



## King County

Department of Adult  
and Juvenile Detention  
**Allen Nance, Director**

March 02, 2026

TO: The Honorable Jorge Barón,  
King County Councilmember

FR: Allen Nance,   
DAJD Director

**RE: DAJD Commitments related to Use of Force Policy and Practice**

Dear CM Barón,

As a follow-up to the meeting, we had with you on February 6, 2026, joined by your Legislative Aide Clara Manahan, DAJD Deputy Director Steve Larsen, and me, I would like to share some immediate steps our office has taken and further steps we are launching to address the concerns you raised during our discussion. During this meeting we discussed my response to Jeremy Bell, Ombuds Office Director, dated December 16, 2025. As I stated in a prior communication to you, we should have done a better job on multiple fronts related to the handling the matter that prompted your attention. Upon further discussion with our leadership team and the Executive's Office, we believe that a full-scale review of our Use of Force policies and practices is warranted.

I would like to take this time to inform you of some immediate actions taken by the department to ensure safeguards are put in place to protect people in our custody:

- I directed that our Internal Investigations Unit (IIU) investigate the case from the Ombuds, specifically asking them and our command staff to provide recommendations for improvements.
- Command staff at both adult facilities are working with our Defensive Tactics (DT) team to review our Use of Force Policy and Force Review Committee (FRC) process. They will also be determining where additional training and improvements are needed.
- We have added a Defensive Tactics instructor to our Force Review Committee. Their participation will provide first-hand experience with command staff to identify any trends in DT that need to be emphasized or improved.
- Our FRC committee has already begun evaluating policy and process and incorporating feedback from the Ombuds and yourself in FRC monthly meetings.
- We have identified an external national expert/consultant with expertise in use of force policies and practices within correctional agencies who has submitted a

proposal to conduct a review of DAJD Use of Force and FRC policies, processes, and practices. The consultant will also review our defensive tactics curriculum and that of the Criminal Justice Training Commission/academy to identify any gaps and provide recommendations for improvements. Procurement is working with our team to expedite approval of the scope of work and contract.

- I have asked command staff to consider and provide feedback on implementation of an immediate moratorium on the use of hand strikes, except in clearly defined exigent circumstances. I have asked them to provide me with their initial feedback next week.
- We believe that we need to examine our training related to de-escalation and other communications-based engagements with jail residents. Command staff will be working with our Training Unit on these points.
- We have implemented a new compelled dress out policy provision that provides a cool down period instead of immediate use of force, when individuals are uncooperative during the booking processes.
- Command staff will be joining upcoming New Employee and Annual Defensive Tactics refresher training courses to ensure changes are incorporated in our DT program and that they support adoption.
- Command staff will review different tactics that can be used, instead of hand strikes, to gain compliance.
- Our two facility commanders will be attending a 3-day national conference in May focused on use of force-related legal issues and emerging areas of concern and best practices.

At the request of Deputy Exec., Karan Gill, we intend to reach out soon to schedule time to discuss the action items I have laid out before you.

I appreciate your commitment to working with our office as we seek to improve our policies and practices on behalf of the people in our custody and under our supervision. Please let me know if you have any questions or concerns.

Cc: Karan Gill, King County Deputy Executive  
Steve Larsen, DAJD Deputy Director