

## Corrective Actions and Other Outcomes for Sustained Allegations in 2018

Corrective actions include discipline (oral/verbal/written reprimand, suspension, demotion, or termination) or corrective counseling (which the Sheriff's Office does not consider to be discipline). Other outcomes include resignation, retirement, or implementing a performance improvement plan. In 2018, there were 184 total corrective actions, or other outcomes, imposed against Sheriff's Office employees as a result of 169 sustained allegations. The most common discipline imposed was suspension, followed by written reprimand and termination. Eighteen officers were terminated in 2018. The table below summarizes the types of corrective actions or other outcomes taken for each sustained allegation.

Allegation	Corrective Counseling	Oral/Verbal Reprimand	Transfer	Suspension	Termination	Written Reprimand	Demotion	Training	Memo of Expectations	Other*	Grand Total
Abide by federal and state laws and applicable local ordinances, whether on or off duty	-	-	-	-	-	1	-	-	-	-	1
Absence from duty without leave	1	-	1	1	-	6	-	-	-	5	14
Acts in violation of Sheriff's Office directives, rules, policies or procedures as set out in this manual, the training bulletins, or elsewhere	5	-	-	13	1	5	-	8	1	2	35
Appropriate use of authority	-	1	-	-	-	-	-	-	-	-	1
Conduct that is criminal in nature	-	-	-	1	2	-	-	-	-	-	3
Conduct unbecoming	5	-	1	4	2	1	1	-	1	-	15
Courtesy	2	-	-	5	-	5	-	-	-	1	13
Discrimination, incivility, and bigotry	-	-	1	-	-	-	1	-	-	-	2
Excessive or unnecessary use of force against a person	1	-	-	-	-	-	-	1	-	-	2
Fails to submit reports, citations, or other appropriate paperwork in a timely manner	-	-	-	1	-	1	-	-	-	-	2
Failure of training or qualification	-	-	-	-	-	1	-	-	-	-	1
Harassment based on race, ethnicity, gender, religion, disability, or sexual orientation	-	-	-	-	-	1	-	-	-	-	1
Incurring debt or liability on behalf of the Sheriff's Office or the County	-	-	-	1	-	-	-	-	-	-	1
Insubordination or failure to follow orders	-	-	-	5	4	-	-	1	-	-	10
Intoxicants	-	-	-	-	-	1	-	-	-	-	1
Making false or fraudulent reports or statements, committing acts of dishonesty, or inducing others to do so	-	-	1	2	9	1	1	-	-	1	15
Obedience to laws and orders	-	-	-	-	-	2	-	-	-	1	3
Otherwise fails to meet Sheriff's Office standards	-	-	-	1	1	-	-	2	-	-	4
Performs at a level significantly below the standard achieved by others in the work unit	1	-	-	5	-	2	-	1	-	1	10
Personal business or recreation while on-duty or in uniform	-	-	-	1	-	-	-	-	-	-	1
Punctuality	-	-	-	7	-	2	-	-	-	-	9
Ridicule	-	-	2	3	-	2	1	-	1	-	9
Sleeping on duty	-	-	-	5	-	2	-	-	-	-	7
Supervision	1	-	1	-	-	1	1	-	-	-	4
Tobacco products	-	-	-	1	-	-	-	-	-	-	1
Willful violation of either Sheriff's Office Civil Career Service Rules, or King County Code of Ethics, as well as King County Sheriff's Office rules, policies, and procedures	-	-	3	5	1	8	1	-	-	1	19
<b>Grand Total</b>	<b>16</b>	<b>1</b>	<b>10</b>	<b>61</b>	<b>20</b>	<b>42</b>	<b>6</b>	<b>13</b>	<b>3</b>	<b>12</b>	<b>184</b>
<b>Grand Total by Percentage</b>	<b>9%</b>	<b>1%</b>	<b>5%</b>	<b>33%</b>	<b>11%</b>	<b>23%</b>	<b>3%</b>	<b>7%</b>	<b>2%</b>	<b>7%</b>	<b>100%</b>

\* IIU sustained the allegations, but did not issue corrective or disciplinary action.