



# Bainbridge Island *Washington*

Bainbridge Island Police Department  
Annual Report 2015 | An In-Depth Review of the Year



# TABLE OF CONTENTS

City of Bainbridge Island Administration	3
Chief's Message	4
Organizational Overview	5
Programs & Services	11
Community Outreach	15
Accomplishments & Goals	18
Professional Standards	24
Customer Feedback	28
Crime Statistics	35
New Personnel	38
Acknowledgements	40

## **Bainbridge Island Police Department**

Matthew Hamner, Chief of Police

625 Winslow Way East

Bainbridge Island, WA 98110

[www.bainbridgewa.gov/police](http://www.bainbridgewa.gov/police)

206.842.5211



CITY OF  
BAINBRIDGE ISLAND

Police Department Annual Report 2015

**Administration**

**City Council**

Anne Blair (Mayor)

Sarah Blossom

Steve Bonkowski

Roger Townsend

Val Tollefson

Wayne Roth

Michael Scott

**City Manager**

Doug Schulze

**Chief of Police**

Matthew Hamner

# CHIEF'S MESSAGE

In late 2014 and early 2015, 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 Bainbridge Island Police Department (BIPD). Randy Barnes, a retired law enforcement officer with nearly 30 years of experience, conducted three development sessions with members of the BIPD. As a result of these sessions, the department is pleased to reveal the following updated vision and mission statements:

**“We, the members of the Bainbridge Island Police Department, envision a community where citizens can enjoy life without the fear of crime; a community where citizens and the police department are not only partners, but allies, and a community where the unlawful fear accountability at the hands of the criminal justice system.”**

The mission of the Bainbridge Island Police Department is to provide professional, proactive law enforcement services for the people who live, work, and visit in our community. In the pursuit of this mission, we commit to the following:

- 1) The continual integration of our core values of Integrity, Teamwork, Accountability, Excellence, and Duty into all that we do,
- 2) The establishing and sustaining of strategic partnerships that increase effectiveness and connection,
- 3) The ongoing evaluation and leveraging of technology and training to enhance public safety services, and
- 4) Being open and responsive to the needs of our community.

*I have now served three years as your chief and I continue to be grateful for your support, thankful for your expressions of confidence, and exceptionally pleased to be leading this department. You may not realize I receive many messages and emails about the performance of officers... numerous notes, cards, home-baked treats and other thoughtful gestures of appreciation are frequently delivered to the station and I am grateful for every single one. I am so glad to be a part of this exceptional community and proud to be leading this exceptional law enforcement agency. You continue to have my full commitment to providing the best possible police service and I thank you for your continued support.*

*In your service,*  
**Matthew Hamner**  
**Chief of Police**



# ORGANIZATIONAL OVERVIEW

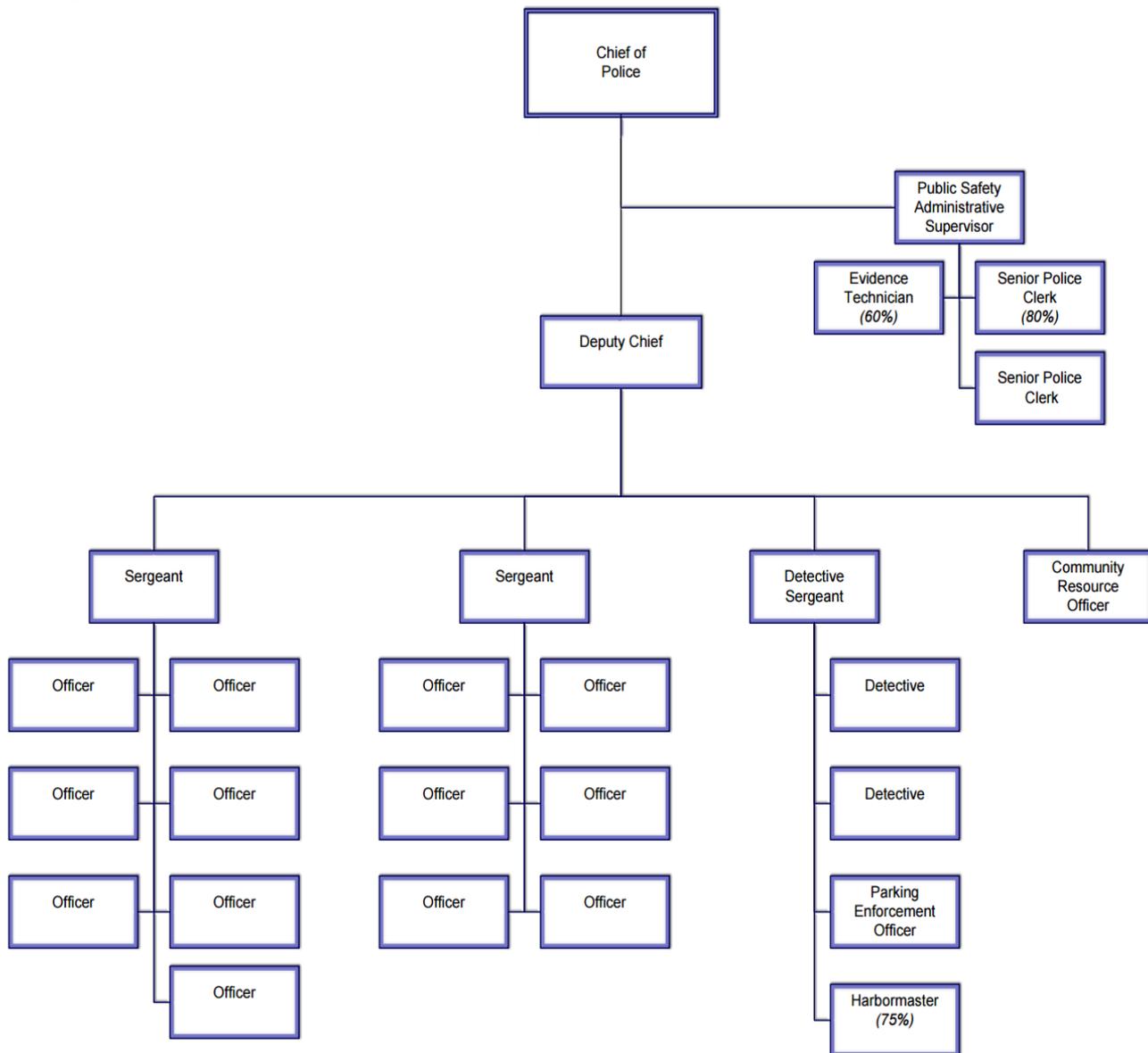


# ORGANIZATIONAL CHART



CITY OF  
BAINBRIDGE ISLAND

## POLICE DEPARTMENT



# DIVISIONAL OVERVIEW

## ADMINISTRATION

The chief of police and the deputy chief are responsible for strategic planning, organizing and directing department operations, serving as media contact, and working with the city manager, City Council and citizens to ensure peace and public safety. The chief of police and deputy chief also initiate and supervise community outreach events, attend community functions, and work with community groups to shape a collective vision of policing, provide oversight and assistance with capital projects, budgeting, emergency operations, and inter-governmental relations.

## PATROL

Our Patrol Division consists of two sergeants and thirteen patrol officers. Patrol officers respond to calls for service 24 hours a day, 7 days a week in the Bainbridge Island community, maintaining peace and order by protecting life and property through impartial enforcement of federal, state and local laws. The patrol division addresses criminal activity, conducts traffic collision investigations, directs traffic in congested areas and during emergency situations, identifies and eliminates safety hazards, serves search and arrest warrants, issues traffic citations and infractions, and investigates crime scenes.

## INVESTIGATIONS

Our Investigations unit is comprised of a detective sergeant and two detectives, who investigate major crimes occurring in our community and perform follow-up investigations on cases initially handled by patrol officers with regard to property crimes and crimes against persons. Our detectives interview suspects and victims, take witness statements, and collect and process crime scene evidence. The detectives are often required to testify in court and also represent the department at local meetings and committees.

## HARBORMASTER

In association with the Public Water Access Committee, the harbormaster plans, organizes, coordinates and directs the activities related to the use, operation, security, maintenance and improvement of Bainbridge Island harbors per the city's Harbor Plan in accordance with BIMC 2.46.040. Additional responsibilities include facilitating marine and general services for commercial and recreational boaters and the public, working closely with volunteer harbor stewards to orchestrate harbor activity, collect fees for water-related uses, provide status reports for consideration and action, and ensure compliance with federal, state and local laws regulating harbor activity.

The harbormaster also works with the U.S. Coast Guard and the Department of Natural Resources concerning vessels lost, found, adrift, sinking, derelict and abandoned, works with the executive and finance departments of the city to manage the transient and long term use of the harbor buoys, city docks, and linear moorage systems, and maintains records of visiting and residential boaters.

## **PARKING ENFORCEMENT**

Parking Enforcement Officers (PEOs) perform field and office work related to the enforcement of parking ordinances and maintain parking enforcement records. Year round, PEOs walk and drive throughout the island to ensure compliance with parking regulations, especially in carpool areas, no parking zones, disabled parking areas, time-limited spaces, and address vehicles that block access and sidewalks. PEOs are also responsible for addressing parking complaints, impounding improperly parked or abandoned vehicles, directing traffic when needed, appearing in traffic court, attending community meetings to address parking issues and managing the downtown employee parking permit program.



## **RESERVE PROGRAM**

Our department currently has three reserve officers. Reservists are local citizens who volunteer to assist with a variety of police duties including patrol, special events and more. Reserve officers have successfully completed the Reserve Officer Academy and are valuable members of our team.

## **SUPPORT SERVICES**

Our support services division consists of 2 police clerks, an evidence technician, and an administrative supervisor. The primary responsibility of this tightly knit group of civilian employees is to organize, preserve, maintain, report, reproduce and disseminate department records of all kinds including case files, correspondence, contracts, complaints and evidence according to Washington State Law.

Police clerks greet citizens in person, by phone, and via email to evaluate and address all types of inquiries. They also provide fingerprinting services, issue concealed weapons permits, register home and business alarms, issue pet licenses, respond to public disclosure requests, seal records, check and quash bench warrants, enter protection orders, and process stolen property into the state WACIC system.

The evidence technician is carefully trained in the intake, processing, storage, preservation, inventory, and release and destruction of evidence related to criminal activity as well as found property and items held for safekeeping. Additional responsibilities include purchasing supplies and equipment for officers and staff, and maintaining equipment inventory records.

The administrative supervisor supervises the members of the support services division and assists the chief of police with appointments, travel arrangements, presentation materials, and correspondence. Additional responsibilities include officer training registrations and lodging, coding and management of invoices, tracking of agreements, contracts, and complaints, and budget expenditures, assistance with the annual report, website, and awards gala, as well as a backup evidence technician.

# MARINE SERVICE UNIT

## M8

With our island community's 53 miles of rugged shoreline, the Bainbridge Island Police Department's Marine Services Unit is a critical component of public safety. The BIPD's primary vessel is a well-equipped 33' SAFE Boat powered by triple 250 horsepower Mercury Verado engines and capable of carrying 18 passengers. The vessel, referred to as M8, features high definition imaging sonar, radar, a chart plotter, an encrypted Automatic Identification System, a micro-ROV (remotely operated vehicle), radiation detection equipment, 2 VHF radios, collision and depth alarms, and an on-board computer with thermal imaging capability. The vessel and its crew operate with several core missions in mind; namely search and rescue, vessel assistance, recreational boating enforcement, environmental response, and assistance to other agencies such as the Washington Department of Fish and Wildlife, the US Coast Guard, Washington State Ferries and the Department of Homeland Security. The vessel primarily conducts operations in the jurisdictional waters surrounding Bainbridge Island, but occasionally leaves the immediate area when emergency assistance is requested by other agencies.



## M11

The department's second boat, M11, is an 18' vessel with a single outboard motor. This vessel, significantly smaller and more easily maneuverable than M8, is perfect for conducting in-harbor operations such as boating safety checks, boater education, and enforcement of the island's three "No-Wake" Zones (Eagle Harbor, Port Madison, Manzanita Bay). Additionally, this vessel provides a mechanism for the City's harbormaster to communicate with the liveaboard community, address derelict vessels, and investigate environmental complaints. M11 will also be outfitted with a power hauler to extract derelict fishing gear from the water, which cannot be conducted aboard M8 without damaging its collar. This vessel, with a 5 person capacity, can easily be launched at primitive sites, and trailered with just a pickup truck.





The Special Weapons And Tactics (SWAT) Team of Kitsap County is comprised of law enforcement officers from around the county who undergo specialized training. These officers work together as a team, generally in high-risk situations, to apprehend violent and dangerous criminals. The team is available to assist any agency by request. They operate primarily within Kitsap County for issues involving narcotics, firearms, violent subjects, and armed robbery suspects, but may also be called upon to assist with issues in nearby jurisdictions.

Currently, the Kitsap County SWAT team is comprised of 20 members, 2 of whom are from the Bainbridge Island Police Department and work a regular patrol schedule when not performing SWAT functions. Generally, the officers undergo two SWAT training days per month, and are called upon for assistance with SWAT functions once or twice a month.

In the past five years, the Kitsap County SWAT team has trained on Bainbridge Island three times. Some of the training involved learning the geography of the island and conducting real life scenario-based training which included explosive breaching, hostage training and school clearing. During that same five year period, the SWAT team was called to the Island twice for assistance with dangerous incidents; in 2010 the team cleared a residence after an officer involved shooting to ensure it was safe for officers to enter, and in 2014, SWAT responded to a barricaded felony assault suspect where members of the team forcibly entered the residence and took the subject into custody.

The Kitsap County SWAT team is a valuable resource for law enforcement agencies throughout county, and its individual members are assets to their respective agencies. These trained officers bring specialized knowledge and expertise to the job and help make fellow officers more effective, safer, and better at dealing with dangerous subjects and situations.

The Bainbridge Island Police Department's current SWAT team members are Officer Dale Johnson, with nearly 25 years of service to this department and Officer Michael Tovar, with nearly 8.

## SWAT TEAM



# PROGRAMS & SERVICES



# PUBLIC SAFETY SERVICES

Law enforcement officers are available 24-hours- a-day to respond to emergency calls for service and non-emergency requests for service. The most common calls for service include:

- 9-1-1 Hang up Call
- Abandoned Vehicle
- Alarm – Audible
- Alarm – Silent
- Animal Problem
- Assault
- Agency Assist
- Basic Life Support
- Boat Adrift
- Burglary
- Civil Problem
- CPR
- Death
- Domestic Violence
- Driving Under the Influence
- Field Interview
- Follow Up Interview
- Found Property
- Fraud
- Graffiti
- Gun Violation
- Harassment
- Information for Police
- Intoxicated Person
- Keep the Peace Request
- Liquor Violation
- Littering Complaint
- Malicious Mischief
- Missing Person
- Motor Vehicle Collision
- Narcotics
- Neglect/Child Abuse
- Noise Complaint
- Parking Complaint
- Patrol Check
- Prowler
- Reckless Driving
- Recovery of Stolen Property
- Sex Offense
- Structure Fire (Commercial)
- Structure Fire (Residential)
- Suicidal Subject
- Suspicious Activity
- Theft
- Threats
- Traffic Hazard
- Traffic Stop
- Transport
- Trespass
- Unknown Problem
- Unwanted Subject
- Vehicle Fire
- Verbal Dispute
- Warrant
- Welfare Check

# VALUE ADDED SERVICES

In addition to calls for service, the Bainbridge Island Police Department offers additional services to benefit the community:

## **EDUCATIONAL WORKSHOPS**

BIPD officers are available by request to visit your group or organization to conduct educational workshops on such topics as fraud prevention, avoiding scams, and identity theft. Officers also visit classrooms to mingle with the kids, answer questions, and play show and tell with a real police car.

## **NIXLE**

We want to keep you informed of road closures and detours due to vehicle collisions and other emergent issues, especially on highly traveled routes like State Highway 305. As such, we subscribe to Nixle, which is a cloud-based notification system used by law enforcement to broadcast real-time messages and advisories. Users can register for updates by phone, by email, or both. It's free!

## **ONLINE CRIME REPORTING**

Some crime reports can be made online using a system called "CopLogic" so long as the incident occurred within the Bainbridge Island city limits, there are no known suspects, and the incident involves either a harassing phone call, identity theft, lost property, theft, vandalism.

## **RIDE-ALONGS**

If you would like the opportunity to ride-along with one of our officers as an observer during a regular patrol shift, simply fill out an application located on the City's website. After successfully passing a criminal background check, you will be contacted to set a date and time.

## **SECURITY ASSESSMENTS**

BIPD is pleased to offer commercial security assessments for business owners who are interested in having an independent evaluation of their site. The assessment is complimentary, and the intent is to help proprietors safeguard against theft and vandalism.

## **TRAFFIC EMPHASIS REQUESTS**

In response to numerous complaints about traffic issues, the department established a Traffic Emphasis program which consists of targeted patrols, additional police presence, and mobile reader boards to remind motorists to slow down. No form is required, simply give us a call to report problem areas.

## **TRAFFIC CONTROL**

To ensure public safety and maintain proper access for emergency vehicles, traffic control is sometimes needed at special events and other gatherings like funerals or parades. Let us know in advance if you think you need help with traffic control and we'll work with you on a plan to keep everyone safe.

### **VACATION HOUSE CHECKS**

As a courtesy to island residents, BIPD officers are available to perform periodic checks of your home or office while you are out of town. There is no charge for this service, but there is a form we ask you to complete beforehand which includes emergency contact information and other details.

### **WELFARE CHECKS**

If you are concerned about the welfare of someone on the island and you are unable to get in touch with them, call 911 and ask for a welfare check. A BIPD officer will be dispatched to the person's home in an attempt to make contact with them. This service is especially helpful for those living off island who perhaps have an elderly parent who isn't answering the phone.

## **SUPPORT SERVICES**

### **ALARM REGISTRATION**

In response to the large number of false alarms each year, the Bainbridge Island City Council enacted false alarm ordinance 2003-05 in May, 2003 establishing an owner registration requirement. Property owners with burglary, robbery, or panic alarms are required to register the system at a cost of \$50.

### **ANIMAL LICENSING**

Per Chapter 6.08 of the Bainbridge Island Municipal Code, owners of dogs must obtain a license. Cat licensing is optional. If your animal is spayed or neutered, the cost is \$6 for lifetime tag. For animals who are not spayed or neutered, the fee is \$25 per year.

### **CONCEALED WEAPONS PERMIT**

By law, you must have a concealed weapons permit if you carry a pistol concealed on your person, if you carry or place a loaded pistol in a vehicle, or if you are transporting a firearm. The cost for a new permit is 50.75 and the permit is valid for five years.

### **DRUG TAKE-BACK PROGRAM**

Twice annually, the Federal Drug Enforcement Agency sponsors a drug "take-back" day where people are urged to dispose of their medications in an environmentally responsible way. The BIPD volunteers each year as a drop-off location will continue to do so for as long as the DEA is sponsoring the program.

### **FINGERPRINTING**

The department operates a LiveScan fingerprinting system and transmits fingerprints digitally to Washington State Patrol. Getting fingerprints generally takes just a few minutes and the service is available during regular station hours. No appointment necessary. Fees vary.

### **LOST & FOUND**

In addition to controlling evidence, the department also maintains a lost and found repository, making every effort to reunite found items with their rightful owners.

### **SPECIAL EVENTS PERMITS**

Special event permits regulate events on the city's public streets and public property to protect the public's health, safety, and welfare. They are issued for parades, processions, and other assemblies per Chapter 12.06 of the Bainbridge Island Municipal Code. Fees vary.



# COMMUNITY OUTREACH



# COMMUNITY OUTREACH & EVENTS

## COMMUNITY EVENTS

It is important for the members of our island community to have the opportunity to get to know the officers who serve them in a friendly, relaxed setting. As such, we are dedicated to maintaining a strong presence at community events. In addition to facilitating the Citizens' Academy, Community Resources Officer Carla Sias also coordinates the department's involvement in other events such as Bike to School Day, Bike to Work Day, Boater's Fair, Chief for a Day, Winslow July 3rd Street Dance, Grand Old Fourth Parade, Halloween Party in Downtown Winslow, National Marina Day, National Night Out, Red Ribbon Week, Shop with a Cop, S'mores with the Squad, Special Olympics Torch Run and the Take 25 Campaign.

## POLICE DEPARTMENT YOUTH COUNCIL

The department's Youth Council advises and makes recommendations to the chief of police regarding community safety issues and those of particular interest to teens and young people. Participation in the group offers Bainbridge High School and Eagle Harbor High School students a direct and meaningful role in developing and shaping a strong partnership between island youth and police officers. The group currently meets once a month and has 12 members.

## CITIZEN ROUNDTABLE

This group was created for the purpose of improving communication between the police department and the community and provides an informal mechanism where members can discuss issues of concern and programmatic suggestions personally with the chief of police. The group provides feedback regarding department operations and work processes, offers suggestions on how the police department can better serve the community, and acts as a conduit for community input on department programs and service levels. The group meets once per quarter and currently has 15 members.

## VOLUNTEERS

The department encourages anyone interested in volunteering to attend one of its Citizens' Police Academy courses first. The Citizens' Academy gives people a unique perspective on the responsibilities of law enforcement officers, and helps to educate them on the workings of the department. Volunteer opportunities with the department usually involve helping with community events, but may include other types of service. The BIPD usually has anywhere from two to twenty volunteers willing to offer assistance, and we are exceedingly grateful for their service.

# CITIZENS' POLICE ACADEMY

The Bainbridge Island Police Department's Citizens' Police Academy was founded in 2004, with the goal of creating a better understanding and improving communication between Island residents, and the men and women of the police force that serves them. The intent of the program isn't to produce civilians trained in law enforcement, but to give them a better understanding of their local police department, how it operates, and why they make the decisions they do.

Participants hear frank and candid explanations of how each unit in the department functions. There are no tests to pass, and no commitment to volunteer with the department after graduation. Class topics include, narcotics, traffic enforcement, use of force, mental health, marine patrol, and many others.

Students also have the opportunity to ride along with a patrol officer during a shift, get a tour of the 911 dispatch center, the Kitsap County Jail, and the Coroner's Office. What the department gains in good will can't compare to the benefits the community gains by knowing more about their police force, such as our decision-making processes, how and why policies are created, and the kinds of situations



officers face every day. More importantly, citizens will be able to determine more accurately how effective the department is in serving the community.

The Citizens' Academy course is offered once per year and usually starts in February. Visit the City website for more information or call the BIPD at 206.842.5211



*"The BIPD Citizens Academy was beyond expectations for me. The classes were fun, friendly, and informative, and I developed a greater appreciation of how all the island departments work and inter-relate. It gave me a better understanding of the community I live in and a deep respect for all the men and women in our protective and emergency services. I have recommended to all my friends to take the Citizens Academy. Many have..... and had a similar, positive experience to mine. Thank you Carla and the BIPD."*

**David Lewis**  
Class of 2011



# ACCOMPLISHMENTS & GOALS



# PROGRESS ON 2015 GOALS

The following issues were identified as work plan priorities for the department during the 2015 budget process. Progress to date has been provided

## **SUPERVISORY STRUCTURE**

In 2015, the department reorganized its supervisory structure by eliminating the rank of lieutenant and implementing a testing process through which three members of the agency were promoted to the rank of sergeant. In 2016, the agency intends to launch a second testing process through which four additional members of the agency will be promoted to the rank of corporal (below sergeant). These efforts have brought the department in line with the structure of other law enforcement agencies in the area.

## **ACCREDITATION**

The agency began the process of pursuing agency accreditation through the Washington Association of Sheriffs and Police Chiefs (WASPC) in 2013 by requesting an assessment of existing conditions (see LEMAP below). The department continues to make progress toward that goal with an eye toward accreditation in 2016.

## **LEXIPOL**

The agency dedicated hundreds of man hours in 2014 to blend its existing policies with best practices in the Lexipol policy system. The agency retired its General Orders Manual on 2/2/15 and continues to familiarize its officers with the new Lexipol system through targeted training and scenario-based daily training bulletins.

## **LEMAP**

In 2015, the agency continued to address deficiencies identified during the assessment conducted in 2013 by the Washington Association of Sheriffs and Police Chiefs Loaned Executive Management Assistance Program. A large percentage of the deficiencies identified were policy related and addressed when the agency implemented the Lexipol system. The items still outstanding continue to be addressed as part of the agency's accreditation efforts.

## **RECRUITMENT**

In 2015, the department designated a recruitment coordinator to assist in hiring efforts, who successfully coordinated the design and publication of a new agency brochure, worked with Human Resources to maximize advertising possibilities and represented the department at numerous job fairs. The department is committed to expanding its efforts and intends to maintain a recruiter on staff to assist in those efforts.

## **TRAINING**

The department remains committed to providing well trained and professional police officers to serve the community and its visitors by utilizing the best quality and continual training and education available. During 2015, the agency provided more than 6,800 hours of training to its officers and more than 700 hours of management training to its officers, first line supervisors, and command staff. For details regarding the agency's training efforts, see the section of this report titled "Training."

## **CITIZEN OVERSIGHT COMMITTEE**

Rather than form a Citizen Oversight Committee, the Bainbridge Island City Council opted instead to form a Public Safety Committee which is comprised of three council members, the city manager, and the chief of police. The committee meets quarterly to review agency performance.

## **MOTORCYCLE PROGRAM**

With gratitude to the Suquamish Tribe for funding and to the S'Klallam Tribe for a bargain on the purchase, the BIPD was able to add two lightly used BMW motorcycles and a trailer to its vehicle fleet. The agency sent two officers through intensive motorcycle training and began using the new machines immediately to aid in patrolling, especially for targeting speeders in residential neighborhoods.

## **EXPAND COMMUNITY ENGAGEMENT**

In 2015, the agency selected a community resources officer who is dedicated full-time toward expanding the department's involvement with the community. This officer coordinates the Citizens' Police Academy, National Night Out, Chief for a Day and numerous other community events, represents the department by visiting schools and conducting station tours, coordinates the agency's volunteer program, and assists the Chief with Citizen Roundtable and Youth Council. For more details about the department's community engagement efforts, see the section of this report titled "Community Outreach."

# **ADDITIONAL 2015 ACCOMPLISHMENTS**

## **REVITALIZED BICYCLE PATROL**

With gratitude to the Suquamish Tribe for funding, the BIPD revamped its bicycle program in 2013 and 2014, and was able to purchase new bicycles and equipment. In addition to foot patrols, bicycles provide a valuable mechanism for officers to monitor activity in our many parks, throughout our urban trail systems, and in neighborhood town centers.

## **LIVESCAN FINGERPRINTING SYSTEM**

With gratitude to the Bainbridge Island School District for sharing the cost, the BIPD was able to purchase and install a new LiveScan fingerprinting system. The LiveScan captures fingerprints digitally and transmits them instantly to the Washington State Patrol. The old ink and roller system is now used just for portable demonstrations at schools and events.

## **EVIDENCE PACKAGING MANUAL**

The department's evidence technician published a comprehensive 56-page evidence packaging manual providing exceptional guidance for officers and civilians on how to properly handle, package, and enter evidence into the department's evidence system.

## RADIO UPGRADE

In 2015, the BIPD replaced its outdated handheld radios with newer models used by other agencies in the region.

## COUNCIL ACADEMY

For the first time, members of the Bainbridge Island City Council were invited to attend an abbreviated version of the Citizens' Police Academy in order to learn more about how the department operates and to forge a closer bond with the men and women who serve them.

## DOUGLAS M. OSTLING ACT

At the State Capitol on April 24, 2015, Governor Jay Inslee signed into law the Douglas M. Ostling Act, a measure that requires all Washington state law enforcement to receive crisis intervention training. In recent years, law enforcement officers have experienced a marked increase in confrontations with mentally ill individuals. Crisis intervention training helps officers identify and de-escalate situations where someone may be behaving erratically but is not necessarily a threat.

In 2010, a Bainbridge Island man who suffered from mental illness, Douglas M. Ostling, was shot and killed by police officers who had not received this type of training. Following the incident, crisis intervention training was successfully reinstated throughout Kitsap County. This law makes that training mandatory statewide.

Incoming police officers will receive eight hours of initial crisis intervention training beginning in 2017, with two additional hours incorporated into existing online yearly training for all officers by 2021. Although it was once common in most police departments, this training was eliminated in many communities across Washington as budgets were cut deeply during the Great Recession.



Photo: Governor Jay Inslee signs the bill. Left to Right: BIPD Officer Erik Pepper, Seth Dawson, BIPD Sergeant Trevor Ziemba, Claudia Wark (Douglas's aunt), Rep. Sherry Appleton, Rep. Laurie Jenkins, Senator Christine Rolfes, Rep Steve Tharinger, Governor Jay Inslee, Chief Gary Simpson, William and Joyce Ostling (Douglas's parents), Terry Postma and Tami Ostling (Douglas's brother-in-law and sister), Kimberly and Tom Cox (Sister and brother-in-law), Legislative Assitant Linda Owens, Bob Graham (Developer of CIT training at CJTC), Nathan Roberts (Attorney), session aide Raman Khanna.

# 2016 GOALS

The following issues were identified as work plan priorities for the department during the 2015 budget process.

## ACCREDITATION

A great number of deficiencies identified during the LEMAP evaluation of 2013 were addressed after the agency adopted the Lexipol policy system in 2015. Others have been addressed internally through reorganization, equipment upgrades, and increased training. In order to ensure a successful accreditation in 2016, the department has hired a professional consultant specializing in agency accreditation to guide us the rest of the way through the process.

## HIRE NEW POLICE CLERK

Senior Police Clerk Barbara Seitz announced that she plans to retire at the end of May, 2016 after seven years of exemplary service with the department. Because our clerks are an integral part of the agency and serve as the first point of contact for many of our customers, the department is prepared to dedicate a significant amount of resources to seek, test and interview eligible applicants vetted by the Civil Service Commission in order to fill her position.

## HIRE NEW OFFICER

Detective Aimee LaClaire separated from the department in early 2016 to join a larger agency, and Patrol Officer Victor Cienega was selected to fill her vacated position, leaving an opening in the patrol division. Like the search for a new police clerk, finding the right people to join our team is a critical component in the continued success of the department. The process is intensive, and the department must continue to dedicate resources for up to 10 months after hire until the officer is fully trained and operating independently in the field.

## CORPORAL PROMOTIONS

In order to be more in line with the operating structure of other agencies in the county, the BIPD began shifting its organizational structure by eliminating the position of lieutenant, and establishing the position of sergeant with an eye toward adding corporal positions down the road. In 2016, the department plans to begin the promotional process in order to dedicate one corporal per crew (four total) who act as supervisors during those times when a sergeant is not on duty.

## TECHNOLOGY

The agency is keenly interested in embracing new technology in order to be more proactive and increase the effectiveness of its operations. In 2016, the department plans to evaluate the following software programs:

- Lumen (crime analysis software currently in use by the Kitsap County Sheriff's Office, the Bremerton Police Department and the Port Orchard Police Department)
- PoliceOne (cloud-based officer training software)
- WeLink (software that captures social chatter within a selected geographic area)

## **FACILITY IMPROVEMENTS**

The agency operates in an outdated facility with numerous deficiencies, but intends to address whatever deficiencies it can in order to facilitate agency accreditation. We continue to be hopeful that a new location will be identified within the next few years and are committed to supporting every effort toward that endeavor.

## **SPECIALTY TRAINING**

The department plans to invest in structured training in order to have a designated collision investigator, arson investigator, and human tracker available on staff. Each of these specialties are ancillary duties supplemental to an officer's regular patrol schedule and do not denote additional pay, but significantly increase the department's cadre of available skills and resources.

## **EQUIPMENT UPGRADES**

The department intends to purchase two handheld lidar units which will enable our motorcycle operators to record the speeds of passing motorists. Motorcycle officers are especially effective in patrolling residential neighborhoods, tight spaces, and congested areas, yet the radar devices currently in use by full-size patrol vehicles are unsuitable for use by the smaller, lighter vehicles.



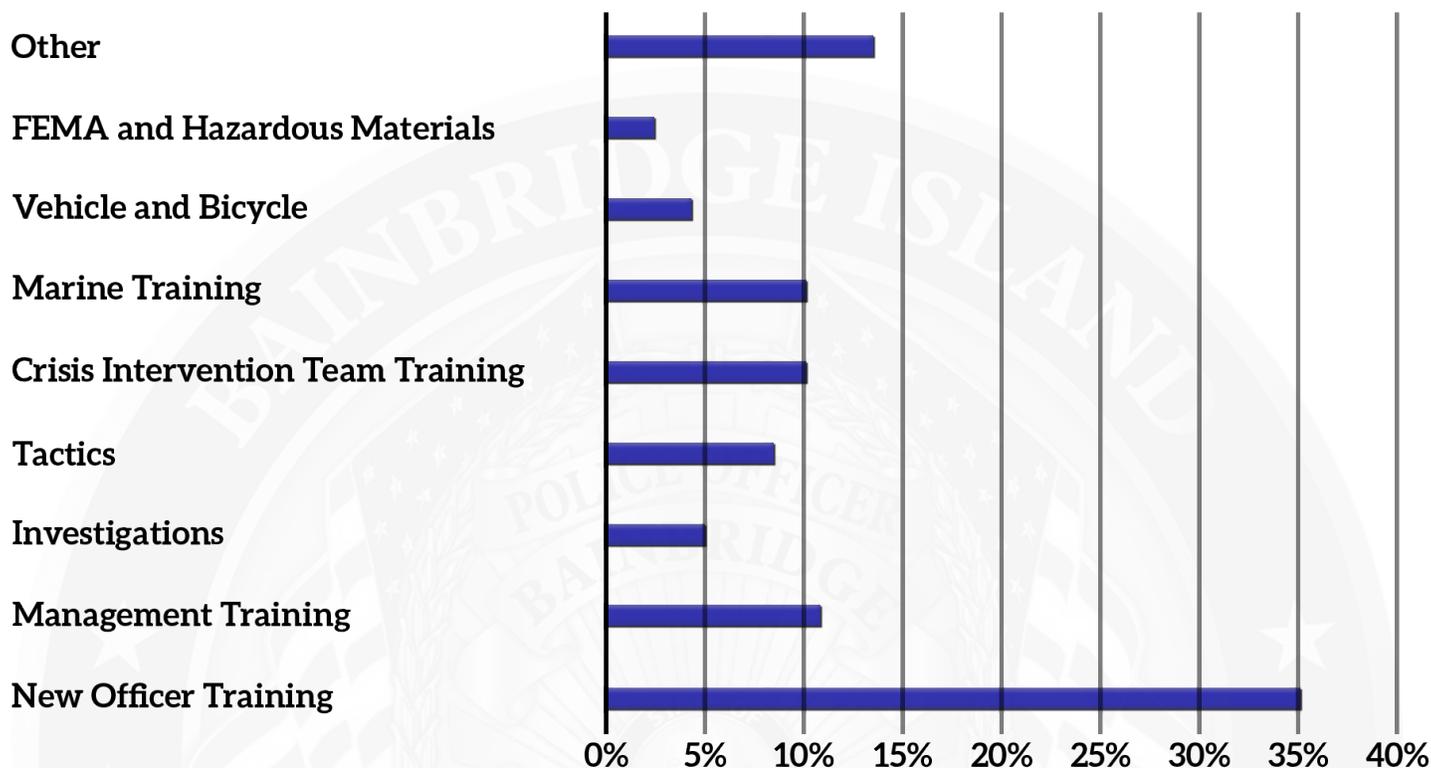
**Officer Dale Johnson with one of the new motorcycles**



# PROFESSIONAL STANDARDS



# TRAINING OVERVIEW



Training of law enforcement officers is a vital part of preparing our officers to deliver exceptional quality and professional services to the community and citizens of Bainbridge Island. The Bainbridge Island Police Department remains committed to preparing our officers for the challenges they will face, by providing top quality training in many different facets. As the community on Bainbridge Island expands, so does the need for expanded training for the officers who serve it. Training goals are set and established, in order to fulfill the needs and demands of the department, and also to fulfill the training requirements set by the state.

In the year 2015 the Bainbridge Island Police Department provided its officers approximately 6,800 hours of training. This training included: legal updates, FEMA training, hazardous materials, emergency vehicle operations, extensive crisis intervention training for every officer, police motorcycle officer training, Taser certification, police bicycle training, advanced investigation techniques, and marine officer captain licensing. Also during the 2015 year we sent one new entry level police officer and one lateral entry police officer to the Criminal Justice Training Center, for their Washington State Police Certifications. We also field trained three lateral police officers and one entry level officer, for approximately 2,400 hours of training combined. The Bainbridge Island Police Department also provided over 700 hours of management training to its officers, first line supervisors, and command staff in 2015.

**BIPD PERFORMANCE MEASURES - 2015**

ITEM	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total
	2015 Jan	2015 Feb	2015 Mar	2015 Apr	2015 May	2015 June	2015 Jul	2015 Aug	2015 Sep	2015 Oct	2015 Nov	2015 Dec	YTD
Dispatch calls/initiated actions: Total Police Responses	1,142	1,050	996	1,092	1,142	1,292	1,435	1,438	1,464	1,484	1,293	1,173	15,001
Top Priority calls: Average time dispatch to arrival (min/sec)	9.09	2.10	2.00	3.44	5.55	2.51	3.34	5.30	3.02	4.49	8.27	2.30	4.28
Case Reports	130	120	136	163	138	134	155	143	145	167	133	138	1,702
Criminal Citations	3	5	4	7	11	6	26	6	2	4	2	1	77
Traffic Infractions	95	60	56	82	38	24	18	53	111	99	77	60	773
Traffic Collisions	15	21	26	16	17	20	31	23	15	30	30	21	265
Adult Arrests	16	12	9	17	26	18	39	30	32	33	17	14	263
Juvenile Arrests	0	0	4	0	0	2	4	0	0	0	0	0	10
Driving Under the Influence (DUI)	2	2	1	0	7	4	2	4	0	2	0	2	26
Drugs/Narcotics	1	3	3	0	2	5	0	2	3	4	0	0	23
Use of Force Incidents	0	0	1	0	0	0	0	2	0	0	0	0	3
Complaints Against Sworn Personnel: Total <sup>1</sup>	0	5	0	0	2	3	1	1	0	1	2	0	15
Complaints Sustained Against Sworn Personnel: Total <sup>2</sup>	0	0	0	1	0	2	1	1	0	0	1	0	6
NIBRS Offenses: Crimes Against Persons - Incidents <sup>3</sup>	10	6	6	4	7	7	4	4	7	3	2	5	65
Crimes Against Persons Categorized as Domestic Violence	3	3	3	0	5	6	3	2	5	3	2	4	39
NIBRS Clearances: Crimes Against Persons: Cleared by Arrest	2	3	1	0	1	3	1	1	2	1	2	3	20
NIBRS Offenses: Crimes Against Property - Incidents <sup>4</sup>	37	27	36	63	22	38	34	40	31	52	38	25	443
NIBRS Clearances: Crimes Against Property: Cleared by Arrest	2	0	1	2	0	1	0	4	2	7	0	0	19

<sup>1</sup>Includes Internal Affairs Investigations and Complaints

<sup>2</sup>May show no complaints received yet show a complaint sustained, because complex investigations can be in progress for several months before a disposition is published.

<sup>3</sup>Murder, Forcible Sex Offenses, Robbery, Aggravated Assault, Simple Assault, Intimidation, Non-Forcible Sex Offenses, Kidnapping, Human Trafficking, and Violation of No Contact Order

<sup>4</sup>Burglary / Breaking and Entering, Arson, Larceny, Motor Vehicle Theft, Extortion / Blackmail, Counterfeiting / Forgery, Fraud, Embezzlement, Stolen Property Offenses, and Destruction / Damage/ Vandalism of Property

# MODIFIED BUDGET – ALL FUNDS

## PUBLIC SAFETY



CITY OF  
BAINBRIDGE ISLAND

	2015 ADOPTED	2016 MODIFIED	2016 to 2015 VARIANCE	% VARIANCE
Salaries	2,452,975	2,542,398	89,423	3.65 %
Benefits	857,591	886,475	28,884	3.37 %
<b>SALARIES &amp; BENEFITS</b>	<b>3,310,566</b>	<b>3,428,873</b>	<b>118,307</b>	<b>3.57 %</b>
Supplies	157,661	161,826	4,165	2.64 %
Computer Equipment & Software	3,000	3,000	-	- %
<b>SUPPLIES</b>	<b>160,661</b>	<b>164,826</b>	<b>4,165</b>	<b>2.59 %</b>
Professional Services	19,000	19,040	40	0.21 %
Travel	10,500	10,500	-	- %
Training	35,500	39,500	4,000	11.27 %
Advertising	2,500	2,500	-	- %
Operating Leases	6,500	6,500	-	- %
Insurance	30	30	-	- %
Repair & Maintenance	63,750	57,250	(6,500)	(10.20%)
All Other Miscellaneous	17,500	20,000	2,500	14.29 %
<b>SERVICES &amp; CHARGES</b>	<b>155,280</b>	<b>155,320</b>	<b>40</b>	<b>0.03 %</b>
Intergovernmental Services	325,316	417,402	92,086	28.31 %
<b>INTERGOVERNMENTAL &amp; INTERFUND</b>	<b>325,316</b>	<b>417,402</b>	<b>92,086</b>	<b>28.31 %</b>
<b>TOTAL OPERATING EXPENDITURES</b>	<b>3,951,823</b>	<b>4,166,421</b>	<b>214,598</b>	<b>5.43 %</b>
Capital Equipment	197,000	220,000	23,000	11.68 %
<b>OTHER EXPENDITURES</b>	<b>197,000</b>	<b>220,000</b>	<b>23,000</b>	<b>11.68 %</b>
<b>TOTAL NON-OPERATING EXPENDITURES</b>	<b>197,000</b>	<b>220,000</b>	<b>23,000</b>	<b>11.68 %</b>
<b>TOTAL EXPENDITURES</b>	<b>4,148,823</b>	<b>4,386,421</b>	<b>237,598</b>	<b>5.73 %</b>



# CUSTOMER FEEDBACK



# ANNUAL SUMMARY OF PRAISE AND RECOGNITION

## **Compliments, Thank You Notes, and Gestures of Appreciation**

In 2015, the department and individual members of it received 37 compliments and 95 thank you notes, cards, flowers, or other small treats demonstrating thanks from the citizens we serve. These numbers reflect only gestures made public through notes, cards, and written missives sent to the station and shared with administration – the actual number may be higher.

## **Annual Awards Gala**

Each year, the BIPD hosts an awards gala where individual members of the department are recognized for notable accomplishments and exceptional service.

# AWARDS

## **OFFICER OF THE YEAR AWARD: RELIEF SUPERVISOR DALE JOHNSON**

After calculating statistics for performance in 2015 including arrests, traffic stops, tickets, calls for service and positive or complimentary correspondence received, this officer finished above all his peers. He is respectful, calm, kind, dependable, patient, and always brings positive energy to the workplace. He is a friend to everyone and exemplifies the attributes our agency looks for in a police officer. In addition to patrol duties, Officer Johnson is also an active member of the Kitsap County SWAT Team, a bicycle officer, a motorcycle officer, an EVOIC instructor, a patrol boat operator, coordinates the department's sex offender tracking and is a tactics instructor.

## **CIVILIAN OF THE YEAR AWARD: HARBORMASTER TAMI ALLEN**

By patiently building relationships with boaters, residents, live-aboards, business owners and travelers, Tami developed a network of sea and shore watchers to keep us apprised of what's happening on the shoreline and in our waters. She is responsible for coordinating multi-agency response to derelict, abandoned, leaking, and sinking vessels, helps clear our waters of abandoned nets, tackle, crab pots and other flotsam, organized a volunteer flotilla for emergency response, is featured as a subject matter expert at some of the conferences of the Pacific Coast Congress of Harbormasters and Port Managers, and continually looks for creative ways to promote boating in Bainbridge waters.

## **LIVESAVING AWARD: RELIEF SUPERVISOR DALE JOHNSON, OFFICER JON LEDBETTER**

For locating, with tremendous difficulty, the victim of a self-inflicted gunshot wound to the chest (in the woods, at night, with minimal information regarding location) and saving him by maintaining pressure on his wound, keeping him calm, and coordinating an EMS response. If not for the immediate, coordinated actions of Officers Johnson and Ledbetter, the victim would not have been located and stabilized in time to save his life.

**MERITORIOUS CONDUCT AWARD:**

**OFFICERS JEFF BENKERT, ERIK PEFFER, AND BILL SHIELDS**

For calmly negotiating a peaceful resolution to an incident at the ferry terminal where a suicidal, extremely aggressive and hostile victim suffering a mental health crisis had made an attempt on his life with a knife. These officers protected civilians, calmed the man down and convinced him to take a ride to the hospital for help with successful de-escalation techniques.

**EXCEPTIONAL POLICE DUTY AWARD:**

**DETECTIVES AIMEE LACLAIRE AND MO STICH**

These detectives were honored for their body of work in 2015. Between the two of them, they closed over 140 open cases, most of which were felonies, by using every available resource to develop detailed and comprehensive cases to support the charges. Some of their more notable cases included three felony elder exploitation cases, a residential burglary, an arson at Safeway, and child molestation. They display all the attributes of good detectives, notably demonstrating exceptional care and compassion when communicating with crime victims.

**EXCEPTIONAL POLICE DUTY AWARD:**

**RELIEF SUPERVISOR DALE JOHNSON, OFFICER CHUCK KAZER**

For working together to apprehend the suspect responsible for a string of unsolved thefts and burglaries involving more than 30 separate residences on Bainbridge Island and throughout Kitsap County.

**EXCEPTIONAL POLICE DUTY AWARD:**

**OFFICER ERIK PEFFER**

For his attempt at saving the life of a 22-day old infant who was found not breathing. Tragically, despite every effort, the child was pronounced dead at the scene. For the next several hours, Officer Peffer exhibited the highest level of professionalism, compassion, and empathy with the child's mother and grandmother, patiently discussing what to expect during the investigation so she wasn't shocked or repelled by the proceedings, and completed a thorough, professional investigation with sensitivity and understanding.

**EXCEPTIONAL CIVIC DUTY AWARD:**

**EVIDENCE TECHNICIAN JENNIFER COOPER**

Ms. Cooper was recognized for her effort in creating the department's new property and evidence packaging manual in the interest of bettering the agency. The 56-page manual is comprehensive, easy to understand, and provides exceptional guidance for officers and civilians on how to properly handle, package, and enter evidence into the evidence system. The manual includes instructions for diverse items, it is easy to use, and full of helpful photographs.

**CERTIFICATE OF COMMENDATION:**

**SERGEANT TREVOR ZIEMBA**

Sergeant Ziemba was designated as the department's first Crisis Intervention Officer, and he has since been heavily involved in furthering our department's understanding of and relationship with the mentally ill through education, resources and training. In 2010, the department was accused of not providing proper training with regard to interacting with the mentally ill and five years later we are proud to be facilitating Crisis Intervention Training for fellow agencies thanks to his efforts.

**CERTIFICATE OF COMMENDATION:**

**OFFICER JON BINGHAM**

For calmly and effectively handling a traffic stop involving a jumpy driver who reached for a gun in the console of his vehicle. While waiting for additional units to arrive, dispatch notified Officer Bingham of an officer safety warning associated with the registered owner of the vehicle. After additional units arrived, the occupants of the vehicle were safely called out of the vehicle and detained, and the gun was in fact determined to be a BB gun - albeit a full size, black replica of a Berretta semi-automatic pistol.

**LETTER OF RECOGNITION:**

**OFFICERS JEFFREY BENKERT, VICTOR CIENEGA, BOB DAY, AIMEE LACLAIRE, ERIK PEPPER, JON LEDBETTER, CAM LEWIS, MO STICH, MIKE TOVAR**

For working together to apprehend the suspect responsible for a string of unsolved thefts and burglaries involving more than 30 separate residences on Bainbridge Island and throughout Kitsap County.

**MARKSMANSHIP AWARD:**

**CHIEF OF POLICE MATTHEW HAMNER, SGT. BEN SIAS, OFFICER JON LEDBETTER**

For maintaining a sidearm qualification score of at least 90% for four consecutive daytime qualifications.

**CITIZEN COMMENDATION:**

**GRACE LEDOUX**

For designing the department's new recruiting brochure.

**CITIZEN COMMENDATION:**

**VERONICA MAHARA AND JEFF STONEMAN**

For going above and beyond to assist officers in the field.

**SERVICE AWARD:**

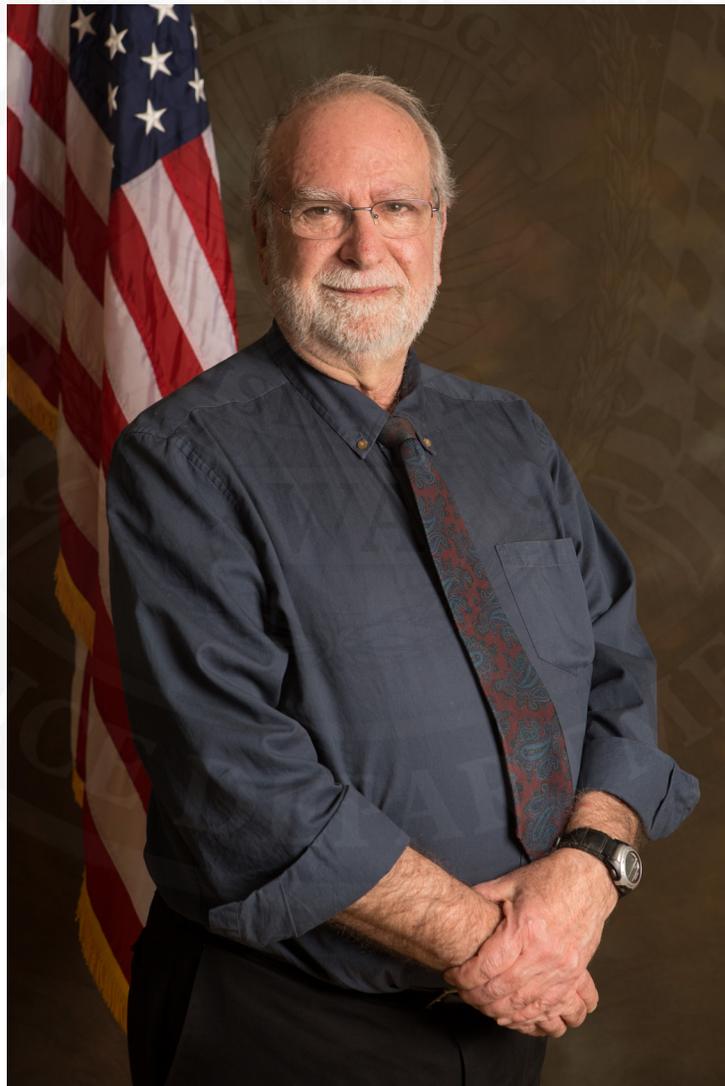
**DAVID PORTREY**

For nearly seventeen years of service as a BIPD Reserve Officer.

**KATHY DUNN MEMORIAL SERVICE AWARD:**

**DR. TED ROSENBAUM**

About the award: Kathy Dunn, a retired Bainbridge Island teacher with a distinguished career spanning 30 years, was a respected and beloved member of our community who selflessly volunteered her time, her ideas, and her wisdom as an outspoken leader and activist. As a student in the BIPD's 2013 Citizens' Academy, Kathy became keenly interested in law enforcement, subsequently becoming a respected police advocate by volunteering as a member of the Chief's Roundtable and serving as a member of the Civil Service Commission. Kathy passed away unexpectedly in 2014 at the age of 71 as the result of a tragic accident. In her memory, the BIPD established an annual award that honors one Bainbridge Island citizen who is not a member of the department but who has demonstrated service to the law enforcement community through improved processes, ideas, actions, teamwork or volunteerism. The BIPD is proud to present its second annual Kathy Dunn Memorial Service Award to Dr. Ted Rosenbaum (pictured below) for his service to the department.



**Edward Rosenbaum, Ph.D. ("Dr. Ted")**

# BIPD 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, the BIPD began mailing surveys to the people with whom officers have had interactions with during the course of their duties. Beginning in August, 2012, twenty surveys were mailed to randomly selected individuals each month and continue to date. Both the response rate and the results have been informative and encouraging:

## IN 2015:

Surveys Mailed:	820
Responses Received:	278
Response Rate:	33.9%

## THE RESPONDENT'S OVERALL IMPRESSION OF THE OFFICER OR EMPLOYEE WITH WHOM THEY INTERACTED:

Very High	65.9%
High	25.9%
Average	5.1%
Low or Very Low	3.1%

## SELECT COMMENTS:

- The officer was very courteous and focused his conversation on public safety, which I appreciated.
- The officer was very polite, kind, and clear and helpful, also reassuring.
- The officer who helped me was kind and showed empathy.
- (The officer) was very professional, arrived in a timely manner, listened to me, asked questions that weren't confusing, and explained in detail the law and what they could do and gave me options.
- Bainbridge Police Department are great! No complaints at all.
- The officer was very professional, but also friendly.
- Officer was quite attentive in addressing my concerns and the issue at hand.
- Bainbridge Island officers are professional yet very personable and a credit to the department.
- (The officer) acted with: professionalism, trust, empathy, diligence, clarity, and respect.
- BIPD has outstanding officers and staff.
- The officer was very understanding and kind.
- The attentiveness to the situation and follow-up was impressive and a great level of professionalism!
- Both officers were very respectful of both parties. We were very much appreciative of their professionalism and assistance.
- Glad you are always there!
- The detective went to great trouble to reach me. Very dedicated, supportive, responsible.
- Both officers did a great job diffusing a difficult situation with patience and understanding.
- The officer listened carefully when I reported a crime, was efficient and gave excellent follow-up instructions.

# BIPD COMPLAINTS – 2015

**Complaints may originate from any source, including internally.**

**Complaints submitted anonymously are accepted and investigated to every extent possible.**

**Complaints are categorized as: Internal Affairs, BIPD Complaints, or General Complaints.**

**Every complaint is reviewed by the Chief of Police.**

## **INTERNAL AFFAIRS - 1**

To be classified as an internal affairs matter, a complaint is defined as being directly related to the BIPD, its policies, or its officers, that is either criminal in nature or such that if a specific act or omission if proven true would amount to employee misconduct.

In 2015, one internal affairs complaint was received which accused an officer of intimidation. The complaint was assigned to an outside law enforcement agency for investigation, and the results of the investigation were presented to the Kitsap County Prosecuting attorney. The prosecuting attorney's office declined to prosecute, and the complaint was determined to be unfounded.

## **BIPD COMPLAINTS - 15**

Complaints in this category pertain to issues or conditions directly related to the BIPD, its policies, or its officers. This type of complaint may be elevated to an Internal Affairs matter at any time during the investigation or at the conclusion of the investigation process if information is discovered which if proven true could lead to criminal charges or employee misconduct.

In 2015, there were 15 of these types of complaints received. Of those complaints, 1 was withdrawn before the investigation began. Of the remaining complaints, 2 were determined to be not sustained, 1 was unfounded, 5 were exonerated, and 6 were sustained. Of the sustained complaints, one officer was disciplined for failure to perform his/her duty.

## **GENERAL COMPLAINTS - 85**

Complaints in this classification involve issues or conditions not directly related to the BIPD, its policies or its officers. Furthermore, these complaints were received by the BIPD directly as opposed to the reporting party having called 911.

In 2015, there were 85 of these types of complaints received, 43 of which involved speeding. In direct response to the high volume of speeding complaints, the BIPD developed its Traffic Emphasis Program for targeted response through additional patrols, speed monitoring, and follow-up to ensure improvement in reported problem areas.

When the allegation of circumstance or span of control falls under the jurisdiction of another department within the City or another agency operating within the boundaries of the City, the complaint is delegated. Otherwise, the BIPD makes every effort to address the complaint to the satisfaction of all parties involved. The additional General Complaints received other than speeding include animal cruelty, bicyclists, dumping, fraud, harassment, impeding traffic, littering, motorcycles, parking, signage, texting and driving, theft, trespassing, unsafe passing, and vagrants.

The background of the page features a large, semi-transparent watermark of the Bainbridge Island Police Department seal. The seal is circular and contains the text "BAINBRIDGE ISLAND" at the top and "STATE OF WASHINGTON" at the bottom. It also includes a central emblem with a sunburst and a banner. The seal is surrounded by a decorative border of stars and stripes.

# CRIME STATISTICS

# 2015 Washington NIBRS Submission Agencies

**BAINBRIDGE ISLAND PD**

Kitsap County

Population: 23,390  
Months Reported: 12

**Offense Overview**

Offense Total 635  
# of Cleared Offense 168  
Percent Cleared 26.5%

**Arrest Overview**

Arrest Total 67  
Adult Arrest Total 61  
Juvenile Arrest Total 6

Group A Offenses	Reported 2014	Reported 2015	% 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
Rape	2	1	-50.0%	0.0	0	0
Sodomy	0	0		0.0	0	0
Sexual Assault w/Object	0	0		0.0	0	0
Fondling	2	2	0.0%	0.1	1	1
Aggravated Assault	6	8	33.3%	0.3	2	4
Simple Assault	55	52	-5.5%	2.2	12	37
Intimidation	1	0	-100.0%	0.0	0	0
Kidnapping	1	0	-100.0%	0.0	0	0
Incest	0	0		0.0	0	0
Statutory Rape	1	0	-100.0%	0.0	0	0
Human Trafficking	0	0		0.0	0	0
Violation of No Contact/Protect.	15	19	26.7%	0.8	6	0
Robbery	2	1	-50.0%	0.0	1	0
Burglary	77	57	-26.0%	2.4	2	0
Larceny Theft	284	273	-3.9%	11.7	20	0
Motor Vehicle Theft	11	6	-45.5%	0.3	1	0
Arson	1	3	200.0%	0.1	1	0
Destruction of Property	90	77	-14.4%	3.3	2	0
Counterfeiting/Forgery	13	11	-15.4%	0.5	0	0
Fraud	98	92	-6.1%	3.9	0	0
Embezzlement	1	3	200.0%	0.1	0	0
Extortion/Blackmail	2	1	-50.0%	0.0	0	0
Bribery	0	0		0.0	0	0
Stolen Property Offenses	8	5	-37.5%	0.2	6	0
Drug/Narcotic Violations	15	16	6.7%	0.7	13	0
Drug Equipment Violations	14	7	-50.0%	0.3	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	0	1		0.0	0	0
<b>Grand Total</b>	<b>699</b>	<b>635</b>	<b>-9.2%</b>	<b>27.1</b>	<b>67</b>	<b>42</b>

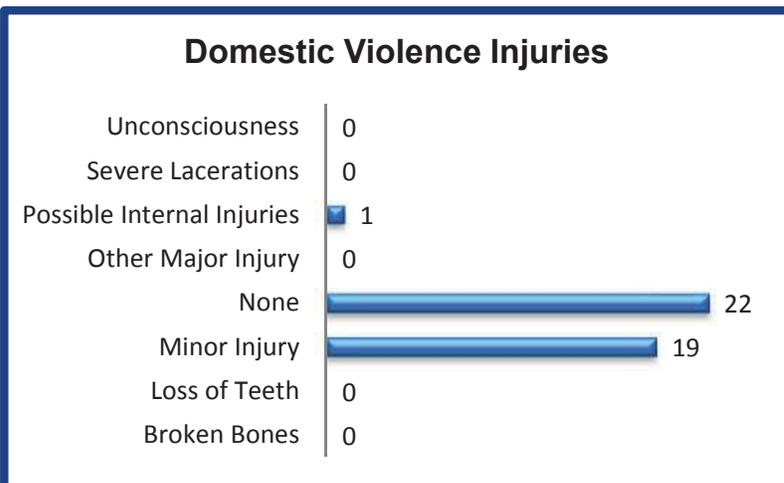
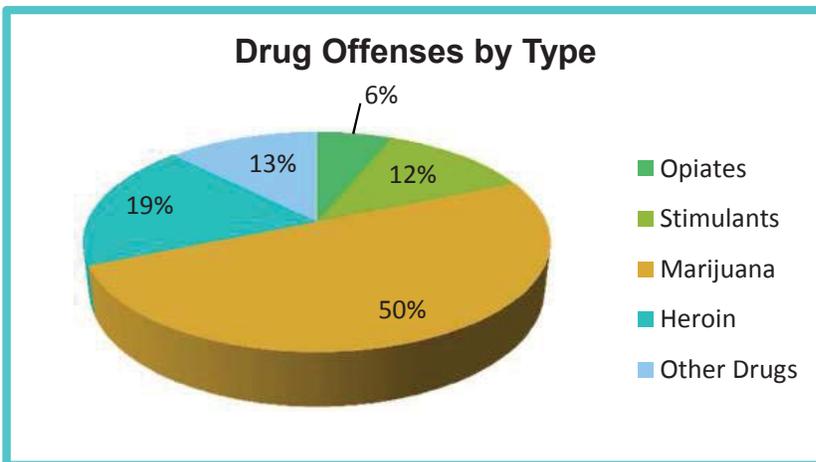
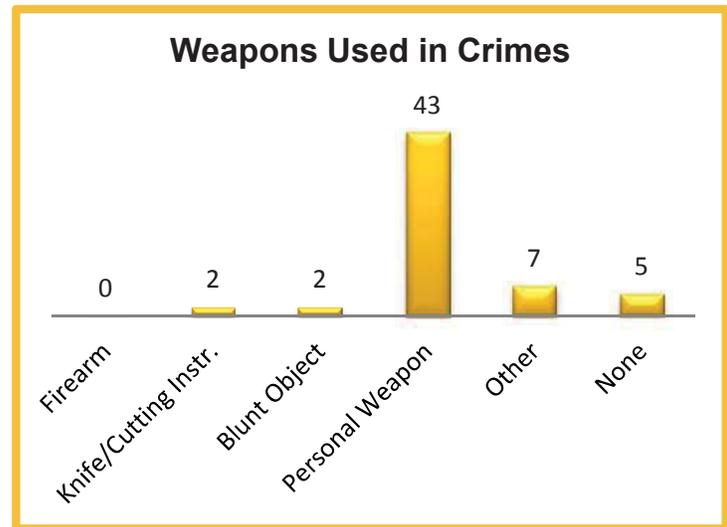
# 2015 Washington NIBRS Submission Agencies

BAINBRIDGE ISLAND PD

Continued

## 2015 Group B Arrests

Offense	Adult	Juvenile
Bad Checks	1	0
Curfew/Vagrancy	0	0
Disorderly Conduct	0	0
Drunkenness	3	0
DUI	23	2
Family Offenses	0	0
Liquor Law Violations	23	10
Peeping Tom	0	0
Trespass	3	1
All Other Offenses	5	1
<b>Total</b>	<b>58</b>	<b>14</b>



## 2015 Property Values by Type

Type	Value
Seized	\$13
Burned	\$502
Counterfeited/Forged	\$13,631
Destroyed/Damaged	\$49,263
Recovered	\$28,405
Stolen	\$467,607
<b>Total</b>	<b>\$559,421</b>

The background of the page features a dark blue wavy banner. Within this banner is a faint, circular seal. The seal contains the text "SHERIFF'S OFFICE" at the top, "BAINBRIDGE ISLAND" at the bottom, and "STATE OF WASHINGTON" in the center. The seal also depicts a central figure, possibly a Native American, surrounded by stars and a wreath.

# NEW PERSONNEL

# WELCOME NEW PERSONNEL!

The Bainbridge Island Police Department is proud to welcome the following officers who joined the organization in 2015:



**KURTIS ENGET** joined the BIPD in February of 2015. A Washington native born and raised in the South Kitsap area, Enget attended Tacoma Community College and Olympic College, and worked in the grocery business for 18 years before becoming interested in law enforcement. Enget signed on as a reserve officer with the Kitsap County Sheriff's Office and served there for a year before accepting a position as a full-time officer with the Suquamish PD where he served for nearly 10 years. In his free time, Enget enjoys working in the yard, spending time with his family, listening to music, watching movies, and dining out.



**CHARLES KAZER** joined the BIPD in March of 2015. Kazer holds a Bachelor's Degree in Social and Criminal Justice Administration with a minor in Business Administration and Accounting from Ashford University and has traveled extensively, having lived in California, Michigan, Tennessee, Virginia, onboard USS Arleigh Burke DDG-51, Colorado, and Washington. He has served as a patrol officer for Alcoa, Tennessee and for Greenwood Village, Colorado and is also an FBI certified Hostage/Crisis Negotiator, a SWAT operator, and helped co-found a Crisis Negotiations Team during his tenure in Colorado. Kazer is an avid home chef, brews his own beer...and loves fishing!



**CAMERON LEWIS** joined the BIPD in March of 2015. A native of Wenatchee, Lewis always knew he wanted to help people, but wasn't sure what career to choose until he gave the Law and Justice program at Central Washington University a chance. Immediately, he found his passion. After attending a law enforcement job fair in Pasco and meeting with many agencies, Lewis felt an affinity for the BIPD after speaking with our recruiter. He explains that although many agencies strive toward community oriented policing, he felt like Bainbridge was ahead of the curve. In his free time, Lewis enjoys playing computer and video games with friends, hiking, running, biking, hunting, and lifting weights.



**WILLIAM SHIELDS** joined the BIPD in February of 2015. Born on Whidbey Island, Shields finished school in Florida and earned an Associate's Degree from Florida State Community College before being hired by the Moscow, Idaho PD. In Moscow, he served for 9 years as a patrol officer, campus community police liaison, and detective. During that time, he earned a Bachelor's Degree in Criminal Justice and Criminology, and a certificate in Advanced Crime Mapping from Portland State University. Shields went on to earn his Master's Degree in Public Administration from the University of Idaho and served as the Chief of Police for Uniontown, Washington while still working full time for the Moscow PD. Shields enjoys spending time with his family, listening to music, watching movies, and dining out.

# ACKNOWLEDGEMENTS



This report was designed and created by Kevin VanderMeer through the guidance of the Bainbridge Police Department. VanderMeer, a 19 year old islander, was born in Bremerton, WA and grew up here on Bainbridge. He graduated from Bainbridge High School in 2015 and is attending school at Washington State University this fall in Pullman, WA. VanderMeer will be pursuing a degree in marketing and psychology with the intent of entering federal law enforcement.

# INTERESTED IN A CAREER IN LAW ENFORCEMENT ON BAINBRIDGE?

- First, visit [www.publicsafetytesting.com](http://www.publicsafetytesting.com) to test your aptitude for a career in law enforcement
- After successfully completing the [aptitude testing](#) through Public Safety Testing, you may be invited by our [Civil Service Commission](#) to participate in “oral boards” which are [comprehensive oral interviews](#) with multiple interviewers including members of law enforcement
- After successfully completing the oral boards, your name will be added to a [hiring eligibility list](#) maintained by the [City of Bainbridge Island’s Civil Service Commission](#)
- When officer positions are available at the [Bainbridge Island Police Department \(BIPD\)](#), the Civil Service Commission provides the [chief of police](#) with the names and contact information of candidates on the eligibility list. The chief then begins facilitating [background investigations](#). A BIPD background investigation usually [includes](#) a criminal background check, a review of credit history, a review of tax returns, and a series of [personal interviews](#) with current and former employers, family members, friends, neighbors, and personal and professional references
- After successfully undergoing a background investigation with [no disqualifiers](#), candidates may be presented with a [conditional offer of employment](#). Conditional offers are dependent on the candidate successfully completing [additional](#) aptitude, competency, and personality testing, as well as a mental health assessment and polygraph examination
- After successfully completing all of the steps [above](#), candidates may be presented with an offer of employment by the [City of Bainbridge Island](#)
- At this point, recruits (those [without](#) previous law enforcement experience) begin [four months](#) of intensive academy training and assessment on multiple aspects of law enforcement. Laterals (those [with](#) previous law enforcement experience) participate in an abbreviated program. [Both programs](#) are facilitated by the [Washington State Criminal Justice Training Center \(CJTC\)](#)
- After successfully [completing](#) one of the CJTC programs [above](#), candidates enter the BIPD field training program, which consists of an [additional three months](#) of on-the-job training and assessment with partner officers to train on [regulations, laws, and ordinances](#) at the local level
- After [successfully completing](#) the BIPD’s field training program, the officer is [ready to begin](#) patrolling on his or her own while [concurrently undergoing](#) a standard period of probation and evaluation

The [approximate](#) amount of time it takes for an [eligible applicant](#) to be offered employment to the time he or she is working as a fully-commissioned police officer is [between 7 and 10 months](#), providing that [a\)](#) there is a position [available](#) at the BIPD when the candidate is added to the hiring eligibility list, and [b\)](#) the CJTC is [offering](#) a Basic Law Enforcement Academy with a start date that is [agreeable](#) to all parties. For [lateral candidates](#), this time is abbreviated.