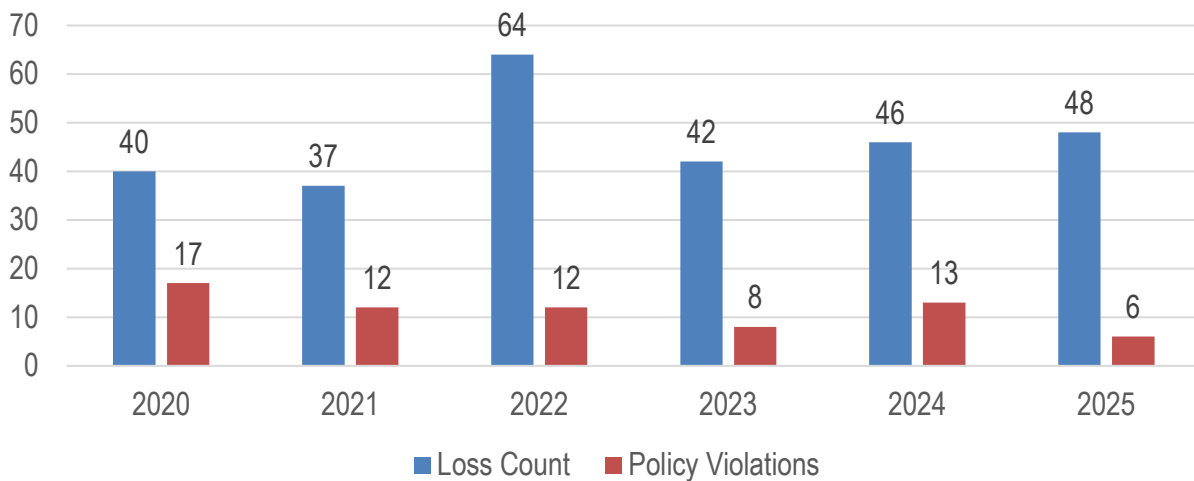
2025 Collision Discipline Classifications



LOSS/DAMAGE OF EQUIPMENT

A supervisor is notified when agency equipment or property is either damaged or lost, which results in a review of the incident to determine if a policy violation occurred.

Loss/Damage of Equipment



In 2025, the loss or damage of equipment was 8% less than when compared to 2024. Of the 48 items identified as lost or damaged in 2025, 13% were found to be proven policy violations, whereas in 2024, 28% were determined to be proven. In 2025, proximity cards were the most common item lost, followed by lost or damaged badges and then lost or damaged department issued cell phones. This is similar to 2024, where proximity cards, badges, and department issued cell phones were the most common lost or damaged items.



USE OF FORCE

The WSP consistently reviews all use of force incidents for the benefit of the public and our employees. The WSP Regulation Manual defines use of force as *"Power dynamically considered, that is, in motion or in action; constraining power, compulsion; strength directed at an end. Force may be applied through the use of a person's body, weapons, equipment, and/or other instruments. For the purpose of this policy, use of force includes but is not limited to physical force."*

Physical force is defined as *"Any act reasonably likely to cause physical pain or injury or any other act exerted upon a person's body to compel, control, constrain, or restrain the person's movement. "Physical force" does not include pat-downs, incidental touching, verbal commands, or compliant handcuffing where there is no physical pain or injury.*

Law enforcement encounters rapidly evolve and are not static. Thus, officers must continuously assess the necessity and effectiveness of their actions, including their tactical positioning, to decrease the likelihood of needing to use physical force. Only reasonable physical force to lawfully perform an officer's duties in accordance with policy and applicable laws shall be used.

Reportable uses of force include:

- Physical take-downs, leg sweeps, or any technique which forcibly requires the subject to end up on the ground from means other than his/her own.
- Hobble Restraint Strap, if used to overcome an assaultive person.
- Use of OC-10.
- Use of an electronic control weapon (e.g. TASER).
- Striking with personal weapons (e.g., hand, fist, elbow, knee or foot).
- Any use of an impact tool, whether designed for that function or not.
- Any action that results in a complaint of injury and/or any form of visible injury to a subject.
- Use of the Pursuit Immobilization Technique at 40 miles per hour or higher.
- Use of a vehicle in an act of intentional intervention.
- Use of any firearm, including unintentional discharge.
- Pointing a firearm at a person.

The review and documentation of reportable uses of force are intended to ensure compliance with law, policy, and training expectations while promoting transparency and accountability. These reviews allow the agency to identify trends, reinforce appropriate decision-making, and evaluate whether additional training or policy adjustments may be necessary. Through this process, the WSP strives to maintain public trust while supporting employees in the lawful and professional performance of their duties.

USE OF FORCE

When a use of force incident occurs, the supervisor investigates the incident and documents their findings in the Use of Force electronic FLUP. The completed FLUP is forwarded through the District/Division chain of command for review and approval. Any potential policy violations result in an Internal Incident Report, prompting an administrative investigation. If no policy violations are identified, the FLUP is closed with the District/Division Commander being the final reviewer. If there is a concern that an action was unauthorized or WSP procedures were not followed, the FLUP would proceed beyond the District/Division and OPS would complete a two-pronged review of the incident. Those FLUPs would be closed after the OPS Commander or Lieutenant completed a final review for concurrence. If the use of force involves death, substantial bodily harm, or great bodily harm, the WSP Criminal Investigation Division (CID) is notified. CID will then serve as the agency liaison with the Independent Investigation Team (IIT) or the Office of Independent Investigations (OII).

In 2025, WSP Troopers used force to gain compliance during 355 arrests, which is a 11% decrease compared to 2024, when there were 398 arrests with a use of force, and is 22% above the average of 278 over the previous 5 years. Self-initiated contacts and calls for service accounted for 90% of these uses of force during an arrest which is a 2% increase from 2024. One event may involve multiple officers and/or multiple uses of force, such as an electronic control weapon application, followed by joint manipulation and handcuffing. When multiple officers are involved, the actions of each officer and each use of force are reviewed for compliance with policy, procedure and training.

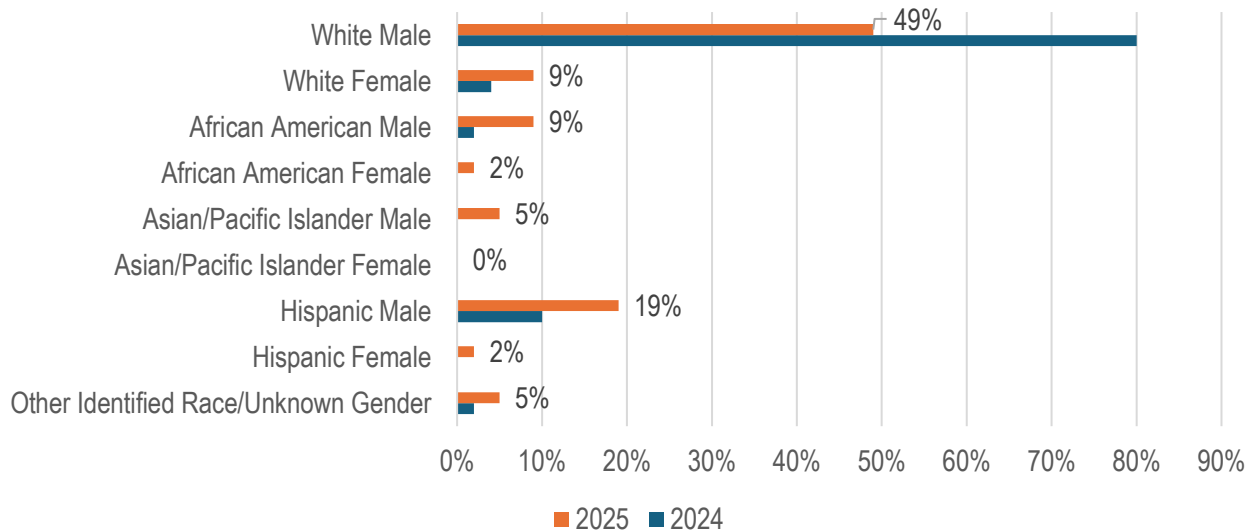
The continued review of these incidents allows the WSP to evaluate trends, assess training needs, and ensure officers are applying force consistent with policy and state law. This review process also provides commanders with valuable information to reinforce effective tactics, identify potential areas for improvement, and support accountability and transparency in the agency's use of force reporting.



USE OF FORCE

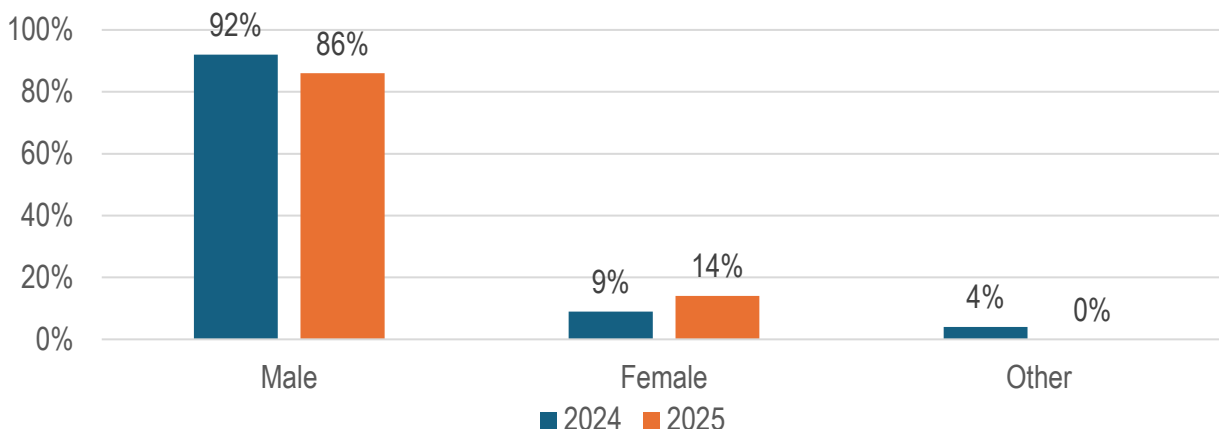
In 2025, 42 uses of force resulted in injuries to officers. White male officers accounted for 49% of these uses of force, White females 9%, African American males 9%, Hispanic males 19%, and 5% other identified races or unknown gender. In 2025, the average age of an officer sustaining an injury was 31 years old, compared to 2024 where the average age was 32 years old. Based on previous 5-year trends, the average age and tenure of officers had been trending downward and appear to be continuing that trend in 2025.

Officers Injured by Race



White male officers continue to be the front runner for injured personnel during uses of force in 2025, although the percentage did drop by 39% compared to the 2024 data. Hispanic males injured in uses of force increased by 9% from 2024. Female officers injured during a use of force increased by 5% from 2024 to 2025. As diversity and equity in hiring increases, and inclusion efforts within the agency evolve, injuries to officers may become less skewed towards one demographic as we are slowly starting to see over the course of the last year.

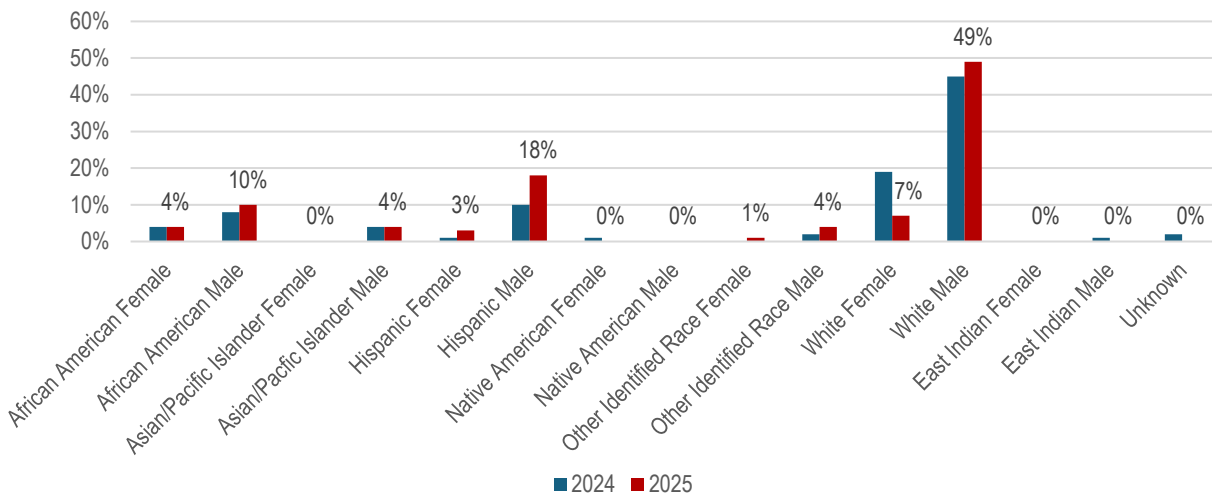
Officers Injured by Gender



USE OF FORCE

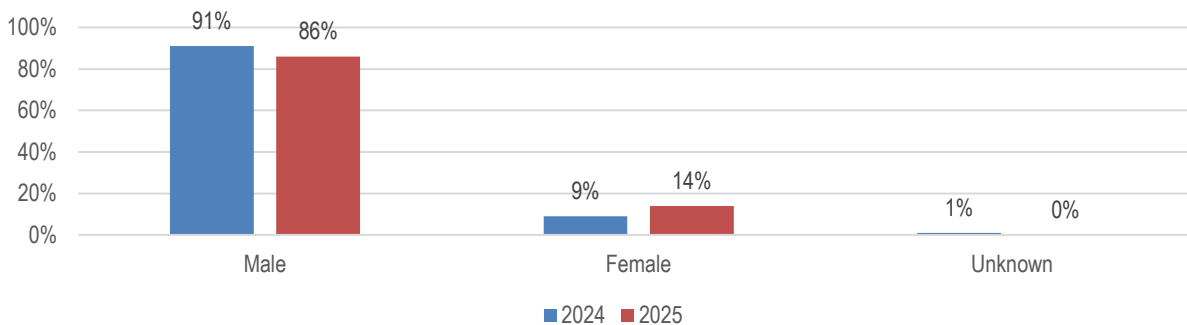
In 2025, the average age of subjects reporting an injury due to a use of force was 37 years old, a slight decrease from 2024 where the average age was 38 years old, but still higher than 2023 where the average age was 35 years old. While this reflects a modest decline from the previous year, it remains elevated compared to earlier data and is generally counter to the prior five-year trend, which showed continual decreases in subject ages involved in uses of force. White subjects accounted for approximately 56% of reported injuries, Hispanic subjects 21%, African American subjects 14%, Asian Pacific Islander subjects 4%, and approximately 5% other identified races.

Race of Subjects Reporting an Injury



In 2025, the following trends were observed for subjects reporting an injury after a use of force incident in relation to 2024: African American males increased 2%, Asian/Pacific Islander males no change, Hispanic Males increased 8%, Hispanic females increased 2%, Native American no change, Native American females decreased 1%, White males increased 4%, White females decreased 12%, East Indian males decreased by 1% and Other Identified Race males and females increased 4%. The percentage of unknown subject race decreased by 2%.

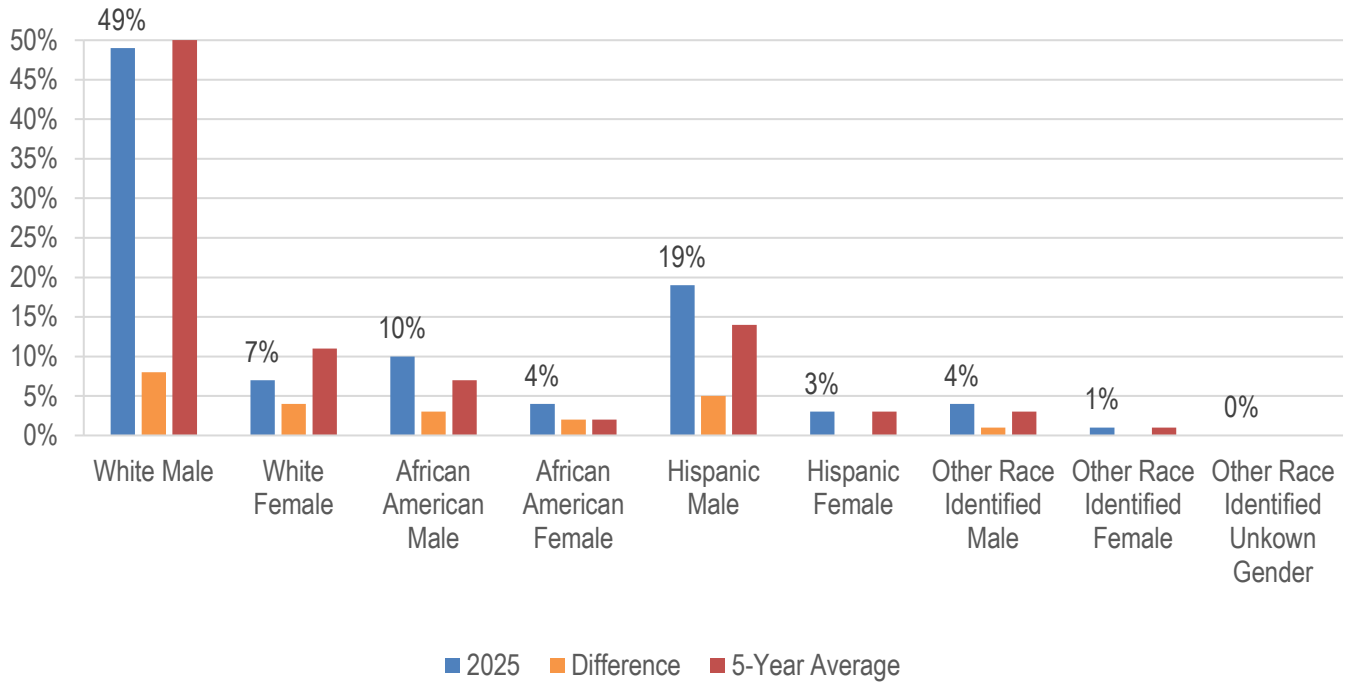
Gender of Subjects Reporting Injury



During 2025, there was a 5% decrease in males, a 5% increase in females, and a 1% decrease in unknown from 2024, regarding the gender of subjects reporting an injury during a use of force incident. Race and gender identification by subjects to the WSP is voluntary.

USE OF FORCE

Race of Subject Involved in a Use of Force

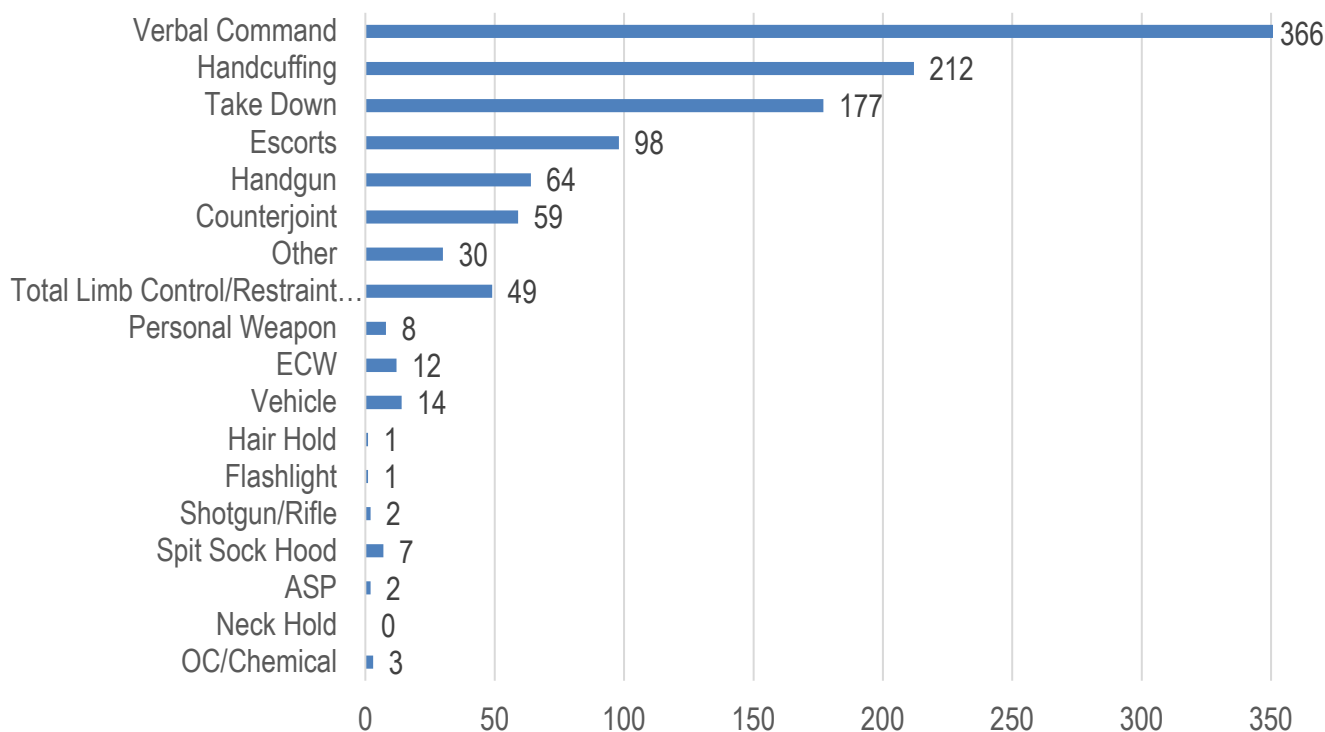


The graph above shows the data from 2025 along with the five-year trend data for the changes in the races of subjects who are involved in uses of force.

USE OF FORCE

The 711 use of force tools deployed in 2025 is a 3% decrease compared to 2024 when there were 731 use of force tools deployed. Of the arrests with a use of force, 47% involved personal weapons, while 18% involved belt weapons. The remaining 35% is largely accounted for by handcuffing. Due to changes in policy, handgun uses of force increased from 6 in 2023 to 64 in 2025. This is attributed to the change in policy where pointing a firearm is now a reportable use of force. In 2025, pointing a firearm accounted for 92% of the reportable handgun uses of force.

2025 Use of Force Tools Deployed



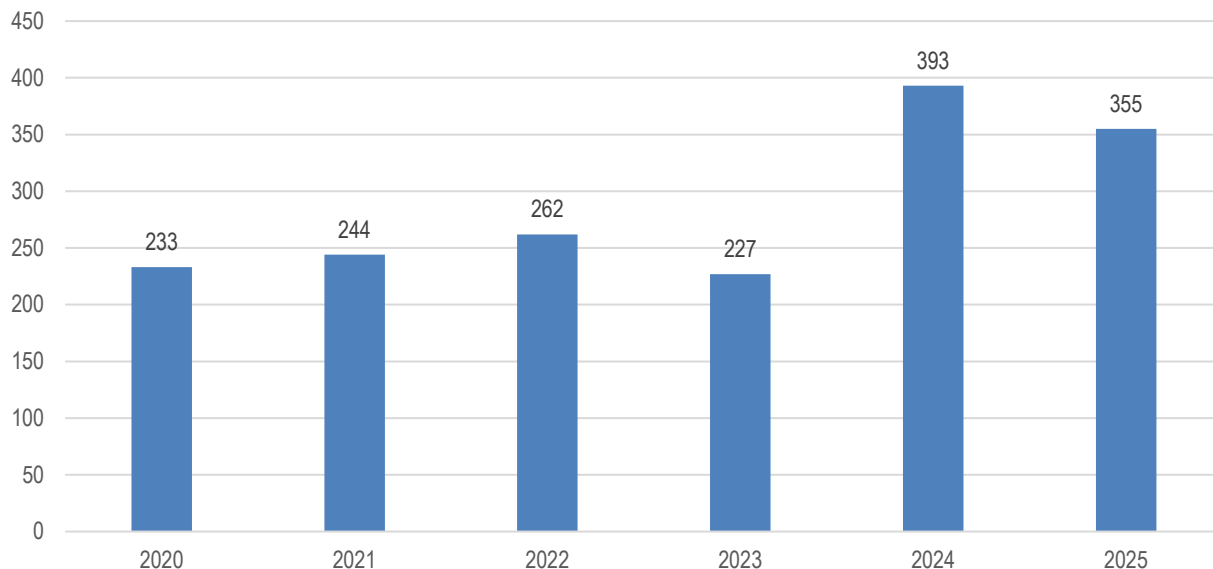
In 2025, the most commonly used methods of personal weapons applied were take downs, escorts, counterjoints, and total limb control.

There was one incident involving a less lethal shotgun deployments in 2025. The incident occurred when a trooper initiated a stop for impaired driving behavior, and after the suspect failed to yield, was spiked with assistance from an allied agency. After suspect refused commands for approximately 20 minutes, Trooper deployed their less lethal beanbag shotgun to attempt to gain compliance from cover. After continued noncompliance despite less-lethal deployment, allied agency officers ultimately tackled and restrained the suspect, who was treated for minor injuries.

USE OF FORCE

Commissioned officers participate in Crisis Intervention Training (CIT), which educates them on tools and resources available to them when responding to individuals experiencing emotional, mental, physical, behavioral, or chemical dependency crisis, distress, or other problems. CIT is designed to increase the safety of both law enforcement and individuals in crisis by helping officers identify individuals suffering from mental issues. The CIT training also helps officers identify appropriate de-escalation techniques.

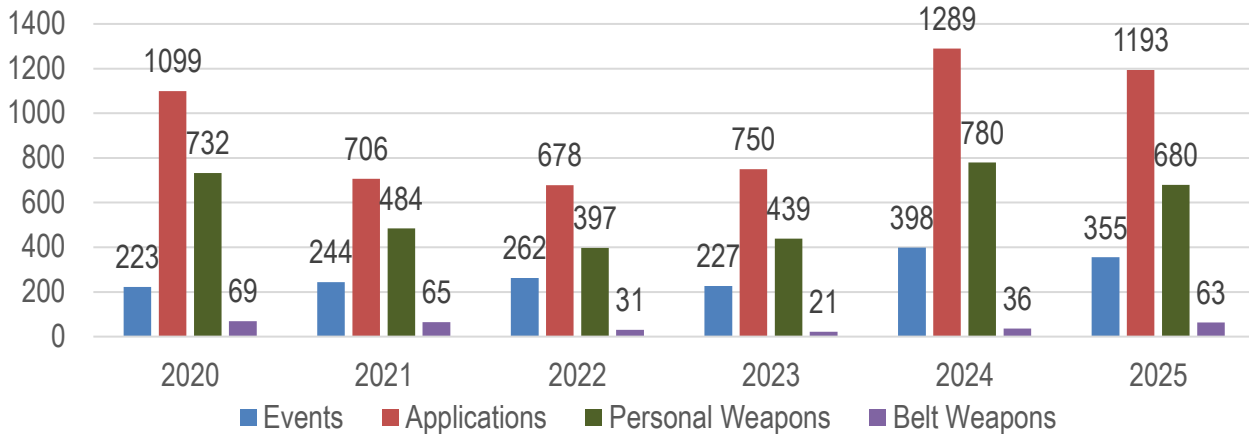
Use of Force - Arrests



In 2025, UOF arrests were down 10% from 2024 and were up 31% from the 5-year average. One event may involve multiple officers and/or multiple uses of force, such as an electronic control weapon application, followed by joint manipulation and handcuffing. When multiple officers are involved, the actions of each officer and each use of force are reviewed for compliance with policy, procedure and training

USE OF FORCE

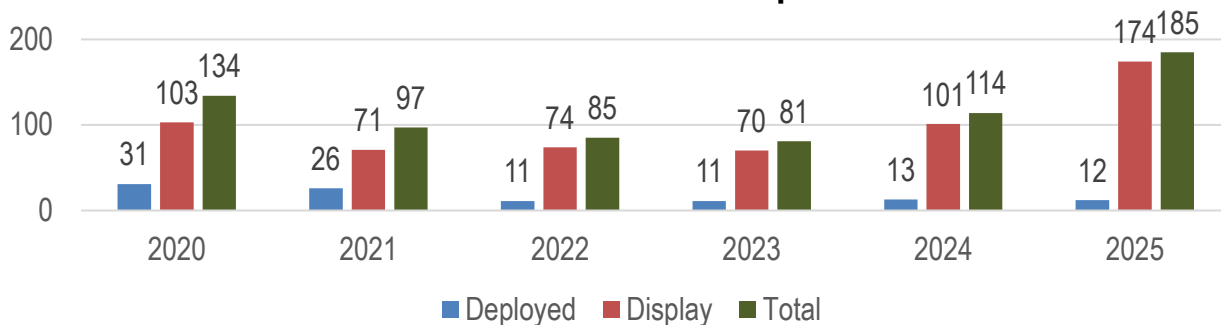
Use of Force - Breakdown



Regarding the above graph, “Personal Weapons” applies to uses of force which do not involve the use of a belt weapon or tool, such as a counterjoint, take down, or a strike with a hand/fist or foot. This line also includes the use of handcuffs/restraints *only* when a complaint of injury is made by the subject. “Belt Weapons” accounts for the use of every other tool available to the officer, such as the ASP baton, electronic control weapon (ECW), flashlight, and OC-10.

In 2025, the most commonly used belt weapon was the ECW with 12 deployments. In 2025, ECW deployment decreased by 18% compared to 2024, where there were 13 deployments. ECW display increased 72% in 2025 to 174 displays from the 101 recorded in 2024. ECW use, including display-only and deployment, had an average reported effectiveness of 3.0 on a scale of 1 to 5 in 2025, which is consistent with the five-year average effectiveness rating of 3.0.

Electronic Control Weapons

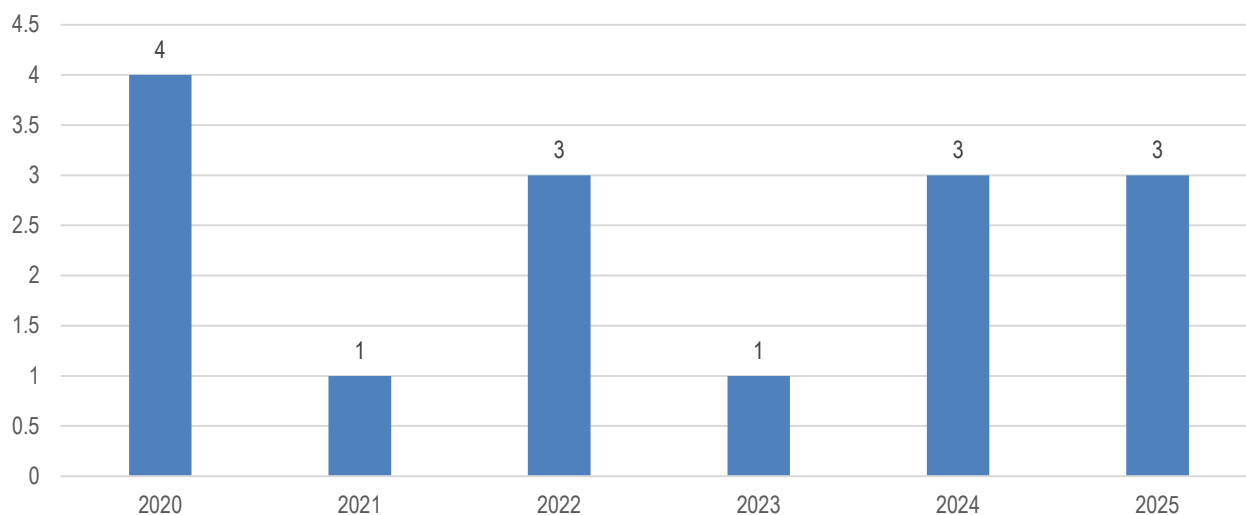


In 2025, there were no unauthorized use of the ECW. Unauthorized uses of force result in discipline, training with the employee, and a review of the training curriculum. Training emphasizes the importance of considering the totality of the circumstances, including the immediacy of the threat, the actions of the person against whom force is used, the actions of the officer, and the seriousness of the law enforcement purpose.

UNINTENTIONAL DISCHARGE

When an officer discharges a firearm or less-lethal firearm, except for target practice, qualification shooting, sporting events, or ballistic examinations, the officer is required to notify their immediate supervisor. The supervisor initiates an investigation, notifying the WSP Criminal Investigation Division when the incident involves death, serious injury or there is a need for investigative expertise beyond the supervisor's capabilities. All unintentional discharges result in retraining with the involved employee, and a review of the incident by the District/Division Commander, OPS, and the Training Division.

Unintentional Discharges



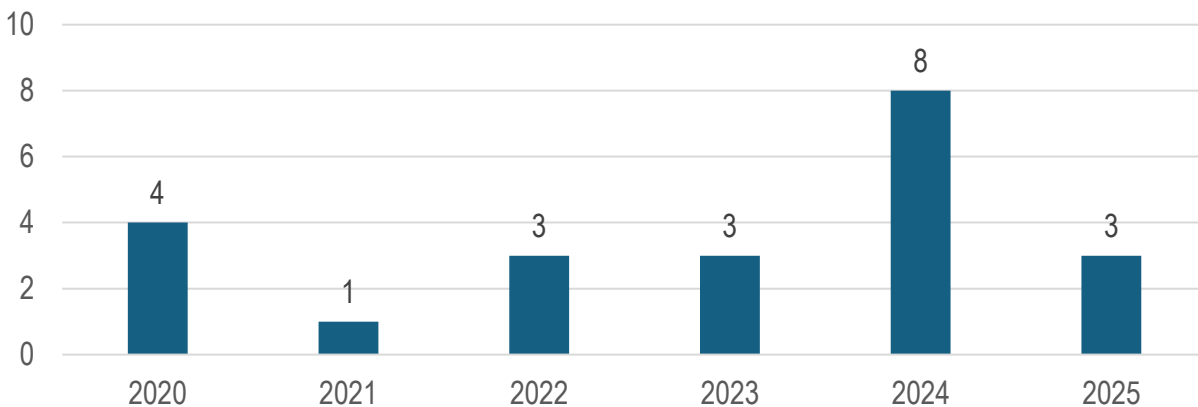
In 2025, three unintentional discharges of a firearm occurred, which is a 25% increase from the five-year average. All three unintentional discharges occurred while handling a handgun. One unintentional discharge occurred when an employee was attempting to conduct a functions check, another occurred while cleaning the weapon, and the third occurred while conducting an ammunition reload during a range training exercise.

Each unintentional discharge is reviewed to identify contributing factors and reinforce safe firearm handling practices. These reviews help ensure employees remain proficient in weapon safety protocols and allow the agency to evaluate whether additional training, guidance, or procedural adjustments are necessary to reduce the likelihood of similar incidents in the future.

USE OF DEADLY FORCE

When an incident involves death, substantial bodily harm, or great bodily harm the WSP Criminal Investigation Division (CID) is notified. CID then serves as the agency liaison with the Independent Investigation Team (IIT) or the Office of Independent Investigations. In instances where an administrative investigation is required, it will not typically be initiated until the conclusion of the criminal investigation and receipt of a charging decline from the prosecutor.

Use of Deadly Force - Firearm

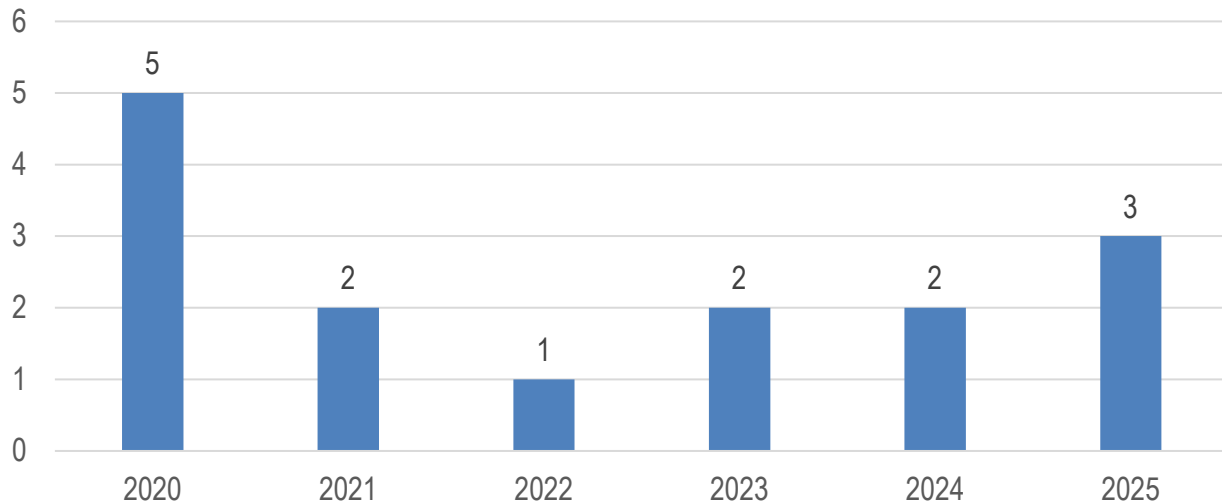


Over the previous five years, the WSP has averaged 3.8 deadly uses of force per year. Two of the incidents indicated above for 2025, occurred in 2024, and one in 2025, but all are captured in the 2025 data due to the date the cases were closed. Each of these uses of deadly force were determined to be justified following IIT and/or administrative reviews.

In 2025, there were 3 uses of lethal force, all of which involved a firearm. Two of the incidents captured in the graph above are from a SWAT call. The suspect was barricaded with a hostage. Troopers, along with allied agency personnel engaged with the suspect and the suspect was fatally wounded. After IIT and prosecutor review, no charges or policy violations were filed against either trooper. The third incident involved a trooper attempting to stop a motorcycle without registration that was being driven recklessly. The rider fled, leading to a pursuit that ended when he abandoned the motorcycle, fled on foot, and stole a paddle boat. After the rider fired several rounds, SWAT engaged him. The suspect was pronounced dead at the scene.

USE OF LETHAL FORCE

Use of Force - Intentional Intervention



Intentional intervention (ramming) of a vehicle is the deliberate act of hitting another vehicle with a patrol vehicle(s) for the purpose of functionally damaging or forcing the other vehicle off the road. Intentional intervention is considered use of deadly force by our policy, and shall be used to effect an apprehension only as a last resort and only when the officer knows or has reasonable grounds to believe the occupant(s) has committed or is attempting to commit a crime that poses a threat of death or serious bodily injury.

There were three intentional interventions in 2025. A trooper responding to a wrong-way vehicle and used his patrol car to push the erratic driver back into the correct lanes after the driver failed to yield to emergency lights, bringing both vehicles to a stop in the delineator posts. The second was a Trooper maneuvered his patrol vehicle to stop the wrong way vehicle. As this was being done, the suspect struck the front of the officer's vehicle. An IIT investigation was conducted, and no criminal chargers were filed.

The third incident took place in 2024, however, was closed in 2025. It involved a motorcycle which had been driving recklessly and attempted to flee a traffic stop. The incident resulted in a severe injury for the motorcycle rider and no injuries for the involved WSP employee. An IIT conducted an investigation, and no criminal charges were filed. After WSP review of the incident, the use of force was found to be unauthorized and there was an adverse finding, with suspension, following the administrative investigation.

Over the previous 5 years, the WSP has averaged 2.4 intentional interventions per year.

The WSP will continue to track, monitor, and analyze use of force reports to address violations of policy, improve training, and identify trends to protect the public and our employees.

(CALEA 4.2.1, 4.2.2 and 4.2.4)

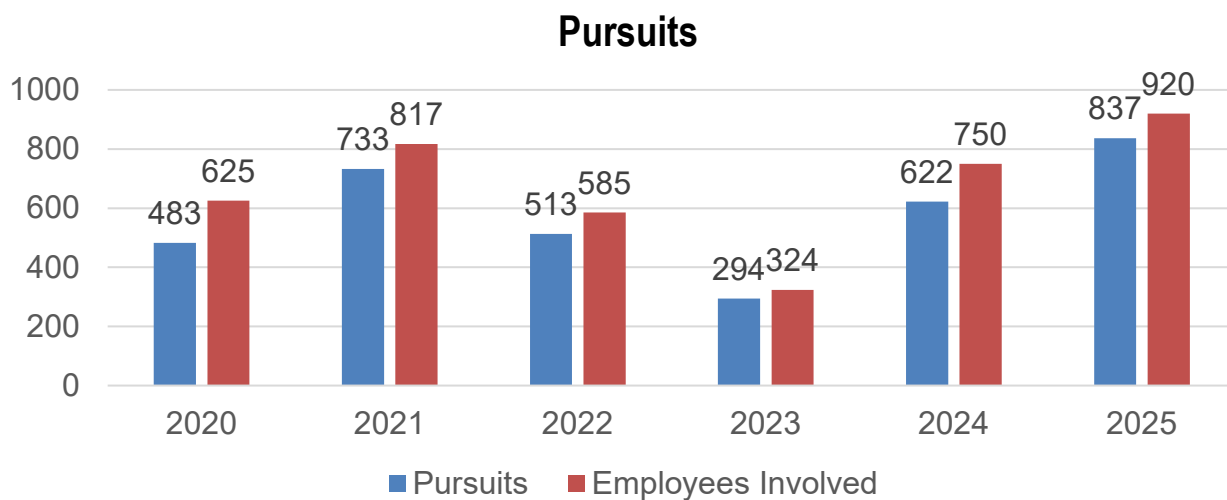
PURSUIITS

After a pursuit or an application of a Pursuit Immobilization Technique (PIT), to include roadblocks or forcible stops, department policy mandates that a supervisor conduct a thorough review to determine compliance with policy and training. If the pursuit/PIT results in a collision, a supervisor shall respond. If the collision involves moderate to severe injury, a supervisor shall request a Criminal Investigation Division response to help assist with the collision investigation.

In those instances where a pursuit/PIT crosses District boundaries, a determination shall be made by the respective District Commanders whether joint reporting or single District reporting will occur. In the case of allied agency involvement, a determination will be made by the District Commander, in consultation with the OPS Commander, to determine the proper reporting procedure.

If the investigation reveals there is no policy violation, the supervisor then completes the Pursuit FLUP and a supervisor case log. The FLUP is forwarded through the chain of command to the District/Division Commander for review and final approval.

OPS staff reviews all FLUPs where a District/Division Commander has concern that the Pursuit was unauthorized or that WSP procedures were not followed. OPS reviews the pursuit FLUP to ensure they are complete and works with the appropriate District/Division to satisfy any discrepancies found. The final review is then completed by the OPS Commander to ensure concurrence with the Appointing Authority's findings.

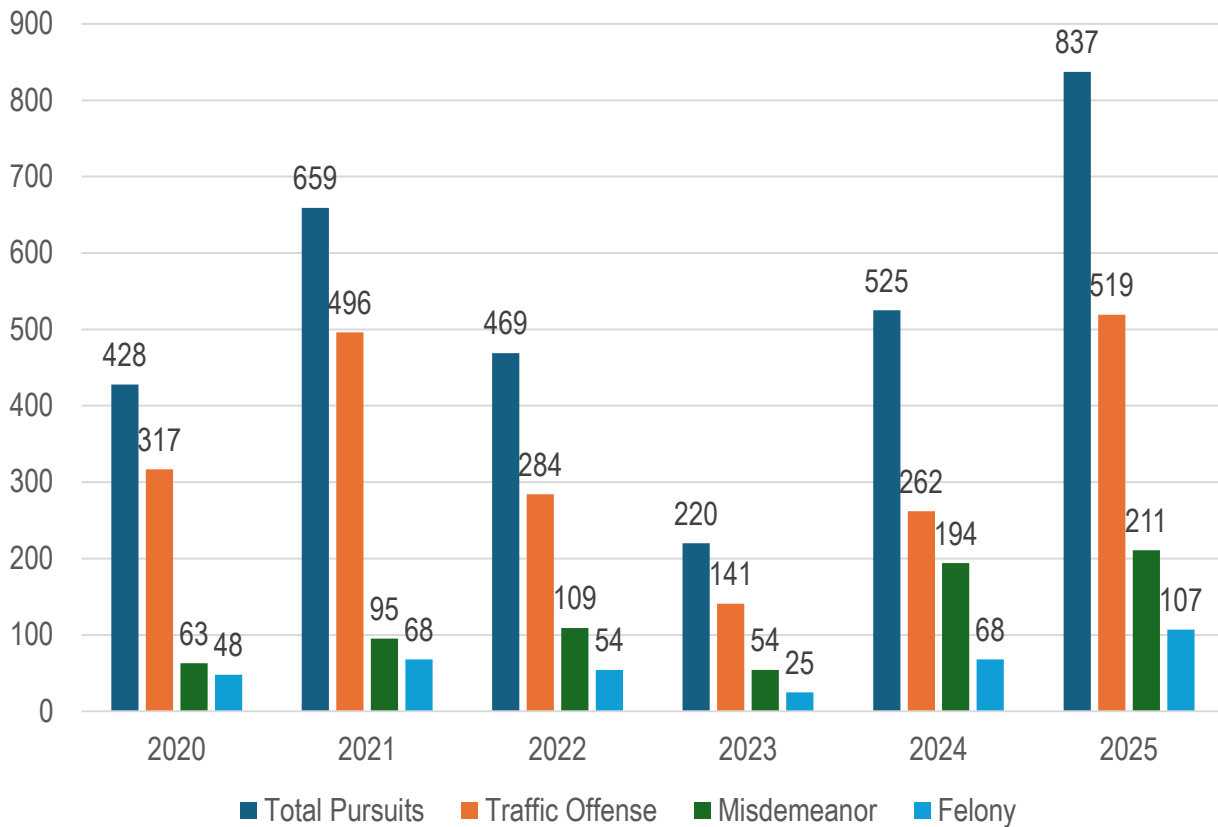


In 2025, 920 officers were involved in 837 total pursuits, which is an 82% increase from the previous five-year average. There were three unauthorized pursuits in 2025, which is up from an average of 2.4 unauthorized pursuits per year over the previous five years.

PURSUIITS

In 2025 there were 61 pursuits that were authorized where procedures were not followed. This is an increase of 45% from 2024 where 42 pursuits were authorized, but procedures were not followed. During the review process, Appointing Authorities may determine specific procedures were not followed, even if the pursuit was authorized. Examples of this include improper driving protocols, inconsistent utilization of emergency equipment, or inadequate communications. Upon these findings, employees are provided with additional training.

Reason For Pursuit

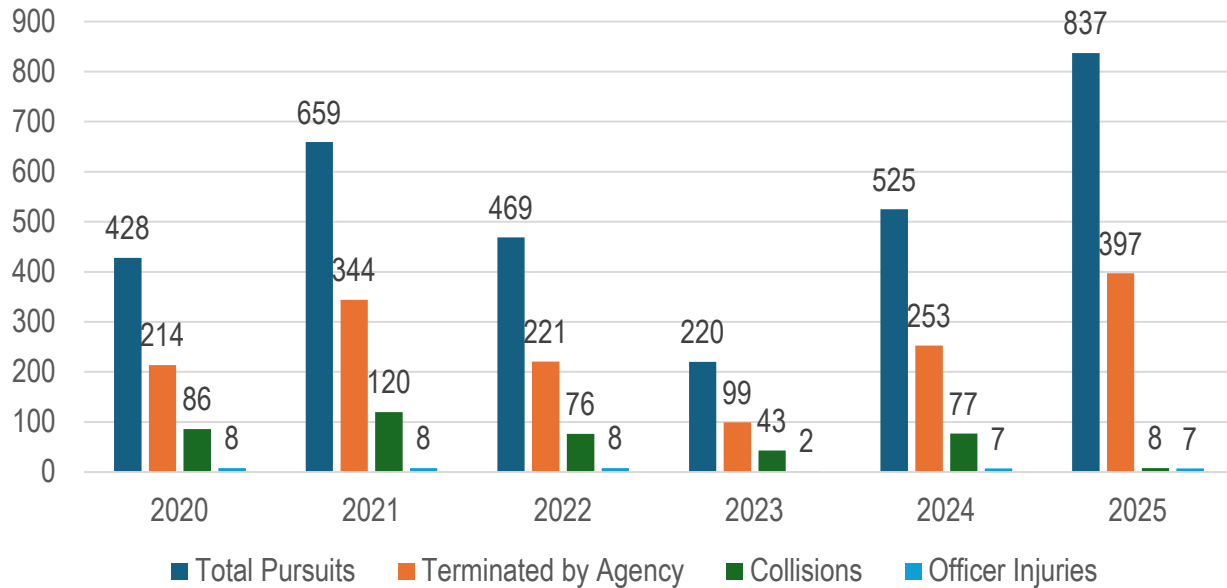


In 2025, the average pursuit lasted approximately 8.62 minutes which is a decrease of 37% from 13.69 minutes in 2024.

Traffic offenses continued to be the primary reason for initiating a pursuit. Misdemeanor crimes were the second highest reason a pursuit was initiated, followed by felonious crimes. This remains consistent with trends from the previous five years for each offense category. Stolen vehicles were involved in 38 of the pursuits during 2025, which was a 9% increase from 2024.

PURSUIITS

Pursuit Outcomes



Pursuits involving a collision in 2025 decreased by 11% compared to the previous 5-year average. In 2025, 47% of all pursuits were terminated by the agency, which matched the previous 5-year average and represented a 1% decrease from 2024. The number of suspects apprehended at the conclusion of the pursuit decreased 5% compared to 2024.

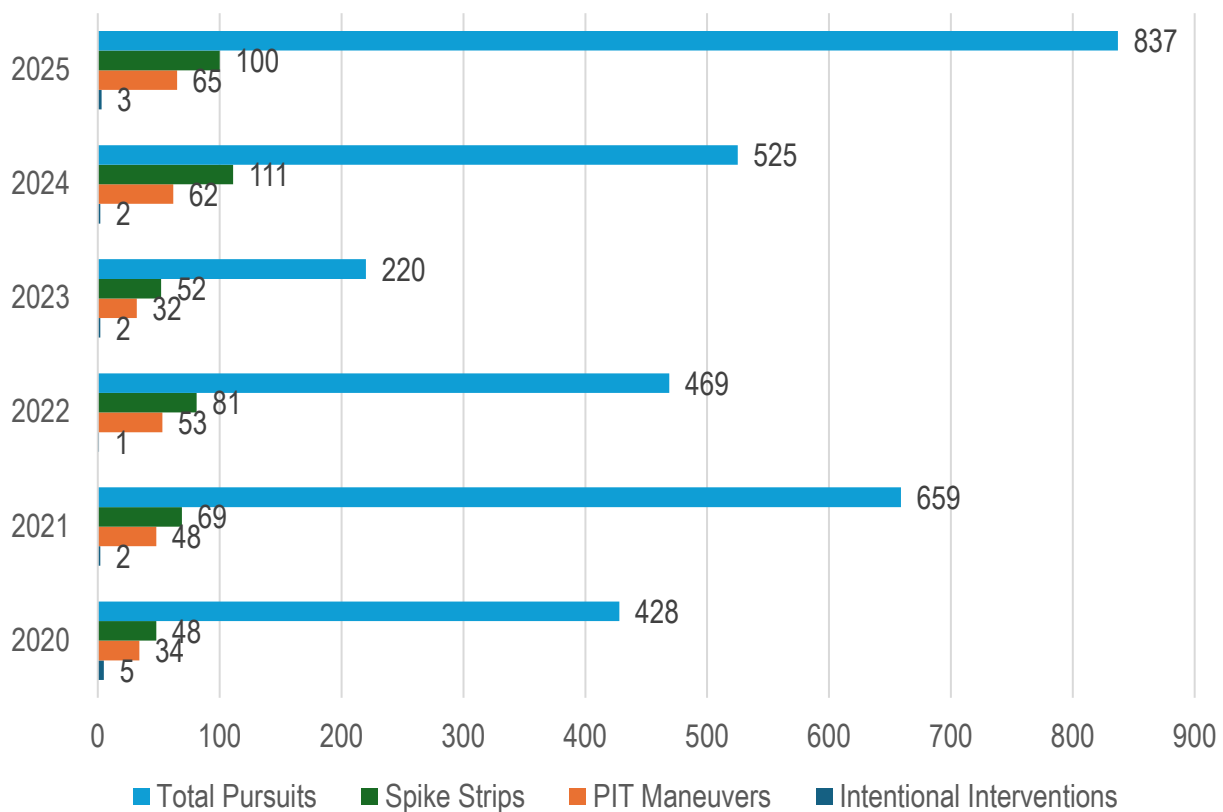
The number of pursuits resulting in officer injuries stayed the same at 7 in 2024 and 2025. Officers sustained 19% of the total number of injuries with 78% of the injuries identified for the suspects and 3% for third parties.



PURSUIITS

In 2025, the WSP authorized four methods of a forcible stop: intentional intervention, roadblocks, hollow spike strips, and the Pursuit Immobilization Technique (PIT). Hollow spike strips continued to be the most utilized method of forcible stop used in 2025. Spike strip use increased 22% compared to the average of the previous five years. PIT increased 43% when compared to the average of the previous five years. There were 3 intentional interventions in 2025, which was comparable to the previous five-year average of 2.

Methods of Forcible Stopping



Officers continue to receive ongoing training regarding pursuits. A Job Performance Appraisal (JPA) Quiz is completed annually to review officers' knowledge of applicable laws, policies, and procedures. Within the quiz are questions to gauge an officer's knowledge and understanding of pursuit requirements.

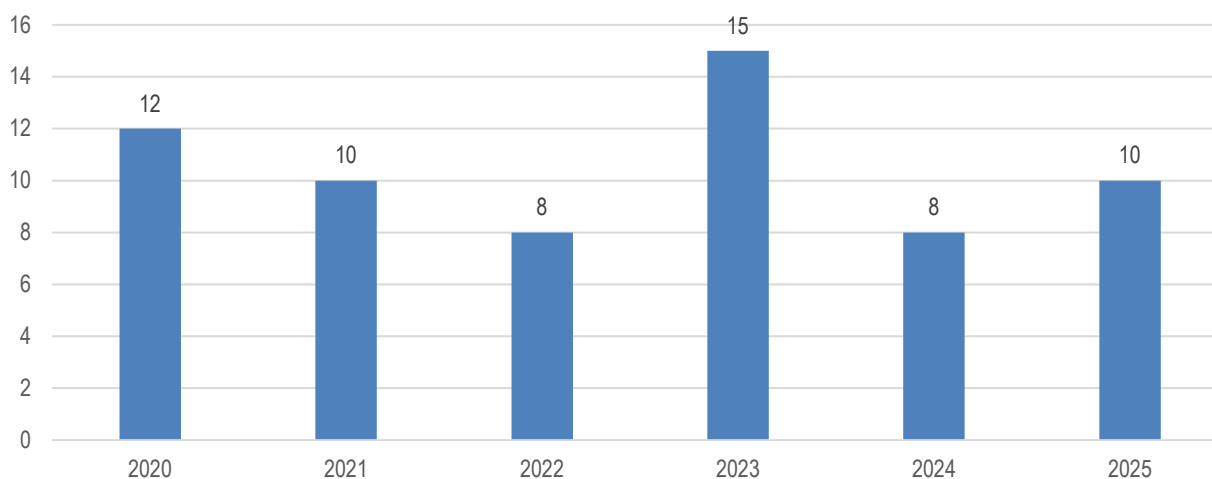
(CALEA 41.2.3e , and 41.2.21)

BIASED BASED POLICING

The WSP is committed to reviewing and/or investigating all allegations of Biased Based Policing. OPS ensures appropriate corrective measures are taken when an investigation results in a proven finding. This process includes a comprehensive review of the completed investigation by the Appointing Authority and the OPS Commander.

WSP Regulation 8.00.260 Unlawful or Improper Bias in Public Safety (A) Unlawful or Improper Bias Prohibited references biased based profiling to initiate traffic stops and other field contacts. WSP Regulations 8.00.250 Code of Ethics – Officers (C) Performance of the Duties of an Officer and 8.00.240 Code of Ethics – Employees (B) Performance of the Duties reference biased based policing after the initial stop and/or during a field contact. The WSP examined both regulations on the same level of review.

Allegations of Biased Based Policing



In 2025, the WSP received 10 biased based policing allegations, which if proven true, would constitute a violation of policy. There were no proven findings of this policy in 2025.

Following is a summary of the allegations and the findings of administrative investigations involving 8.00.260 Unlawful or Improper Bias in Public Safety (A) Unlawful or Improper Bias Prohibited :

- *It is alleged Trooper stopped the complainant due to his race. – Rejected following a review of the contact.*
- *It is alleged Sergeant stopped and/or discriminated against the complainant due to their gender, race, and/or political affiliation. – Rejected following a review of the contact.*
- *It is alleged that the trooper targeted the defendant because he is Muslim, and that the trooper was untruthful about the speed zone. – Rejected following a review of the contact.*

BIASED BASED POLICING

In 2025 the WSP received 7 Code of Ethics - Officers (C) Performance of the Duties of an Officer allegations, which if proven true, would constitute a violation of policy.

Following is a summary of the allegations and the findings of administrative investigations involving 8.00.250 Code of Ethics – Officers (C) Performance of the Duties of an Officer:

- *It is alleged that trooper used unlawful or improper racial bias when initiating a traffic stop and subsequently arresting complainant. It is further alleged that trooper committed a theft of complainant's property during a search incident to arrest –Not Accepted following a review of the contact.*
- *It is alleged on November 23, 2025, Trooper was "racist" because she arrested a Hispanic male for DUI. It is alleged Trooper treated the complainant differently during a collision investigation due to her ethnicity. – Rejected following a review of the contact.*
- *It is alleged, while investigating a collision, Trooper treated the complainant unfairly due to his race. – Rejected following a review of the contact.*
- *It is alleged Trooper used excessive force when executing a search warrant for blood and/or placing the complainant into the rear seat of a patrol vehicle. It is further alleged Trooper treated the complainant differently because she was a Native American woman. – Rejected following a review of the contact.**
- *It is alleged Trooper used excessive force when assisting with a search warrant for blood and/or placing the complainant into the rear seat of a patrol vehicle. It is further alleged Trooper treated the complainant differently because she was a Native American woman. – Rejected following a review of the contact.**
- *It is alleged Trooper violated the complainant's rights when he failed to investigate and recover a stolen vehicle. – Rejected following a review of the contact.*
- *It is alleged Trooper inappropriately touched the complainant's breast when he searched her incident to arrest. --Rejected following a review of the contact.*

In 2025, the WSP did not receive any allegations which, if proven true, would constitute a violation of 8.00.240 Code of Ethics - Employees (B) Performance of the Duties.

*Two separate complaints on two different officers.

(CALEA 1.2.9 c)

EARLY IDENTIFICATION SYSTEM

In the course of one's career, an employee may experience situations which impact their performance, attendance, or conduct. The Washington State Patrol is committed to helping employees prevent or resolve problems to promote employee wellness, which contributes to the resilience of the officer, agency, and the communities we serve.

The Office of Professional Standards (OPS) provides oversight of the agency's Early Identification System (EIS), which is designed to detect and address "out-of-the-ordinary" patterns of behavior or performance issues at the earliest stage. EIS seeks to correct issues through non-punitive and timely intervention, emphasizing training and reaffirmation of agency regulations. It is a tool for supervisors and managers to address problems and render tailored assistance to the employee to correct unacceptable behavior. The following are primary elements considered for early identification:

- Misconduct
- Unauthorized Use of Force
- Unauthorized Pursuits
- Serious collisions or a pattern of vehicle incidents/collisions

When an employee is identified as a candidate for EIS, their commander will personally meet with the employee to discuss concerns. The commander then prepares an IOC outlining the results of the discussion, the employee's response to the concerns shared, and the recommended course of action. Any action taken is communicated with OPS and included in the employee's file.

An OPS History lists all proven policy violations registered against an employee, showing the date, allegation, finding, and sanction imposed. When new findings are entered into the OPS database, an Early Identification notice is generated if any of the below occurred over the previous twelve months;

- Two proven or undetermined complaints
- Two unauthorized uses of force
- Two unauthorized pursuits
- Two chargeable collisions, incidents, or lost/damaged equipment

OPS can generate a report showing all employee interventions upon request.

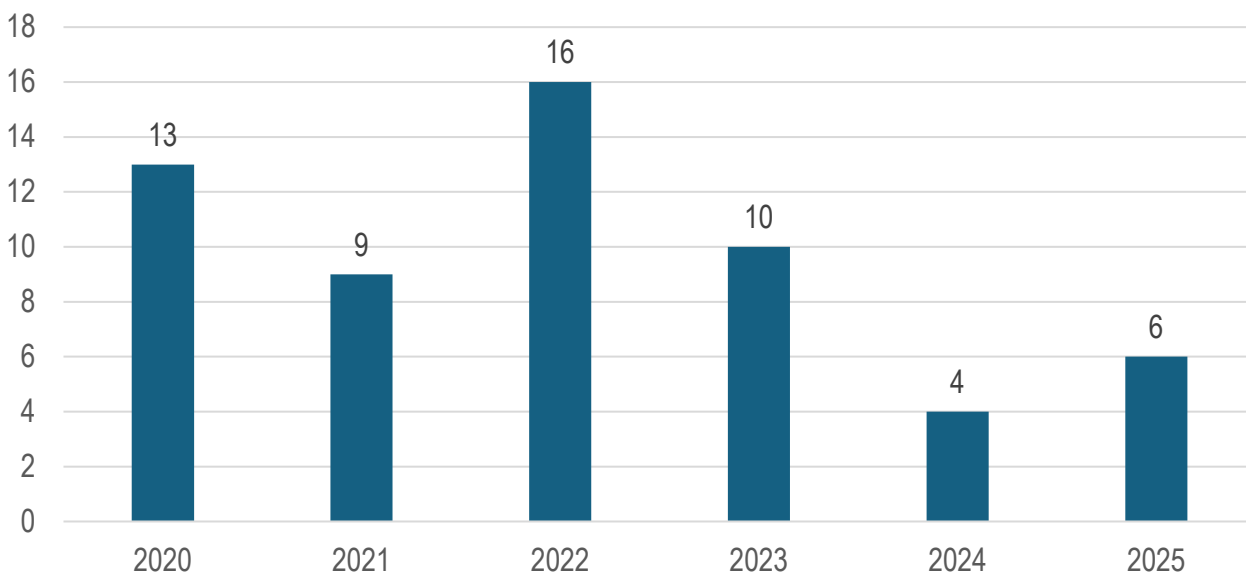
EARLY IDENTIFICATION SYSTEM

In 2025, the Early Identification System was utilized for 6 employees through notices to commanders for follow-up and referral. Of the 6 employees identified: 5 were commissioned male, and 1 was civil service male.

3 of the 6 early intervention behaviors were fleet incidents relating to vehicle operation. In each of these cases, the involved employees completed training with a driving instructor. 2 of the 3 received written reprimands. 1 of the 6 early interventions resulted from a loss of equipment.

(CALEA 35.1.9)

Early Identification – Previous 5-Year Trend



CHANGES TO ADMINISTRATIVE REVIEW PROCESS/POLICIES

The agency conducts a Strategic Advancement Forum (SAF) on a quarterly basis. This is a public forum where Commanders present their efforts and activities supporting the WSP Strategic Plan. The SAF elicits input from all Commanders, Assistant Chiefs, Bureau Directors, and the Chief while providing an opportunity to identify process improvements, training needs, and policy/regulation changes. Some of the topics OPS presented during SAF in 2025 included:

- 2025 Annual Report Review / Debrief
- Axon Standards development for launch in 2026
- WADEPS reporting and integration
- Strengthened oversight of FLUPs – Appointing Authorities have final approval
- OPS Bi Web Dashboard
- Strategic objectives and goals
- Partnership with IACP in pursuit data collection & analysis

OPS is committed to providing strong leadership and resources to foster a safe, ethical, innovative, knowledgeable, and diverse workforce. Continual analysis of agency practices is a direct reflection of this commitment. OPS completes an annual review of our investigative processes involving citizen complaints, biased based policing, fleet incidents, uses of force, pursuits/PITs, and lost or damaged equipment.

The WSP's investigative process is currently outlined in the Administrative Investigation Manual (AIM). The AIM is under review and is intended to be converted to a Standard Operating Procedure (SOP) format; however, completion of this effort has been impacted by competing priorities, personnel changes, and resource limitations.



CHANGES TO ADMINISTRATIVE REVIEW PROCESS/POLICIES

Each year, OPS reviews regulations to ensure compliance with emerging case law, reconcile inconsistent practices, and address newly identified patterns of misconduct. In 2025, OPS reviewed, and when appropriate, recommended updates to the following agency regulations:

- 2.00.020 Use of Deadly Force- WSP Officers
- 2.00.110 Responsibilities – Investigation
- 2.01.010 Department Standard
- 7.00.010 Employee Rights
- 8.00.110 Unsatisfactory Performance

OPS conducts bi-weekly briefings with the Executive Staff (Assistant Chiefs, Bureau Directors, Labor and Policy Advisor, and the Human Resource Commander) on all complaints being investigated by OPS, and cases involving potential impeachment and/or peace officer certification material. These briefings are designed to provide a forum for agency executives to receive a case status report, discuss the investigation, and address procedural issues, training needs, risk mitigation, and discipline.

(CALEA 1.2.9d and 26.2.5)



CLOSING

A relationship of trust and confidence between law enforcement and the communities we serve is essential. OPS will continue to strive to meet the public's expectations for accountability and transparency by conducting fair, thorough, and impartial administrative investigations. Through these efforts, OPS seeks not only to ensure that employee actions are evaluated consistently and objectively, but also to reinforce the professional standards expected of those entrusted with public authority.

OPS will also continue to collaborate with Districts and Divisions to facilitate informed decision-making throughout the administrative investigation process and provide meaningful follow-up to mitigate future occurrences. By identifying trends, promoting training opportunities, and reinforcing policy expectations, OPS supports a culture of accountability that strengthens both organizational integrity and public confidence. Maintaining transparency, fairness, and professionalism in these processes remains fundamental to sustaining the trust placed in the Washington State Patrol by the communities it serves.



APPENDIX

Appointing Authority

Designated by the Chief, the person given the authority to review and adjudicate administrative investigations and take disciplinary action on employees.

Complaints

Complaints involve reports of alleged employee misconduct that violates WSP regulations. Examples might include a citizen's courtesy complaint or an employee's insubordination to a supervisor. These complaints do not include fleet (incident/collisions), loss/damage of equipment, use of force, pursuits, or discrimination and harassment.

*When evaluating a complaint, the Appointing Authority may reject the complaint.

Rejected: After review of the complaint, the Appointing Authority concluded that either no factual information of a policy violation exists, or the allegation does not constitute a complaint.

Investigations of **Complaints** can result in one of six findings:

- **Proven:** There exists, by a preponderance of the evidence, sufficient proof to find the accused employee committed the violation
- **Undetermined:** There is insufficient evidence to provide or disprove the allegation
- **Unfounded:** There exists sufficient evidence to conclude that the accused employee did not commit the allegation.
- **Exonerated:** There is sufficient evidence to find that the accused employee committed the act they were accused of, but that the employee's actions were consistent with policy and training.
- **Unintentional Error:** This would be a Minor allegation where there is sufficient evidence to support the claim, as well as equal evidence which shows the act was purely inadvertent.
- **Departmental Error:** The investigation indicates the complaint is against the actions of an employee who was following agency policy or procedures which were in error. The employee was in compliance with those policies or procedures and is therefore not personally at fault. As a result, the error in policy would have to be corrected.

Fleet (Incidents/Collisions)

Fleet investigations occur when an agency vehicle is damaged as a result of an incident or collision. Findings are either *policy violation*, fault of the employee; or *no policy violation*, not the fault of the employee

Incident – damage done to an agency vehicle by natural disaster, damage by road hazard, non-collision push bar damage (either vehicle), prisoners, non-collision dents/scratches by a known or unknown source, vandalism.

Loss/Damage to Equipment

Similar to fleet investigations, the findings under loss of equipment are either *policy violation* or *no policy violation*.

APPENDIX

Pursuits

As defined by the WSP Regulation Manual: An attempt by a uniformed (commissioned officer) in an officially marked patrol vehicle to stop a moving vehicle where the driver of such vehicle...is resisting to stop. Pursuits are found to be either *authorized* or *unauthorized*.

Settlement Agreements

This is an efficiency tool that streamlines the agency's administrative process; often allowing an accused employee to acknowledge their mistake(s) early on and work toward an appropriate and agreed upon discipline.

Standards Officer

The OPS Commander is the OPS Captain and who has oversight authority on all administrative investigations.

Use of Force

As defined by the WSP Regulation Manual: Power dynamically considered, that is, in motion or in action; constraining power, compulsion; strength directed at an end. Force may be applied through the use of a person's body, weapons, equipment, and/or other instruments. For the purpose of this policy, use of force includes but is not limited to physical force. Use of force cases are found to be either *authorized* or *unauthorized*.

Physical Force

As defined by the WSP Regulation Manual: Any act reasonably likely to cause physical pain or injury or any other act exerted upon a person's body to compel, control, constrain, or restrain the person's movement. "Physical force" does not include pat-downs, incidental touching, verbal commands, or compliant handcuffing where there is no physical pain or injury.