



CITY OF KIRKLAND

Police Department

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MEMORANDUM

To: Kurt Triplett, City Manager
From: Cherie Harris, Chief of Police
Date: January 8, 2018
Subject: Police Strategic Plan Update

RECOMMENDATION:

Staff will provide the City Council Public Safety Committee with an update on the Police Strategic Plan, what recommendations were completed in 2017 to include ongoing and in progress items, the Department's priorities in 2018 and possible resources that may be requested in the 2019-2020 budget process.

BACKGROUND:

The Department participated in the formulation of a Strategic Plan in 2016 that was conducted by BERK Consulting. While BERK conducted an overview of the entire Department, special emphasis was placed on conducting a patrol staffing study and making recommendations to improve jail procedures. After the Strategic Plan was presented to the City Council, the original steering committee, as well as a wide variety of other Department members were assigned to develop and implement the recommendations included in the consultant's report.

The initial priority for the Department was creating a new Mission, Vision and Values through an inclusive process involving a cross section of staff:

Mission: *The Mission of the Kirkland Police Department is to protect and serve our community with Honor, Integrity and Courage.*

Vision: *The Vision of the Kirkland Police Department is to proactively reduce crime through partnerships and teamwork.*

Values: *Honor, Integrity and Courage*

Honor – we live and die by our obligation, to fulfill our duty and commitment to justice.

Integrity – we do the right thing for the right reason, even when no one is looking.

Courage – we choose to face challenges or adversity, even when others will not or cannot.

The Department maintains a master list of all the recommendations made by the consultants that includes "working notes" that are updated by the steering committee members as items are completed or partially completed (in progress). Many recommendations have been incorporated into current practice or procedure which may leave them as "on going" on the spread sheet.

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There are a number of recommendations that have been completed or substantial steps taken to completion in 2017 and are summarized by the following list:

- Coplogic on line reporting – YTD 1070 reports
- Technology updates : iPhone's issued to all Officers, Officer Safety car sensor installed
- LEAN process for Records & Evidence
- LEAN process for Patrol
- 6 new patrol cars added to the Fleet
- Filled the DV Detective & NRO positions & K-9 back to normal schedule
- 2 Sergeants to Northwestern University SPSC (succession planning)
- 1 Captain to the FBI National Academy (succession planning)
- Marketing – active Tweeting, radio advertising & Geofencing
- 15 new Police Officers hired in 2017
- 4 new Corrections Officers & 1 rehire
- Hired a PSA Supervisor & 2 PSAs
- Hired an ACO & developed a comprehensive Animal Services Program
- Community outreach – new program "coffee w/a COP", Command staff attending Neighborhood meetings, dinner provided at K-TUB
- Parking enforcement - FULLY integrated system
- Corrections Policy & Procedure "Lexipol" manual implemented
- Correction Detox cells in design
- Corrections programs implemented– AA, Commissary, Rec area, Religious services
- ACO & PROACT offices under construction
- A TON OF FANTASTIC POLICE WORK!

In 2018, there are a number of priorities that have been identified but the following are of the highest priority:

- Incorporate the Mission, Vision & Values into performance standards, processes & procedures
- Continued focus on recruitment & retention of Staff
- Further implement recommendations made in LEAN Patrol process
- Destruction of records beyond their PDR retention schedule
- Develop guiding principles for Corrections Staff
- Redeploy the Traffic Unit
- Deploy 2 Officers to PROACT
- Security Audit of the Corrections Facility
- Further analysis of technology to include safety camera programs

The Department considers that the following priorities may need City Council support for additional resources:

- Hiring additional Officers to provide a fully staffed Kirkland PD PROACT unit
- Technology improvements
 - Evidence Tracking & Digital Evidence Software
 - Safety camera programs
- Increasing Patrol capacity to create time for preventative, data driven policing
- Continued support of recruiting & marketing programs

Over all, there have been important recommendations that were completed in 2017 with a number of others that have had substantial steps taken and are well under way. The Department would like to recognize the City Manager's Office for their continued support in improving the law enforcement services provided to the Kirkland community through the use of this strategic plan.