



CITY OF KIRKLAND, WA



# KIRKLAND POLICE DEPARTMENT

2017 ANNUAL REPORT







# KPD MISSION

- **THE MISSION** OF THE KIRKLAND POLICE DEPARTMENT IS TO PROTECT AND SERVE OUR COMMUNITY WITH **HONOR, INTEGRITY & COURAGE**
- **THE VISION** OF THE KIRKLAND POLICE DEPARTMENT IS TO PROACTIVELY REDUCE CRIME THROUGH PARTNERSHIPS AND TEAMWORK.



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# CHIEF'S MESSAGE

KIRKLAND POLICE DEPARTMENT

police@kirklandwa.gov

425.587.3408

 @KirklandWAPD



*Cherie M Harris*





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 on a daily basis. Like many of our neighbors, we are facing a difficult time in the history of law enforcement, including challenges in staffing and recruiting. 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 face these challenges. The full report can be viewed on line as a pdf at [www.kirklandwa.gov/kpdstrategicplan2016](http://www.kirklandwa.gov/kpdstrategicplan2016).

In 2017, implementation of the goals identified in the five year plan continued. 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 of the plan and adjustments to the plan are necessary to ensure our success as is seeking your input through community outreach. Too numerous to list them all, but some highlighted opportunities to join you in the community in 2017 included:

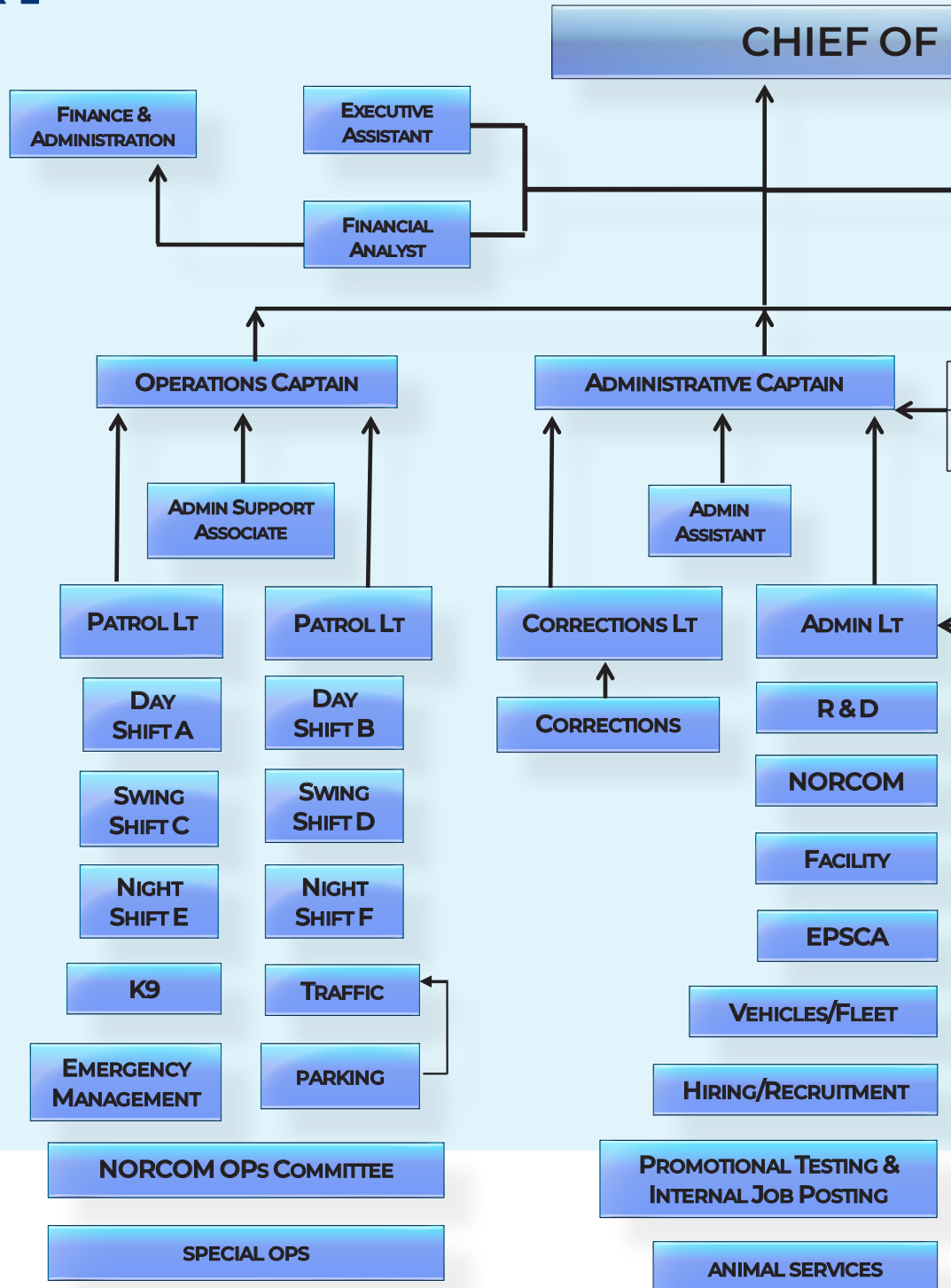
- » Attendance and presentations at 41 neighborhood meetings throughout the year.
- » Participation in the 2nd Annual Muslim's Safety Forum and MAPS presentation.
- » Group Discussions hosted by the Department.
- » Active Shooter training provided throughout the community.
- » Department hosted Friday Feed at KTUB.

Thank you for taking the time to review our 2017 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 is truly an honor to serve the people of this great community.



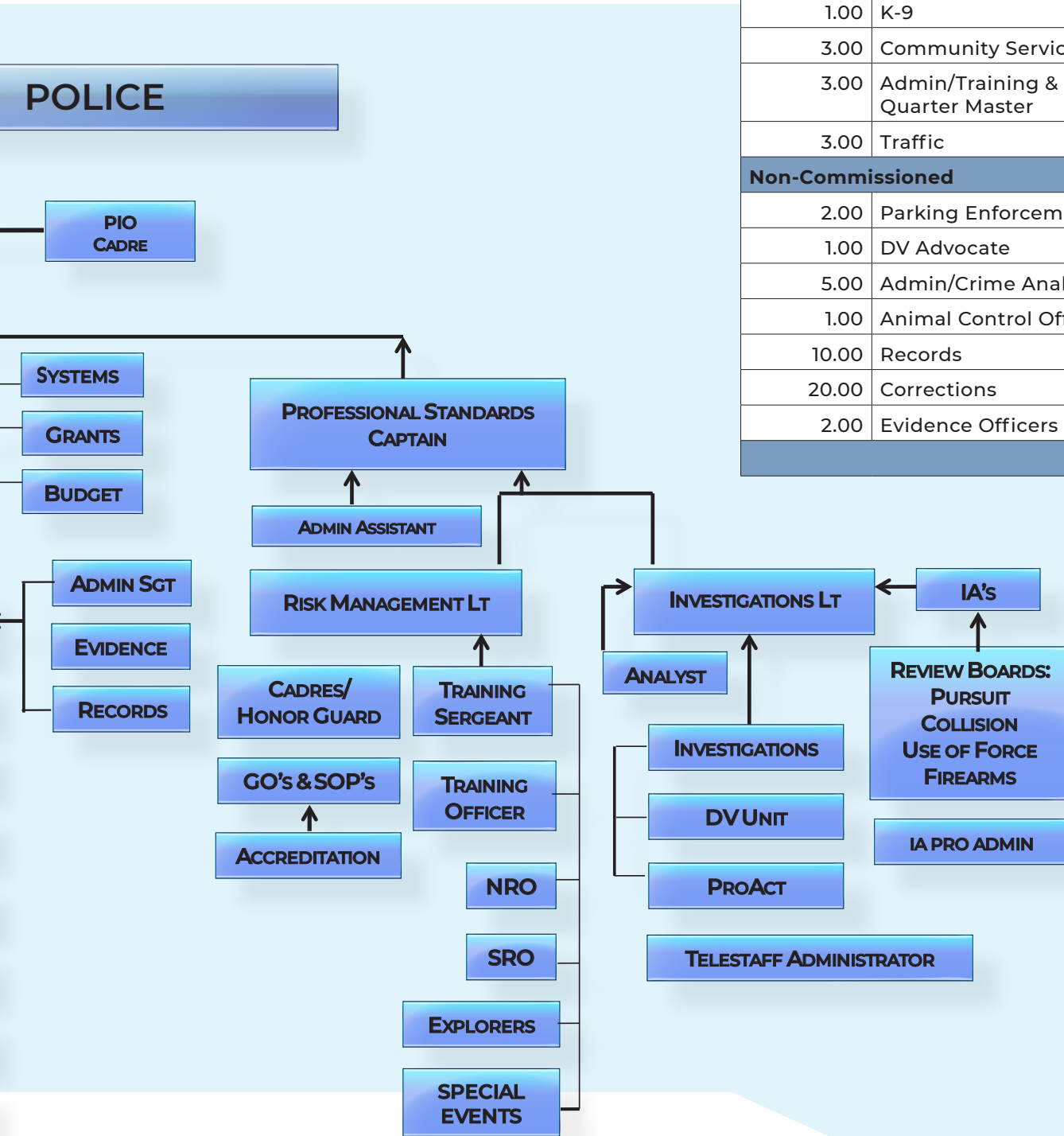
# ORG CHART





## 2017 POSITION SUMMARY

Commissioned	
8.00	Command Staff
68.00	Patrol
10.00	Investigations
2.00	Family Violence Detectives
1.00	K-9
3.00	Community Services
3.00	Admin/Training & Quarter Master
3.00	Traffic
Non-Commissioned	
2.00	Parking Enforcement
1.00	DV Advocate
5.00	Admin/Crime Analyst
1.00	Animal Control Officer
10.00	Records
20.00	Corrections
2.00	Evidence Officers



# CITY OVERVIEW

## KIRKLAND BY THE NUMBERS

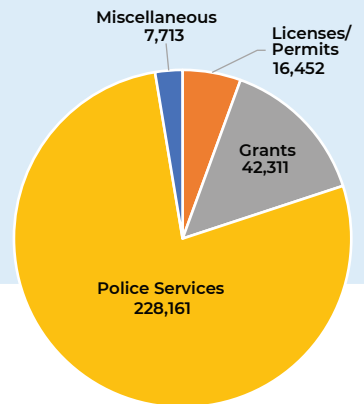
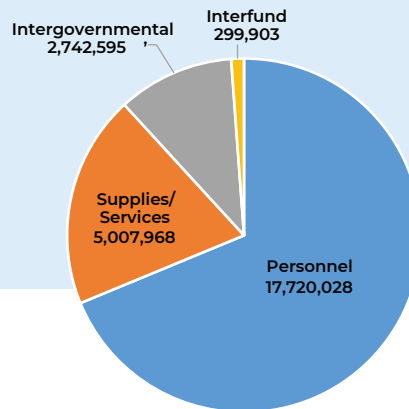
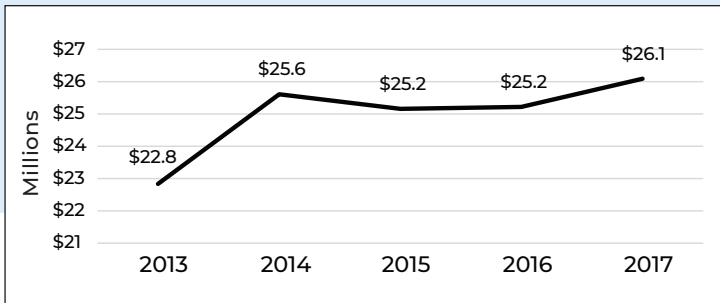


Founded.....	1888
Incorporated .....	1905
Consolidated with Town of Houghton.....	1968
Annexation of Finn Hill, N Juanita & Kingsgate.....	June 1, 2011
2017 Population .....	.86,080
Land Area .....	.17.83 sq. miles
Patrol Districts .....	8
2017 Full-Time City Employees (FTEs) .....	594.6 FTE

2017 KPD Expenditures

2017 KPD Revenues

2017 KPD 5 year Budget

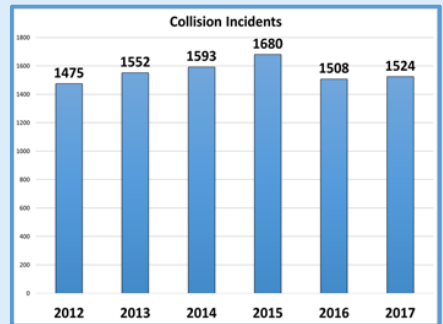
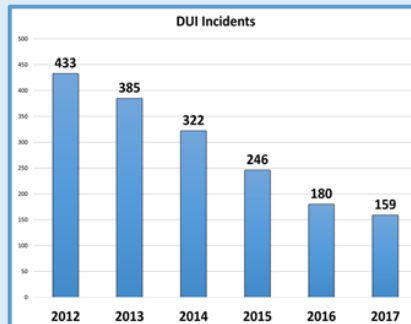
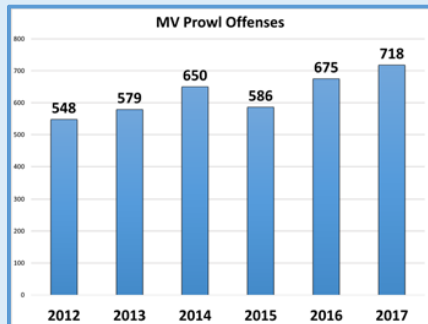
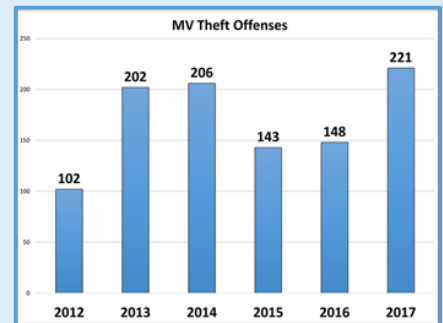
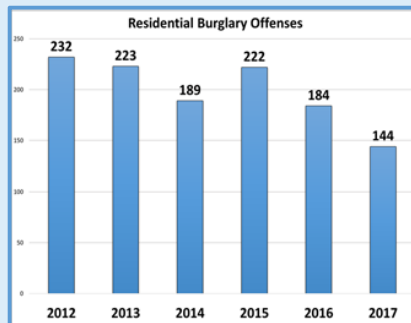
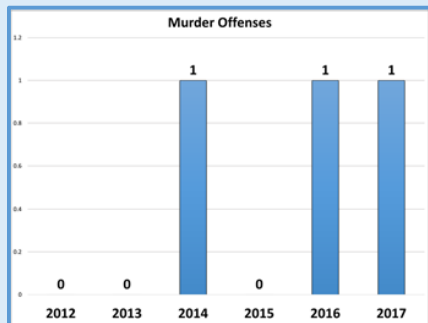




# 2017 KPD DASHBOARD

Crimes of Interest	2012-2016 Wtd. Avg.	Normal Range	2017	Change from Wtd. Avg.
Murder	0.5	0 to 1	1	88%
Sex Offenses	45.1	39 to 52	46	2%
Robbery	20.8	17 to 24	20	-4%
Aggravated Assault	41.8	37 to 46	39	-7%
Burglary - Residential	203.5	184 to 223	144	-29%
Burglary - Commercial	103.3	84 to 123	98	-5%
Motor Vehicle Theft	162.4	123 to 202	221	36%
Motor Vehicle Prowl	625.0	578 to 672	718	15%
DUI	270.2	179 to 362	159	-41%
Collisions	1574.5	1503 to 1646	1524	-3%

Below or Within Expected Range  
 Above Expected Range



# RECOGNITION AND SERVICE



The Kirkland Police Department recognizes our employees for their years of service to our community. The following members have reached important milestones in their careers.

EMPLOYEE NAME:	YEARS OF SERVICE:	EMPLOYEE NAME:	YEARS OF SERVICE:
Ofc. R. Rogers	25	C. Lentz DV Advocate	10
Cpl. J. Keesee	25	Ofc. G. Spak	10
Lt. B. Balkema	25	Corrections Ofc. M. Lawrence-Walen	10
Sgt. T. Knafla	20	Ofc. T. Davidson	10
Det. A. O'Neill	15	Corrections Ofc. A. Benevente	10
Cpl. M. Anderson	15	Corrections Ofc. S. Heffernan	5
Ofc. J. Valencia	15	Officer E. Voss	5
Det. A. Haas	15	Cpl. J. McClain	5
Cpl. D. Quiggle	15		

2017 PROMOTIONS:	PROMOTION DATE:
Sgt T. Carpenter to Lieutenant	12/16/2017
Cpl E. Karp to Sergeant	12/16/2017
Ofc I. Ouimet to Corporal	12/16/2017

## 2017 RETIREMENTS:



Lt. M. Murray #288 · 25 years	Ofc. S. Oskierko #281 · 28 years	Ofc. D. Lousberg #287 · 25 years	Records Supervisor M. Bohl · #025 · 22 yrs	PSA M. Beath #027 · 18 yrs
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# ACCREDITATION

**T**he Kirkland Police Department is a fully accredited agency through the Washington Association of Sheriffs & Police Chiefs, (WASPC). The purpose of law enforcement agency accreditation is to professionalize the procedures of the agency by providing a review process to be certified as operating under industry best practices and standards which adhere to state and federal law. These best practices and standards are directed by our department policies. All policies are put in place to support these standards and maintain a level of performance that withstands stringent review at all levels of operation. Files supporting compliance to all standards must be kept annually and are reviewed on-site by a group of assessors from law enforcement agencies across WA State, every four years. Following the on-site review, a full report is compiled and any areas needing improvement or not in compliance are noted. Overseen by the Professional Standard's Division, the Department's last on-site review was fully passed in 2016.

**Major areas of emphasis included in this rigorous review are:**

- » Goals and Objectives
- » Role and Authority
- » Use of Force
- » Management, Staffing, Organization and Utilization of Personnel
- » Records Management
- » Information Technology
- » Unusual Occurrences
- » Health and Safety
- » Fiscal Management
- » Recruitment and Selection
- » Training
- » Performance Evaluation
- » Code of Conduct
- » Internal Affairs
- » Patrol Function
- » Investigative Function
- » Evidence and Property Control Function
- » Prisoner Security



# ADMINISTRATION

- » Records
- » Corrections
- » Evidence
- » Animal Services
- » Police Vehicles
- » Hiring

# HONOR



**T**he Administrative Division provides support to other divisions and units within the police department. The Administrative Division consists of the Records Unit, the Evidence/Property Unit, the Corrections Unit and the Quartermaster. In 2017, the Administrative Division, in collaboration with departments across the City, laid the groundwork for the implementation of Kirkland's first ever Animal Services program set to begin on January 1, 2018. The Division also performs a number of specialized functions, including outfitting and maintaining the current fleet of vehicles, the computer systems, and police communication devices. In collaboration with other agencies and within the City, the Administrative Division purposes to run an efficient and effective Police Department.

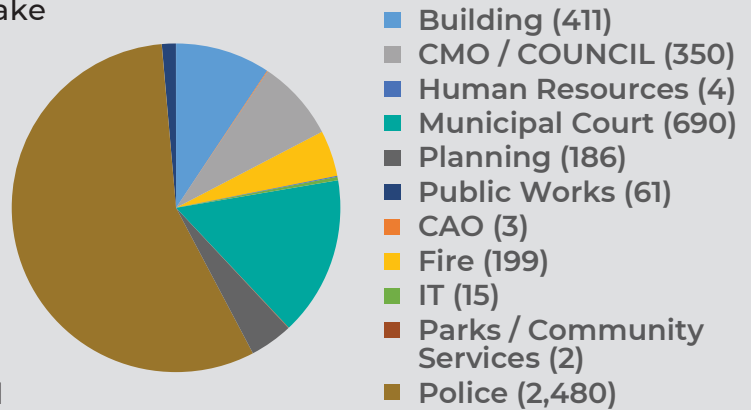
In 2017, the Division commander is Captain William Hamilton, whose primary responsibility is to provide general management direction and control for the Administrative Division. He is responsible for the day to day running of the police facility and Department support systems. He is assisted by Administrative Lieutenant Todd Aksdal, who oversees the Department's hiring and Lieutenant Robert Balkema, who is charged with management and supervision of the Kirkland jail.



# RECORDS

## 2017 KIRKLAND PUBLIC RECORDS REQUESTS BY DEPARTMENT:

**T**he Police Support Associates that make up the Records Unit are the first friendly faces you see when you enter the Kirkland Police Department. Not only do they provide excellent customer service, the Records Unit also handles all manner of tasks and requests. This includes receiving and processing public records requests, processing case reports and pistol transfers, issuing concealed pistol permits, entering and preparing protection orders for service. The Records Unit is also responsible for responding to information requests from outside agencies, the prosecutor and the court.



The Records Unit consists of one Unit Supervisor, one Police Support Lead, seven Police Support Associates and one Public Disclosure Analyst. Retirements and funding provided the unit with an opportunity to grow in 2017. One of the unit's primary goals was to hire a knowledgeable, dedicated Public Disclosure Analyst to process the large volume of often complex public disclosure requests. The Department was successful in creating and filling this position, along with hiring two new Police Support Associates and a new Records Supervisor.

Online reporting known as CopLogic was implemented January 4, 2017 and provides an efficient new way to submit non-emergency reports. Tips regarding narcotics activity and suspicious activity may also be reported through **COPLogic**.

### REPORTABLE CRIMES INCLUDE:

- » Harassing Phone Calls
- » ID Theft
- » Illegal Dumping
- » MV Prowl
- » Lost Property
- » Theft/Theft of Mail
- » Vandalism
- » Traffic Complaints
- » Supplemental Reports

## 2017 RECORDS BY THE NUMBERS:

Citations	4,749
Protection orders	875
Pistol transfers processed	1,330
Concealed pistol licenses	923
Public disclosure requests	2,480
<b>COPLogic</b> reporting	1,127





# CORRECTIONS



## JAIL FACTS

- » 1237 people were fingerprinted in the jail in 2017
- » 1952 people were processed through the jail in 2017

**T**he Kirkland Jail is an integral part of the legal system for the City of Kirkland. The jail is located in the same physical building as the Police Department and the Kirkland Municipal Court. Being co-located with these entities allows for efficiencies of government operations. Inmates that are housed at the Kirkland Jail have access to the court system as well as legal representation. This system also provides a safer environment for the public as well as the court staff, inmates and custody staff. Video court will start in 2018 so inmates that are housed at other facilities may be able to have their court proceedings handled without being transported to the Kirkland Municipal Court, saving significant staff time and transport costs.

The Kirkland Jail houses both male and female inmates and encourages the inmates to be productive while incarcerated. These inmate worker programs include training such as safe handling of food where the inmate prepares and serves the various meals to the other inmates and earns a Washington State Food Worker Card that they can use when they are released. This type of training teaches them valuable skills that they will use when they are released from jail.

The jail provides important programs each week to include Alcohol and Drug classes as well as religious services. These programs provide a way for the inmate to work in a structured manner to improve themselves in a positive environment. These programs are provided by volunteer community members.

The jail operates several alternative sentencing options including Electronic Home Detention (EHD) and Electronic Home Detention with Alcohol Monitoring (PTAD). These systems allow individuals to maintain their jobs while complying with court orders and sentencing requirements. Individuals must meet certain criteria set by the court as well as the jail to qualify for these programs.



# EVIDENCE



Kirkland Evidence Tech Assisting With Search Warrant Processing

**K**arin Olson and Tiffany Borges are Kirkland PD's two full-time evidence technicians. They are charged with managing evidence related to criminal investigations, found property and items held for safekeeping purpose. This involves the intake, storage, security, release, and disposal of items all while adhering to critically important chain of custody rules. They work very hard to insure that the property room runs in a professional and efficient manner.

Karin and Tiffany are a great resource for both patrol and detectives. They help with evidence processing and packaging both at the station and in the field on search warrants.

In 2017, Evidence Technicians were able to attend the following training classes to maintain and enhance their skills:

- » Crime Gun Intelligence Seminar
- » International Association of Property and Evidence
- » Digital Crime Scene Photography
- » Crime Scene Evidence Technician

### Evidence by the Numbers:

Total Items in the Property Room	18,278
Total Items Received	3,540
Total Items Released to Owners	940
Total Items Purged	6,157





# ANIMAL SERVICES



**A**nimal services provided through Regional Animal Services of King County (RASKC) was a regional effort taken on by King County. As of January 1, 2016, King County was providing animal services to nearly one million residents living in 26 cities and unincorporated King County. Kirkland appreciated the work done by RASKC, but believes a better level of customer service can be provided to the residents and animals in Kirkland through a local program. Using the funds collected for animal services through pet licensing, Kirkland will be able to have a dedicated Animal Control Officer (ACO) to provide a greater level of local awareness and community presence. The Department is confident that the overall service provided by a local animal services program will be more immediate and full service than the current offering.

Animal Control Officer Jennifer Matison was hired as the City of Kirkland's first Animal Control Officer, in order to prepare for the anticipated implementation of Kirkland's own Animal Services Program, January of 2018. Like many local Animal Control programs, the Animal Control Officer is part of the Kirkland Police Department. "Since this is a new position and a new program, we needed someone who not only had experience in law enforcement but who also had experience working directly with animals", said Cherie Harris, Chief of the Kirkland Police Department.



As Animal Control Officer, Jennifer will help to return lost pets, and provide enforcement and education for domestic animal concerns for the Kirkland community. In addition, Kirkland Municipal Code 8.09 Animal Control Authority was finalized November 21, 2017, adding fifty-four sections relating to animal regulations.

# POLICE VEHICLES



**T**he Kirkland Police Department is privileged to have a two bay vehicle shop at the Kirkland Justice Center. Lead Mechanic Tim Ultican and Emergency Vehicle Technician Kenny Gavigan do an exemplary job of outfitting & maintaining a fleet of over 80 police vehicles to include marked patrol vehicles, detective vehicles, motorcycles, UTV's and training cars that are used to practice P.I.T. (Pursuit Intervention Tactic) and E.V.O.C. (Emergency Vehicle Operations).

Tim and Kenny take great pride in their work and it shows in how they pay attention to every detail in order to make the cars as safe, comfortable and functional as possible. They play a key role in ensuring that the Department is ready to protect and serve our community when and where needed.

In 2017, Tim and Kenny replaced two of the department's P.I.T. training cars and outfitted new replacement vehicles that benefited corrections, investigations and patrol.



# HIRING



COMMAND STAFF AND OUR TRAINING SERGEANT CELEBRATE THE GRADUATION OF OFFICER LOWELL.

**R**ecruiting and hiring the highest caliber employees continued to be a high priority for the Kirkland Police Department in 2017. The Department continues to look for innovative ways to attract talented people and streamline our hiring processes. For example, staff developed a lateral testing process for Lateral Corrections Officers, attended job fairs and actively recruited at a number of college campuses across the state.

In 2017, the Kirkland Police Department hired:

- » 15 Commissioned Police Officers
- » 4 Corrections Officers
- » 1 Records Supervisor
- » 1 Animal Control Officer
- » 3 Police Support Associates

2017 NEW HIRES:	BADGE #:	2017 NEW HIRES:	BADGE #:
Ofc S. Collins-Thomsson	631	Ofc J. DesCamp	643
Ofc M. Meile	632	Ofc A. Carson	644
Ofc B. Snavelly	633	Ofc C. Woodruff	645
Ofc B. Stommel	634	K. Becker	071
Ofc R.Kaufman	635	J. Matison	072
Ofc D. Luebke	636	M. McCulley	073
Ofc P. Jackson	637	A. Ciont-Chiorean	074
Ofc E. Gallup	638	I. Boswell	075
Ofc S. Cox	639	A. Lasker	462
Ofc J. Shultz	640	C. Nelson	463
Ofc M. Laitala	641	I. Salazar	464
J. Hayes	642	D. Merritt	465



**KIRKLAND  
POLICE  
DEPARTMENT**

**MAKE A DIFFERENCE  
TODAY**

The Kirkland Police Department is now accepting job applications

Apply Online at:  
[www.govjobstoday.com](http://www.govjobstoday.com)

Questions: [policerecruiting@kirklandwa.gov](mailto:policerecruiting@kirklandwa.gov)





KIRKLAND  
POLICE

# OPERATIONS

- » Patrol
- » Traffic
- » Parking Enforcement
- » K-9
- » PIO
- » North Sound Metro SWAT/HNT
- » NORCOM

# COURAGE

**T**he Operations Division is the largest and most public-facing section in the department. This Division is home to both the Patrol and Traffic Units, as well as the 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 R. Saloum
- » Operations Lieutenant T. Carpenter

The Operations Division is led by a Captain, who is supported by two Operations Lieutenants. Each Lieutenant oversees three Patrol squads, and share the responsibility of supervision of the Department's ancillary units such as traffic and the K-9 unit. Operations Captain St. Jean is also the Team Commander for North Sound Metro SWAT, which is a regional team consisting of officers from 10 area cities.

Due to retirements and staffing shortages, one of the Operations Lieutenants was transferred to the Administration Division in July in order to assure the department's recruiting and hiring processes remained a priority. Lieutenant Saloum took on additional responsibilities, as the sole remaining Operations Lieutenant, until Lieutenant Carpenter was promoted in December of 2017.

During 2017, the Operations Division continued to address the challenge of staffing shortages. In 2016, 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. Due to the hiring of new officers in 2017, the Department was able to deploy both our Neighborhood Resource Officer and our K-9 team back to their normal assignments.



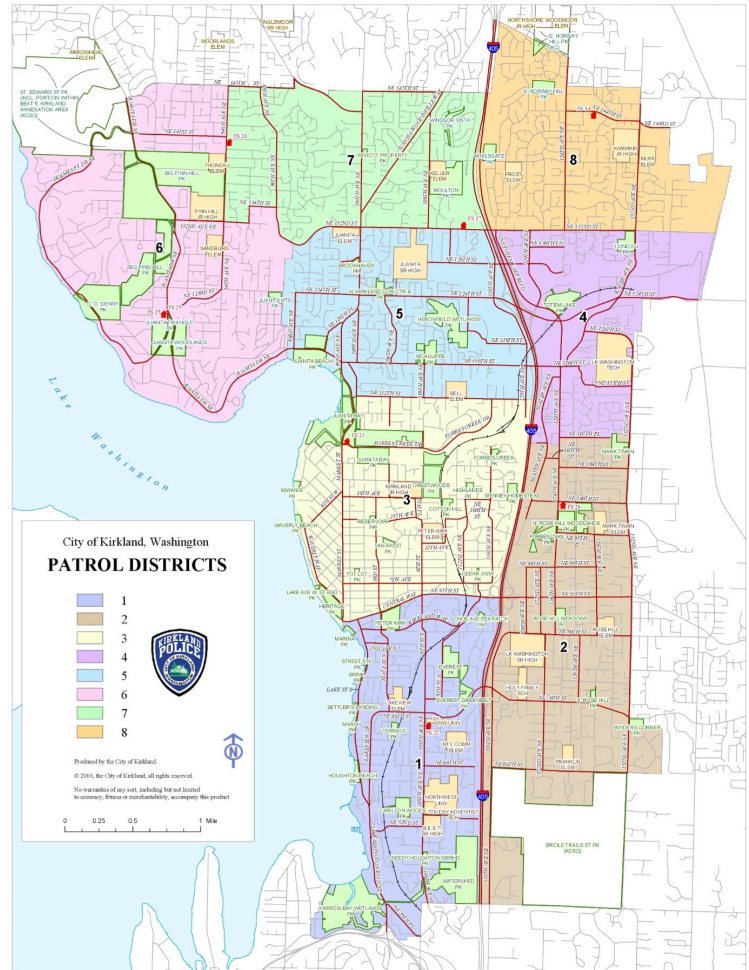
# PATROL

## PROTECT AND SERVE OUR COMMUNITY



## 6 SQUADS 60 OFFICERS

### Kirkland Patrol Districts



NIGHT SHIFT E JOINED BY K-9 OFFICER D. HOPKINS AND THOR IN THE POLICE LOBBY.





**P**atrol is the foundation of the law enforcement profession. The men and women of the Kirkland Police Department serve the community each day with honor, integrity, and courage. Their commitment and dedication is displayed in the manner in which they serve the Kirkland community. The enforcement of laws and response to emergency and non-emergency calls is only the beginning of what a patrol officer is responsible for on a daily basis. Kirkland patrol officers are committed to building relationships within the community and working collaboratively with our residents to find the best ways that they can serve and meet their needs.

Patrol consists of 6 squads of officers who work either dayshift, swing shift, or night shift. Each shift that an officer works is a new day with new opportunities to serve the community as they are faced with a wide variety of calls that include burglary reports, death investigations, subjects in the midst of mental health crisis, alarms, weapons complaints, domestic violence, disturbances, and suicidal subjects. The Department's highly trained officers excel at providing the best service to the Kirkland community in all circumstances.

**Most Common 5 Arrest Reasons 2017:**

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

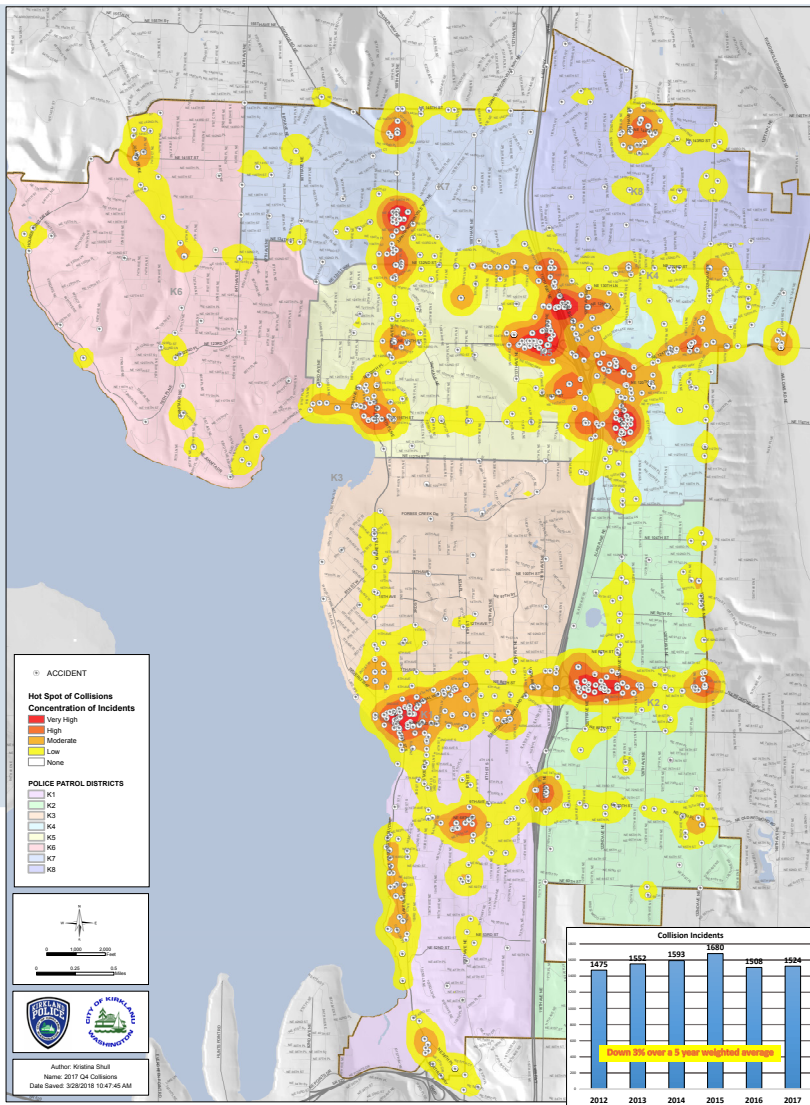
**2017 PATROL BY THE NUMBERS:**

Squads	6
Sergeants	7
Corporals	11
Officers	42

**2017** TOTAL CALLS  
FOR SERVICE  
▶ **39,461**

The Kirkland Police Traffic Division was temporarily reassigned to supplement Patrol response and staffing in late 2016. The enforcement of traffic offenses and the investigation of collisions continued despite this reassignment and was handled by Patrol officers. It is hopeful that the Traffic Unit will return in 2018 as staffing issues have improved.

In 2017 the unit received a highly valuable system to help investigate major injury/fatality collisions within the city. The “FARO” Traffic 3D Scanner is a revolutionary system utilizing lasers to measure both collisions and crime scenes in a short period of time. The data obtained can re-create the scene and allow the investigator to view the information in numerous ways with detailed accuracy.



LEFT: HEAT INDEX MAP OF WHERE COLLISIONS OCCURRED IN 2017

# TRAFFIC

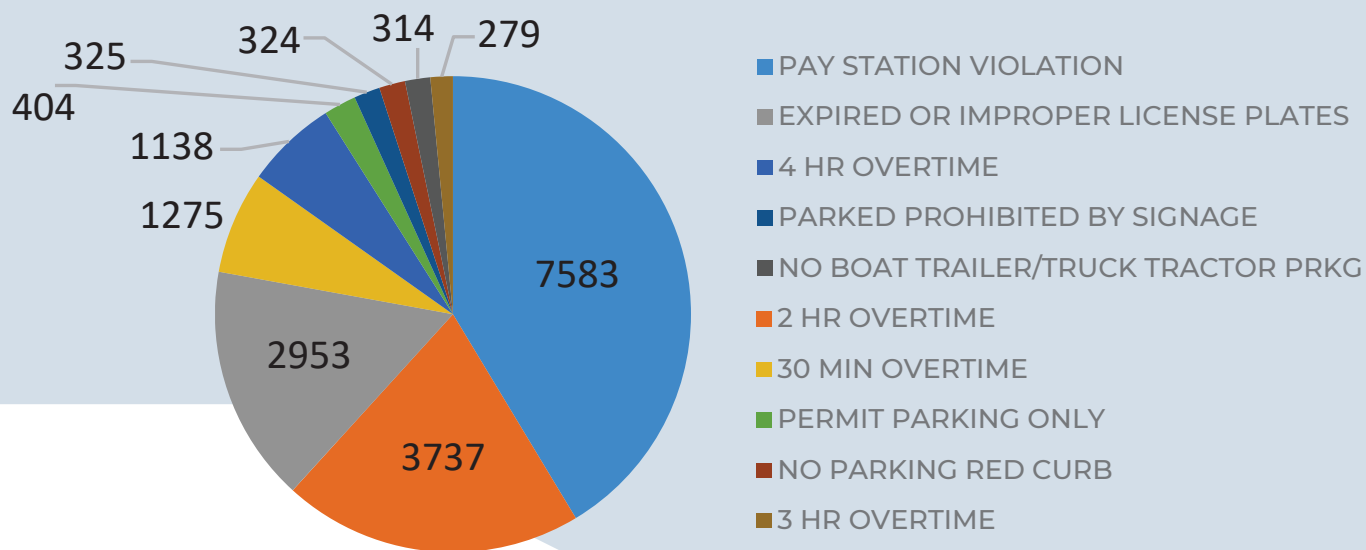
# PARKING ENFORCEMENT



**T**he Department's two non-commissioned Parking Enforcement Officers (PEOs) enforce the city's various parking regulations, with an emphasis on the downtown business districts six days a week.

In December 2017 the Parking Enforcement division began using Politess Mobil hand-held processors by Schweers. Along with being user-friendly, intuitive, easy and fast, they interface easily into ticket information processing systems allowing for pictures to be uploaded with each violation and viewable by the Kirkland Municipal Court. The City also implemented a pay by plate system allowing residents to pay for parking using their cell phones.

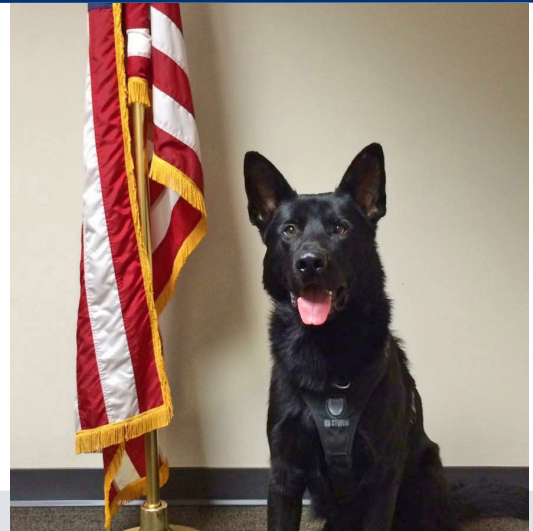
## Top 10 Violations Cited by Parking Enforcement:







# K-9



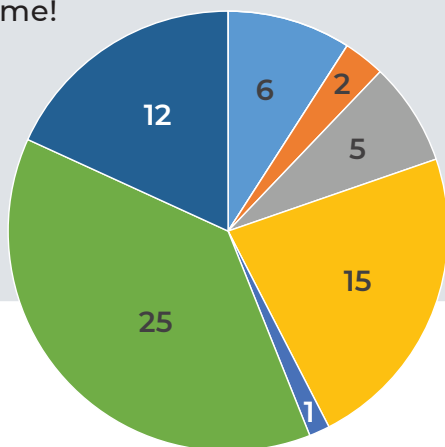
The Kirkland Police Department has one tracking K-9 team which is comprised of a German Shepard named **Thor and his partner, Officer D. Hopkins**. A day at the office for K-9 Thor and Officer Hopkins might include assisting patrol officers with locating and retrieving fleeing suspects, clearing buildings, and searching for evidence. They respond not only within Kirkland, but throughout the region as well. Our K-9 Team is certified by the Washington State Criminal Training Commission.

Officer D. Hopkins and Thor have been serving our community together for five-years and have established themselves as a tremendous asset to the department, city, and region. In 2017, Thor and Officer Hopkins achieved their 97TH capture. They have assisted outside agencies on 25 occasions as they continued to build on their reputation as a sought after regional asset.

97

The Department looks forward to their continued success and contributions in the years to come!


### 2017 K - 9 BY THE NUMBERS:



2017 K - 9 BY THE NUMBERS:	
<b>Total Deployment of Thor</b>	<b>54</b>
Building Searches	6
Area Searches	2
Used for Presence	5
Tracks	15
Evidence Searches	1
Assists to Outside Agencies	25
Suspects Captured	12

# PIO

JOIN US ON TWITTER!

 @KirklandWAPD



**T**he Kirkland Police Department strives toward open communication with the community in an effort to build partnerships and increased trust.

Public Information Officers (PIO's) often spearhead these efforts by delivering messages through both traditional and social media. The Department's PIO Communications Cadre consists of Lieutenant R. Saloum, Sergeant E. Karp, Corporal K. Mann, and Officer T. Trombley. These officers provide interviews and statements to the media, prepare news releases, and manage Kirkland PD's social media messages.

The purpose of the unit is to promote transparency and outreach within the community while providing timely and relevant information. The PIO Communications Cadre works hard in being proactive to keep the public informed on emerging stories and news about the department.





# NORTH SOUND METRO SWAT

**K**irkland is a member city 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 members from 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.

In 2017, Kirkland PD provided three of the 28 tactical operators, as well as four of the 12 negotiators on North Sound Metro SWAT. In addition, Captain Mike St. Jean served as the Team Commander for this regional team. Operators commit to a demanding training schedule and must maintain stringent fitness standards and weapons qualifications. Their training consists of legal updates and case reviews, elaborate mock scenes with negotiators, and various tactical resolution techniques.

North Sound Metro conducted five high-risk missions last year. Kirkland SRT and HNT members also helped on a number of incidents and/or search warrants for KPD that did not rise to the level of requiring the assistance of North Sound Metro.





# HOSTAGE NEGOTIATION TEAM HNT



**K**irkland PD currently provides four of the 12 crisis negotiators on the interagency team, including North Sound Metro HNT Team Leader Detective O’Neill.

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

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

Kirkland Police contracts with **North East King County Regional Communications (NORCOM)** for radio, emergency and non-emergency communications. NORCOM also contracts with five other police agencies and thirteen fire departments, including the Kirkland Fire Department. In 2017, NORCOM answered 304,170 total calls; 167,180 were 911 calls that were answered 98.5% of the time within 10 seconds (King County standard is 90%).

NORCOM telecommunicators receive extensive training in academy, call receiving, police dispatching and fire dispatching before they are considered fully released and able to work all positions.



# NORCOM



- » Investigations
- » Neighborhood Resource Officer/School Resource Officer
- » Less Lethal Cadre/Firearms Cadre
- » Emergency Vehicles Operations Cadre/Defensive Tactics Cadre
- » Peer Support Cadre/Drug Recognition Expert Cadre
- » Training Unit
- » Honor Guard Cadre
- » Explorers
- » Citizens' Academy
- » Coffee With A Cop
- » Community Outreach



# PROFESSIONAL STANDARDS

# INTEGRITY



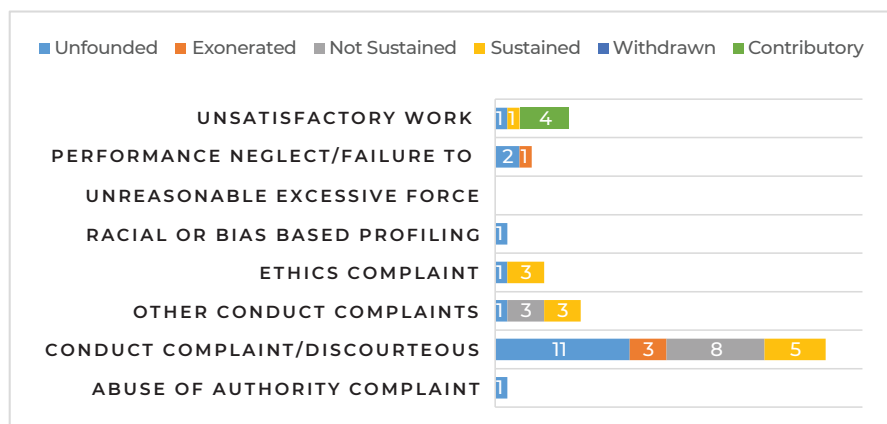
The Professional Standards Division provides critical and specialized services to help support the Department's mission and ensure effective operations within the Police Department. The Division also helps ensure that transparency and accountability to the public are maintained as officers are held to high standards of ethical behavior and integrity.

The Professional Standards Captain M. Ursino, oversees two sections within the Division: Investigations and Risk Management.

The Investigations Section, overseen by Lieutenant J. Haslip, consists of: Detectives who serve 5-year rotations out of Patrol; Anchor Detectives, specially trained, experienced Detectives who serve 10-year rotations; Family Violence Detectives who work closely with the family Violence Advocate; and a Detective assigned to the FBI Cyber Crimes task force. closely with government agencies on special task forces. This division is supported by our Crime Analyst.

The Risk Management Division, overseen by Lieutenant L. Brouelette, consists of: Training, specialized training cadres, two School Resource Officers, the Neighborhood Resource Officer, Honor Guard, Police Training Officers and Explorers. This Division takes pride in serving the residents of Kirkland. The School Resource Officers are on-site at the High Schools and the Neighborhood Resource Officer engages in focused problem solving in the community. The Division ensures that all KPD personnel receive and attend quality training to keep their skills sharp and help them attain personal and professional development.

## 2017 COMPLAINT INVESTIGATIONS





# INVESTIGATIONS

**T**he Investigations Unit conducts investigations of felony crimes, incidents of domestic violence, child abuse and death reports. The unit also processes major crime scenes, serves search warrants, analyzes crime statistics for trends, working closely with both neighboring and federal agencies to monitor crime trends and criminal activity, and tracks registered sex offenders living within the City of Kirkland.

A detective in the unit is assigned to the FBI Cyber Crimes Task Force and another detective works closely with the FBI – Internet Crimes Against Children, (ICAC) task force that primarily investigates incidents of child exploitation cases.



## 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. In addition to the felony and misdemeanor domestic violence cases, the family violence unit also handled 129 Referrals from (CPS) Child Protective Services and 66 referrals from (APS) Adult Protective Services in 2017.

IN 2017 DETECTIVES ASSIGNMENTS were further specialized into the following areas of expertise with ten-year Anchor Detectives paired with another five-year Detective to provide for further development of specific skill sets and to improve effectiveness and efficiencies in investigations.

- » SEX CRIMES
- » PROPERTY CRIMES
- » ROBBERY, ASSAULT AND HOMICIDE

## CRIME ANALYSIS

Our crime analyst tracks crime patterns and trends, publishes crime maps and bulletins, and analyzes crime statistics for use in the planning of directed law enforcement activities.

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

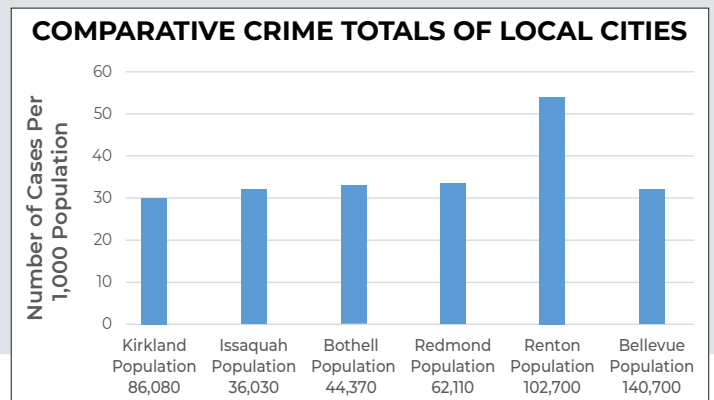
## NOTEWORTHY CASES

**ID Theft/Fraud Ring:** Detective Hass investigated a theft/fraud ring involving the theft of women's purses from shopping carts. This criminal enterprise had operated from 2014 and continued to July 2017 resulting in over \$700,000 dollars in fraud losses in Kirkland, Redmond, Bellevue, Mercer Island, Issaquah, Seattle, King, Pierce and Snohomish counties, multiple states and in Canada. Through his investigative efforts and networking with Detectives and crime analysts in WA, he was able to connect members of this ring to specific crimes. Working with the US Secret Service, Det. Haas presented this case to the US Attorney's Office. Det. Haas was requested to assist a team for a Las Vegas, Nevada arrest and search warrant execution due to his intimate knowledge of the case facts

presented. His collaborative work on this case resulted in the arrest and federal indictments of the key suspects. Crime Analyst Shull provided extensive work and assistance on this investigation to help identify additional victims and tie the suspects/cases together.

**Persons Crimes:** KPD Patrol officers responded to a burglary/kidnapping that had just occurred at a Kirkland business. Two male suspects broke into the building to steal electronics. Once inside, they threatened a lone employee with a crowbar, and stole his cell phone. They forced the employee to provide them access throughout the building as they collected electronics. The suspects fled the scene in a U-Haul with the stolen property. Officers identified one of the suspects on the morning of the burglary. On May 25, 2017 he was arrested for a misdemeanor warrant (drug paraphernalia) by Bellevue PD. Detective Slominski interrogated him in jail and he confessed to the robbery, along with six additional burglaries in Bellevue. He also identified his accomplice who was later located and arrested. The suspects were booked into King County Jail on kidnapping, robbery, burglary, theft, and malicious mischief.

2017 KIRKLAND CRIME TYPES	
Thefts	949
Car Prowls	718
Fraud or Counterfeiting	327
Burglaries	242
Stolen Cars	221
DUI's	159
Assaults	127



# NRO NEIGHBORHOOD RESOURCE OFFICER

In June of 2017, Officer Deana Lansing was assigned to the Neighborhood Resource Officer (NRO). The NRO is a highly visible and interactive officer within the community. The NRO is able to work closely with all divisions of the police department, other City departments, local businesses, social services and outside organizations to address a variety of community issues and concerns.

An important aspect of the Neighborhood Resource Officer's duties is community outreach. Officer Lansing was involved in many community outreach programs in her first 6 months in the position including establishing the **Coffee With a Cop** program which allows informal, one on one conversation between community members and representatives from the Department. She also participated in various community meetings, including site visits and trainings for local facilities and retirement homes. Officer Lansing coordinated the 2017 Citizens Academy as well as the National Night Out Against Crime. This very popular event in Kirkland's neighborhoods included 21 different parties that were visited by KPD personnel along with NORCOM dispatchers who partnered with the Department in the community.





# SRO SCHOOL RESOURCE OFFICER



**A**s part of the Department's commitment to community policing, in partnership with Lake Washington School District, KPD has two full-time School Resource Officers, who are assigned to Lake Washington High School (LWHS) and Juanita High School (JHS). Officer T. Davidson began his first year as an SRO for the 2016-2017 school year at JHS and Officer B. Hardesty completed his second year at LWHS.

SROs perform a variety of functions at the schools and in the community. Both SROs have attended the National Association of School Resource Officer (NASRO) academy and this year Officer Hardesty attended the advanced academy. In their day to day duties, both Officer Davidson and Officer Hardesty perform their standard law enforcement role, can be utilized to give classroom instruction and act as informal counselors. Officer Davidson and Hardesty teach classes on Drug and Alcohol Awareness/ Deterrence, Civil Rights, Safety and A.L.I.C.E. Both of our SROs are certified A.L.I.C.E. instructors which stands for Alert, Lockdown, Inform, Counter, and Evacuate and teaches the community how to respond and counter violent intruder incidents.

In May of 2017, in a collaborative effort, School Resource Officer's Davidson and Hardesty worked with Juanita High School administration and orchestrated a school wide A.L.I.C.E. drill at Juanita High School. A school-wide drill of this magnitude had not been done before school wide and was found to be a huge success with great feedback from both students and staff.

During April and May, members of the Training Unit and School Resource Officers Davidson and Hardesty met with school administration, staff and City of Kirkland Officials to plan the DUI re-enactment demonstration for both high schools. On June 1st, 2017, the DUI re-enactment was executed successfully and received great reviews from both staff and students.

In 2017, both SROs partnered with the BECCA/ Truancy Specialists and launched the Community Truancy Board (CTB) program. The CTB program is designed to re-engage truant students in an effort to keep them out of the Criminal Justice System.



# FIREARMS



The Firearms Training Unit facilitates firearms training and department qualifications for all commissioned and special commissioned officers (Corrections Officers) in the Department's lead-free firing range.

Qualifications are conducted twice per year. Firearms instructors trained new officers in pistol and rifle proficiency. Active Shooter Training this year was implemented by Department members and Firearms Instructors. The training was conducted in



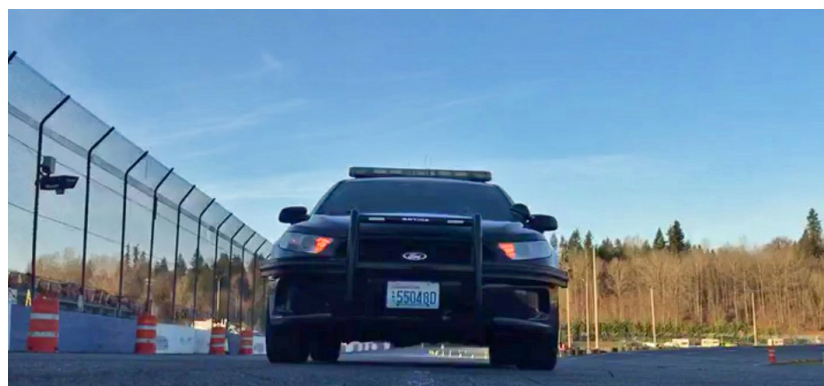
an office setting, utilized live scenario based force-on-force simunitions training, incorporated incident command

training for supervisors, and tactical dispatch training from NORCOM. Other highlighted training this year included shooting from inside a vehicle, positional shooting using a vehicle as cover, and drills to increase speed and accuracy.

The **Less Lethal Training Unit (LLTU)** is responsible for personnel training and maintenance of all department issued Tasers and the SAGE Less Lethal Impact Launchers. All Police and Corrections Officers carry department issued Tasers. There are dedicated SAGE operators in the Patrol Division and on the SWAT Team. In 2017 there were changes in Washington case law related to Taser use, along with changes in manufacturer requirements for Taser. The certified LLTU instructors trained all officers under the new requirements for Taser, as required by Department policy.

# LESS LETHAL TRAINING UNIT

# EVOG



**T**he **Emergency Vehicle Operation and Control (EVOG)** Cadre is responsible for training personnel in the operation of police and corrections vehicles. The Department has a wide variety of vehicles to include Police sedans and SUV's, Corrections prisoner transport vehicles, and Utility Terrain Vehicles (UTV's). Cadre member's instruction includes slow speed maneuvering, safe backing courses, off road driving (UTV's), high speed pursuit driving, Pursuit Intervention Technique (PIT), and deploying spike strips. The EVOG Program added three additional PIT cars and was approved to add two additional EVOG instructors in order to meet the training needs of newly hired officers.

Due to a more restrictive pursuit policy implemented by the Department in 2016, police pursuits were reduced from five in 2016 to only one in 2017.

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



# DEFENSIVE TACTICS



# DRUG RECOGNITION EXPERTS (DRE's)



**D**uring 2017, the Department had 2 active Drug Recognition Experts (DRE's): Lieutenant L. Brouelette, who is also a certified DRE instructor for the state, and Detective C. Slominski. DRE's help other officers enforce Washington's DUI laws by providing expertise in evaluating drivers who may be impaired by drugs. DRE's conduct specialized evaluations which can assist officers in obtaining blood search warrants and securing impaired driving convictions. This helps keep Kirkland's roads safer. Officer J. Ness was selected to become the newest KPD DRE and attended training in November. He will be certified to perform DRE evaluations in early 2018.

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**The Kirkland Police Peer Support Team** had a successful year in which team members attended training in the areas of RCW 5.60.060 Confidentiality, an overview of Department policy which covers team activation procedures, how to properly run Defusings, Debriefs and Crisis Management Briefings. Four members attended the biennial Critical Incident Stress Management (CISM) conference. This year, the team held two debriefs for Officers who experienced two separate critical incidents while on Patrol and assisted many more Officers and employees one-on-one. In October, the team, which includes Renee Cox, MHP, was activated to respond for our Officers and employees when Sergeant Rich tragically passed away. This incident also gave the team the experience of leaning on Peer Support personnel from other agencies and to see how crucial it is to have fellow Law Enforcement Officers or employees trained and available to provide peer support.



# PEER SUPPORT

# TRAINING



The Kirkland Police Training Unit was very busy in 2017. The unit of two, Sgt. Knafla and Officer Trombley create, coordinate, schedule and document the entire Kirkland Police Department's training. This includes a wide variety of training which is crucial to officer and employee certifications that are new and reoccurring, as required by the State of Washington and to maintain WASPC accreditation standards. Commissioned police officers are required to complete twenty-four hours per calendar year of in-service training. The Kirkland Police Training Unit provided each officer with a total of forty-two hours of training, covering topics such as: implicit bias, active shooter response, defensive tactics, investigating domestic violence, legal updates, CPR/first aid, less lethal, and firearms. The Training unit also has the responsibility to facilitate and provide training programs for all new employees. In 2017 the training unit conducted introductory training for fifteen police officers and coordinated their attendance at the Criminal Justice Training Center. Training was also coordinated for four corrections officers, one animal control officer and four civilian employees. This includes training in the following areas, CPR/first aid, patrol procedures, criminal law, traffic enforcement, crisis intervention training, criminal procedures, firearms, defensive tactics, Department policies, report writing, city geography, and much more.

The Kirkland Police Department prides itself in recruiting and hiring the highest caliber of individuals. Providing initial and on-going training to allow officers to excel, is a top priority of our agency allowing the Department to better serve and protect our community.



TO BE A KIRKLAND POLICE SOLO PATROL OFFICER



# HONOR GUARD



**T**he Honor Guard is the formal ceremonial unit of the Kirkland Police Department. It was founded in 2004. Honor Guard members were involved in a number of events in 2017 including: Behind the Badge Memorial Ball (SeaTac), Medal of Honor/Peace Officer's Memorial Day (Olympia), and a 9-11 silent wreath laying at the Kirkland Justice Center. The Honor Guard also played an integral role in honoring our late **Sergeant, Nathan Rich.**





# EXPLORERS



The Explorer program is for young adults age 14-21 who are volunteers for the Kirkland Police Department. Through law enforcement mentorship and civilian partnerships, Explorers receive hands-on training and practical demonstrations during their bi-monthly meetings. 2017 was a great year for our Explorer program. These fifteen young peoples' mentorship, training and volunteer opportunities are coordinated by their lead advisor, NRO Deana Lansing. Other adult mentors include Officer Brandon Hardesty, Officer Doug Dreher, and three civilian advisors joining us from NORCOM, Jayson and Nicole Benson and Chris Perez.

Explorers attended both the summer and winter Explorer Academies in Yakima. Explorer Lieutenant Christian Tomisser was selected top Explorer Advisor Assistant (EAA) at the Winter Academy. They also competed in the Snohomish County Tactical challenge and earned nine trophies out of the ten events they participated in. At this event, Explorer James Sullivan earned the distinction of Top Explorer. Their outstanding performance in the tactical challenge was recognized at a City Council meeting.

Explorers are often seen assisting in many community events and contributed over 3,200 volunteer hours, collectively in 2017. Some of the events include Summerfest, the annual 4th of July parade, Touch-A-Truck and the Kirkland Classic Car Show. The Explorers also held their annual Explorer Benefit Car Show at the Kirkland Police Department. The event was a big success and raised money for new uniforms and jackets for the Explorers.



# CITIZEN'S ACADEMY



**T**he 2017 class had fifteen students and it was an overall success.

During the eight-week course, participants were educated about each unit in the police department, bringing in a variety of officers to share their expertise. Participants were then provided hands-on training to give them a deeper understanding of the tasks Department personnel perform. The students used the range to practice live fire. They also went to CJTC to use a training simulator, (PRISM), in order to experience a variety of shoot/don't shoot scenarios. K-9 Officer Hopkins and his partner Thor put on a demonstration and they had the opportunity to wear the bite sleeve and experienced being bitten by Thor. The mock scene night included two different traffic stops. First they experienced a shoot/don't shoot traffic stop to give the students an idea of how quickly a critical incident can unfold. The second traffic stop led to an investigation which led to a search warrant for a house. The goal was to allow the students to put to use some of the skills they learned throughout the 8 week course.

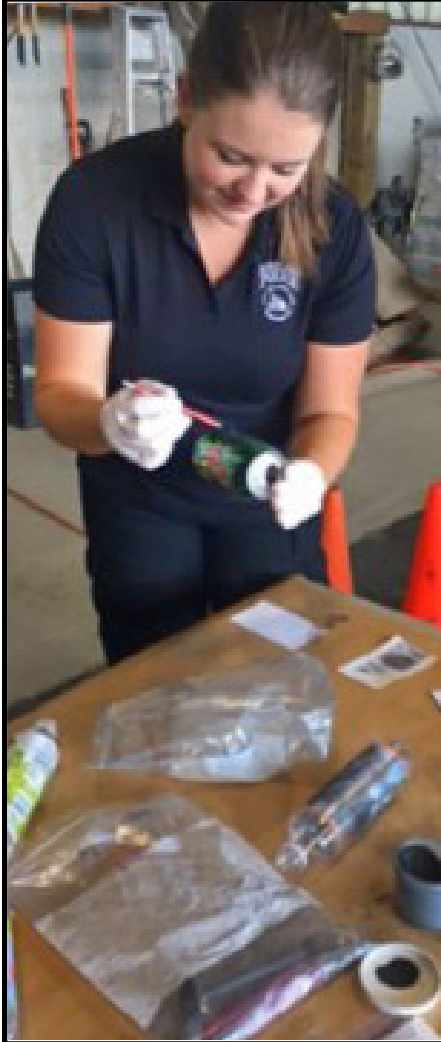
WEEK	DATE	TOPIC	INSTRUCTORS
1	Sept. 19th	Welcome/Intros Police Dept Tour Jail Tour/Corrections	Chief Harris Knafla/Lansing Stredwick
2	Sept. 26th	Use of Force SRT/CNT	Porter/ Mades
3	Oct. 3rd	Firearms	Willson
4	Oct. 10th	PRISM/BLEA	TBA
5	Oct. 17th	Investigations Evidence	Haas Borges
6	Oct. 24th	Traffic - DUI FARO	Slominski Slominski
7	Oct. 31st	MOCK SCENES	Lansing
8	Nov. 7th	K-9 / Graduation	Hopkins/Thor

# COFFEE WITH A COP (CWAC)

**A**s the new Neighborhood Resource Officer, Deana Lansing is very creative in how she assists the Department to connect with the Kirkland community. As a means to connect one-on-one with community members, Officer Lansing developed the **“Coffee With A Cop” (CWAC) program**. She partnered with local coffee shops to host the event and received enthusiastic support. The events were advertised on social media and in the Kirkland Reporter. Two sessions were held in 2017. The first was held at the Urban Coffee Lounge and the second at Starbucks in Juanita Village. Coffee With a Cop provides a great opportunity for the Kirkland community and the police department to come together, talk and get to know each other.











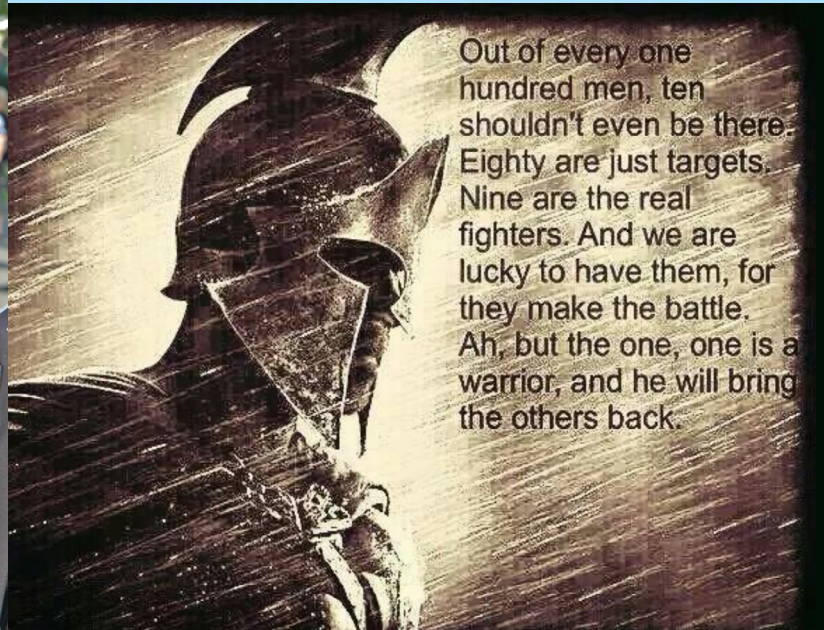




## SERGEANT NATHAN RICH #317

Sergeant Nathan Rich was just shy of his 20th year of service with the Kirkland Police Department. He was larger than life in every way and his untimely death on 10/13/2017, has left a huge hole. He will always be remembered for his wit, extraordinary dedication and excellence, impacting every member of this department.

**#317 Forever remembered.**



Out of every one hundred men, ten shouldn't even be there. Eighty are just targets. Nine are the real fighters. And we are lucky to have them, for they make the battle. Ah, but the one, one is a warrior, and he will bring the others back.

