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# 2014 Annual Report

## Bainbridge Island Police Department

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Chief Matthew Hamner – June 1, 2015



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# 2014 Annual Report

This report is provided to highlight the significant events and accomplishments of the Bainbridge Island Police Department throughout the 2014 calendar year.



## Changing of the Guard

Under Chief Hamner’s leadership, 2014 was a year of monumental change for the Bainbridge Island Police Department (BIPD). Some of the major changes included adopting a new work schedule to provide increased flexibility for covering shifts during absences; redesigning the duty jumpsuit so officers exude a more approachable, friendly appearance and also benefit from increased durability and comfort; upgrading aging and worn equipment; undergoing a complete reorganization; conducting extensive work on new policies. The department also welcomed a new Deputy Chief and two additional patrol officers.

Perhaps most importantly however, the BIPD wished “fair winds and following seas” to five commissioned police officers and a senior police clerk, all of whom retired from the department after more than twenty years of service each.

## Critical Issues in 2014

In 2014, the department continued the efforts begun in 2013 to build trust and confidence within the community and address mental health issues. Based on the critical recommendations of the LEMAP and Pendleton reports in 2013, Chief Hamner reorganized the BIPD using traditional police organizational models and by bringing the department’s outdated policy manual up to date.

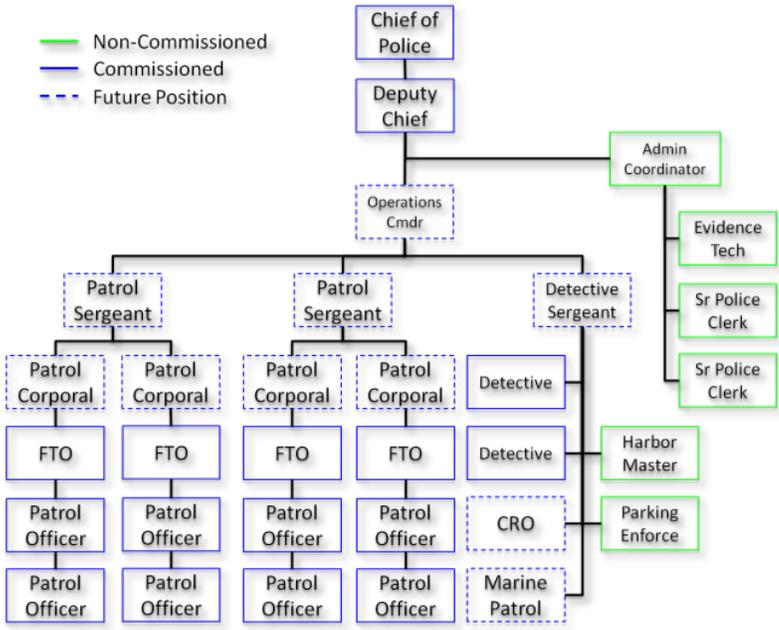
The LEMAP and Pendleton reports from 2013 were highly critical of the organizational structure and relationships between the officers and the first line supervisors. After considerable review and consideration, Chief Hamner and the City Manager Doug Schulze determined that the department’s entire task organization and structure needed to be realigned in order to eliminate conflicts of interest, solidify the chain of command, and clarify roles and responsibilities.

### Points of Interest

- COBI crimes against persons rate was **3.5** per 1000 residents vs 11.3 for Kitsap County.
- COBI crimes against property rate was **25** per 1000 residents vs 32 for the Kitsap County.
- BIPD was one of the smallest per capita departments in the State with **0.8** officers per 1000 vs the state average of 1.3 officers per 1000, and the national average of 1.7 per 1000 for cities of similar size.

The first thing Chief Hamner did was to build a task organized department staffing model that was appropriate for the City of Bainbridge Island. Using his years of experience and training, industry standards and other local law enforcement agencies as models, Chief Hamner designed and defined the future BIPD organization. The task organization he devised is slightly larger than the current police force, which has remained almost the same since 1995 despite population growth and increased criminal activity, however, the total staffing goals are still well below the state and national average numbers of officers per capita.

In order to clarify roles and responsibilities, the new task organization eliminated the lieutenant rank; a rank normally associated with administrative work, and added the rank of sergeant. The new organization chart also calls for a full-time commissioned officer in the position as a School Resource Officer or Community Resource Officer. This reorganization right-sizes the BIPD's patrol division to 16 officers, 4 per shift, enough to sustain enough officers on the street and still accommodate required training, absences due to illness or injury, and scheduled leave. The new organizational model was then reviewed and approved by City Manager Doug Schulze and the City Council.



The next significant step was to eliminate the lieutenant rank and positions, and establish the sergeant rank and positions. This restructure was approved by both the Civil Service Commission and the BIPD Police Guild in late 2014, and a timeline for testing and evaluating candidates for the new sergeant positions was planned for early 2015. The next planned step is the establishment of a fulltime Community or School Resource Officer, also scheduled for early 2015.

### Lexipol Policy Development

The other critical issue for the department in 2014 was its outdated policy manual, a topic heavily criticized in the LEMAP report from 2013. COBI had purchased a subscription to a law enforcement policy manual service called LEXIPOL in 2010. The service provided a generic policy manual that incorporated industry best practices, but required each policy be reviewed and edited for agency-specific requirements. The task of editing the LEXIPOL policy manual still had not been completed after nearly four years when Chief Hamner assigned Officer Gary Koon to complete the

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task. Officer Koon, who had previous experience with policy manual development, was essentially pulled from his patrol duties in order to focus on completing the LEXIPOL policy edits.

Because the LEXIPOL policy manual for BIPD had been neglected for so long, Officer Koon had to start the editing process from the beginning. Each of the 132 policies provided by LEXIPOL had to be reviewed and modified to fit the organization and structure of BIPD. After several months of reviewing, editing and staffing each of the 132 policies, including reviews from industry subject matter experts and attorneys, the policy was completed and submitted to both COBI's attorney and the Police Guild for review. The new 466 page policy manual based on the LEXIPOL service is slated to be adopted in early 2015.

In addition to providing model policies based on best practices, the LEXIPOL service also provides periodic updates to the department's policies based on the most recent state and federal court cases. This will ensure that the department's policy manual never becomes stagnant and outdated. The LEXIPOL service will also provide Daily Training Bulletins where officers will be required to read one of the department's policies and take a test based on a presented scenario. The training conducted by BIPD officers will be continuous and counts toward part of the Washington State mandated in-service annual training requirement.

### January 2014

BIPD started the year by celebrating the individual accomplishments by department members in 2013 by holding its first Awards Gala at the Bainbridge Museum of Art. Chief Hamner stated, *"The Bainbridge Island Police Department has never held an honors award ceremony for its officers before, so this was long overdue. Recognizing their good works encourages a continued culture of professionalism and integrity."* The event was attended by members of the police department and their families, city leaders, council members, civil service commission members, community leaders, and the local media. Highlights of the event included the awarding of the department's first purple shield award to Detective Scott Weiss for injuries sustained years ago when a suspect fired a shotgun at close range. Officers Richard Christopher and Trevor Ziemba both received life saving awards for rescuing two severely hypothermic men whose boat had capsized in frigid waters. Officer Ben Sias received a meritorious conduct award for his safe and effective handling of an armed mentally ill suspect-standoff with police in the parking lot of the high school. Seven employees were recognized with



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exceptional civic duty awards for outstanding service and 14 officers were presented with safe driver awards for having gone five years without a vehicle collision. The Officer of the Year award for 2012 was presented to Officer Richard Christopher, and Officer of the Year award for 2013 was presented to Officer Victor Cienega. Chief Hamner also made a point of recognizing the family members of department employees, thanking them for their support and understanding of the difficult jobs their loved ones perform.



January was also the start of another major BIPD community outreach program as Chief Hamner brought together a much anticipated Youth Advisory Group. Twenty Bainbridge Island students ranging from grades 9 through 12 began meeting monthly to discuss issues involving police and youth on the Island. Chief Hamner explained, *“I want to listen to the concerns and ideas of the island youth so that as a department, we can interact as effectively as possible. In my seven months as Chief of Police, I have seen the need for better communication between the police and young people, and I am confident that by each seeing the other’s perspective, we can communicate more effectively, increase trust, and form a meaningful partnership.”* The first meeting of the group defined the member participation and identified outcomes the group hoped to achieve. The group also enjoys the invaluable support and participation of the staff at Bainbridge Youth Services.

Also in January, BIPD detectives conducted a free educational workshop at the request of the Bainbridge Island Women’s Club on how to avoid becoming a victim of fraud. The detectives also attended training on the use of social media in investigations and all COBI employees attended a 3-day workshop on becoming a “High Performance Organization.”

As part of the BIPD’s continual efforts to address mental health issues faced by law enforcement, Officer Trevor Ziemba, BIPD’s Crisis Intervention Officer, attended Veteran Traumatic Brain Injury and PTSD training, mental health advisory meetings, regional Crisis Intervention Officers meetings, and more. Importantly, Officer Ziemba was instrumental in producing a mental health resources brochure (with islander Kathy Cronin) which serves as a guide to resources for sufferers of mental illness and their families. The pamphlets went into distribution in late 2014 and were so well-received they are currently in circulation throughout the County.



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Lastly in January, Chief Hamner worked in conjunction with the Civil Service Commission to solicit public input regarding the ideal traits and characteristics islanders feel their police officers should embody. As the Chief stated, *“I am interested in hearing directly from the community about what people consider to be important qualities in our employees.”* Chief Hamner carefully considered the valuable input provided by the community to frame the hiring process by which all future officers are hired at the BIPD.

### February 2014

Named one of the top four rides in the nation by *Bicycling Magazine*, the Chilly Hilly’s 33 mile course around the island draws thousands of participants from around the country and has quite an impact on our community. Once again, the department brought in plenty of extra officers to help support the event.



BIPD also kicked off another Citizens Academy in February. This free, hands-on learning experience is a 10-week program designed to give Bainbridge Island residents insight into how their police department functions. The intent of the program is not to prepare people for a career in law enforcement, but simply to give people a chance to see how public safety and law enforcement operates and gain an understanding of the daily challenges they face. As part of the course, participants also have the opportunity to tour the county 911 center, the Kitsap County Jail, and the county coroner’s office.

Also in February, Chief Hamner met with Helpline House to further the partnership established in 2013, participated in meetings with Kitsap County agencies to promote the need for a triage center for sufferers of mental illness, and enjoyed breakfast with the Kitsap Boy Scouts. Officer Mo Stich again met with the local Boys & Girls Club, this time to assist in the planning of a spring benefit auction. Officer Stich’s efforts with the Boys & Girls Club are helping establish a strong relationship with island kids at a very early age.

### March 2014

In March, the department realized that a serial burglar was at work on the Island after experiencing a spike in daytime, weekday burglaries. The serial burglar was undeterred by locked doors or alarm systems, frequently employing a “smash and grab” technique to force entry into a residence. Stolen items were generally small, easily concealable items, such as handguns, jewelry, and prescription drugs. The burglaries were occurring in remote areas away from the busy commercial hubs, and the targeted residences were generally hidden

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from street view, yet within walking or running distance of a major road. Residents were urged to report any suspicious incidents, people, or vehicles in their neighborhood. BIPD detectives devoted their full attention to this burglary outbreak and patrol officers began conducting targeted patrols and surveillance of suspicious vehicles in an effort to stop the rash of crime.

Mental health issues were again in the forefront during March. The Chief attended a meet and greet with local members of the National Alliance on Mental Illness (NAMI), a mental health meeting hosted by Bremerton at the Norm Dicks Building, and a Suicide Prevention Forum with the League of Women Voters. CIO Officer Ziembra also met with a local NAMI Peer Group Leader, attended a Regional Crisis Intervention Team Meeting, and a Crisis Intervention Legislative Meeting.



Officer Mo Stich continued her involvement with the local Boys & Girls Club, attending several meetings. In addition to her efforts with the Boys & Girls Club, Officer Stich volunteered and was named the Department's Recruiting Coordinator. In this role Officer Stich became the point officer for the Department's extensive recruiting efforts in 2014, and continuing into 2015. She attended several recruiting events throughout the year in the search to find the types of future officers with the traits and characteristics specific to Bainbridge Island.

Also in March, serious accountability issues were discovered after Chief Hamner requested a surprise audit of the department's armory by BIPD's Evidence Technician. Enlisting the help of the Bremerton Police Department in order to ensure an unbiased and complete investigation of the armory, Chief Hamner invited two of Bremerton Police Department's most senior officers to conduct a detailed audit and investigation. After several weeks, the Bremerton officers reported that no weapons were missing, but accountability procedures currently used by the department were in dire need of attention and the armory itself had been neglected for years and required a significant effort to restore. Chief Hamner tapped Officer Gary Koon as the department's new armorer, making him solely responsible for the accountability and maintenance of the department's weapons. Officer Koon undertook the training necessary to become a certified firearms \_\_\_\_\_ instructor (? Verify title) through the Washington State Criminal Justice Center and completely reorganized the storage, inventory, and accountability procedures of the department's firearms.

Using the recommendations of the Bremerton officers as a starting point, Chief Hamner developed and implemented accountability procedures to ensure that all the department's equipment was maintained properly and accounted for by instituting a quartermaster system,

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which ensures that items purchased and maintained by the department are accountable to individual officers or staff members. The Department conducted an inventory of everything, and assigned each item or group of items, to a responsible officer or staff member. This process ensures the department remains a good steward of the City's resources by holding individuals accountable for the equipment they are entrusted with.



Lieutenant Phil Hawkins retired on March 14<sup>th</sup> after 23 years with the both the Bainbridge Island Police Department and the Winslow Police Department. Phil's law enforcement career stretched back over 37 years altogether, and he will be greatly missed by other local agencies he served with as well.



### **April 2014**

April was a busy month for the BIPD's Harbormaster, Tami Allen. She attended a Derelict Vessel Prevention Conference, the Pacific Coast Congress of Harbormasters & Port Managers, the Rotarian Marine Division meeting, and finally a Search and Rescue Roundtable with the Seattle Coast Guard and local law enforcement. In addition to all those events, Tami was also able to teach a class to students in the 2014 Citizens' Academy about island port and harbor operations.

### **May 2014**

In May, the department was proud to once again participate in the annual Special Olympics Law Enforcement Torch Run, the BIPD portion of which traverses the length of the Island via State Highway 305 before the torch is passed to runners for the Suquamish Police at the Agate Pass Bridge. Special guests Chris Marten and his father Norm are steadfast



supporters of BIPD and the Torch Run, and have historically helped represent the department on the first, and most uphill, leg of the run. Chief Hamner stated, *"My officers and I are excited to participate in this year's torch run. It is a meaningful event that supports a worthy cause and we are proud to participate. Be sure to give us a wave or a beep if you pass by to show your support!"*

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National Missing Children’s Day was first recognized in 1983. Since then, the *Take 25* campaign (held every May 25) is a national child safety public awareness campaign created by the National Center for Missing & Exploited Children that encourages parents to take 25 minutes on the 25<sup>th</sup> to talk to their children about safety and ways to prevent abduction. The day serves as an annual reminder that there are thousands of children who are missing and stresses the importance of making child protection a national priority. BIPD promoted the campaign by distributing promotional materials and informational brochures of tips and conversation starters from a booth at the Bainbridge Island Farmer’s Market on Saturday May 24<sup>th</sup>. Teaching children about safety saves lives. *“Honest dialogue with your child is the most critical part of keeping them safe,”* stated Chief Hamner. *“Teaching children about safety works.”*



Also in May, Lieutenant Chris Jensen retired from the Bainbridge Island Police Department after more than 24 years of service with the BIPD and Winslow Police Department. Lieutenant Jensen was the Department’s Rangemaster and primary firearms instructor.



### June 2014

In June, the department updated its body worn camera program with new equipment and a new video evidence management service. The body worn camera policy was also reviewed and updated as part of the LEXIPOL policy manual update effort.

Also under review in June was the department’s Use of Force policy and reporting process. The department engaged a Washington Cities Insurance Authority subject matter expert attorney to closely examine and recommend changes to department policy based on recent events and best practices. These changes to policy and procedures are designed to provide increased transparency and accountability for all persons involved in Use of Force incidents. The Use of Force reporting and review procedures were put into place immediately, and the new policy will be released when the department’s new Lexipol policy manual is fielded. Additionally, Chief Hamner approved a new Use of Force reporting form which makes the process cleaner, simpler, and provides additional detail.



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As part of a nationwide observance, the BIPD celebrated Welcome to the Water on National Marina Day on Saturday, June 14. Activities included free demonstrations of Current



Design kayaks and Wenonah canoes, tours on Sector Seattle 45' USCG Cutter, the BIPD patrol boat, a research vessel, a flare demonstration, learning about underwater repair for docks and moorings, annual vessel safety inspections, anchoring instruction, knot tying, and a meet and greet with Harbormaster Tami Allen and Marine Patrol Officer Ben Sias.

On June 2<sup>nd</sup>, a suspect on the run for five years was finally arrested in Oregon. Bradley

Robinett was involved in a chase with island police in a stolen car in 2009, and escaped by running on foot to the shoreline near Battle Point Park and paddling away in a kayak. A stolen handgun and ballistic body armor was among the evidence recovered from inside the stolen vehicle, and forensic testing tied Robinett to the handgun and other recovered items. Robinette was featured on "America's Most Wanted," which was filmed on Bainbridge Island and aired in April 2011. *"It's a good feeling knowing this guy is finally behind bars"* said Police Chief Matthew Hamner. *"My officers remember the case well, and a little cheer went up in the squad room when we heard of his arrest."*



Officer Steve Cain retired on June 6<sup>th</sup> after 28 years of service with the BIPD and Winslow Police Department. Officer Cain was the department's body worn camera advocate and subject matter expert. He recorded the department's first body worn camera video on March 14<sup>th</sup> 2011 involving a mental health subject.



### July 2014

In July, the department launched one of its largest community outreach and community policing initiatives to date when by announcing its intent to coordinate an island-wide Neighborhood Watch program. Neighborhood Watch is one of the oldest and best-known crime prevention concepts in North America. In the late 1960s, an increase in crime



heightened the need for a crime prevention initiative focused on residential areas and involving local citizens. The National Sheriffs' Association (NSA) responded, creating the National Neighborhood Watch Program in 1972, to assist citizens and law enforcement. In the aftermath of the September 11, 2001 terrorist attacks, strengthening and securing communities has become more critical than ever. Neighborhood Watch programs have responded to the challenge, expanding beyond their traditional crime prevention role to help neighborhoods focus on disaster preparedness, emergency response, and terrorism awareness. Neighborhood Watch

empowers citizens and communities to become active in emergency preparedness, as well as the fight against crime and community disasters. Explained Chief Hamner, *"One of my duties is to ensure the safety of this island from crime and any other danger that threatens your safety. I have found Neighborhood Watch is one of the most effective programs out there with regard to keeping communities safe. Crimes are frequently solved through citizen assistance, and strengthening our ties with the community is crucial to the police department's continued success."* Chief Hamner tapped Law Enforcement Liaison Officer Erik Peffer as the lead project manager for this effort.

Also in July, amidst a traditionally hectic pace of calls for service, working the Winslow Street Dance, participating in the Grand Old Forth Downtown Parade, and running in the Bainbridge Youth Services 5k Fun Run, the department also welcomed two new members to its family:



Senior Police Clerk Kelly Eisenhood was selected from a huge pool of applicants and joined the department on July 14<sup>th</sup>. She is married to a Bainbridge Island school teacher and they have a young son. Kelly very quickly learned her new job and has since become an indispensable member of the BIPD team.

Officer Jon Bingham, hired as a lateral police officer, is a native of Bainbridge Island and has lived here for 31 years. At the time of his hire, Officer Bingham was working for the Suquamish Police, but still living on the Island with his wife. Officer Bingham holds the distinction of being the first officer hired by the department based on the key traits and characteristics identified by island residents in January.



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## August 2014

Earlier in 2014, a series of residential burglaries spanning approximately six to eight months had the Bainbridge Island Police Department working diligently to find a suspect. Evidence collected by responding officers and detectives was analyzed by the state crime labs for DNA and latent prints, witnesses were interviewed, and stolen property was recovered in Kitsap, Pierce and Jefferson counties as well as locations out of state. As a result of these efforts, a suspect was identified and a warrant for his arrest was issued for his involvement in ten island burglaries in August. The suspect, Jason Michael Lucas, is believed to have been involved in as many as twenty-five burglaries since the beginning of the year, the majority of which involved the theft of jewelry and firearms. Lucas was a felon with five previous convictions for Residential Burglary, two convictions for Theft 2<sup>nd</sup> Degree and additional convictions for Theft 1<sup>st</sup> Degree, Trafficking in Stolen Property, and Possession of a Stolen Firearm.



Also in August, Officer Trevor Ziemba, a twenty year law enforcement veteran, six thus far with the BIPD, was nominated for the 2014 Crisis Intervention Team Officer (CIO) of the Year Award through the Washington State Criminal Justice Training Center (WSCJTC). He was honored at a special awards dinner in Seattle to accept this recognition. The CIO program is an innovative approach developed by cooperative effort of community groups and law enforcement, including Islanders for Collaborative Policing (ICP), the League of Women Voters, the local chapter of the National Alliance for the Mentally Ill (NAMI), Kitsap Mental Health (KMH), Poulsbo Police, Bremerton Police, Bainbridge Island Police, Kitsap County Sheriff's Office, and Port Orchard Police.



National Night Out (NNO) takes place on the first Tuesday of every August and is one of BIPD's largest events. The annual event promotes involvement in crime prevention



activities, police community partnerships and neighborhood camaraderie. BIPD Officer Carla Sias was again the lead planner and coordinator for this huge event and it proved to be as popular as ever. Events included live music, food, face painting, and the infamous dunk tank. Rusty, the retired K9 again came



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bounding out of retirement to support his former coworkers. Also on display was Marine 8 the BIPD patrol boat, BIFD ladder truck and ambulance, US Coast Guard and Washington State Patrol Bomb Squad.

In August, the Bainbridge Island Police Department welcomed two more new members to the BIPD family:

Officer Jon Ledbetter was one of two lateral patrol officers hired in this year. Jon holds a bachelor's degree and was an officer with the Naples, Florida Police Department for several years at the time he was hired with BIPD. Officer Ledbetter has since become renowned throughout the department for his unshakably calm demeanor in the face of chaos, and poker-faced sense of humor.



The long vacant Deputy Chief position was finally filled by Jeffrey Horn. Deputy Chief Horn is a 20-year law enforcement professional from the Indianapolis Metropolitan Police



Department and holds both a bachelors and masters degree in Criminal Justice. He has held the positions of Patrol Officer, Neighborhood Resource Officer, Field Training Officer, Accident Investigator, Sex Crimes Detective, Sex Crimes Detective Sergeant, Field Supervisor, Training Instructor, and Training Supervisor. Deputy Chief Horn was also awarded a Unit Citation during his time with the Neighborhood Resource Unit. As an Instructor and Supervisor at the Indianapolis Police Department Training Academy, he has instructed hundreds of recruit officers as a member of the training unit. Deputy Chief Horn is a graduate of the first Indianapolis Metropolitan Police Department Leadership Academy , and was brought on as a Leadership Academy Staff Member in 2012. Just before

joining the BIPD, he earned the Master Instructor Designation through the State of Indiana. In addition to teaching for the Ivy Tech Partnership of the Indianapolis Metropolitan Police Department (a program to help officers earn an associate's degree), Deputy Chief Horn was also an adjunct with the University of Phoenix and had taught for several other local colleges. He has been married to his wife for 16 years and they have three children.

### **September 2014**

In September, Chief Hamner and Officer Mo Stich made a community outreach presentation to the Bainbridge High School Cross Country Team called "Staying Safe." Also in September, Officer Stich coordinated the biggest community outreach event of the month

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(perhaps the year) when she arranged an all-volunteer residential clean-up to benefit an elderly woman and her developmentally disabled son, whose home and yard had become overrun with garbage, blackberries, weeds and other detritus. During the course of her law

enforcement duties, Officer Stich came in contact with the woman and was concerned that the property was so overgrown it was no longer accessible by first responders. Working together with volunteers from BIPD, the Bainbridge Island Fire Department, and a local Boy Scout troop, and more, the property was reluctantly coaxied back into shape after an exhausting day of combined effort. The BIPD extends special thanks to Officer Stich for this effort.



Also in September, the department’s Uniform Committee completed its assigned task of reviewing and recommending changes to the department uniform. After working with Bratwear, a uniform manufacturer in Tacoma, the existing jumpsuit was extensively modified to lend the appearance of a traditional button down police uniform. The result was the Traditional Patrol Jumpsuit, a uniform designed specifically for the Bainbridge Island Police Department. The uniform is durable, functional, and comfortable even in Pacific Northwest weather, but has a traditional appearance. The new design was so well-received that it has also been approved and adopted by several other agencies in the area.

Also in September, BIPD officers responded to a CPR in progress call. Assisting the Fire Department, BIPD officers created a Landing Zone (LZ) for a helicopter landing at the Grand Forest. The life flight helicopter was able to land in the LZ and evacuate the victim.

### **October 2014**

In October 2014, Harbormaster Tami Allen presented an overview of the BIPD’s Emergency Flotilla Program for the Kitsap County Medical Management Team. The program was developed over time to complement the department’s emergency management planning by coordinating the assistance of local boat owners during crisis. Harbormaster Allen also presented an overview of the BIPD’s Derelict Vessel Prevention Program to the Pacific Coast Congress of Harbormasters.

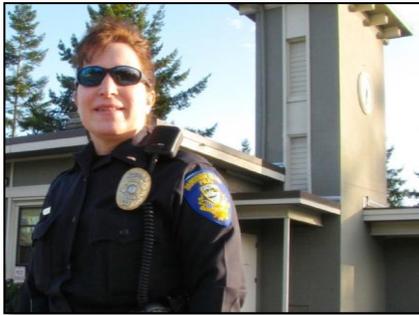


Also in October, BIPD officers once again participated in the annual “Tip-a-Cop” event hosted by the Red Robin restaurant. Officers and deputies from around the county waited tables, washed dishes, mopped floors, and answered the phones while working at the

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restaurant for tips, all of which were collectively donated to the Special Olympics. In a very short nine hours, a respectable total of \$4,876.55 was collected.

### November 2014



Lieutenant Denise Giuntoli retired on November 1<sup>st</sup> after more than 23 years of service with the Winslow and Bainbridge Island Police Departments. Lieutenant Giuntoli was the Field Training Officer coordinator for the department, thus the first supervisor for most new officers.

In November, BIPD again partnered with the Helpline House, helping with a “Stuff the Turkey” food drive, where members of the department collected donated food at the local Safeway store to help those less fortunate just prior to Thanksgiving and the start of the holiday season. The Chief and Deputy Chief also participated in the Ordway Food Drive Parade to assist the Helpline House. Officers also participated in the annual Turkey Trot 5k Race.



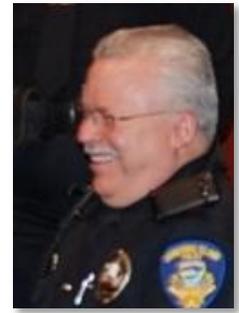
November, Officer Stich continued her campaign with the island’s youth, presenting an Anti-Bullying Talk at the St. Cecilia’s School, as well as making a Peacock Playtime School visit. Officer Stich has become well known throughout the island for her efforts with kids.

In late November, a well-known subject matter expert recommended by the Director of the Washington State Police Academy was hired by the City of Bainbridge Island to facilitate the development of a new Mission, Vision and Values statement for the BIPD. Randy Barnes, a retired officer with nearly 30 years of law enforcement experience, came to the island in November to begin the first of three development sessions which culminated in early 2015.

BIPD again participated in the now infamous November event known as “MO- vember.” As explained by Wikipedia, “**MOvember** (a portmanteau of the Australian-English diminutive word for moustache, “mo”, and “November”) is an annual event involving the growing of moustaches during the month of November to raise awareness of men's health issues, such as depression in men, prostate cancer and other male cancers, and associated charities.”



Officer Walt Berg retired in November after more than 24 years of service. Officer Berg was the traffic collision guru for the department and could be counted on to see the humor in nearly every situation. As evidenced by the photos provided here, Officer Berg considered every month “Mo-vement.”



**December 2014**

In December, Chief Hamner was heavily focused on continuing the department’s efforts with the Youth Advisory Council. Bainbridge Island’s youth were showing a big interest and Chief Hamner did not want to lose any momentum. The results of the department’s efforts with island youth were evident in the end-of-year statistic of only three felony and three misdemeanor arrests of juveniles for 2014, less than half of the previous year, and by far the lowest number in over twenty years.

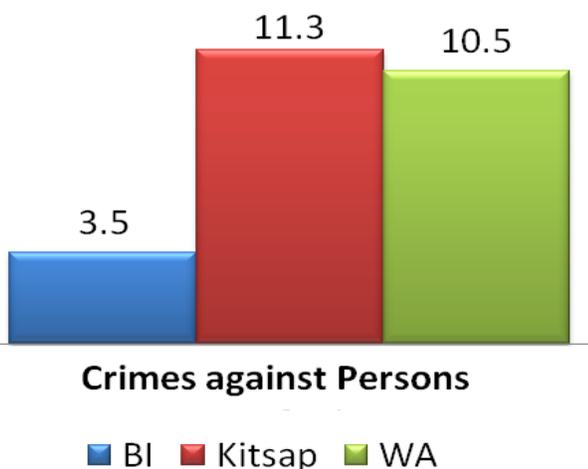
December was another month of giving back to the community, as Harbormaster Allen coordinated an event she dubbed “S’mores with the Squad” on the shores of Eagle Harbor. In conjunction with the Argosy Christmas Cruise, the campfire cookout was an excellent opportunity for members of the department (including the Chief, Deputy Chief, and their families) to illustrate the BIPD’s commitment to building ties in the community.



Photo courtesy of Inside Bainbridge

The Hamner, Horn, Cienega, Koon and Sias families also participated in the 2014 Kitsap County Shop-With-A-Cop event hosted by the Poulsbo Wal\*mart. The annual event draws law enforcement officers and their families from across the region to help fulfill the Christmas wish list of children in the area whose families would not otherwise be able to afford gifts.

**Crime & Public Safety**



Bainbridge Island saw an 11% decrease in crimes against persons in 2014 from 2013. Crimes against persons includes the reported crimes of; Assault, Homicide, Human Trafficking Offenses, Kidnapping/Abduction, and Sex Offenses (Forcible and Non-Forcible). Each victim equals one offense. These numbers are derived from National Incident-Based Reporting System (NIBRS) submissions

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by Kitsap County Sheriff's Office. Bainbridge Island remains one of the safest cities in the state with a rate of only **3.5** crimes against person per 1,000 residents compared to a rate of 11.3 for Kitsap County, and 10.5 for Washington State<sup>1</sup>.

In 2014 there was a 2% increase in crimes against property on Bainbridge Island from 2013<sup>1</sup>. Crimes against property include the reported crimes of Arson, Bribery, Burglary, Counterfeiting/Forgery, Destruction/Damage/Vandalism of Property, Embezzlement, Extortion/Blackmail, Fraud, Larceny-Theft, Motor Vehicle Theft, Robbery, and Stolen Property Offenses. Each offense counts as one occurrence with the exception of Motor Vehicle Theft which counts the number of vehicles stolen. These numbers are derived from National Incident-Based Reporting System (NIBRS) submissions from the Kitsap County Sheriff's Office. Again, Bainbridge Island's rate of **25** crimes against property per 1000 residents is far below the Kitsap County rate of 32, and the Washington State rate of 39.9<sup>1</sup>.



■ BI ■ Kitsap ■ WA

Public safety in 2014 had zero traffic deaths, 256 traffic collisions with 65 of those involving injury<sup>2</sup>. There was one recreational boating / kayaking fatality. The department issued 580 tickets, and made 37 DUI arrests. The BIPD Marine Unit conducted 149 hours of maritime patrol, 25 vessel inspections, and assisted in 15 search and rescue/recovery efforts in 2014.

### Calls for Service

The department as a whole responded to 13,161 calls for service in 2014, a slight increase of over the previous year. Officers took case reports on 1,876 of those calls for service, an increase of 7% from 2013<sup>3</sup>. The department's parking enforcement officer handed out a total of 1611 parking tickets for the year. The support services staff responsible for public records requests spent 287.5 hours fielding public records requests, in addition to processing over 1,900 primary, supplemental and follow-up reports. Support services staff also processed 149 concealed pistol license applications, which includes fingerprinting the applicants.

### Professional Standards

The department had no civil lawsuits or formal grievances filed against it in 2014. There were five Use of Force incidents and one pursuit. Officers were involved in two vehicle collisions in 2014. The department conducted two internal affairs investigations of its officers.

None of those investigations were sustained. There were 26 complaints against officers, 2 of which were sustained. There were a total of 3 general complaints taken by the department. Of note, a change in the process and procedures for complaints was made in 2014 in order to increase transparency and accountability resulted in a marked increase in the total number of complaints recorded.

### Internal Affairs Investigations

Type	Result
Unsatisfactory Performance	Unfounded
Harassment	Not Sustained

### Complaints against Officers or Policy

Type	Result
Failure to perform duty	Exonerated
Failure to perform duty	Exonerated
Failure to perform duty	Exonerated
Conduct Unbecoming	Exonerated
Failure to perform duty	Unfounded
Conduct Unbecoming	1 <sup>st</sup> Officer Exonerated 2 <sup>nd</sup> Officer Elevated to IA 2014-02
Police Vehicle passing stopped school bus	Exonerated
Excessive Force	Unfounded
Stalking and witness intimidation	Dismissed
Conduct Unbecoming	Sustained, coaching/counseling

Excessive Force	Unfounded
Rudeness	Not Sustained
Rudeness	Sustained, verbal warning
Conduct Unbecoming	Unfounded
Speeding	Dismissed
Excessive Force	Charge 1: Exonerated Charge 2: Unfounded
Failure to perform duty	Unfounded
Excessive Force	No Action/ Exonerated
Conduct Unbecoming	Unfounded
Conduct Unbecoming	Not Sustained
Conduct Unbecoming	Exonerated
Conduct Unbecoming	Exonerated
Conduct Unbecoming	Exonerated
Policy	Exonerated

### General Complaints

Type	Result
Noise	Inconclusive
Noise	Closed
Noise	Closed

### Customer Surveys

In an effort to measure the success of the department's interactions with its customers and improve the overall level of service provided to the community, BIPD began mailing surveys to the people with whom officers have interaction with during the course of their duties. Both the response rate and the results have been informative and encouraging:

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Surveys Mailed in 2014 = 580  
Responses Received in 2014 = 197  
Response Rate = 34%

The respondent's overall impression of the officer or employee with whom they interacted:

130 = Very High  
51 = High  
10 = Average  
2 = Low  
2 = Very Low  
2 = Not Indicated

### References

- <sup>1</sup>- Washington Association of Sheriffs and Police Chiefs, 2014 Crime in Washington Report
- <sup>2</sup>- 2014 WA SECTOR Report for BIPD
- <sup>3</sup>- 2014 iLeads Records Management System Report for BIPD

## 2014 Washington NIBRS Submission Agencies

**BAINBRIDGE ISLAND PD**

Kitsap County

Population: 23,360  
Months Reported: 12

**Offense Overview**

Offense Total 694  
# of Cleared Offense 63  
Percent Cleared 9.1%

**Arrest Overview**

Arrest Total 56  
Adult Arrest Total 52  
Juvenile Arrest Total 4

Group A Offenses	Reported 2013	Reported 2014	% of Change	Crime Rate per 1,000	Total Arrests	DV Offense Totals
Murder	0	0		0.0	0	0
Manslaughter	0	0		0.0	0	0
Forcible Rape	3	1	-66.7%	0.0	0	0
Forcible Sodomy	0	0		0.0	0	0
Sexual Assault w/Object	0	0		0.0	0	0
Forcible Fondling	2	2	0.0%	0.1	0	0
Aggravated Assault	9	6	-33.3%	0.3	4	1
Simple Assault	57	55	-3.5%	2.4	14	28
Intimidation	2	1	-50.0%	0.0	1	0
Kidnapping	1	1	0.0%	0.0	0	0
Incest	0	0		0.0	0	0
Statutory Rape	2	1	-50.0%	0.0	0	0
Human Trafficking	0	0		0.0	0	0
Violation of No Contact/Protect.	15	15	0.0%	0.6	3	1
Robbery	0	2		0.1	1	0
Burglary	50	77	54.0%	3.3	9	0
Larceny Theft	308	285	-7.5%	12.2	4	0
Motor Vehicle Theft	12	10	-16.7%	0.4	0	0
Arson	0	1		0.0	1	2
Destruction of Property	127	89	-29.9%	3.8	2	0
Counterfeiting/Forgery	10	13	30.0%	0.6	0	0
Fraud	60	96	60.0%	4.1	3	0
Embezzlement	2	1	-50.0%	0.0	0	0
Extortion/Blackmail	1	2	100.0%	0.1	0	0
Bribery	0	0		0.0	0	0
Stolen Property Offenses	15	7	-53.3%	0.3	5	0
Drug/Narcotic Violations	19	15	-21.1%	0.6	9	0
Drug Equipment Violations	9	14	55.6%	0.6	0	0
Gambling Offenses	0	0		0.0	0	0
Pornography	0	0		0.0	0	0
Prostitution	0	0		0.0	0	0
Weapon Law Violations	3	0	-100.0%	0.0	0	0
<b>Grand Total</b>	<b>707</b>	<b>694</b>	<b>-1.8%</b>	<b>29.7</b>	<b>56</b>	<b>32</b>

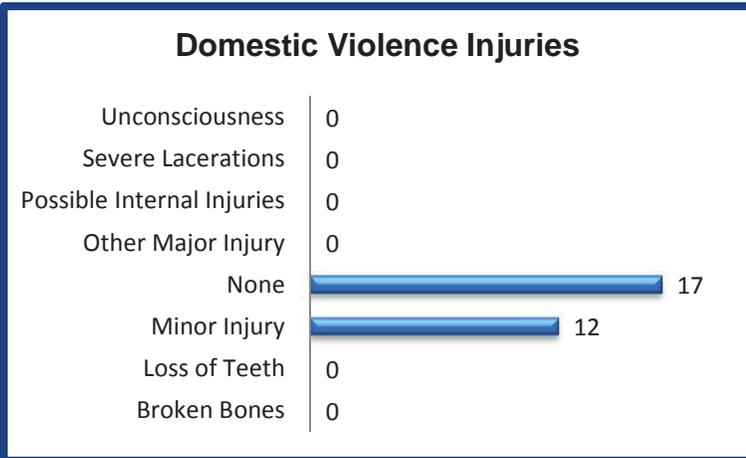
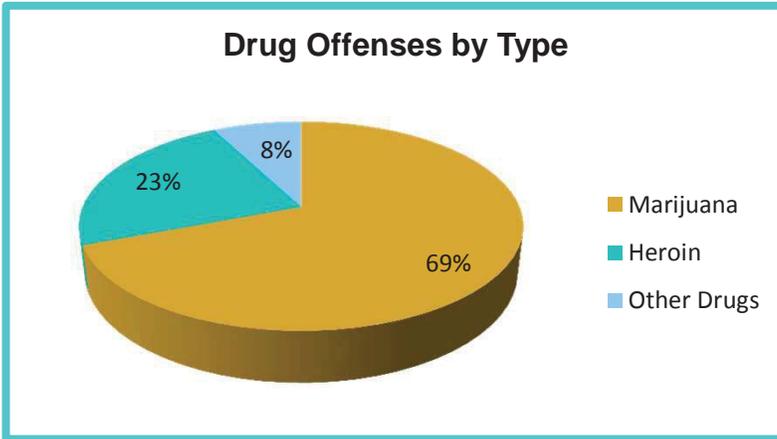
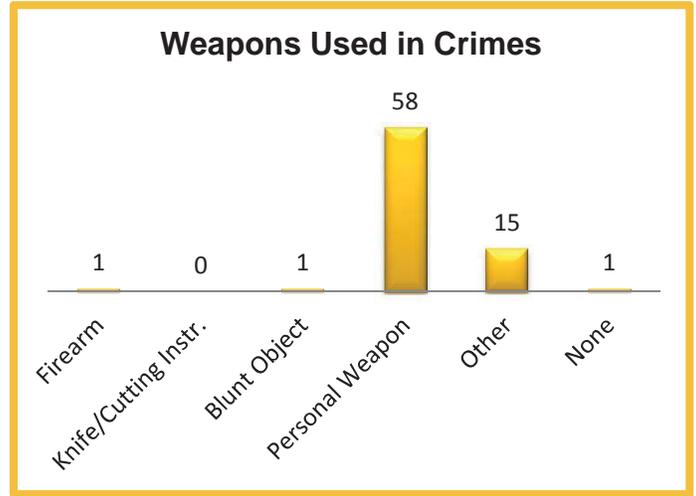
# 2014 Washington NIBRS Submission Agencies

**BAINBRIDGE ISLAND PD**

Continued

## 2014 Group B Arrests

Offense	Adult	Juvenile
Bad Checks	1	0
Curfew/Vagrancy	0	0
Disorderly Conduct	0	0
DUI	35	0
Family Offenses	0	0
Liquor Law Violations	2	0
Peeping Tom	0	0
Trespass	2	0
All Other Offenses	4	1
<b>Total</b>	<b>44</b>	<b>1</b>



## 2014 Property Values by Type

Type	Value
Seized	\$72
Burned	\$0
Counterfeited/Forged	\$1,350
Destroyed/Damaged	\$86,208
Recovered	\$20,208
Stolen	\$629,238
<b>Total</b>	<b>\$737,076</b>