

# 6 ANNUAL 2020 REPORT



work ethic | commitment & dedication | quality of service & community | professionalism | pride | timeliness | fairness | honesty  
integrity | ethics | work ethic | commitment & dedication | quality of service & community | professionalism | pride | timeliness  
fairness | honesty | integrity | ethics | work ethic | commitment & dedication | quality of service & community | professionalism  
pride | timeliness | fairness | honesty | integrity | ethics | work ethic | commitment & dedication | quality of service & communit  
professionalism | pride | timeliness | fairness | honesty | integrity | ethics | work ethic | commitment & dedication | quality of s  
service & community | professionalism | pride | timeliness | fairness | honesty | integrity | ethics | work ethic | commitment & dedi  
on | quality of service & community | professionalism | pride | timeliness | fairness | honesty | integrity | ethics | work ethic | co  
mmitment & dedication | quality of service & community | professionalism | pride | timeliness | fairness | honesty | integrity | ethics



## A message from the Chief



**CHERIE M. HARRIS,  
CHIEF OF POLICE**

Kirkland Police Department  
police@kirklandwa.gov  
425.587.3408



The Kirkland Police Department is made up of honorable men and women of the highest caliber. They have chosen a purpose-driven life as police officers, corrections officers and the staff who work behind the scenes to make it all happen. I am in awe of the professionalism, teamwork and courage demonstrated throughout this organization every day.

Like many of our neighbors, we are currently facing a difficult time in the history of law enforcement, including challenges in staffing, recruiting and succession-planning. During 2016, with the support of the City Council and the City Manager's Office, we participated in a strategic planning process that provided direction to overcome these difficulties. The resultant plan also includes recommendations such as: increasing community outreach through the use of social media and shifting the focus of the Department to strengthen our relationships within the community. The five-year plan promotes a greater focus on crime prevention and proactive, directed and community policing projects to address crime in Kirkland. Constant review and adjustments to the plan are necessary to ensure our success, as is seeking your input through community outreach. The full report can be viewed online as a PDF document at [www.kirklandwa.gov/kpdstrategicplan2016](http://www.kirklandwa.gov/kpdstrategicplan2016).

Thank you for taking the time to review our 2016 Annual Report, which includes information about the variety of services provided by your Police Department, as well as a review of crime statistics, citizen complaints and noteworthy criminal investigations.

On behalf of the men and women of the Kirkland Police Department, it's truly an honor to serve you.



A handwritten signature in blue ink that reads "Cherie M. Harris".

**Chief Cherie Harris**

**Kirkland Police  
Department  
Mission Statement**

*Our mission is to provide  
quality law enforcement,  
with fair and respectful  
treatment of our community,  
through partnerships,  
personal dedication  
and courage.*

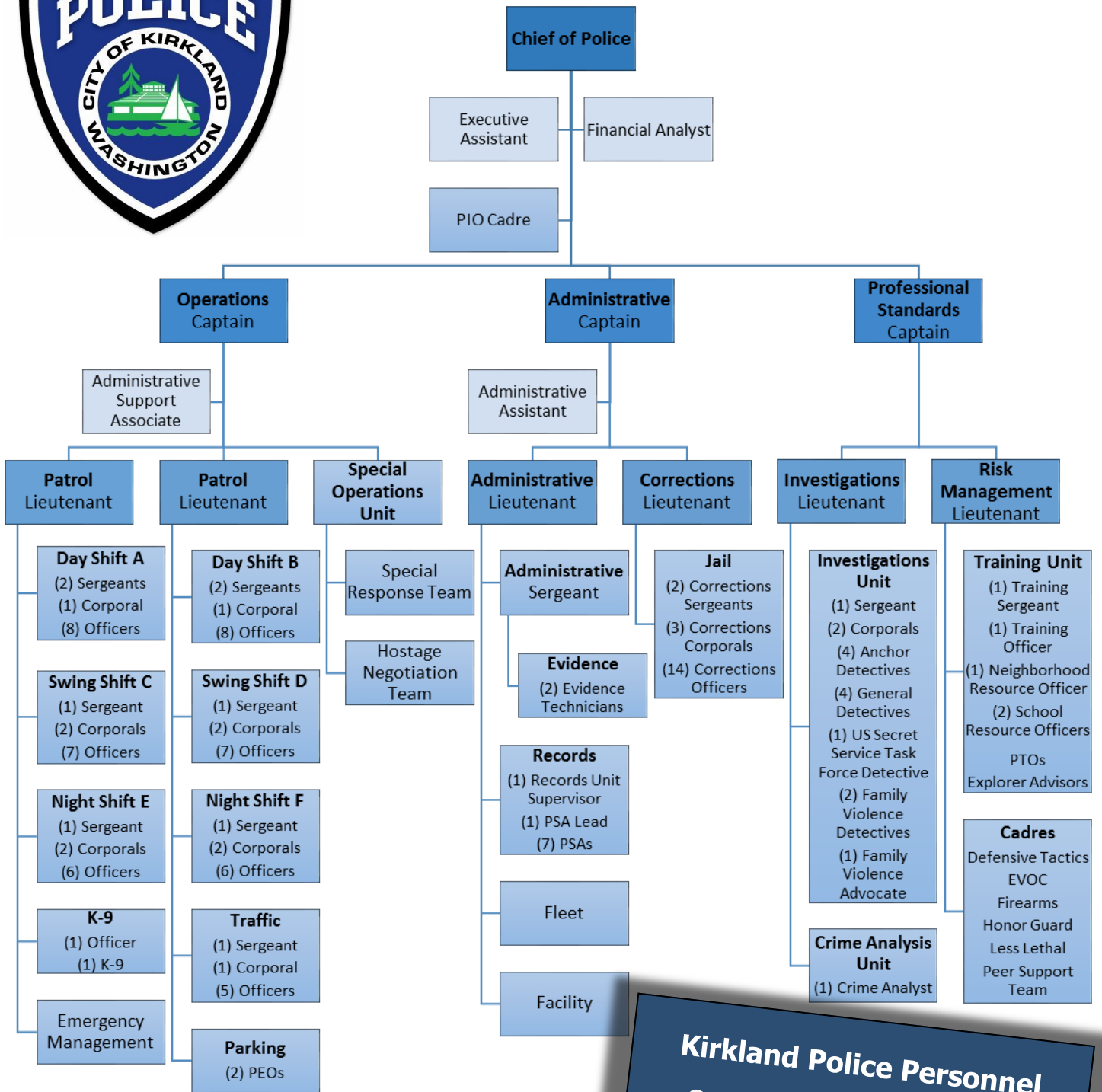
**Table of Contents**

Message from the Chief	2
Mission Statement	3
Organizat on Chart	4
City of Kirkland	5
<b>Operations</b>	<b>6</b>
Patrol	7
Traf c & Parking Enforcement	8
UTVs / DRES	9
K-9 / PIO Cadre	10
North Sound Metro	11
<b>Administration</b>	<b>12</b>
Correct ons	13
Records / NORCOM	14
Evidence / Fleet	15
<b>Professional Standards</b>	<b>16</b>
SRO / NRO	17
Invest gat ons	18
Noteworthy Cases	19
Training	20
EVOC / Less Lethal	20
Firearms / Defensive Tact cs	21
Honor Guard / Peer Support	22
Explorers / Cit zens' Academy	23
Community Outreach	24
Service Milestones	25
Hiring	26
2016 Accomplishments / Looking Forward...	27



# Organization Chart

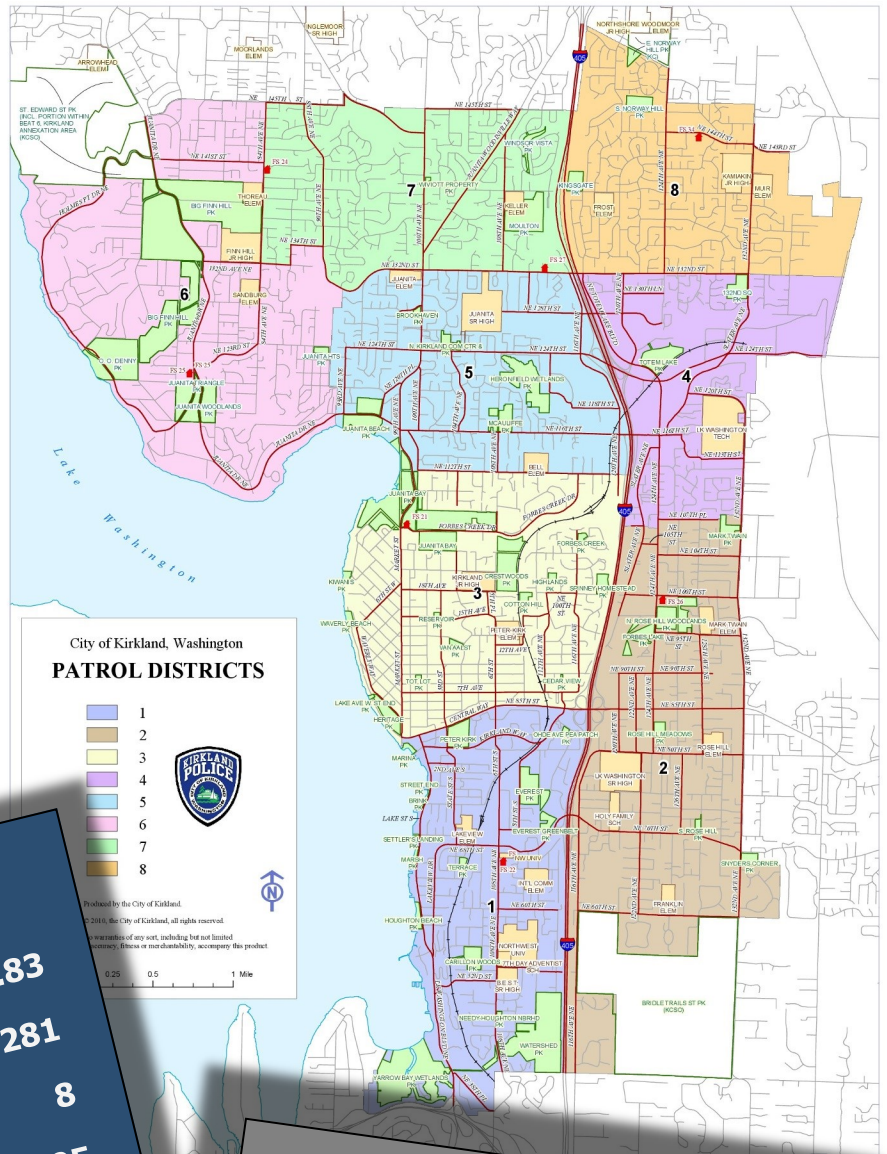
# 2016 Organization Chart



Kirkland Police Personnel	
Commissioned Officers	97
Corrections Officers	19
+ Non-Commissioned	20.5
<b>Total</b>	<b>136.5</b>

Welcome to our city! Situated on the northeastern shores of Lake Washington, Kirkland boasts a dynamic atmosphere for families and businesses alike. Here you can find stunning views of the Olympic Mountains and Seattle skyline, no shortage of parks and green spaces, a top school district, diverse restaurants, high-tech business opportunities, and waterfront fun.

From our lively downtown, to the wide open green spaces in the Finn Hill neighborhood, and to all the suburbia in between, Kirkland is a wonderful place to be!



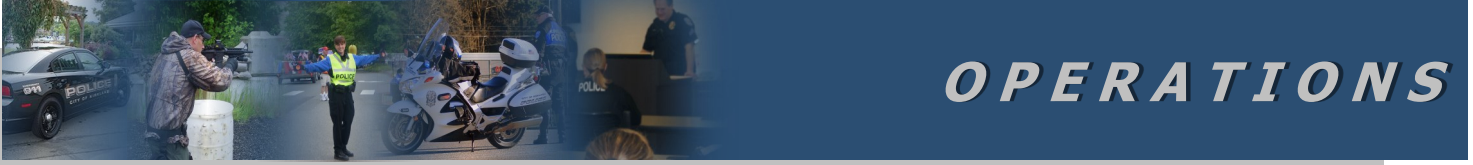
**Kirkland by the Numbers**

Square Miles	17.83
Population (est.)	87,281
Patrol Districts	8
Incorporation	1905

**Did you know?**  
Since its incorporation in 1905, Kirkland has grown to approximately 12 times its original geographic boundaries. Most recently, the areas we call districts 6, 7, and 8 were added to our city on June 1, 2011.

- Top 5 Case Report Types of 2016**
- #1 Theft
  - #2 Motor Vehicle Prowl
  - #3 Domestic-related
  - #4 Warrant Arrest
  - #5 Informational Report

# OPERATIONS



**The Operations Division is the largest and most public-facing section in the department. This Division is home to the Patrol and Traffic Units, as well as to our K-9 team and SWAT. The men and women who serve as first responders within the Operations Division are highly trained professionals who work hard to keep the City of Kirkland safe. This is accomplished by engaging in time-proven traditional law enforcement activities, complemented by the latest innovative strategies in community policing and problem-based policing models.**

*Operations Captain M. St Jean*

*Operations Lieutenant T. Aksdal*

*Operations Lieutenant R. Saloum*

The Operations Division is led by a Captain, who is supported by two Operations Lieutenants. Each lieutenant oversees three Patrol squads, and one supervises the K-9 team while the other manages the Traffic Unit. Operations Captain St Jean is also responsible for the Special Operations Unit, which consists of the Special Response Team and the Hostage Negotiation Team.

With retirements and promotions, newly promoted Captain St Jean took over for Operations Captain Hamilton in the fall of 2016, while newly promoted Lieutenants Aksdal and Saloum took the places of Operations Lieutenants Murray and Haslip during spring.

During 2016, the Operations Division addressed the challenge of staffing shortages. In order to stabilize and augment the Patrol Unit through this time, Chief Harris temporarily reallocated the Traffic Unit, Neighborhood Resource Officer, and K-9 team to Patrol squads. During this time period, Patrol is absorbing some extra responsibility, but they have stepped up to the plate honorably.

Looking forward to 2017, we anticipate having a busy year with respect to the field training of new Patrol officers!

<b>Patrol</b>	<b>7</b>
<b>Traffic</b>	<b>8</b>
<b>Parking Enforcement</b>	<b>8</b>
<b>UTVs</b>	<b>9</b>
<b>DREs</b>	<b>9</b>
<b>K-9</b>	<b>10</b>
<b>PIO Cadre</b>	<b>10</b>
<b>North Sound Metro</b>	<b>11</b>



KPD Command Staff, April 2016

# Patrol

Patrol is the core function of any police department. These are the men and women in uniform who go out into the community every day to protect and serve the public. They are responsible for daily enforcement of laws, responding to emergency and non-emergency calls, contacting people throughout the City of Kirkland, and promoting our department's community policing goals.

A patrol officer comes to work every day (or night) without knowing exactly what the day will hold. On any given shift, Patrol may respond to a broad assortment of call types, including traffic collisions, burglary reports, death investigations, disturbances, domestic violence incidents, DUIs, suspicious circumstances, mental health crises, alarms, weapons complaints, and suicidal subjects. Every single shift can be wildly different, which keeps our officers on their toes!

**Fun Fact?** Our two most experienced patrol officers have each served as a police officer for a total of 34 years. One started his career at Honolulu PD and the other at Los Angeles Sheriff's Office. They both came to Kirkland PD as lateral officers in the early 1990s.



## Most Common 5 Arrest Reasons of 2016

- #1 Warrant
- #2 Assault
- #3 DUI
- #4 Theft
- #5 Drug-related

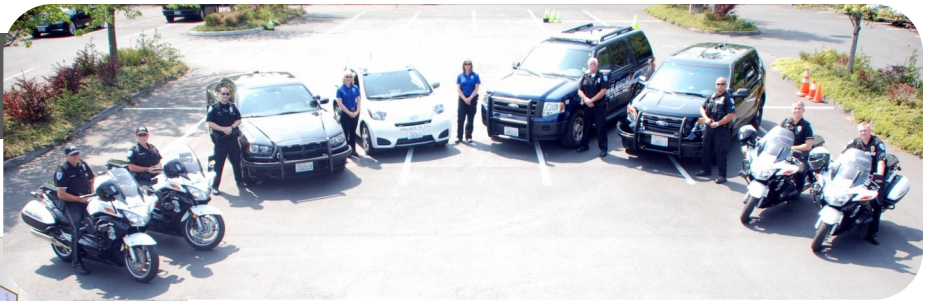
## Patrol by the Numbers

Squads	6
Sergeants	8
Corporals	10
Officers	42

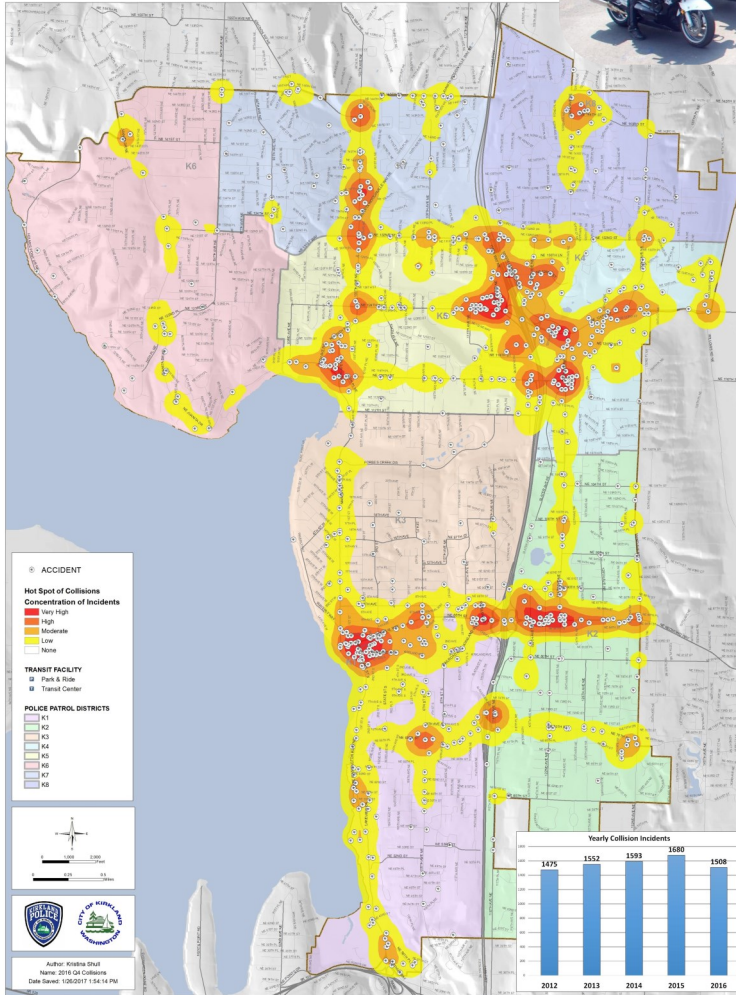


In February 2016, we made the welcome change from working 12-hour rotating day and night shifts to a set 10-hour shift rotation, with officers covering day, swing, or night shift.

# Traffic Division



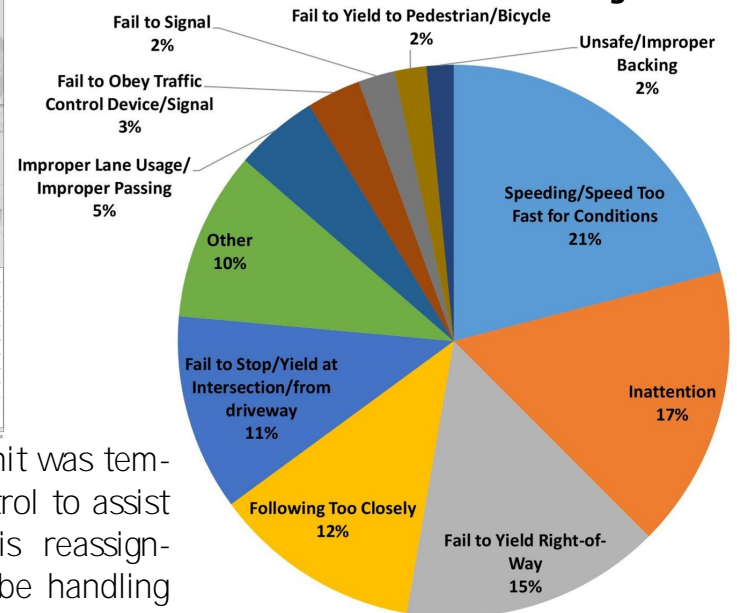
## 2016 Collisions



The main goal of the Traffic Division is to improve overall community safety. To accomplish this, the unit enforces traffic laws throughout the city but also concentrates attention on citizen-reported complaint zones. Traffic officers respond to investigate collisions and participate in campaigns such as "Target Zero" (combating DUIs) and "Click It or Ticket" (focusing on seatbelt violations).

Officers assigned to the Traffic Division may patrol by car, SUV, or motorcycle.

## 2016 Citations Issued in Collision Investigations



In fall 2016, our Traffic Unit was temporarily reassigned to Patrol to assist with staffing. During this reassignment period, Patrol will be handling Traffic's responsibilities.

# Parking Enforcement



Our non-commissioned Parking Enforcement Officers (PEOs) enforce the city's various parking regulations, with an emphasis on city parks and business districts.

In 2016, new PEO Zachary Knight joined our long-time PEO Ginger Collins. The two work hard to maintain reasonable parking turnover and enforce relevant Kirkland Municipal Codes.



# UTVs



Officer A. Weber introduces the UTV to some new friends

We added two Utility Terrain Vehicles (UTVs) to our fleet back in 2015. E.P.I.C. 1 and E.P.I.C. 2 are primarily used to patrol the popular Cross Kirkland Corridor. Their names, acronyms for Environmental Police Investigator Car, were suggested by Henry David Thoreau Elementary School 5<sup>th</sup> grade students and won a city-wide naming contest.

The E.P.I.C.s are 100% electric, 4-wheel drive, legal for street driving, and can reach speeds up to 35mph. As of special police vehicles, they're even equipped with lights and sirens!



E.P.I.C. 1 and E.P.I.C. 2—KPD's UTVs

UTVs by the Numbers (patrolling hours logged in 2016)	
E.P.I.C. 1	565
E.P.I.C. 2	481

During 2016, KPD had three active Drug Recognition Experts (DREs): Lieutenant L. Brouelette, who is also a DRE Instructor; Corporal P. Baxter; and Detective C. Slominski. DREs help other officers enforce Washington's DUI laws by providing expertise in evaluating drivers who may be impaired by drugs. DREs conduct specialized evaluations, which can assist officers in obtaining blood search warrants and impaired driving convictions. In addition to aiding KPD officers with their investigations, Kirkland's DREs also provided assistance to Mercer Island PD during the year.

# Drug Recognition Experts

During Kirkland PD's spring in-service training, Lieutenant Brouelette and Corporal Baxter taught Standardized Field Sobriety Test (SFST) refreshers to officers.



Sergeant Brouelette assists in the preparation for a DUI mock scenario at Lake Washington High School in June of 2016

Lieutenant Brouelette also taught SFSTs to a class of Park Rangers at Skagit Valley College in Mount Vernon.

Additionally, Kirkland's DREs provided education to the public through such forums as the annual Citizens' Academy and the biennial mock DUI scenario, which was held at Lake Washington High School in 2016.

## OPERATIONS > K-9 / PIO Cadre

### K-9

The K-9 Unit consists of one patrol team: an officer and a canine. Officer D. Hopkins and his partner, Thor, are responsible for assisting patrol officers with locating and retrieving fleeing suspects, clearing buildings, searching for lost or missing persons, and crowd control. Our K-9 team is trained in tracking and is certified by the Washington State Criminal Justice Training Commission. They will respond not only throughout Kirkland, but also to Redmond, Bellevue, and Bothell on mutual aid assists.



In 2016, Thor and Officer Hopkins achieved their 85<sup>th</sup> total capture as a team. They also had a capture while assisting Tukwila PD in September, further cementing Thor's quality reputation in the K-9 world.

KPD is immensely grateful for multiple donations from a generous private citizen. Her gift, earmarked for K-9 equipment, was used to purchase Thor's protective vest. This citizen's father, highly involved as a former K-9 officer himself, passed down a great love for K-9s to his daughter. Thank you for helping us keep Thor safe!



### 2016 K-9 by the Numbers

<b>Total Deployments of Thor</b>	<b>53</b>
<b>Building Searches</b>	<b>1</b>
<b>Area Searches</b>	<b>4</b>
<b>Used for Presence</b>	<b>8</b>
<b>Tracks</b>	<b>22</b>
<b>Evidence Searches</b>	<b>5</b>
<b>Assists to Outside Agencies</b>	<b>18</b>
<b>Suspects Captured</b>	<b>21</b>

Public Information Officers (PIOs) are, in a way, the face of the police department. These are the individuals you see making statements on TV, being quoted in newspaper articles, or tweeting on Twitter.

### PIO Cadre

In 2016, the Kirkland Police Department started a PIO Communications Cadre, consisting of Lieutenant R. Saloum, Corporal C. Mann, Corporal E. Karp, and Officer T. Trombley. These officers, as certified PIOs, are responsible for providing statements to the media, arranging for timely news releases, and managing Kirkland PD's social media presence.

The main goals of the new cadre include: increasing outreach and transparency within the community, reaching a broad audience (through traditional and social media), and taking a proactive stance on conveying information to our community.

Follow us on Twitter!  
 **@KirklandWAPD**



## OPERATIONS > North Sound Metro

Since 2013, Kirkland has been a part of the North Sound Metro SWAT team, an interagency team representing Kirkland, Bothell, Edmonds, Lake Forest Park, Lynnwood, Mill Creek, Monroe, Mountlake Terrace, Mukilteo, and Redmond. The Kirkland PD Special Operations Unit contributes the members of its two specialized teams: the Special Response Team (SRT) and the Hostage Negotiation Team (HNT).

North Sound Metro SWAT deploys to handle critical field operations where intense negotiations and/or special tactical deployment methods beyond the capacity of patrol officers appear to be necessary.

### SRT

In 2016, Kirkland PD provided five of the 36 tactical operators on North Sound Metro SWAT. Additionally, Kirkland Captain M. St Jean served as the interagency team's Assistant Commander. Operators commit to a demanding training schedule and must maintain stringent fitness and weapon qualifications.

North Sound Metro conducted 10 high-risk missions last year. Kirkland SRT members additionally helped out on four higher-risk incidents or warrants for KPD without the assistance of North Sound Metro.



Kirkland PD currently provides four of the ten crisis negotiators on the interagency team, including North Sound Metro HNT Team Leader Detective A. O'Neill.

New negotiators attend the FBI basic HNT course and participate in training activities throughout the year, including two elaborate mock scenes with SRT.



Negotiators respond with SRT to all call-outs and work as part of the larger SWAT team, bringing communication and crisis intervention skills to a variety of situations, such as barricaded suicidal subjects and weapons offenses.

### HNT



# ADMINISTRATION

## ADMINISTRATION



The primary responsibility of the Administrative Division is to support all of the other police department divisions and units. The Administrative Division consists of the Records Unit, the Evidence/Property Unit, and the Corrections Unit. The Division also performs a number of specialized functions, including implementing and maintaining the current fleet of vehicles, the computer systems, and the police radios. Working together with personnel from other agencies and within the City, the Administrative Division strives to run an efficient and effective Police Department.

*Administrative Captain B. Hamilton*

*Administrative Lieutenant M. Murray*

*Corrections Lieutenant B. Balkema*

**Corrections 13**

**Records 14**

**NORCOM 14**

**Evidence 15**

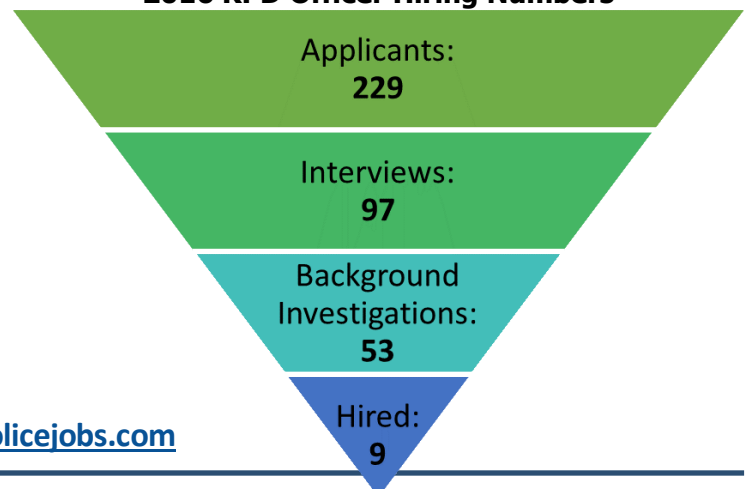
**Fleet 15**


Our Administrative Division is headed by a Captain, who is supported by the Administrative Lieutenant and the Corrections Lieutenant. The Captain is responsible for overseeing the day-to-day running of the departmental facility and police support systems. The Administrative Lieutenant supports the Captain on the police side of the department, while the Corrections Lieutenant is charged with management and supervision of the Kirkland Jail.

In November 2016, Captain Hamilton moved from the Operations Division to the Administrative Division. Following Lieutenant Seibert's retirement in February, Lieutenant Murray became the Administrative Lieutenant. Lieutenant Balkema continues in his position as Corrections Lieutenant.

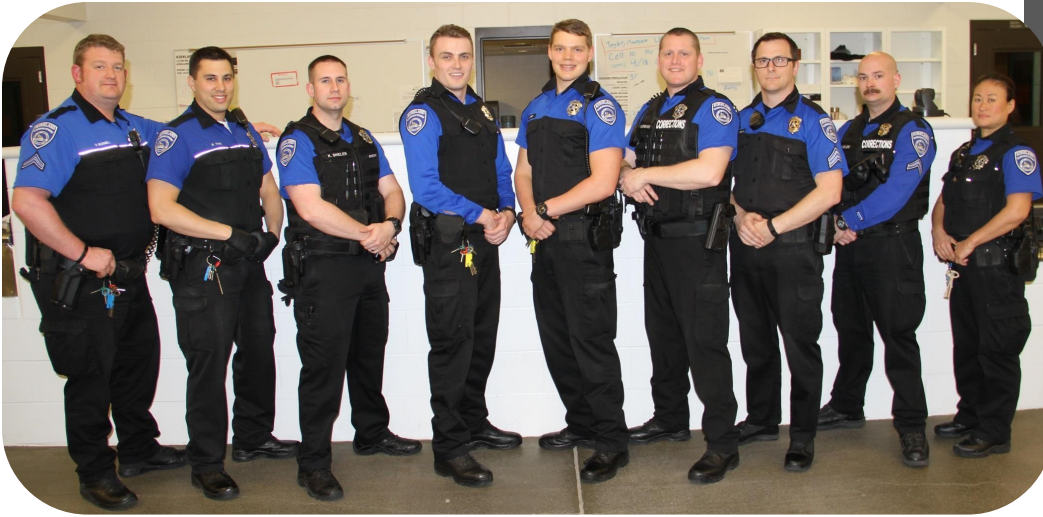
One of the major responsibilities of the Administrative Division is hiring. This has been a high priority for the Kirkland Police Department: even in the face of nationwide law enforcement staffing challenges, we are unwilling to compromise on the caliber of applicant we accept in our city. In 2016, we streamlined our testing and interview processes for new hires and lateral offers. The Division also developed and funded a new marketing recruitment strategy involving internet and radio advertising.

### 2016 KPD Officer Hiring Numbers



 Thinking about applying? Visit [kirklandpolicejobs.com](http://kirklandpolicejobs.com)

# Corrections



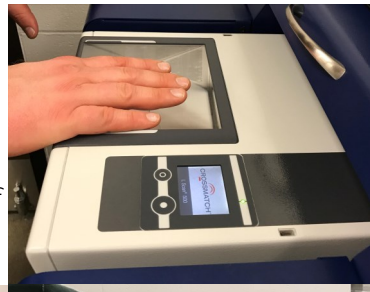
The Kirkland Police Corrections Division is responsible for maintaining the security of the 62-bed Kirkland Jail, as well as booking, housing, and transporting prisoners. The Kirkland Jail currently has 20 officers, including supervisory staff.

The Kirkland Jail houses both male and female inmates for misdemeanor crimes for up to one year. Those charged with felony crimes are housed at King County Jail in Seattle. Neighboring agencies Medina and Clyde Hill contract with the Kirkland Jail to house their inmates.

In an effort to control the daily population and the steep increase of people being incarcerated, the Kirkland Jail continues to be a frontrunner in looking at alternatives to incarceration. There are many advantages to this for the city and citizens of Kirkland, as well as for the people receiving alternatives to jail sentences. These programs include Work Release, Work Crew, Electronic Home Detention, pre-trial Alcohol Monitoring with Electronic Home Detention, and Day Reporting.



**Fun Fact?** In the year 2016, these programs saved the City 3,641 days of jail time, with a cost savings of \$327,690.



A typical Kirkland Jail cell

## Records

### 2016 Records by the Numbers

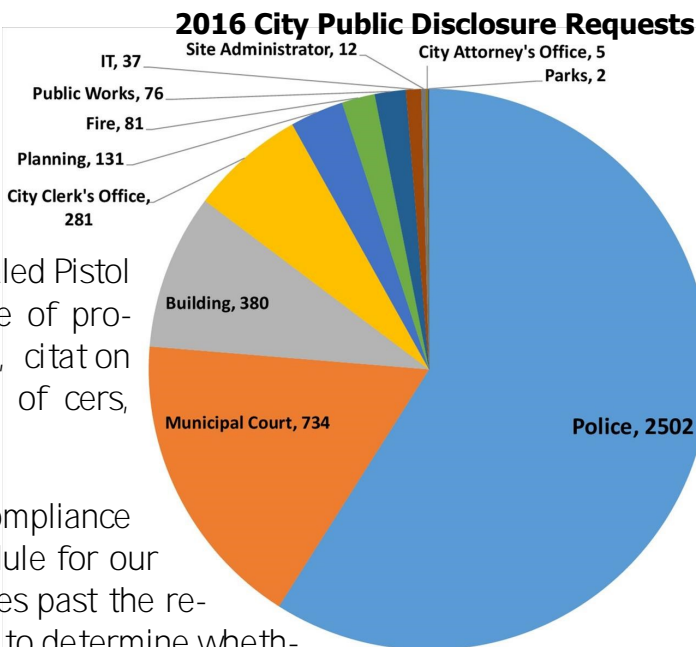
Citations (criminal and infraction) processed	7,816
Case Reports processed	7,741
Pistol Transfers processed	1,550
Concealed Pistol Licenses processed	1,032
Protection Orders processed	472

The Police Support Associates (PSAs) of our Records Unit are the keepers of our lobby, simultaneously functioning as customer service representatives and as information managers. The Unit Supervisor, PSA Lead, and seven PSAs handle initial contact for lobby walk-ins, all of



the department's public records requests, and Concealed Pistol License applications. Internally, Records is in charge of processing case reports and supplemental documents, citation and infraction data, and information requests from officers, detectives, and the court.

One of the Unit's annual goals was to complete compliance with the Washington State Archives Retention Schedule for our backlog of cases. In 2016, KPD had over 148,000 cases past the retention period. Research was conducted on each case to determine whether the case could be destroyed, kept due to longer retention criteria, or transferred for archival to the Washington Association of Sheriffs and Police Chiefs (sexual crime cases) or to the Washington State Archives (major crime cases that have exhausted appeals and have been closed).



NORCOM rookies, learning the ropes

Kirkland PD contracts with North East King County Regional Communication (NORCOM) to provide our telecommunication services. NORCOM telecommunicators answer emergency and non-emergency calls for several area police and fire departments, including Kirkland Police *and* Kirkland Fire.

## NORCOM

In 2016, NORCOM answered 306,490 total calls; 165,600 were 911 calls and 98.9% were answered within 10 seconds (King County standard is 90%). NORCOM, which currently has about 63 telecommunicators on staff, hired 18 new telecommunicators in 2016. Trainees receive 400 hours of classroom training in NORCOM's in-house academy. In October, NORCOM developed a Peer Support Team, which allows employees to have dedicated peers to help in incidents of critical incident stress debriefs and to provide support for telecommunicators dealing with death, violence, and serious incidents.

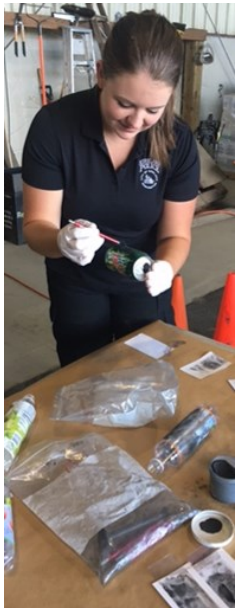
**Fun Fact?** Only 1% of applicants successfully pass the testing and background investigation to become NORCOM Telecommunicators.



The NORCOM dispatch floor in action

# Evidence

Our Evidence Unit is in charge of managing evidence related to criminal investigations, found property, and items held for safekeeping purposes. This involves the intake, storage, security, release, and disposal of items—and it is accompanied by critically important chain of custody rules.



Kirkland PD has two full-time Evidence Technicians, who work tirelessly to maintain the array of items that are in our Evidence storage at any given time, which includes anything from jewelry to narcotics to weapons to vehicles.

In 2016, our Evidence Technicians received training on crime scene processing for latent prints, the National Instant Criminal Background Check System for firearm releases, DNA training, and FBI Crime Scene Processing.

Total Items in Property Room	20,854
Total Items Received	2,579
Total Items Released to Owners	696
Total Items Purged	5,860

**Fun Fact?** All of our unclaimed bicycles are donated to Seattle nonprofit Bike Works!



Our Fleet support team consists of

# Fleet

Fleet Manager Tim Ultman and Emergency Vehicle Technician Kenny Gavigan. They are responsible for the daily maintenance of over 80 police vehicles, including patrol cars, detective vehicles, motorcycles, UTVs, and training vehicles.

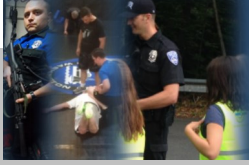
During 2016, our Fleet team outfitted six new patrol cars for KPD. This is quite a job: they add everything from the backseat cages to the wiring, interior lights, push-bars, police radios, computer consoles, equipment boxes, light bars, and the classic black-and-white paint scheme.

In September 2016, Chief Harris recognized our Fleet team with the Chief's Award for Excellence in Teamwork, noting the following about the quantity and variety in their workload:

*You are recognized for the extraordinary amount of work this represents and the outstanding time management, coordination with others, and exemplary work ethic you possess to get this task accomplished.*



# PROFESSIONAL STANDARDS



## PROFESSIONAL STANDARDS

The Professional Standards Division is responsible for providing myriad critical services that support the mission and operations of the Police Department, including Investigations, Special Assignments, Training, and Administrative Investigations. The Division pledges to maintain high standards of ethics, integrity, and operational efficiency throughout the Kirkland Police Department, recognizing transparency and accountability as important components in this mission.

*Professional Standards Captain M. Ursino*

*Investigations Lieutenant J. Haslip*

*Risk Management Lieutenant L. Brouelette*

The Professional Standards Division Captain provides general management for the diverse sections housed under the Professional Standards umbrella. The Investigations Lieutenant oversees the Detectives, Family Violence Unit, and Crime Analysis Unit; the Risk Management Lieutenant is in charge of the Training Unit and departmental specialty cadres.

In April 2016, Professional Standards Captain Harris promoted to Chief of KPD. Captain Ursino took her place as Professional Standards Captain. Following the retirement of Lieutenant Krebs, Lieutenant Haslip took over the Investigations Lieutenant position. Lieutenant Brouelette, upon her promotion from sergeant, became the Risk Management Lieutenant.

**SRO** 17

**NRO** 17

**Investigations** 18

**Training** 20

**EVOC** 20

**Less Lethal** 20

**Firearms** 21

**Defensive Tactics** 21

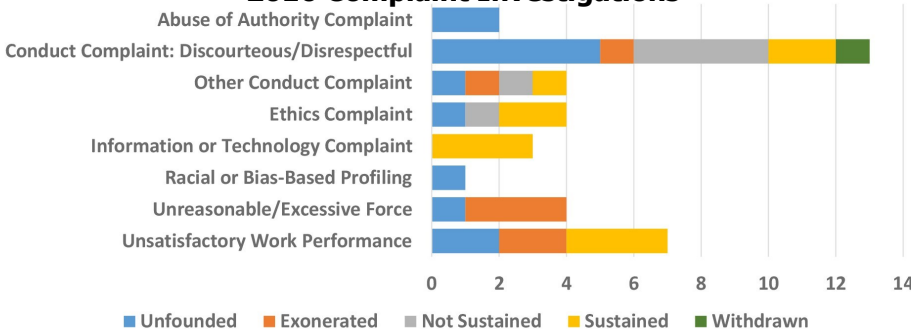
**Honor Guard** 22

**Peer Support** 22

**Explorers** 23

**Citizens' Academy** 23

### 2016 Complaint Investigations



**Unfounded** means the investigation disclosed that the alleged acts did not occur or did not involve department members. Complaints determined to be frivolous fall within this classification. **Exonerated** means the investigation disclosed that the alleged act occurred but was justified, lawful, and/or proper. **Not Sustained** means the investigation disclosed that there is insufficient evidence to sustain the complaint or fully exonerate the department member. **Sustained** means the investigation disclosed sufficient evidence to establish the act occurred and constituted misconduct.



## School Resource Officers

School Resource Officers, who are assigned to Lake Washington High School (LWHS) and Juanita High School (JHS). Popular SRO R. King finished up his 7-year tenure as SRO after the 2015-16 school year at JHS. Beginning with the 2016-17 school year, SRO T. Davidson took over at JHS. SRO B. Hardesty began his second year at LWHS in fall 2016.

SROs perform a variety of functions at the schools and in the community, from their standard law enforcement role to event security to counselors and teachers. SROs teach law, government, and health classes to students and put on presentations such as the DUI collision reenactment at LWHS, which



School Resource Officer B. Hardesty gets a lift from a few Kangs at Lake Washington High School

was done with the help of Kirkland Fire and Airlif Northwest. KPD SROs are also experienced ALICE trainers, leading classes for Lake Washington School District teachers and administrators and for City Hall employees. ALICE, which stands for Alert, Lockdown, Inform, Counter, and Evacuate, teaches civilians how to respond to an active shooter threat.

The SROs have established an outreach program to the local middle and elementary schools in order to build relationships with students before they reach high school.



School Resource Officer R. King, Sergeant L. Brouelette, and School Resource Officer T. Davidson at the DUI demo

## Neighborhood Resource Officer

An important part of our community outreach is having a Neighborhood Resource Officer (NRO) who works with all divisions of the police department, as well as other city departments, local businesses, social services, and citizens to identify and resolve community concerns. NRO A. Weber finished her five-year rotation in this position in September 2016 before rotating back to Patrol.



During 2016, NRO Weber coordinated KPD involvement in events such as National Night Out, the popular Touch a Truck event at Summerfest, the KPD Citizens' Academy, and neighborhood association meetings. She also served as the homeless liaison for KPD, patrolled the Cross Kirkland Corridor, and provided site visits and trainings for local facilities and retirement homes.



**Fun Fact?** NRO Weber also brought a new crime awareness program to Kirkland in 2016: **Pup Patrol**. Local dog walkers are encouraged to report suspicious behavior they observe while walking their dogs.

# Investigations

The Investigations Unit conducts investigations of felony crimes, incidents of domestic violence and child abuse, and death reports. The Unit also processes major crime scenes, serves search warrants, analyzes crime statistics for trends, and tracks registered sex offenders living within the City of Kirkland.

Detectives work closely with both neighboring and federal agencies to monitor crime trends and criminal activity.

The Unit allocates one detective to the US Secret Service Electronic Crimes Task Force. Until its disbandment in June 2016, one detective was also allocated to the interagency Eastside Narcotics Task Force.



In 2016, KPD created three new **anchor detective** positions—each anchor detective will serve in the Investigations Unit for **ten years** (instead of the usual five-year rotation). This allows the individual investigator to build upon his/her training and experience to become an expert in the field.

# Family Violence Unit



The Family Violence Unit conducts follow up investigations of domestic violence crimes and crimes involving vulnerable adults and children. The Unit consists of two specialized detectives and a victim advocate. The FVU is also augmented by the Domestic Abuse Response Team (DART), an all-volunteer civilian team that assists the advocate by providing support services to victims of domestic violence.

# Crime Analysis

Our Crime Analyst tracks crime patterns and trends, publishes crime maps and law enforcement bulletins, and analyzes crime statistics for use in planning law enforcement activities.

She also works to promote the exchange of information among regional law enforcement agencies, which makes for more effective regional policing.



If you're interested in doing a little crime analysis of your own neighborhood, visit [www.kirklandwa.gov/crimemapping](http://www.kirklandwa.gov/crimemapping).

# Noteworthy Cases

**Marijuana Grow Houses:** In March 2016, Kirkland patrol officers became aware of a house in Kirkland that



contained a large marijuana grow operation. Kirkland detectives took over the investigation and learned that there were two other houses in Kirkland associated with the original house that also contained large marijuana grows. Kirkland detectives applied for search warrants to enter and dismantle all three grows. Several subjects were arrested, over 1,800 plants were seized and destroyed, and approximately \$25,000 in equipment was seized for destruction.



**2016 Homicide:** In May 2016, a homicide occurred in the City of Kirkland, involving subjects known to each other. Both were heavily involved in drug trafficking. Kirkland detectives spent a significant amount of time tracking leads and conducting interviews in this case and have developed probable cause for Juan Galeana Madrigal (AKA "Pelon"). A warrant has been issued for his arrest. As of the end of 2016, Madrigal's whereabouts are unknown and Kirkland detectives are working with federal agents to locate him.

**2014 Homicide Conviction:** In early 2014, a domestic violence homicide occurred in the City of Kirkland, where an estranged boyfriend strangled his girlfriend to death. Kirkland detectives worked tirelessly, conducting interviews, collecting forensic facts, and building a circumstantial case that resulted in the arrest of the boyfriend. In June 2016, the case was



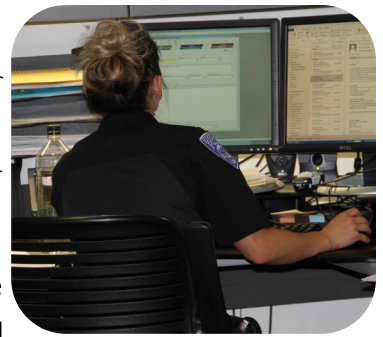
presented to a King County jury. The suspect, Burrell Cushman, Jr., was found guilty and sentenced to 24 years in prison.

**Disruptive Resident:** In July 2016, Kirkland detectives focused investigative efforts on a subject who was causing fear and concern in the Evergreen Hill neighborhood. It was reported that this subject was firing of weapons inside his house and in the street, mostly at his known associates, but also putting innocent neighbors in danger. Kirkland detectives developed probable cause for his arrest on multiple counts of assault and served a search warrant at his house. The subject was placed under arrest and is currently in custody in the King County Jail, awaiting trial for assault and federal weapons charges.



# Training Unit

The Training Unit, headed by Sergeant T. Knaf a and supported by Training Of cer T. Trombley, is responsible for creat ng, coordinat ng, scheduling, and document ng a wide variety of training opportu- nities for the Kirkland Police Department.



In addit on to internal training, KPD hosts training courses open to outside agencies. In 2016, such classes included: Advanced Roadside Impaired Driving Enforcement, Criminal Invest gat ve Analysis, Leadership & Performance Accountability, ALICE Act ve Shooter Training, Taser Instructor, Hostage Negot at ons, Social Media Training, and Blue Courage.

Our EVOC Cadre (short for Emergency Vehicle Operat on and Control) handles driving-related training. This includes pursuit driving, high- and low-speed driving, safety considerat ons, and the Pursuit Immobilizat on Technique (PIT).

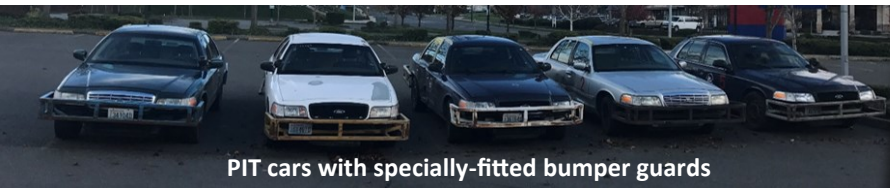
# EVOC

With the promot on of Lieutenant R. Saloum, Sergeant T. Knaf a became the new EVOC Cadre head. Under direct on



An officer practices a PIT maneuver

from Chief Harris, the cadre worked hard to develop a new pursuit poli- cy. The EVOC Cadre put on department-wide training on this new policy, as well as training on safe driv- ing.



PIT cars with specially-fitted bumper guards

2016 in-service training focused on PIT skills. Officers learned to PIT vehicles in dynamic situations and in tight 90 degree corners. 58 officers completed the training, conducting a grand total of approximately 1,450 successful PITs!

# Less Lethal

The KPD Less Lethal Training Unit (LLTU) is in charge of training department members on and providing maintenance for Tasers and Sage launchers. All Kirk- land PD of cers receive Taser training, then are issued and required to carry the Taser. A number of patrol of cers also become qualif ed to carry another less lethal opt on: the Sage Deuce Launcher, which deploys 37mm " impact batons."



Members of the LLTU as- sist in scenario-based trainings as subject matter experts and as safety of cers.



# Firearms

The Firearms Training Unit provides safe and effective development and implementation of the departmental firearms training and qualifications. With our move into the new Kirkland Justice Center in 2014, we acquired a state-of-the-art, lead-free range. This has allowed us to increase our departmental firearms training capacity (previously, we had to borrow other departments' or commercial ranges). It also provides an ideal training location for our SWAT team operators.



In 2016, our Firearms instructors held two separate days of training in the range, conducted in conjunction with the Defensive Tactics Cadre. Topics this year included firearm use in close quarters and scenario-based training. The instructors even brought a vehicle into the range for use in the scenarios.



DT Cadre Instructors are expected to be experts in current defensive tactics case law and methodology as they instruct our ranks. All Kirkland Police officers receive training in various skills, such as handcuffing, restraint techniques, takedowns, baton-work, OC (pepper) spray, and ground tactics. Officers must then apply these skills in dynamic training scenarios.

# Defensive Tactics

2016 saw a considerable increase in DT training hours from recent previous years, with a particular increase in mini-scenario training for officers.

DT Training (hours/officer)	
2014	6
2015	5.25
2016	24



# Honor Guard

The Kirkland Police Honor Guard was established in 2004. Its mission is to serve as the formal ceremonial unit for



the City of Kirkland and the Kirkland Police Department at special events. During the past year, the Honor Guard participated in a wide variety of events, including: the presentation of the flag at retired KPD Officer Jim Hall's funeral Mass, Behind the Badge Memorial Ball (SeaTac, WA), Peace Officer's Memorial Day Ceremony, Medal of Honor Ceremony (Olympia, WA), Swearing-in Ceremony for KPD Chief Harris, Behind the Badge-sponsored three-day Line of Duty Death ceremony training, and the funeral for Tacoma PD Officer Jake Gutierrez.



# Peer Support Team



In **October 2016**, the Peer Support team held a "Family Night," hosted by Chaplain Vince Armfield and featuring team Mental Health Professional, Renee Balodis-Cox, as the keynote speaker. Renee spoke about living, coping, and communicating with a family member who works in law enforcement. Approximately 50 people—KPD officers, employees, and family members—attended the event, which also included an introduction from Chief Harris, a firearms safety talk from Sergeant D. Willson, and an overview of Peer Support from Officer K. Thomas. Due to the event's success, the team plans to present another Family Night in 2017.


The Peer Support Team is a group of commissioned and non-commissioned personnel, along with a mental health professional and the department's chaplain. These individuals provide all Kirkland PD employees the opportunity to receive emotional and tangible support through times of personal or professional crisis. Team members are trained in crisis intervention on stress management and offer assistance in a privileged capacity when providing support under the Privileged Communications Law.

# Explorers



Kirkland Police Explorers are young adults, aged 14-20, who are contemplating a career in criminal justice. The program exposes Explorers to the field through training, competition, mock scenes, and other activities. There is even an Explorer Academy, where participants can experience a police academy environment.

Outside of the classroom, Explorers gain real-world experience as they assist with security and traffic control for city special events.

 *If you are interested in joining KPD Explorer Post #2804, learn more at [www.kirklandwa.gov/policeexplorers](http://www.kirklandwa.gov/policeexplorers).*

- ### Explorers' 2016 Accomplishments
- 5 Explorers attended the Summer Academy (4 in the Basic Academy and 1 in the Advanced Academy)
  - 3 Explorers attended the Winter Academy (1 in the Basic Academy and 2 in the Advanced Academy)
  - 2<sup>nd</sup> Annual KPD Explorers Car Show
  - Worked several City of Kirkland events
  - Assisted with the City of Bellevue Child Safety Fair




**Explorers conducting a mock hostage negotiation**

- ### Citizens' Academy Curriculum
- (non-comprehensive)*
- Patrol Officer Training
  - Investigations
  - K-9
  - SWAT
  - Use of Force
  - Firearms
  - DUI Enforcement
  - Traffic Enforcement

# Citizens' Academy

Between September and November, 2016 Kirkland residents had the opportunity to participate in the 2016 Citizens' Academy. This eight-week program is designed to give students a working knowledge of the Kirkland Police Department.

The Citizens' Academy gives residents insight into police functions, how policies are developed, decision-making processes, and what an officer experiences on a day-to-day basis...all while building positive relations between police and citizens.

 *Interested in applying for the 2017 Citizens' Academy? Visit [www.kirklandwa.gov/citizensacademy](http://www.kirklandwa.gov/citizensacademy) for more information.*



**2016 Kirkland Police Citizens' Academy Class**

# Community Outreach



Little Chief Tiffany with Chief Harris & City Manager Kurt Triplett



2016 Chief for a Day Celebration at the Washington Criminal Justice Training Center (Aug 18, 2016)



Kirkland Police Department  
Chief for a Day



Officer B. Hardesty playing hopscotch with some new friends



National Night Out (Aug 2, 2016)



Charity Golf Tournament for Special Olympics and C.O.P.S. (Jun 6, 2016)



Lunch and a visit from local Aegis residents



Officer T. Trombley and Detective D. Lansing at the Public Safety Career Fair (Oct 13, 2016)



5th Annual Jayme Biendl Memorial Run (Jan 31, 2016)



A visit from Ben Franklin Elementary (Apr 26, 2016)



Officer J. Thune comparing heroes with his Christmas shopping buddy



# Milestones...

## 5 Years

- Of cer C. Bussey  
Kimberly Weiss
- Of cer J. Rooney  
*(Corrections)*
- Corporal P. Baxter
- Corporal K. Baxter
- Of cer B. Hardesty
- Of cer E. Volpone  
Jessica Dreher
- Of cer R. Flynn  
Misty Velota
- Laurie Dunsmore
- Detect ve G. Jamison
- Of cer D. Shepard
- Of cer P. Lawrence
- Of cer J. Ness



## 10 Years

- Detect ve J. Ishmael
- Corporal E. Karp
- Sergeant T. Carpenter
- Of cer K. Christenson
- Of cer B. Farman
- Of cer A. Wood  
Sheryl Wood
- Of cer G. Shackatano

## 15 Years

- Corporal R. Russell  
*(Corrections)*

## 20 Years

- Sergeant B. Reali
- Lieutenant T. Aksdal

## 25 Years

- Of cer S. Oskierko
- Of cer C. Pierce



# ...Promotions...

- Captain M. St Jean
- Lieutenant L. Brouelette
- Sergeant L. Zablan
- Corporal K. Baxter
- Corporal M. DeAguiar

- Chief C. Harris
- Lieutenant T. Aksdal
- Sergeant M. Vickers
- Sergeant C. Lehman  
*(Corrections)*
- Corporal M. Anderson
- Corporal C. Hemion
- Lieutenant R. Saloum
- Sergeant R. Bressler
- Corporal J. McClain
- Corporal P. Baxter
- Corporal J. Christensen  
*(Corrections)*



# ...Retirements



**Lieutenant N. Seibert**  
February 2016  
28 Years



**Captain R. Krebs**  
May 2016  
28 Years



**Corporal B. Sumaoang**  
April 2016  
27 Years



**Corporal B. Howell**  
June 2016  
35 Years



**Corporal D. McGuire**  
May 2016  
19 Years



# Hiring

## 2016 Newbies

Becoming an officer represents a serious commitment to service. Our patrol and corrections officers work shifts around the clock, covering holidays and weekends and nights.

Before hitting the streets in a Kirkland cruiser, our police recruits undergo 720 hours of intensive academic, scenario-based, and physical training at the Washington State Criminal Justice Center. This police academy is followed by approximately 15 weeks of field training in Kirkland with a senior officer.

Our corrections recruits attend a 160-hour academy at the Criminal Justice Center, developing the skills necessary to work in the highly unique environment of a jail. This is capped off with 14 weeks of field training at the Kirkland Jail.

**Welcome to our  
new employees of 2016!**

**Recruit K. Burbridge**

**Recruit E. West**

**Corrections Recruit J. Krebs**

**Parking Enforcement Officer Z. Knight**

**Recruit C. Gore**

**Recruit C. Nash**

**Recruit K. Otake**

**Recruit M. Rosa**

**Corrections Recruit T. Brown**

**Recruit K. Sheler**

**Recruit P. Spak**

**Recruit G. Lowell**

**Corrections Recruit K. Kelley**



**And we're still hiring!**

Do you want to make a difference in our community? The Kirkland Police Department is seeking qualified lateral and entry level applicants to join our ranks.



Please visit [kirklandpolicejobs.com](http://kirklandpolicejobs.com) for more information!

<b>2016 New Hires</b>	<b>9</b>
Commissioned	3
Partial Commissioned	1
+ Non-Commissioned	13
<b>Total</b>	<b>13</b>

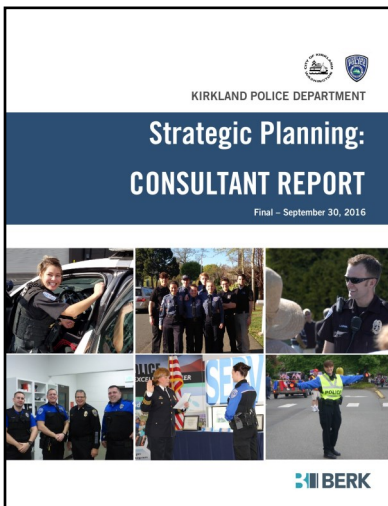


## 2016 Accomplishments



City Manager Kurt Triplett honoring our interim and new police chiefs

Following the retirement of our former Chief Eric Olsen in September 2015, Captain Bill Hamilton served as our Interim Chief. The subsequent Chief selection process concluded with the promotion of Kirkland PD Captain Cherie Harris to the position of Chief of Police for the Kirkland Police Department. Chief Harris stepped up to the plate in April 2016, when she was sworn into her new office by Judge Michael Lambo and presented with the promotion by City Manager Kurt Triplett.



In an effort to continue strengthening and improving our department, we reached out to Berk Consulting to develop a strategic plan for Kirkland PD. A seven-month assessment and planning process—which included input from KPD staff, City Councilmembers, and community stakeholders—led to the final consultant report in September 2016. The report provides an overall analysis and recommendations for our department as we move into the future. You can read the full report at

[www.kirklandwa.gov/kpdstrategicplan2016](http://www.kirklandwa.gov/kpdstrategicplan2016).

2017 is shaping up to be an exciting year for Kirkland PD. Our new Online Reporting service for citizens launches January 4<sup>th</sup>, we are revamping our departmental mission and vision statements, and we're working toward developing an even stronger proactive policing model to better serve our community. Our Strategic Plan is guiding us in these ongoing efforts to improve and continue adapting to the times. Ultimately, we are looking forward to another year of protecting and serving our community with integrity and honor.



WASPC Executive Director Mitch Barker awarding our 2016 Accreditation plaque

The Washington Association of Sheriffs and Police Chiefs (WASPC) has developed a stringent review process designed to professionalize the law enforcement industry through best practices and standards: it is through this process that a police agency becomes accredited. At Kirkland PD, we undergo this process every four years to maintain our accreditation status, and 2016 was our most recent re-accreditation opportunity.



## Looking Forward...





# KIRKLAND POLICE DEPARTMENT 2016 ANNUAL REPORT



*Annual Report produced by:  
The Office of the Chief of Police*

**Kirkland Police Department**  
11750 NE 118th St  
Kirkland, WA 98034  
police@kirklandwa.gov  
425.587.3400

The logo for the City of Kirkland, Washington, featuring a stylized house and a sailboat on water, surrounded by the text "CITY OF KIRKLAND WASHINGTON".