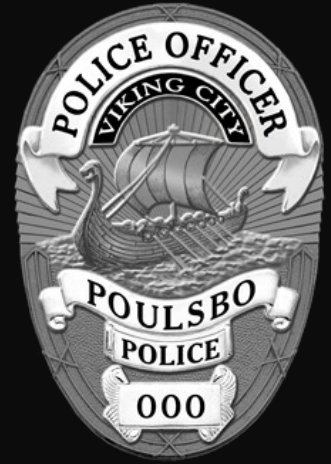


CITY of POULSBO POLICE DEPARTMENT



Velkommen til Poulsbo

2018 ANNUAL REPORT





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Mission

The Mission of the Poulsbo Police Department is to safeguard the lives, property, and rights of all people; to reduce the incidence and fear of crime; and to enhance public safety while working with our community to improve their quality of life.

Our mandate is to do so with honor and integrity, while always conducting ourselves with the highest ethical standards to maintain the confidence of the public we serve.

Vision

The Poulsbo Police Department aims to be amongst the finest law enforcement agencies in the State of Washington; one which consistently delivers the highest quality public service to make the City of Poulsbo one of the safest in the nation.

Core Values

Honor

Our daily actions shall embody our Mission, Vision, Core Values, and Code of Ethics. We hold ourselves accountable to the highest standards of our profession, while valuing equality, diversity, and individual rights. Our badge is a symbol of public faith; we accept it as a public trust so long as we are true to the ethics of our service.

Integrity

We shall always do what is legally and morally right. We are honest and truthful in our words and actions. Our integrity will build trust and confidence, for integrity is our moral defense against corruption.

Teamwork

We are loyal and dedicated to each other, our community, and our profession. As members of the greater team, we realize that to achieve our mission of service we must work collaboratively with our citizens, community partners, city government, and allied public service agencies.

Professionalism

As representatives of our community and our profession, we are driven to be competent and skilled in the performance of our duties. With an eye to the community's evolving needs, we will constantly seek out opportunities to improve our level of service and provide the best in



LAW ENFORCEMENT **CODE OF ETHICS**

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement.



A Word from your Chief



To the Citizens of Poulsbo:

Thank you for your interest in reviewing this annual report. As you will see, 2018 was a busy year. One important aspect of last year was the development of our strategic plan. The goal of the plan is to provide direction by identifying areas of focus or concern over the next three years. The full plan is always available for community review on our website, but here is a brief overview of what we will be working toward.

The better we take care of our employees, the better they will serve this community. We have improved our training plans in several ways. Annually we create a plan to ensure we are meeting all training requirements for each employee. We are also developing a Master Training Plan to assist our employees in achieving their individual career goals. Employee wellness is also a priority to safeguard each employee's emotional and physical well-being. As part of that goal, we are working with other agencies in our county to develop a peer support program.

In the next several years, more than half of the Poulsbo Police Department will be eligible to retire. With this in mind, we are developing strategies to recruit applicants locally and nationally. We are also looking into mentorship/leadership programs that will develop the next group of leaders at the Poulsbo Police Department. This is essential for our department's continued success.

Providing platforms for more interaction with our community is long overdue. We are currently working on improving our department website and creating a robust social media presence. We anticipate these improvements in 2019.

We are looking for opportunities to expand our Police Navigator program. The Navigators have the important role of connecting people in crisis with necessary resources. Whether it is temporary housing, mental health professionals, or drug dependency counseling, this program helps people in the community, while reducing the need for repeat calls for our officers.

We are currently working towards becoming an accredited agency through the Washington Association of Sheriffs and Police Chiefs (WASPC). To achieve this goal, we need to provide proofs that we are following federal and state laws, and that our policy, procedures, and practices are consistent with the nearly 140 accreditation standards. This achievement will provide a stronger foundation for our continued success.

Each of these goals was developed through our strategic planning process that included input from our employees, City Staff, allied law enforcement agencies, and most importantly, members from our community. The course has been set and we are determined to achieve these goals while we serve this great community with honor, integrity, teamwork, and professionalism.

Very Respectfully,



Operations Division



The Operations Division is the commissioned law enforcement section of the Police Department. Police Officers perform the vital public services of preserving the peace, protecting life and property, preventing crime, apprehending criminals, and enforcing the laws and ordinances.

This division is commanded by the Deputy Chief, along with four sergeants that lead the individual commissioned officers.

The Operations Division contains two bureaus, the Patrol Bureau and the Detective Bureau.

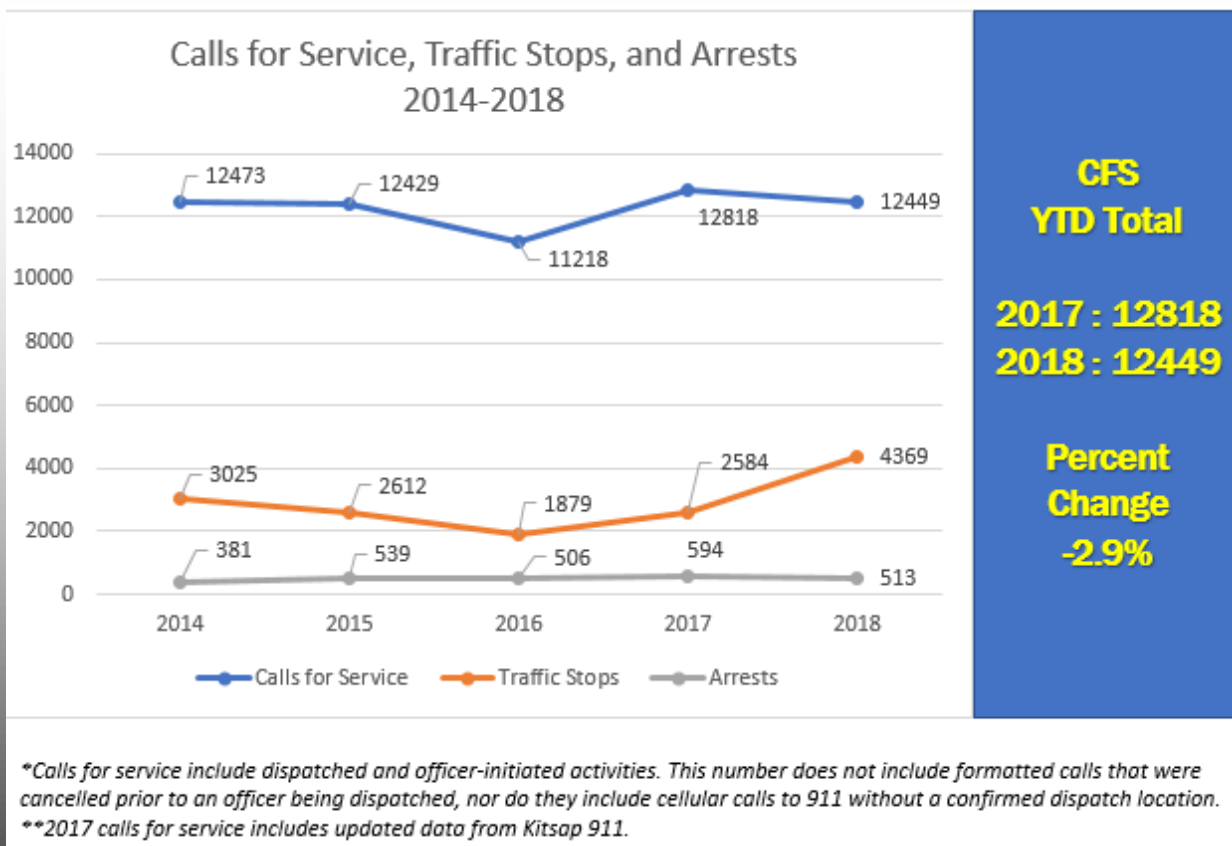


Patrol Bureau



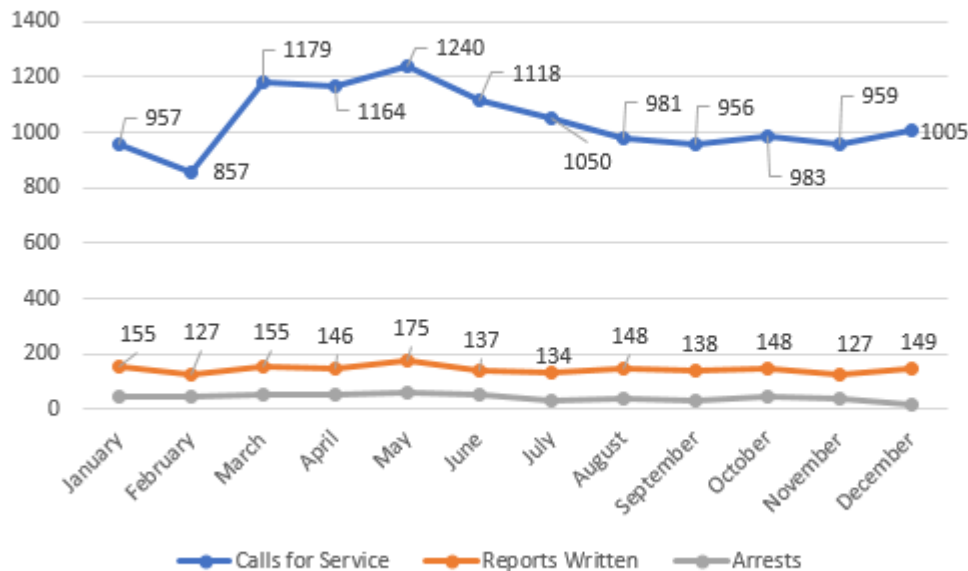
The Patrol Bureau is the uniformed section of the Police Department. Uniformed police officers are responsible for responding to emergencies, calls for service, conducting field investigations, traffic enforcement, proactively fighting crime, and solving problems in the community.

The Patrol Bureau is currently authorized to have sixteen sworn personnel, including four sergeants.





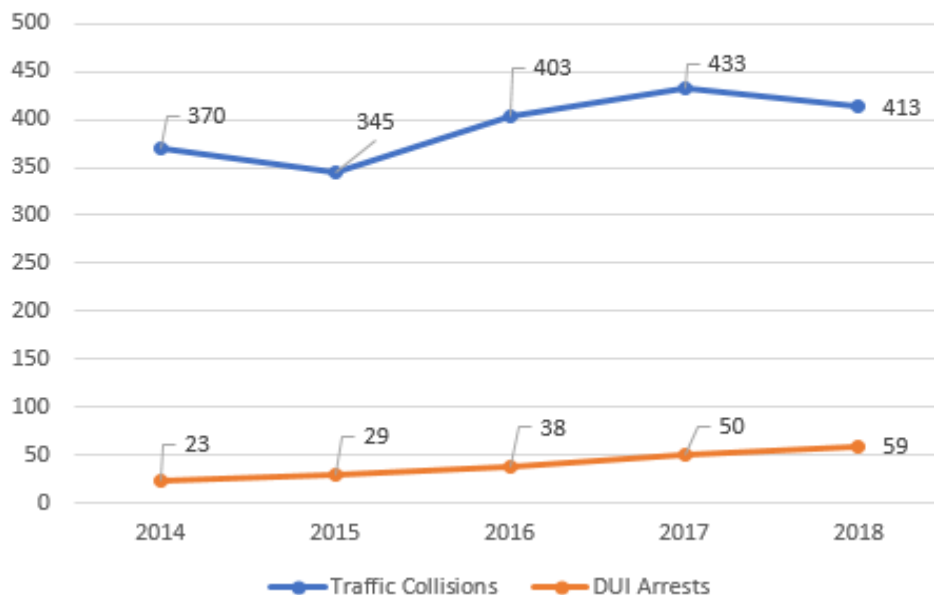
Calls for Service, Reports Written, and Arrests 2018 - By Month



**Arrests
made in
only 4.12%
of all calls
for service**

*Calls for service include dispatched and officer-initiated activities. This number does not include formatted calls that were cancelled prior to an officer being dispatched, nor do they include cellular calls to 911 without a confirmed dispatch location.

Traffic Collisions and DUI Arrests 2014-2018



**Collisions
2017-2018
-4.61%**

**DUI Arrests
2017-2018
+18%**



Detective Bureau



The Detective Bureau consists of two full-time members with a collaterally assigned Patrol sergeant. The detectives primarily investigate felony-level criminal activity.

Detective Wheeler concentrates his efforts investigating crimes such as Narcotics, Human Trafficking, Stolen Firearms, and Organized Retail Theft. The last year saw a significant increase in seizures of narcotics and illegal weapons as well as the recovery of a significant amount of stolen property. A prime example of this is the fact that the Poulsbo Police Department successfully doubled the asset recovery of our Wal-Mart store in comparison to other stores throughout the region.



Detective Shurick investigates Sex Crimes, Major Assaults, Burglaries, and Cold Cases. A cold case involving Rape of Child was recently completed and resulted in a significant prison sentence for the offender. The Poulsbo Police Department also participated in a successful multi-agency burglary investigation with at least three victims from the Poulsbo business community.

Both detectives are active and trusted members of the Kitsap County Incident Response Team (KCIRT) and were called upon numerous times throughout 2018 for cases involving homicide and officer-involved shootings.

In 2018:

- Detectives were assigned 194 cases for follow-up
- Authored 110 search warrants
- Recovered the equivalent of \$120,000 in narcotics





Operational Specialty Units

Marine Patrol



The Poulsbo Marine Patrol is comprised of seven officers that are state-certified and trained as boat operators. Our coverage area consists of Liberty Bay, with extra patrol in the Keyport Marina and Agate Pass. Marine Patrol duties include enforcement of boating ordinances, investigation of boating accidents, identifying and/or the removal of navigational hazards, combined agency search and rescue efforts, and addressing vessel operation complaints and concerns. We also participate in marine safety events such as Marine Safety Day at the Port Of Poulsbo in May, Fort Flagler in June, National Night Out and Touch a Truck in August, and the Kid's Safety Fair in September.

Unmanned Aerial Systems

The UAS team is staffed by three team members who have completed the comprehensive Federal Aviation Administrative licensing process as well as an ongoing local training and testing regimen.

The unit currently deploys two aerial units and a donated "Crawl Bot" capable of entering confined spacing to assist in searching for barricaded subjects or suspicious devices.

The police department will be deploying drones to support crime scene and collision reconstruction, as well as aerial investigatory support at major crime scenes. We have also partnered with other city departments such as Planning, Public Works, and Fire.



Bike Patrol



The Poulsbo Police Department's bicycle patrol team consists of three officers certified through the International Police Mountain Bike Association. In addition to regular bicycles, the department also utilized two new E-bikes to handle the hills around Liberty Bay.

The primary function of the unit is to provide swift response during crowded festivals such as Viking Fest, 3rd of July, and Arts in the Park. The School Resource Officer is also using a bike to ride around the local schools and conduct traffic emphasis patrols.



Operational Specialty Units

Narcotics K-9

The Poulsbo Police Department currently fields a narcotics detection K-9. Kilo is a six year-old Belgian Malinois and is trained to sniff out a variety of illegal substances. He continues to be highly successful and in 2018 he performed 126 applications which led to 68 narcotics search warrants, five firearms, and over \$14,000 in cash seizures.



School Resource Officer

In a joint venture with the North Kitsap School District, the department supports a School Resource Officer to cover the approximately 2100 students spread between North Kitsap High School, Poulsbo Middle School, and Poulsbo and Vinland Elementary Schools. The current SRO, Shawn Ziemann, holds a certification through the National Association of School Resource Officers and has been in place for the last ten years.

Reserve Officer Program

The Poulsbo Police Department Reserve program is comprised of community members who volunteer their time to fulfill many of the roles handled by full-time sworn police officers. Reserve officers assist by responding to calls for service, participating in DUI emphasis patrols, and providing security for our municipal court. In 2018, our Reserve Officers logged over 573 volunteer hours.





Administrative Division



The Administrative Services Division provides the essential administrative and support tasks necessary to ensure the effective and efficient delivery of police services. This mission is accomplished through an interactive network of highly specialized and distinctly diverse activities which both support and strengthen our mission.

Administrative Services provides supervision, coordination, training, and the staffing of all technical support selections within the agency. As a member of our team, the division provides:

Accounts Payable & Receivable	Records Management
Property & Evidence Management	Training Records
Fingerprinting	Concealed Pistol Licensing
Firearm Transfers	Communications
Alarm Licensing	Data Entry
Customer Service	Public Records Disclosure
Statistical Reporting	Inventory Management



Crime Reporting

All criminal behavior that meets certain criteria is reported to the National Incident Based Reporting System. This information is gathered through our records management system and relayed to the Washington Association of Sheriffs and Police Chiefs (WASPC). This data is used to have a better understanding of crime trends on a local, state, and national level.

Person Crimes Include:

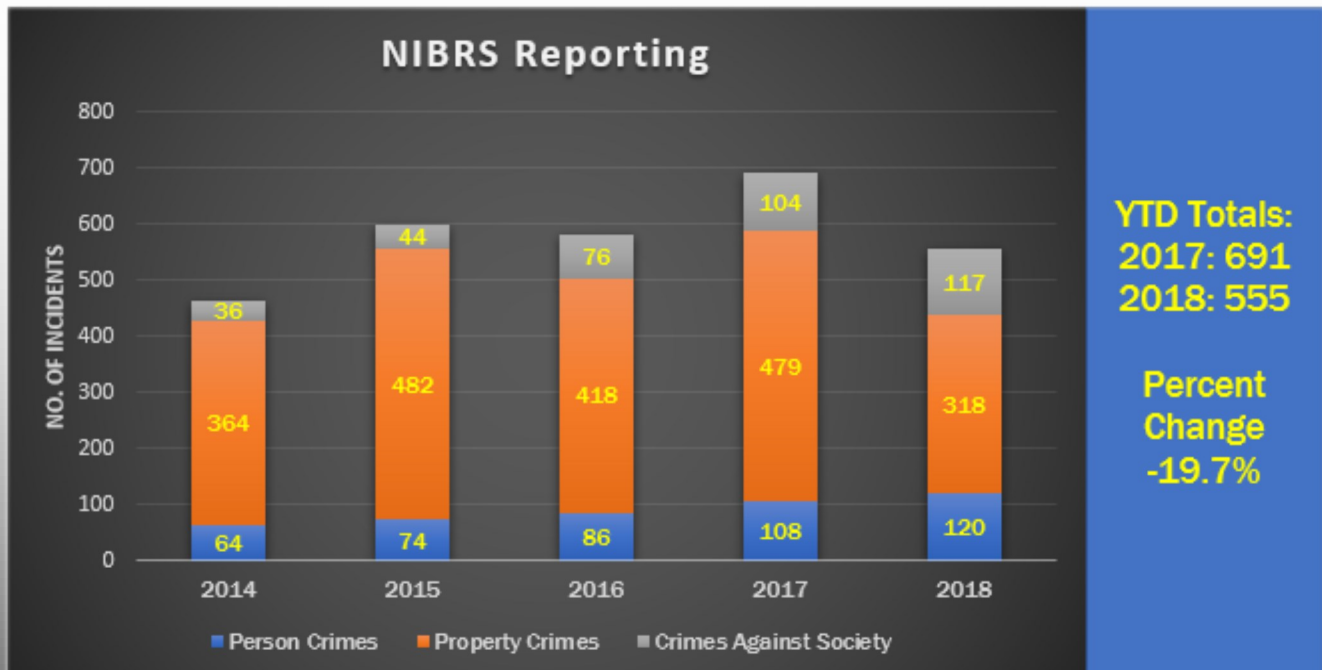
- Homicide
- Assault
- Sex Crimes

Property Crimes Include:

- Burglary
- Robbery
- Theft

Crimes Against Society Include:

- Narcotics
- Prostitution



*National Incident-Based Reporting System (NIBRS) is an incident-based reporting system used by law enforcement agencies in the United States for collecting and reporting data on crimes. Local, state, and federal agencies generate NIBRS data from their records management systems.

** All final data is maintained and available through the Washington Association of Sheriff's and Police Chief's yearly Crime in Washington report.



Professional Standards

The Poulsbo Police Department strives to be one of the best law enforcement agencies in the nation. To do this, the agency must constantly evaluate its operational performance for best practice, as well as changes in policy, training, equipment, and to maintain the Department Manual of Standards.

2018 Use of Force (21)

The threshold for a Use of Force Report is:

- Any use of physical strikes.
- Any use of a less lethal weapon (Taser, baton, pepper spray, etc.).
- Any display of a weapon (Taser, firearm).
- Any injuries or complaint of injuries.
- Any discharge of a firearm — except during departmental training or off-duty recreation.
- Any time multiple officers are required to overcome resistance.
- There were no complaints of Excessive Force received by the Department in 2018.

To put this number in perspective, last year we had 12,449 Calls for Service and our officers made 513 arrests. This means that a Use of Force occurred in only 0.17% of all calls to which we responded, and during only 4.09% of all arrests made.

Another positive is that in all uses of force, there were no reported suspect injuries that required medical treatment.



Professional Standards

2018 Internal Reviews (includes complaints and policy reviews)

- 47 Internal Reviews
- 9 total allegations
- 2 sustained
- 3 not sustained
- 1 Unfounded
- 3 Exonerated

Term Definitions:

- **Sustained:** The allegation is supported by sufficient evidence to justify a reasonable conclusion that the alleged misconduct occurred.
- **Not sustained:** There is insufficient evidence to prove or disprove the allegation.
- **Unfounded:** The investigation revealed that the incident or allegation did not occur.
- **Exonerated:** The incident did occur, but the conduct or performance of the employee was found to be lawful and proper.



2018 TRAINING HOURS

Over the course of the last year, your team trained for over 2740 hours. This includes regularly scheduled in-service training as well as additional outside coursework. This training included patrol procedures, traffic enforcement, law & justice, and professional development.

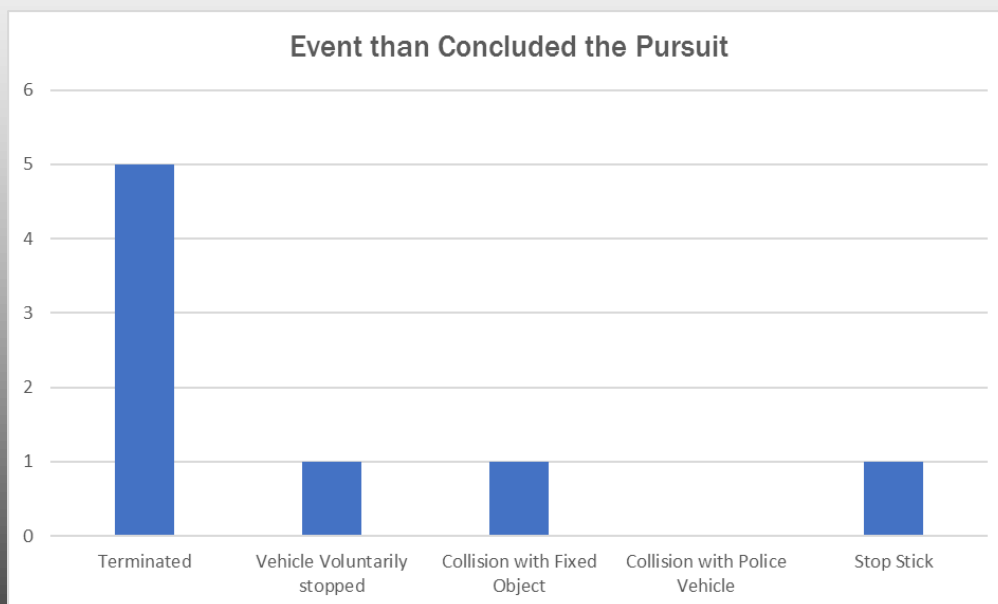
2018 OFFICER-INVOLVED COLLISIONS

There were 3 officer-involved collisions in 2018.

- All 3 collisions were deemed preventable but damage was minimal.
- Slow-speed and backing training was conducted department-wide to reduce the likelihood of future collisions.

2018 VEHICLE PURSUITS

There were eight vehicle pursuits in 2018. These incidents included pursuits initiated by Poulsbo officers and those incidents when we assisted our partner agencies. This is a 33.3% decrease over the previous year. No officers or suspects were injured, and there was no damage done to non-suspect property.





NEW HIRES and PROMOTIONS



Sergeant Valerie Nau

Sgt. Nau was promoted in July and currently serves in the Patrol Bureau. She has served as a detective, marine patrol, and crisis intervention officer. She joined the Poulsbo Police Department in 2009 after four years as an officer with the Port Gamble S'Klallam Tribal police.

Kelly Ziemann, Administrative Services Manager

Mrs. Ziemann was hired in July 2018 to lead the Administrative Services Division. Her position was created in response to the growing needs within the agency for an administrative manager to oversee civilian staff and the business functions of the department. She previously served in the Finance Department for the City of Poulsbo yet initially started her city career in the Police Department in 2000.



Nicolas San Gil, Community Service Officer

Off. San Gil was hired as a limited commission officer with three distinct responsibilities. He secures the Poulsbo Municipal Court, conducts code enforcement for the City, and serves the police department with a wide range of duties as a Community Service Officer. His prior experience included service with the Washington State Department of Corrections.

Officer Jason Kennedy

Off. Kennedy joined the Poulsbo Police Department as a brand-new police officer in August after retiring from 26 years of distinguished service with the US Navy. He has a Bachelor of Arts in Asian Studies.



Officer Michael Miulli

Off. Miulli is a lateral officer from the Port Gamble S'Klallam Tribal Police. Upon completion of his federal law enforcement training, he was conferred the title of Distinguished Honor Graduate. Off. Miulli served in the US Army and is currently an infantry sergeant with the Washington National Guard.



RETIREMENTS



OFFICER DAN LAFRANCE

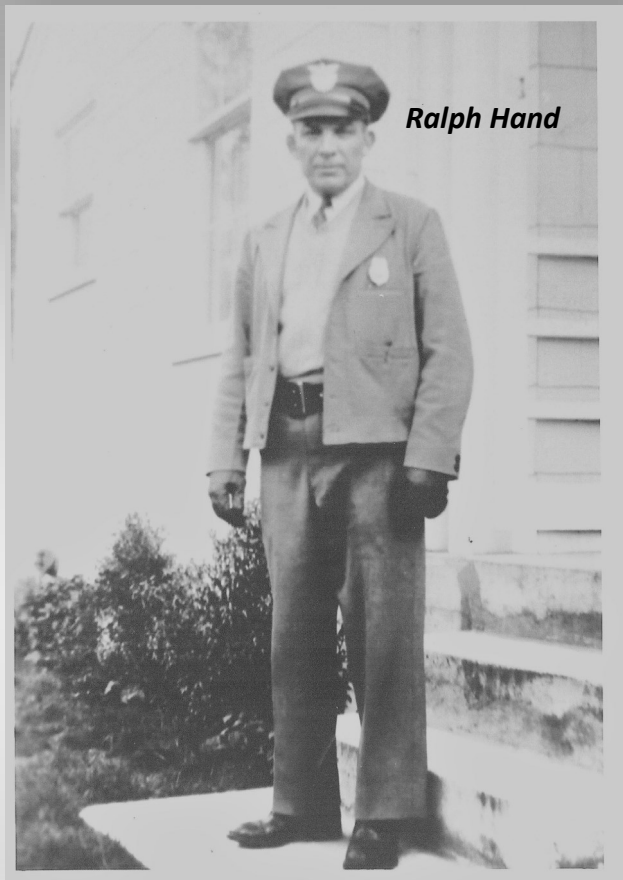
Officer Dan LaFrance retired from the Poulsbo Police Department in 2018 after more than twenty-three years of service.

Officer LaFrance started with the Poulsbo Police Department as a Reserve Police Officer in 1995. In May 1998, Dan was hired by Poulsbo as a fully commissioned officer.

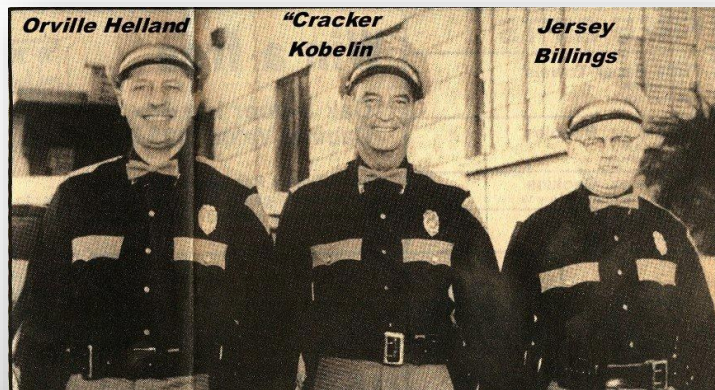
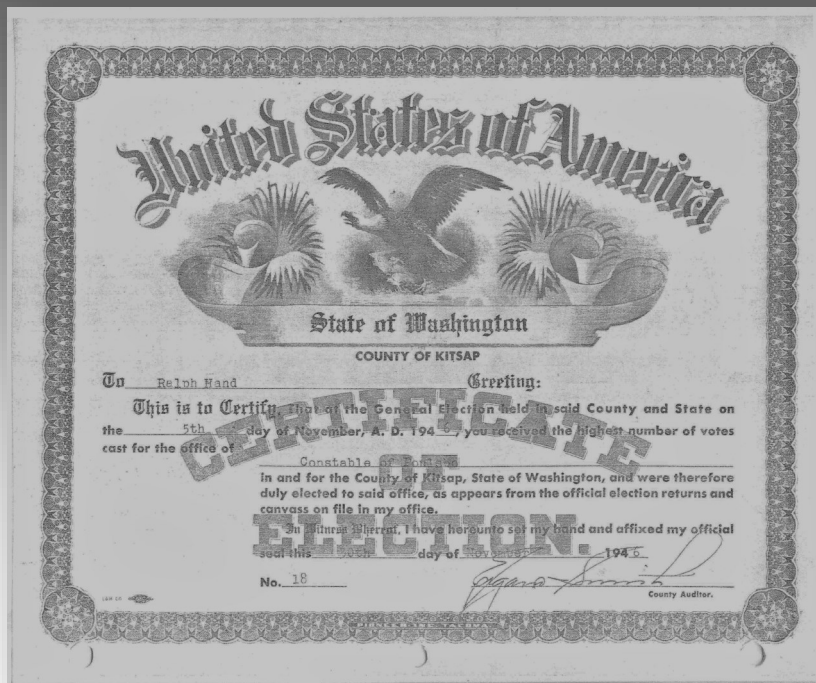
During his twenty-year career with our department Dan served as a Field Training Officer, K-9 Handler, and a board member on the Poulsbo Police Officers Association. Dan is respected throughout the county and has represented our department as a true professional. Most importantly, Dan is a great friend and partner to every employee at the department. His counsel, guidance, quick-wit and caring will be greatly missed.

More than 23 years of service to the citizens of Poulsbo is truly commendable. We thank Officer LaFrance for his service and wish him and his family the best in the next chapter of their life!





Ralph Hand





You might see them in uniform
Or maybe not at all
But know they will be there
When they get the call
No talk of guts and glory
More like protect and serve
A symbol of devotion
And respect that they deserve
These are every day heroes
These men and women in blue
And don't forget the working dogs
They are heroes too
Know that if you need them
A hero will be near
To help you in the darkest times
And take away the fear

--Robert Langley



Poulsbo Police Department

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