

# Mount Vernon Police Department



*Attaining the highest quality of life and security  
for all who live, work, learn, and visit  
the City of Mount Vernon...*

*by working with our neighborhoods  
promoting safety and reducing crime.*

## 2016 Annual Report

## **MOUNT VERNON POLICE DEPARTMENT CODE OF ETHICS**

*As a Mount Vernon Police Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder and to respect the Constitutional Rights of all men to liberty, equality and justice.*



*I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self restraint and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of the office. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty. I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions.*

*With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or violence and never accepting gratuities.*

*I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession law enforcement.*



### **DEPARTMENT VISION**

*Safe and Enjoyable Community Living*



### **DEPARTMENT MISSION**

*To consistently seek and find ways to affirmatively promote, preserve, and deliver a feeling of security, safety, and productive, quality services to citizens and visitors of our community.*

*The Department's Vision, Mission and Values, in concert with the Law Enforcement Code of Ethics, reflect the guiding philosophy of the Mount Vernon Police Department.*

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## INTRODUCTION

This Annual Report identifies and documents the Police Department's 2016 accomplishments and achievements. It's an inward look at our successes and strengths, as well as an outward measure of effectiveness in our ability to build positive community partnerships and citizen involvement. It includes crime statistics and identifies how Department resources are utilized. This report also provides a glimpse into future obstacles and challenges, which will be addressed through annual strategic planning.

Policing our community requires a balance between enforcement related policing tactics and enhancing the quality of life in our community through prevention and education. Accomplishing such a balance depends on our ability to focus on and find ways to resolve problematic issues as well as our ability to communicate and partner with citizens and businesses, eliciting their help and support. Crime prevention continues to be the central theme of this organization. Our ultimate goal is to make our community a better place to live, work, learn and play.



[www.mountvernonwa.gov](http://www.mountvernonwa.gov)



**To the Mayor, City Council Members, and Mount Vernon Citizens:**

On behalf of the men and women of the Mount Vernon Police Department, it is my pleasure to present the 2016 Annual Report. This report summarizes crime and statistical data, and personnel highlights for the past year. The Department experienced another amazing year of accomplishments and services to the citizens and visitors of Mount Vernon.

We are pleased to report that we continue to experience a drop in most serious crime while our overall calls for service and populations increased. In 2016, we experienced nine more incidents or 11.5% increase in Group A (variety of 46 crimes). While pleased with the overall numbers, we still have challenges to face with aggravated assaults. We experienced an increase of 11 incidents (33 to 44); research shows 34.08% were gang associated. The average over a seven year period is 43. Other challenges include homelessness and jail overcrowding. In 2016, the Department made 969 arrests. While we are pleased with the overall numbers, we pledge to continue to work towards the Departments Vision: *“Safe and Enjoyable Community Living”*.



The rise and fall of crime rate will always be with us. To hold that tide in check, we will continue our partnership, of police, citizens, other City departments, and the business community working together to prevent and address the fundamental causes of crime. It's unfortunate during tough budget times prevention, intervention, and educational components dealing with complex social issues are cut leaving these complexities to be dealt with from one single dimension – law enforcement.

I wish to personally thank Mayor Jill Boudreau and the City Council for their continued support and confidence in our Department. I'd also like to thank the men and women of the Mount Vernon Police Department and our amazing volunteers. Their hard work, innovative problem solving, and compassion for the citizens we serve are the reasons we succeed in providing outstanding public safety services year after year. Our volunteer force provided the City with 4,858 hours of service, valued at \$114,455.

As we look ahead to 2017, we pledge to the community we will continue to be good stewards of the public trust, remain fiscally efficient, and provide the very best possible service to all our residents. We appreciate your continued support and understanding and look forward to an even stronger partnership between the Department and the people we serve. It is my honor to be your Chief of Police.

Respectfully

Jerry L. Dodd  
Chief of Police

## **THE DEPARTMENT**

The Mount Vernon Police Department, when fully staffed, consists of 45 commissioned officers, two Community Service Officers, and twelve support personnel. More than 50 citizen volunteers help police the community by providing a valuable service which allows other Department staff more time to respond to calls, handle quality of life issues, and apprehend offenders.



As you review the 2016 crime figures, goals and objectives, accomplishments clearly demonstrate Department personnel have continued to achieve great success under difficult circumstances with limited resources.

To continue to expect or experience positive lasting results will require resources in the way of staffing. One can predict we will see personnel leave the agency for one reason or another. To continue to provide the service and results this City has come to expect will require an aggressive hiring process which keeps up with the loss of personnel.

A major concern the Department faces involves several retirement aged officers contemplating making this transition. Because of budget cuts, one position has been unfilled since the 2011 budget. In addition, the hiring process is often slow due to several factors, which adds to the staffing shortage caused by the removal of this position. Now officers have to wait two to three months to attend the Basic Law Enforcement Academy in Burien. It takes approximately one year to go through the hiring process to solo-status of an officer. The Department has made adjustments to maintain the level of service the City requires. We will continue to be innovative in our attempt to obtain staffing relief before others retire or move on.

In December, the Department and community witnessed an unspeakable tragedy when Officer Mike McClaughry was shot and critically wounded while investigating a weapon offense on N. LaVenture Road. He made an amazing recovery, being released from Harborview Hospital in February in 2017.



## **ORANIZATIONAL STRUCTURE**

The Department is divided into two “bureaus.” The “Operations Bureau” consists of the Patrol, Criminal Investigations, and Crime Prevention “Divisions.” The “Services Bureau” consists of the Administrative, Records, and Property “Divisions.” Each Division is under the command of a Lieutenant.

Current staffing includes 45 commissioned Officers, two non-commissioned Community Service Officers, one specially commissioned Animal Control Officer, one Outreach Coordinator and nine support personnel.

We enjoy having more than 60 volunteers to support our services.

## **SERVICE BUREAU**

### **Administrative Services Division**

Due to a vacancy in the command ranks since 2012, Chief Jerry Dodd and Lieutenant Chris Cammock share the responsibility for pre-employment, research, collective bargaining, internal affairs, training, and accreditation.

### **Records Division**

This Division is responsible for the general maintenance and management of all Department records. One Receptionist and four full time and one part time Record Specialists are assigned to this Division. Lieutenant Chris Cammock took temporary command of this Division in April and Records Specialist Jennifer Messina was appointed to a Lead position.

### **Property Division**

Also under the command of Lieutenant Chris Cammock, the Property Division is responsible for the general maintenance, storage, integrity, and management of all property and evidence in the Department's possession. One Property Custodian is assigned to this Division.



*Lieutenant Chris Cammock joined the Department in 1989, he is a graduate of Central Washington University and the FBI National Academy.*

## **OPERATIONAL BUREAU**

### **Patrol Division**

Under the command of Lieutenant Greg Booth, Patrol Division Officers are the first responders to calls for service. The Patrol Division includes traffic enforcement, tactical response, Priority Policing Team, neighborhood resource, K-9, and animal control. Patrol is the largest Division within the Department with 32 personnel. Additionally, the Patrol Division Lieutenant coordinates training for new recruits under the Field Training Officer (FTO) Program. In July, Sergeant Mikel Moore was promoted to Lieutenant, assigned as the Patrol Division Commander.



*Lieutenant Greg Booth joined the Department in 1995 and is a graduate of Western Washington University.*

For patrolling purposes, the City is divided into two primary areas, north and south. Officers are assigned these areas and respond to investigation and calls for service

within that assigned area. Additional officers work as “rovers” or perform more specialized directed patrol activities. Dividing the City into sections allows for a more productive policing effort and better utilization of resources.

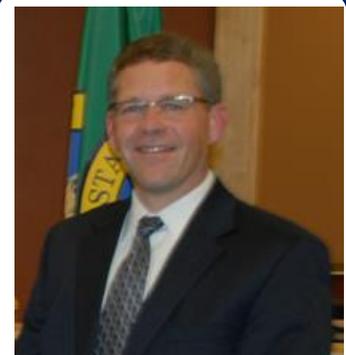
### **Criminal Investigation Division**

The Criminal Investigations Division, commanded by Lieutenant Chris Cammock, investigates crimes against persons and/or property; follows up on drug/vice related activity; gathers intelligence; and provides proactive investigation. In August, Lieutenant Greg Booth transitioned from the Patrol to the Criminal Investigation Division.

Investigators are placed on weekly rotational “on call”. They are subject to returning to work after hours when the need arises. The Division submits criminal cases to the Prosecutor for review, charging, or declining those cases where the collected information reveals no possibility of the case being solved. The Division investigated 227 new cases in 2016. One Sergeant, four Investigators, and one Secretary are assigned to this Division.

### **Crime Prevention Division**

The Crime Prevention Division, also under the command of Lieutenant Chris Cammock, attempts to identify and solve community problems. This Division offers security planning, public education, and community services and is responsible for the supervision of the Department’s Volunteer Programs. One Sergeant, one Public Education (TEAM) Officer (vacant), and two Community Service Officers are assigned to Crime Prevention. In July, Lieutenant Greg Booth transitioned to the Crime Prevention Division from the Patrol Division.



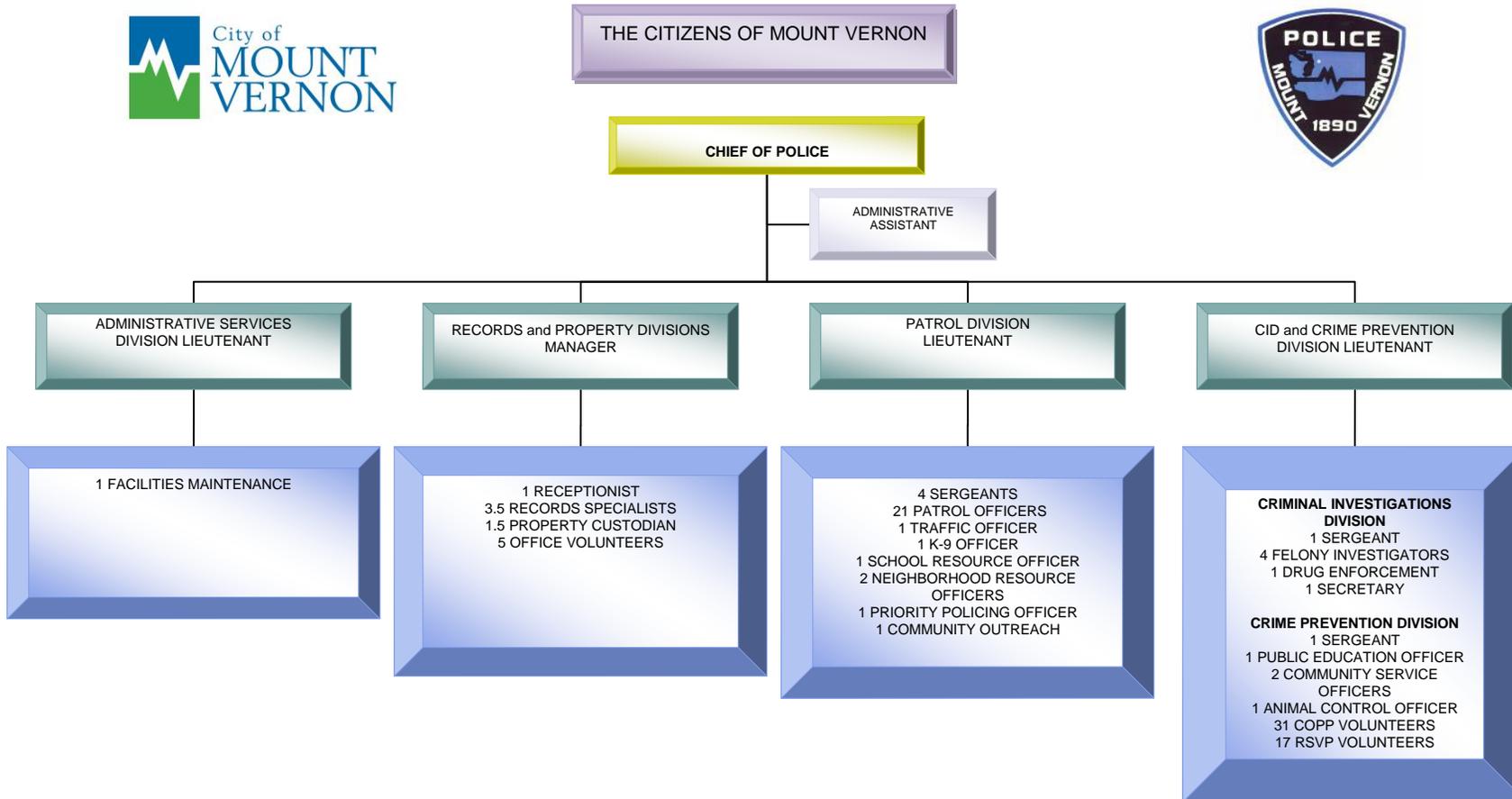
*Lieutenant Chris Cammock joined the Department in 1989, he is a graduate of Central Washington University and the FBI National Academy.*

With a “horizontal” command structure, decision-making is encouraged at all organizational levels in an effort to eliminate bureaucratic barriers, move the agency forward, increase efficiency, and continue to illicit community trust and support. We also strive to hire those who display strong leadership, decision-making, and communication skills, and we provide continued training to enhance these qualities.

The next two pages display staffing and functional organization charts designed to outline the various duties and responsibilities of the members of the Mount Vernon Police Department. As you review these charts, the many core responsibilities necessary to police our community, will become evident.



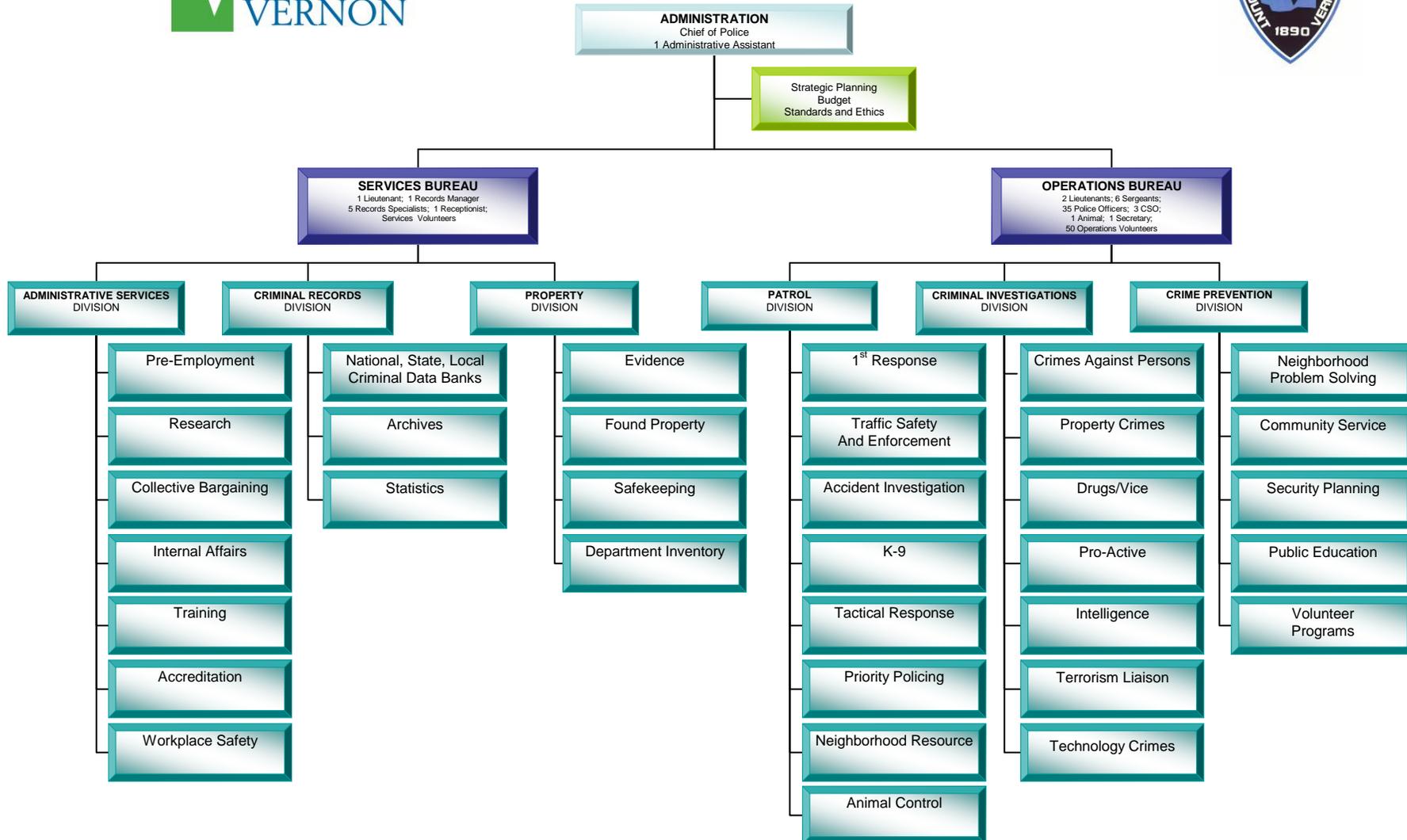
# STAFFING CHART



Authorized Personnel: 45 Sworn Officers and 12.5 Civilian Staff



# FUNCTIONAL CHART



## **PERSONNEL CHANGES**

### **New Hire**

- Officer Alex Elwell was hired on June 18, 2016, and graduated from the Basic Law Enforcement Academy (Class #706) in December 2016.
- Officer Wyatt Livingston was hired on June 29, 2016.
- Officer Kenny Henthorn was hired on August 15, 2016, and will be graduating from the Basic Law Enforcement Academy (Class #742) in January 2017.
- Officer Jerrad Ely was hired on September 19, 2016.
- Officer Colin Robinson was hired on October 17, 2016, and will be graduating from the Basic Law Enforcement Academy (Class #746) in April 2017.

### **Assignment Rotations**

- Officer Wayne Jones was selected as a Criminal Investigator in March.
- Officers Edgar Serrano was selected as a Police Tactical Team member in February.
- Sergeant Brent Thompson rotated to the Crime Prevention Supervisor position in March.
- Officer Ben Green was selected as a Criminal Investigator in May.
- Officer Aaron Cohen was rotated to the Priority Police Team in June.
- Officer Bill Howard was selected as a Field Training Officer in May.
- Officer Bill Howard was selected as a Police Tactical Team Member in September.
- Officer Brien Reed was selected as an EVOC Instructor in November.

### **Promotions**

- Sergeant Mikel Moore was promoted to Lieutenant in August.
- Officer Brandon Young was promoted to Sergeant in May.

## **CALLS FOR SERVICE**

A “call for service” is a request for police service in which an officer is dispatched or an incident observed by a police officer. Not every call for service generates a police report. In 2016 the Department responded to, or initiated, 23,001 calls for service, which is a 5.5% increase. These calls for service include, but are not limited to: reports of criminal activity; motor vehicle collisions; assists to other agencies; suspicious activity, alarm activation responses and other service related functions. Looking at this data from a historical prospective, the average number of calls over the last ten years is 21,802. The call load from 2007 represented the highest number of cases at 24,563, while 2013 represented the lowest with 20,787. In review of the data for 2016, there is no one particular offense, series of incidents, or external variables that would suggest a root cause for these changes.



## **DEPARTMENT BUDGET**

The annual base budget and capital budget for the Police Department is established by the Chief of Police and staff and approved each November by the City Council. The adopted fiscal year budget for 2016 was approved at \$9,142,899 of which more than 77% of total budget was allocated to personnel costs. Even in difficult financial circumstances, the Department has consistently exceeded all budgetary demands and has in all instances, proven fiscally responsible.

## **DEPARTMENT PRIORITIES**

Established operational priorities place the highest importance on delivering quality, professional services to the community through open communication and adaptability in addressing problems. Our guiding principles, values, purpose, and mission direct us in how we operate as an agency and how we conduct our community contacts. We place a great emphasis on building stronger neighborhoods, both residential and business. When neighborhoods are allowed to decay, criminals have the “upper hand.” Gone unchecked, neighborhood decay spreads like a cancer; crime increases and citizens are afraid.

Although preventing crime is our number one operational priority, we continue to employ enforcement practices where necessary with the ultimate goal of modifying behavior. When dealing with traffic related issues, our ultimate goal is to reduce accidents and injuries and to make our streets safer through behavior modification. Officers consider the seriousness of the occurrence, Department policy, and the driver’s history when responding to a traffic-related incident. Once officers have reviewed the situation, they use their discretion to determine the best outcome. Since the Department has no mandate regarding the number of citations issued, neither “quota standards” nor “revenue” play a part in an officer’s decision to warn (educate) the driver or issue a ticket (enforcement). Engineering modifications also play an important role in helping improve the safety of city streets.



The stricter, hard policing (enforcement) approach is normally utilized when addressing crimes against persons, felonies, gang-related activity, illegal drug violations, DUI’s, domestic violence, and assault related incidents because these types of crimes have an increased potential for serious outcomes.

Protecting citizens, their property, and visitors to this community are the driving force behind what we do and how it is accomplished.

We are committed to fulfilling our policing mission through the following practices

- Employing a highly competent and qualified staff
- Providing a quick and rapid response to emergencies

- Effective policing practices to combat criminal activity
- High visibility of Department personnel and volunteers
- Building community partnerships and problem solving together
- Developing a sense of trust and understanding with the community
- Utilizing prevention practices as the central operating strategy
- Demonstrating the highest standards of professional conduct and ethics

At all levels, this Department consistently seeks to find the best possible contemporary policing strategies and practices for the community. Goals and objectives are adjusted annually in an effort to meet our Mission and Vision. Re-evaluating practices provides a greater level of success and ensures progress in our goal of creating a community that is a safe and enjoyable place to live, work, learn, and play.

## **CRIME**

As stated early, with jail overcrowding, gangs, homelessness and the strong presence of heroin facing in community we saw an increase in some categories of criminal activity. Year end 2016 data showed a decrease in group A offenses (most serious) of 0.3%. We had a significant decrease (75.08%) in arsons; something not experienced in many years. Vehicle prowls were down by 97 offenses (or 8.6%) from last year, burglaries decreased by 8 offenses (or 3.9%) and simple assaults decreased by 6.7%.

Motor vehicle thefts were up 22 offenses and aggravated assaults were up by 11 offenses or 34.08%. In addition, there were a total of 1,009 arrests made in 2016; 907 adults and 102 juveniles. Overall violent crime increased by nine offenses, and we finished the year with a 7.08% increase in violent crimes per 1000 residential population.

## **CRIME PROFILE (Significant Change in Crime Reporting)**

The Uniform Crime Reporting (UCR) Program was conceived in 1929 by the International Association of Chiefs of Police to meet a need for reliable, uniform crime statistics for the nation. In 1930, the FBI was tasked with collecting, publishing, and achieving those statistics.

By the late 1970s, the law enforcement community saw the need for a more detailed crime reporting program that would meet the needs of law enforcement agencies in the 21st century.

In response to this need for more flexible, in-depth data, the UCR Program formulated the National Incident-Based Reporting System (NIBRS). NIBRS presents comprehensive detailed information about crime incidents to law enforcement, researchers, governmental planners, students of crime, and the general public.



To put in simple terms, National Incident Based Reporting System (NIBRS) has improved and modernized the Uniform Crime Reporting program. The new system was approved for general use at a national UCR conference in March 1999, and last two years the Department was NIBRS certified by the FBI.

The general concepts of collecting and reporting UCR data are the same as in NIBRS; however, NIBRS goes into much greater detail than the summary-based UCR system. NIBRS includes 46 Group A offenses whereas UCR only has eight offenses classified as Part I offenses. For that reason, UCR and NIBRS are not completely analytical comparable - data users should use some caution when comparing past statistical data of UCR to 2012 and 2013 NIBRS crime data.

	2010	2011	2012	2013	2014	2015	2016	- % +
<b>Murder</b>	0	2	1	1	0	1	0	<b>-100.00%</b>
<b>Rape</b>	15	24	14	15	15	12	11	<b>-8.33%</b>
<b>Robbery</b>	23	34	22	31	21	25	23	<b>-4.00%</b>
<b>Aggravated Assault</b>	51	40	47	41	46	33	44	<b>+34.08%</b>
<b>Arson</b>	8	9	10	7	7	8	2	<b>-75.00%</b>
<b>Burglary</b>	290	349	318	257	224	205	194	<b>-5.37%</b>
<b>Theft</b>	1,756	1,376	1,172	1,294	1193	1114	1011	<b>-9.25%</b>
<b>Vehicle Theft</b>	63	75	86	130	111	91	114	<b>+25.77%</b>
<b>Car Prowl</b>	564	365	249	295	238	213	175	<b>-17.84%</b>
<b>Violent Crime</b>	89	100	94	95	89	78	87	<b>+11.54%</b>
<b>Violent Crime per 1000</b>	2.87	3.22	2.96	2.94	2.86	2.40	2.57	<b>+7.08%</b>
<b>Calls for Service</b>	21,270	20,748	21,011	20,787	21,276	21,801	23,001	<b>+5.50%</b>
<b>MV Population</b>	31,020	31,020	31,743	32,250	33,170	33,580	33,730	<b>+0.45%</b>

There is typically a strong temptation to compare the crime statistics of one jurisdiction with another in an effort to gauge police effectiveness in some relative manner. This tendency should be avoided unless there is a serious effort to consider all of the associated factors that influence those statistics. Those factors include:

- Level and accuracy of reporting
- Economic conditions locally and regionally
- Variations in composition of the population
- Population density
- Degree of urbanization
- Number of residents versus the “policed population”
- Modes of transportation and highway system
- Cultural conditions
- Family conditions (divorce, cohesiveness, etc.)
- Climate
- Effective strength of the police agency
- Administrative strength of the police agency

- Policies of other components of the criminal justice system (prosecutorial, judicial, correctional, and probationary)

## Policing Challenges in Mount Vernon

### Agency Strategic Challenges:

- Continue with Department policing philosophy
  - Exchange
  - Adaptability
  - Crime Prevention
  - Shared Responsibility

GROUP A OFFENSE – NIBRS REPORTING	FY2016
Arson	2
Assault - Simple	306
Assault - Aggravated	44
Burglary	194
Counterfeit/Forgery	27
Destruction of Property	560
Drug Offenses	463
Fraud Offenses	40
Homicide	0
Kidnapping/Abduction	9
Larceny/Theft - From Vehicle	175
Larceny/Theft - Shoplifting	480
Larceny/Theft - Other	283
Motor Vehicle Theft	114
Pornography	3
Prostitution	0
Robbery	24
Sex Offenses - Other	1
Sex Offenses - Rape	13
Stolen Property Offenses	36
<b>Total Group A Offenses</b>	<b>3,273</b>
<b>Total Group A Incidents</b>	<b>3,011</b>

- Maintain staffing levels that meet the needs of the community
- Adapt and maintain service to new growth areas in the City
- Expand Department deployment model which provides a semi-permanent uniformed patrol staff presence in all neighborhoods
- Proactively address traffic related concerns
- Enhance our ability to attract quality employees
- Continue with agency accreditation process
- Remain focused on Department operational priority – prevention of crime
- Propose crime impact measures that have the greatest success of addressing criminal activity
- Aggressively address neighborhood issues involving drug and gang related activity
- Continue commitment to stay current with new technological advances

- Growing cultural differences
- Develop trust and open communication with all cultures
- Understand the different cultures in this community
- Attempt to hire staffing that reflects the makeup of the community
- Changing public attitudes
- Our challenge is to develop trust with the community and create solutions to community issues
- Continue to be prepared for unusual occurrences



## **Inter-Agency Strategic Challenges**

- Support Skagit County in resolving the need for additional jail space
- Continue to look for ways where police agencies can share or combine resources
- Complete and implement the strategic plan for addressing gang activity county-wide
- Strive to identify a funding source to upgrade the Spillman system for all users and to update to the newest version.
- Complete and implement the strategic response for addressing homelessness, and associated activities and crimes.

## **DEPARTMENT TRAINING**

Members of the Department participated in 5091 hours of training in 2016, which is down 27% from 2015. Employees are required by the State to have specific number of training hours to maintain their certifications. We are always striving to keep pace with the changing legal environment and new investigative techniques. We also have certified Instructors within the Department that conduct in-house training. Using the Department's multipurpose room we continue to look for opportunities to host trainings for our agency and neighboring jurisdictions. By hosting classes we can reduce our expenses and provide additional training to our officers. A few areas of training included: first aid, firearms, collision investigation, Spanish, active shooter, bloodborne/airborne pathogens, search and seizure, crime scene investigations, defensive tactics, emergency driving, crisis negotiations and hazardous materials.

## **OUR COMMUNITY**

Our community continues to grow every year. This can be observed by driving through the City and experiencing congestion or by looking at the amount of growth. Some of our older established neighborhoods have begun to age and, with that, we see issues which require addressing. Residents often become frustrated looking for solutions. Residents have high expectations that the Police Department will deploy resources to provide the greatest likelihood of ensuring an improved quality of life.

We believe our greatest success to meet the needs of the community is based on four strategic principals; open and honest two-way communication with the community, adaptability in providing solutions to community issues and problems, crime prevention as a central theme of operation, and shared responsibility with our citizenry in policing our community. This philosophy is consistent with the direction identified by the Mayor and City Council.

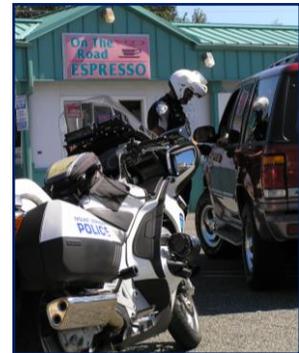
With limited resources due to tough economic times, it will continue to take communication and collaboration with other City departments and law enforcement agencies, community participation, and utilization of outside resources to ensure positive changes continue to occur.



In 2016, staff in the Crime Prevention Division continued to review crime data by specific neighborhood zones. A venue was established whereby every other month staff meets to review this crime data in a program called “Operations Talk”. Priorities are established and strategies and tactics developed and implemented to address these various issues with the goal of solving crime, improving the quality of life in the community, and reducing duplication of services.

As you look through our many accomplishments, it will become evident the policing philosophy this Department implements in the community is working and has resulted in improved communication and interaction with other City departments and the community.

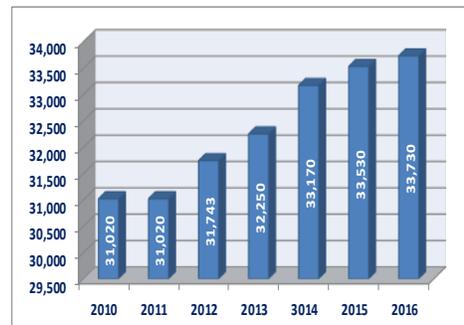
In a city with more than 33,000 residents, we continue to see traffic-related issues throughout our community - congestion, frustrated motorists, and accidents. It is not uncommon to see a motorist speeding, running a yellow or red light, or driving in an aggressive manner. We have partnered with Public Works on engineering strategies, provided educational public service messages, addressed violations through enforcement, and conducted evaluations of our efforts to determine success or to redirect focus where necessary. This four tiered approach provides the best opportunity to make positive changes in traffic related issues. The Mayor and Council approved the hiring of a second traffic officer. The Department has been actively working with other law enforcement agencies and the Washington State Traffic Safety Commission on DUI and other traffic related emphases, focusing on the reduction of accidents and injuries and the arrest of violators. The number of reportable accidents for 2016 was 521 compared to 527 reported in 2015; a reduction of 1.14%.



We have continued to remain focused on our approach to addressing these and other community related issues and problems. Our staff has contributed immensely to ensure overall success in the delivery of services in a professional manner. We remain goal focused, striving to meet our Department Mission.

### What is driving the growth in our community?

Mount Vernon is the center for county government and many social service agencies. This community is also very attractive due to its location, which has caused a steady increase in population. In 2016, the estimated population for Mount Vernon was 33,730. Mount Vernon is a mid-way point between two major international trade centers, Seattle and Vancouver. Our recreational attractions bring many visitors to this community as well.



Mount Vernon is also the host of several community events that require increasing police services.

In 2016, the growth Mount Vernon had experienced in recent years in residential and commercial areas of the City continued to experience a steady recovery. In 2016, there were 130 new single family homes and three commercial buildings constructed.

The development of residential housing increases the service area for staff. The increased retail business brings a large number of visitors to the community to utilize these services. What all of the attractiveness of our community means is the potential for criminal activity to occur. We see this in the form of drug activity, gang violence, traffic related concerns, theft, and other categories of crime.

We strive to employ tactics that provide us the best opportunity to make an impact on criminal activity. As you review the individual organizational accomplishments of the different divisions, you will see many examples of the proactive measures employed that were aimed at making a positive impact on crime, which ultimately, helps make the Mount Vernon community a safe and enjoyable place to live, work, learn and play.

## **LOOKING INTO THE FUTURE**

While we have experienced great success with our community-based policing approach, we have developed a deployment model which will involve specific patrol officers being assigned to geographic areas of the City in addition to their general city-wide patrol duties.

“Neighborhood-based policing,” is an extension of our community-based policing philosophy, actually sectoring the City into geographic boundaries or zones where officers become responsible for specific areas which will enhance the patrol officer’s ability to develop long-term partnerships with residents to solve specific neighborhood issues and/or problems. This deployment model will enhance the ability for tighter connectivity between the community and the members of the Department.



This model was specifically developed for Mount Vernon and involved dividing the City into twelve neighborhoods (in addition to the already developed Kulshan Creek and Westhill neighborhoods which have full-time Neighborhood Resource Officers). Four neighborhoods are assigned officers who worked in teams of two. The neighborhoods consist of Downtown, Center Point, Digby Heights and West Mount Vernon. Additionally, the foundation was established to assign staff to the remaining unfilled zones in 2013. In 2016, neighborhood zone teams were readjusted to meet the staffing changes that occurred in patrol.

We believe neighborhood-based deployment will reduce the likelihood of issues or problems falling through the cracks, improve communication, and strengthen our already positive police/community interaction. This philosophy will require a partnership with other City departments, the business community, and citizenry to ensure success. We will continue to keep you updated on our ability to fully transition to this philosophy of policing.

## **2016 ORGANIZATIONAL ACCOMPLISHMENTS**

At mid-year, the Police Department held its annual strategic planning workshop to establish direction for the coming year. Prior to budget preparation, the various units and divisions of the Department formulated their annual goals and objectives for the upcoming year. The goals and objectives that are established by divisions are designed to be congruent with the Department's Mission and Vision and subordinate to the broad goals of the agency.

While we focus on planned goals and objectives, inevitable additional objectives are discovered. Department members attempt to accomplish these as well. As the year unfolds, the majority of the goals and objectives identified are accomplished while others are either modified or transferred to the following year due to a change in operational priorities.

Annually, division managers provide a re-cap of goals and objectives. The following identifies the many accomplishments throughout the Department for Year 2016. Each contribution, whether large or small, helps make that positive difference in making this community a better place to live, learn, visit, or work. Meeting our Mission is dependent on the many contributions of the members of this Department.



# **PATROL DIVISION**

## ***2016 Accomplishments***



## INTRODUCTION

*“The real measure of a police agency – the fact that separates excellence from mediocrity – is the commitment to purpose and to pursue continuous improvement with integrity” (Mount Vernon Police Department – Strategic Plan 2009-2014)*

For the past 20 years, the Mount Vernon Police Department has engaged in a directed, purposeful evolution in how we both interact with and deliver services to our community. Best described as *“a desire to partner with citizens toward the common goal of a safe and enjoyable community”*, we have sought to open avenues of communication and directly involve citizens in the development and delivery of police services. It is that mission that pushes us deeper into the community, closer to the root causes of crime and disorder at the neighborhood level, and in turn allows us to directly and significantly impact citizens’ quality of life.

The Mount Vernon Police Department believes the best indicator of a community’s overall health is found within the “neighborhoods.” Neighborhoods may experience similar problems, but the causes vary and the solutions require unique strategies. It is this fundamental belief that underscores the importance of policing our community in a manner in which we target the underlying commonalities that lead to crime and disorder while understanding the inherent uniqueness of individual neighborhoods

Four years ago, a committee comprised of staff from throughout the Department was charged with developing a deployment model, allowing Patrol officers to partner with individual neighborhoods within the larger community. Long-term partnerships would provide opportunities for officers and citizens to work toward the following goals:

- 1) *Identifying unique “neighborhood “ problems,*
- 2) *Understanding the underlying causes, and*
- 3) *Developing custom strategies to ensure lasting solutions.*

The committee developed a deployment model outlining “14” identified neighborhoods within the City, including the previously defined Kulshan Creek and WestHill Neighborhoods (see map next page). In 2016, all the neighborhoods were assigned to new officers for all phases of deployment, and neighborhood objectives were established to focus efforts toward the previously stated goals:

- **Historic Downtown Zone** - Officers Howard and Gless
- **Center Point Zone** - Officers Flaherty and Paul
- **Digby Heights Zone** - Officer Graham
- **West Mount Vernon Zone** - Officer McClaughry
- **Thunderbird Zone** – Officer Clark
- **Seneca Highlands Zone** – Officer Maxwell
- **Waugh Hill Zone** – Officer Espinoza
- **Centennial Ridge Zone** – Officer Litke



## OPERATIONS TALK

- Operations Talk convened for seven meetings, with an average attendance of 21. During those meetings, 41 separate issues of crime/disorder were identified, with 27 of those being resolved.
- In attendance were representatives from the following divisions:
  - Patrol
  - Crime Prevention
    - Animal Control
    - Community Service Officers
  - Criminal Investigations
  - Special Operations
    - Neighborhood Resource Officers
    - School Resource Officer
    - Priority Policing
  - Records
  - Code Enforcement
  - City Work Program
- Combining Priority Policing Officer Cohen and Detectives Young and Jones as a functional unit focused on addressing our local drug and property crime issues. Dedicated patrol staff and Special Ops supplemented the plan throughout the year. These resources effectively and proactively addressed our most significant drug-related issues.

Over the course of the year, areas/residences were identified as showing activity associated with drug usage/sales. Some included:

- 605 Cosgrove Street
- 316 Lawrence Street
- 1020 S 20<sup>th</sup> Street
- 300 N LaVenture Road

## ZONE TEAMS

- Zone Teams continued to be successful in the Zone Deployment for the Mount Vernon Police Department providing supervision and support.
- Each Zone Team met throughout the year, to discuss and problem-solve issues occurring in their assigned zones – some examples:
  - Officer McClaughry took on multiple issues in West Mount Vernon. The most notable were 605 and 607 Cosgrove. He not only took on the tenants but the banks, as well.

- Officer Leighton was instrumental in the documentation of the transient issues within North River Commercial as well as the entire City providing valuable information for the Outreach Coordinator position.

### **OUTREACH COORDINATOR:**

- In the spring of 2016 the Outreach Coordinator position was in its early stages of development after acceptance of a grant proposal.
  - Various programs within the state and beyond were reviewed to see what made them succeed or falter.
  - An Outreach Coordinator embedded within the agency proved to be the most effective and provided for open lines of communication and support.
  - The education and experience components were defined by the grant.
  - The hiring process was prolonged due to many demands on the Mount Vernon Police Department in late 2016.
  - The selection process was completed and Erin Von Fempe was hired for the position in March of 2017.

### **PERSONNEL:**

- Officer Jones is selected for the Criminal Investigations Division (CID) vacancy created by Detective Ely's departure and completes his transition.
- Sergeant Young promoted and rotated from CID to the role of Patrol Sergeant after his field training with then Sergeant Moore.
- Officer Green is selected for the CID vacancy created by Sergeant Young and completes his transition.
- Sergeant Thompson is selected for the vacancy created by Sergeant Nelson's departure to supervise the Crime Prevention Unit.
- Sergeant Moore promoted and transitions to Patrol Lieutenant.
  - *The Special Operations Sergeant position is currently unfilled.*
- Lieutenant Booth takes over the Criminal Investigation Division and Crime Prevention Division.
- Lieutenant Cammock fills the long vacant Administrative Services Lieutenant role.

- Officer Cohen is selected and begins as the newest Priority Policing Officer.
- 2016 was an unprecedented year for staffing changes.
  - Officers who resigned
    - Jeff Nelson
    - Jason Stofcho
    - Zarchary Nielsen
    - Jerrad Ely
    - Dave Deach
    - Eric Kivi
    - Randall Fuller
    - Joel McCloud
  - Records Manager vacated
    - Shannon Haigh
  - Officer on Disability Leave
    - Randall Fuller
    - Mike McClaughry
  - Officers hired
    - Jerrad Ely
    - Jon Flaherty
    - Ed Gless
    - Tyler Clark
    - Alex Elwell
    - Wyatt Livingston
    - Kenny Henthorn
    - Colin Robinson
  - There were periods in 2016 where as many as four officers were in field training at one time.
    - Shortage of Field Training Officers
    - Scheduling and logistical challenges

**TRAINING:**

- All patrol squads took part in a variety of roll call and in-service training with topics including:
  - Active Shooter Response
  - Officer Down Rescue
  - Bank Robbery Response
  - Breaching
  - Death Investigation

- Sexual Assault
  - Open Carry Laws
  - Big Easy
  - Water Rescue Disk
  - Car Dolly (evidence)
  - Building Searches
  - Animal Control (various topics)
  - Felony-High Risk Vehicle Stops
  - K-9 Narcotics Deployment
- Detective Ben Green attended a 3 day Domestic Violence Conference in Washington DC.
  - Officer Edgar Serrano attended 40 hours of S.W.A.T. Basic training in April.
  - Officer Bill Howard attended 40 hours of S.W.A.T. Basic training in October.
  - Officer Paul Shaddy attended the 40 hour Sniper Basic in May.
  - Officer Zach Wright and K9 Vektor attended the week Northwest Police Detection K9 Conference.
  - Officer Bill Howard attended the 40 hour Field Training Officer School in June.
  - Emergency Vehicle Operation training was conducted May 2<sup>nd</sup> – May 13<sup>th</sup> at the Bayview Airport.
  - Significant patrol Incidents:
    - Fight / Shooting (SKAT bus) 16-M00213 – suspects arrested
    - Vehicular Assault (Draft Pics) 16-M00221 – suspect arrested
    - Weapon Offense (Westside shooting) 16-M02234 – suspect arrested
    - Swatting incident 16-M09387 – suspect arrested
    - Key Bank robbery 16-M15825 – suspect later arrested
    - Stabbing (Haggen) 16-M10276 – suspect arrested
    - Safeway death (gunshot) 16-M13997
    - Two weapon offenses - (300 N Laventure) 16-M19319 - suspects arrested
    - Cascade Mall Active Shooter Event – suspect arrested
    - N. Laventure shooting / OIS – suspect arrested

# ***SPECIAL OPERATIONS***

## ***2016 Accomplishments***

### **KULSHAN CREEK NEIGHBORHOOD RESOURCE**

**OFFICER EDGAR SERRANO**



- Neighborhood Resource Officer Serrano attended and helped coordinate 10 separate field trips through Kulshan Youth Program. The attendance for the field trips varied but there was an average of 20 students.
- Maintenance and minor upgrades at Kulshan Creek Neighborhood Garden to sustain site.
- A group from Boys and Girls Club cleaned out the garden space for residents to use.
- The Neighborhood Station was painted with a group of volunteers and students from the neighborhood.



- Kulshan Creek Neighborhood Street Festivals June 11<sup>th</sup>, 2016 and August 20<sup>th</sup>, 2016.
- Neighborhood Resource Officer Serrano provided a number of presentations to community members about the Kulshan Creek Neighborhood and opportunities for involvement.
- Kulshan Creek Neighborhood events that included:
  - Manager meetings held quarterly
    - Stats and relevant info are shared with and by managers
  - 10 Neighborhood Meetings with the residents
    - Guest speakers to include Oasis, Forest Service, Seamar
    - Topics presented were Drugs Abuse/Recognition, Mount Vernon Resources and Court Procedures
  - Drive Safe Program
    - A workshop for adults to prepare for the WA driver's exam

- Five workshops total in 2016
- Officer Serrano co-hosted a radio show with Skagit Domestic Violence Services.
  - Presented topics which varied from bullying, domestic violence prevention and reporting, driving under the influence.
  - 10 shows broadcasted live from Skagit Valley College's KSVR
- December 21<sup>st</sup>, 2016 - Officer Serrano worked with middle school Resource Officer Gerondale hosting a holiday soccer tournament for students from both middle schools.
  - Over 35 middle school students attended
  - Winners received Kulshan Creek t-shirts



- Officer Serrano Partnered with MVHS Resource Officer developing tasks for students to complete their culminating projects.

- Officer Serrano worked with PPT Officer Cohen in task specific emphasis to include drugs problems and gangs.
  - 3 days of special details to include narcotics and zone specific details
  - Attended 8 gang meetings presented by Officer Cohen



- Officer Serrano worked three days with Traffic Unit Officer Shaddy in DTM's specifically the crosswalk at the Skagit Valley College.
- Officer Serrano organized cleanup activities at Skagit Mobile Manor, Cascade West Apartments, Summerglen Apartments, Kulshan Creek walking trail and Kulshan Creek Neighborhood Station



**WEST HILL NEIGHBORHOOD**  
**RESOURCE**

**OFFICER BRIEN REED**



- Officer Reed participated in over 20 MVHS activities during the school year
  - Science Night, Career Fair, Parent Group and Staff Meetings and multiple sporting events both on and off-duty as a way to connect with students and staff.
  
- Officer Reed taught multiple classes throughout the 2016
  - Social Media: Do's & Don'ts
  - Theft
  - 4<sup>th</sup> Amendment
  - Domestic Violence Laws as they relate to high school aged students
  
- Officer Reed taught five freshmen advisory classes about MVPD's role at MVHS and in the West Hill Neighborhood.
  
- Officer Reed is actively involved in multiple Block Watches in the Westhill Neighborhood and has spoken with each of them.
  
- Officer Reed participated in a year-end event and spoke about the "State of Mount Vernon" from the law enforcement perspective
  
- Preparatory Academy 2016 was cancelled due to lack of staff. 2017 Preparatory Academy will be held from June 19th-23rd at MVPD.

## MIDDLE SCHOOL RESOURCE OFFICER

### OFFICER JON GERONDALE



*The Middle School Resource Officer is assigned to the campuses of **LaVenture** and **Mount Baker** Middle Schools, and also oversees **Little Mountain Elementary** which shares a common campus with Mount Baker Middle School. The position serves a combined population of approximately 1,600 students and 185 staff at the three schools, as well as providing security to a combined 56 acres (20 + 36) of school property.*

## Involvement with Students and Parents:

- Training provided:
  - Officer Gerondale developed a 75 minute alcohol awareness curriculum for 8<sup>th</sup> graders at Mount Baker and Laventure Middle Schools
    - 16 classes taught.
  - Officer Gerondale developed a 75 minute search and seizure class for La Venture Middle School.
    - 8 classes taught

## Safety & Security:

- Continued “Classroom Safety Assessments” of each classroom on campus at both Mount Baker Middle School and La Venture Middle School to check for the following: window blinds work, door magnets, green/red room number sign in exterior window, emergency flip guides in classroom, and interior door window covers. The 8<sup>th</sup> grade Leadership students at Mount Baker Middle School and LEAP Club students at La Venture Middle School performed safety checks for each classroom at the schools in October/November 2016.

Officer Gerondale summarized the information from the individual classroom checklists and worked with school staff to address individual classroom deficiencies.

- Continued education and maintenance of “Black Box” that was installed at Mount Baker Middle School as a means for students to anonymously provide information to school security about activity on campus. The Black Box was installed in October 2015.
- Officer Gerondale worked with La Venture Middle School LEAP club to install a similar box at school. The box at La Venture was installed in October 2016
- Officer Gerondale worked with Mount Baker Middle School Leadership class to create a “Lockdown” video that is used as a training video on what to do during an emergency lockdown. Video was created to supplement the new Mount Vernon School District Emergency Lockdown Policy. The video posted on-line



and had over 150,000 views as of January 2017.

- School safety and security award for both Mount Baker Middle School and La Venture Middle School to recognize students who have made a significant contribution to school safety. Plaque posted at both schools recognizing awarded students.

## TRAFFIC UNIT

### OFFICER PAUL SHADY



*The safety and security of our community's roadways are a high priority for the Mount Vernon Police Department. To effectively meet the impacts of our growing population on vehicular and pedestrian safety, we focus our resources on three primary approaches:*

1. **Educating** drivers and pedestrians about local and state laws, safe behaviors and roadway hazards,
2. Addressing **engineering** and its impacts on roadway design that influences driver and pedestrian actions,
3. **Enforcing** local and state laws.

*This comprehensive approach to roadway, motorist and pedestrian safety has been very effective at reducing accidents in high traffic areas, and the associated costs for injury and property damage.*

## Accomplishments

- Officer Shaddy contributed as an instructor for the MVPD to include
  - Citizen on Proactive Patrol with a traffic control presentation
  - Citizens Academy
  - Two presentations at the Skagit Valley Career and Technical Academy
- Officer Shaddy worked with local driving schools (Munro's and BALO)
  - Presentations of distracted and impaired driving
- Officer Shaddy continues to instruct both new user courses as well as refresher in Sector operation
- Officer Shaddy performed as a Field Training Officer for new officers returning from the Basic Law Enforcement Academy at Criminal Justice Training Center
  - General Field Training Officer
  - Traffic Field Training Officer
- Officer Shaddy coordinated with other Special Operations Officer's this year
  - Directed Traffic Missions - crosswalks and areas of reported traffic concerns
  - Priority Policing Team – drug and gang investigations
- Officer Shaddy worked relentlessly in 2016 to assist Sector developers troubleshoot issues with system upgrades. Once these issues were identified Officer Shaddy assisted patrol, records and the courts in coming back online.

## Statistics Overview:

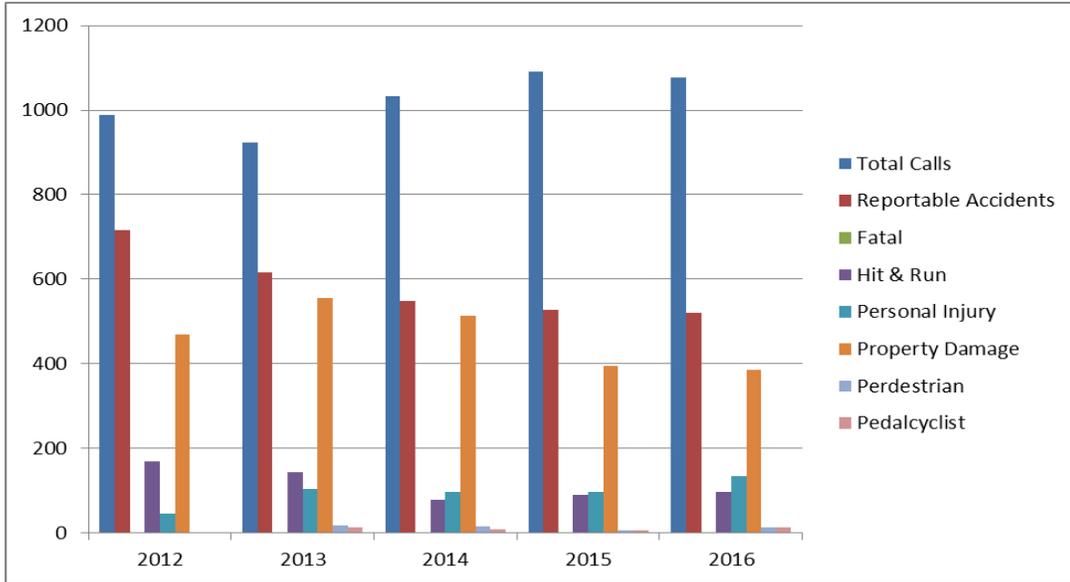
Starting in 2013 there was a change in Spillman reporting to include specific applicable offense codes for every accident. This results in a higher count. Does not affect total calls, reportable collisions or hit and runs. Every reportable accident is either HR (hit and run), PI (personal injury), or PD (property damage), and in many cases, a combination of several. Most instances of PI only are typically vehicle vs. person.



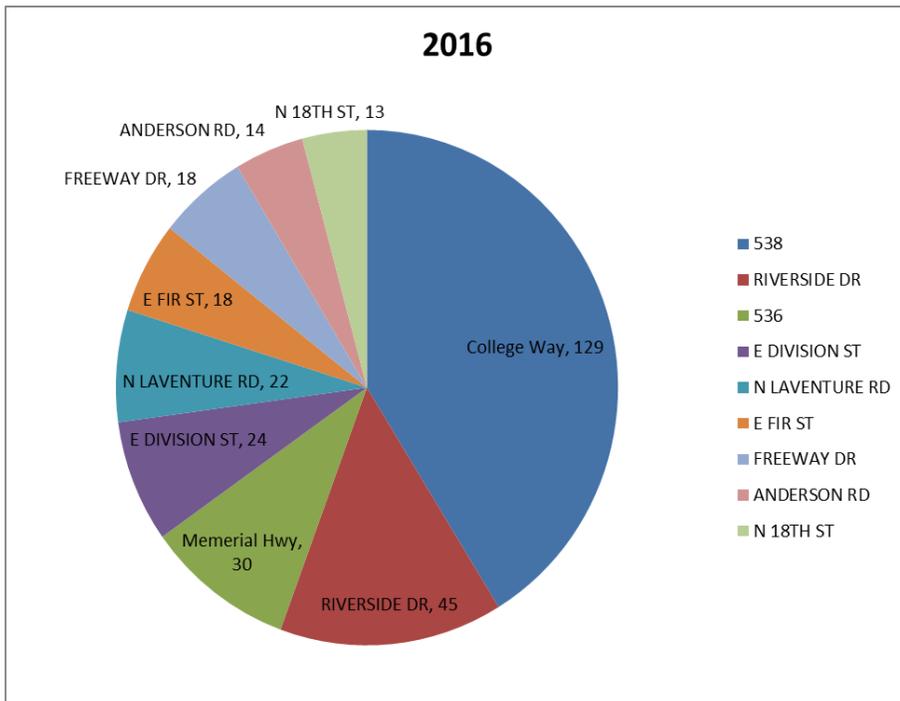
**2016:** 1078 total calls to 911 for MVA related incidents. -1.1% from 2015

- 521 Reportable Accidents (-1.13%)
- 1 Fatal (+100%)
- 96 Hit and Run (+6.6%)
- 135 Personal Injury (+39%)

- 385 Property Damage (-2.28%)
- 13 Pedestrian (+116.66%)
- 12 Pedalcyclist (+140%)
- 39 Internet Submitted Traffic Complaints (-13.33%0



## Locations



### Traffic Stop and Enforcement

- **Traffic Stop Statistics:**    **2016**   **2015**   **2014**   **2013**   **2012**
- Department (no traffic):    1986   2252   2323   2488   2362
- Officer Shaddy                    347    465    51

### Traffic Related Calls for Service

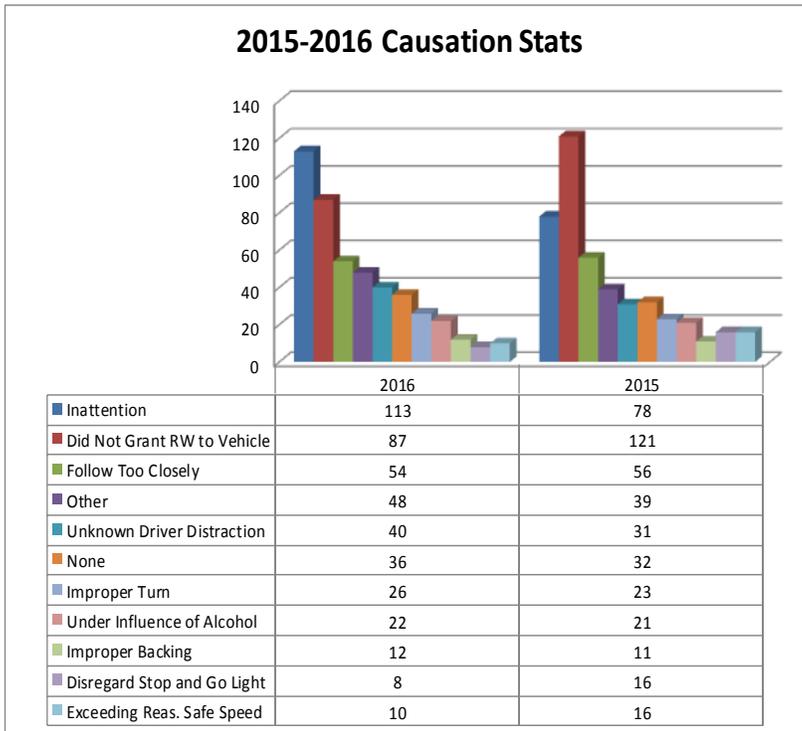
- DUI    287
- Traffic Enforcement                    940
- Traffic Hazard                            364

### 5 Year Average 2012-2016

- Reported Accidents 1022.6
- Reportable Accidents 585.4
- Hit and Run                    115.4
- Injury                                        95.6
- Property Damage                    486
- Fatal    2

### Change From Average

- 1078 (+5.41%)
- 521 (-11.00%)
- 96 (-16.81%)
- 135 (+41.21%)
- (-18.96%)
- 1 (+400%)



## **PRIORITY POLICING**

### **OFFICER AARON COHEN**



In 2016, Mount Vernon Police dedicated many resources to tracking, documenting, investigating and arresting those involved in our local drug trade. Officer Cohen led that charge, and was responsible for coordinating with our local detectives and drug task force personnel on cases involving suspects or locations in the City of Mount Vernon. The following accomplishments represent significant work and dedication from Officer Cohen and all the officers of the Mount Vernon Police Department.

- Officer Cohen was selected for the Priority Policing position in 2016. Despite being a one man “team” and lacking a Special Operations Supervisor he has hit the ground running.
- Officer Cohen worked closely with Criminal Investigation and Patrol on surveillance and undercover drug investigations – leading to the arrest and conviction of many of our local drug sellers – some examples:
  - October - Conducted four controlled buys from documented gang members.
  - October - Executed a search warrant on a problem house identified through Ops Talk.
  - November – Recovery of a large amount of narcotics and weapons from a known drug dealer. Information gained led to a search warrant on a federal case.
  - December- Recovery of a large amount of narcotics from a known drug dealer
- Officer Cohen coordinates efforts with many agencies
  - Department of Corrections (DOC) warrant checks were performed quarterly
  - Consistent communication with DOC on offenders’ locations and releases.
  - Continuous communication with Juvenile Probation
- Due to the positive relationship with the local drug task force and the FBI (Safe Streets Task Force) Officer Cohen has had opportunities to assist with surveillance on gang and drug emphasis.
- Officer Cohen continued to lead the general Gang meeting which had been well attended by school officials, DOC, Juvenile Probation, Prosecutors Office and law enforcement agencies. He also worked with the prosecutor’s office on ongoing cases.
- Officer Cohen provided training in 2016 for community groups, MVPD personnel, City Council, and Citizens Academy.
- Officer Cohen prepared for and hosted county-wide gang intelligence law enforcement only meetings, for the purpose of sharing, developing and tracking gang activity throughout our local and regional jurisdictions.

- Officer Cohen assisted officers from Burlington PD and Sedro Woolley PD in their gang related investigations
- Officer Cohen participated in Operations Talk sessions, providing valuable information and investigative intelligence regarding on-going neighborhood issues relating to gang and drug activity.

## K-9

### OFFICER ZACH WRIGHT & K9 “Vektor”



Specific K-9 goals or benchmarks are set throughout the year by the handler and supervisor, and they work to see the goals of the Division are met.

In 2016 Officer Wright and K9 "Vektor" successfully completed their Narcotics K9 training and are now certified as a narcotics detection team.

## **Deployments - 147**

### **Arrests - 41**

#### *Crimes - Arrests/contacts made as a direct result of K9 deployment*

Assault - 3	TMVWOP/Eluding - 3
DV/Felony Warrant - 1	TMVWOP/Sex Offense/Assault Officer - 1
Burglary - 4	TMVWOP - 2
Att. Murder - 3	TMVWOP/Mal Mis - 3
Eluding/Warrants - 4	Theft/F Warrant/VUCSA - 1
Eluding/Assault Officer - 3	Theft/Warrant - 1
Felony Warrants - 2	Prowler - 3
Hit and Run/DUI - 1	Sex Offense - 2
Trespass/Warrant - 2	VNCO/DV Assault/F Warrant - 1
Mal Mis - 1	

### **Objective Met - 3**

\*These are calls where the dog did all he could be expected to do, but an arrest was not made. (Example is a track to a house but no suspect identified)

- Evidence Located - 12
- Contacts - 4

### **Narcotics Specific (September – December)**

- Deployments - 32
- Arrests - 20
- Search warrants obtained from K9 sniff - 13
- Permission to search obtained - 5

# **ANIMAL CONTROL**

**ACO EMILY DEN HARTOG**



## **Animal Care & Control**

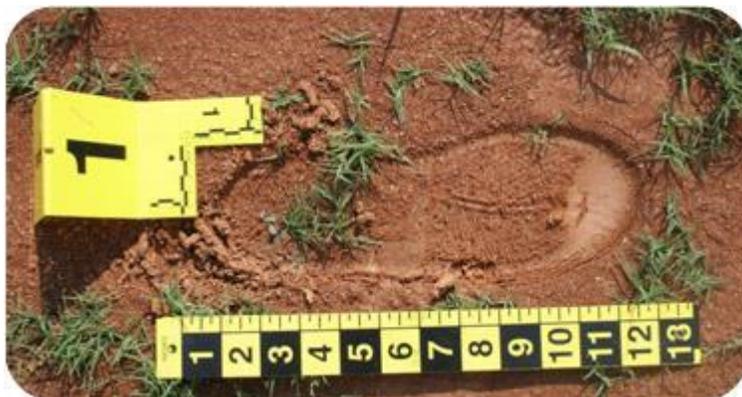
- Animal Control Officers from Anacortes, Mount Vernon, Sedro-Woolley and Skagit County met monthly to discuss cases and share resources.
- Community Outreach:
  - Hi-Cap Student group – Animal Control function
  - Vintage Apartments resident meeting – animal laws & licensing
  - Community Action staff – Dog safety
  - “Unattended Pets” flyer notice for pets in vehicles
- Facilitated completion of the “new” city dog kennels
- ACO DenHartog provided continuing education training to patrol staff on animal capture equipment and investigating dog bites.
- Facebook postings:
  - Stormy weather reminders to check fences & secure animals
  - Reminders to avoid leaving dogs in vehicles in warm weather
- Assisted Criminal Justice Training Commission with “mock scenes” during Animal Control Academy
- Directed patrol:
  - MV City Dog Park – Bakerview Park
  - Historic Downtown Riverwalk

## **Animal Control Activities**

Animal service calls	1276
Dogs impounded	165
Reunited Dogs to Owners (Impound Fees Savings)	114 \$7,524



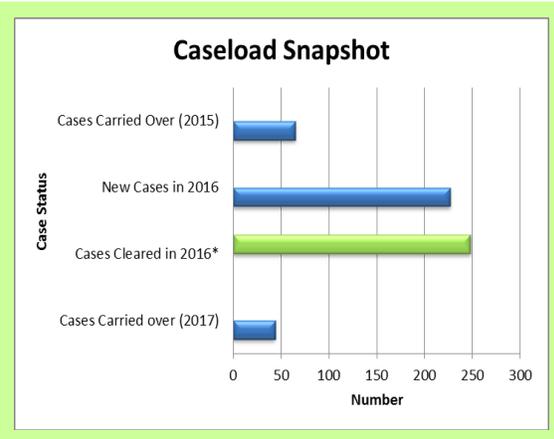
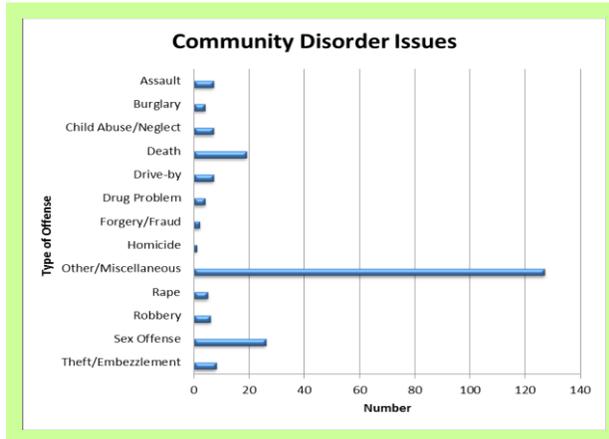
***CRIMINAL INVESTIGATIONS DIVISION***



***2016 Accomplishments***

## GOAL #1

### APPLY CONTEMPORARY INVESTIGATIVE METHODS THAT ARE MOST LIKELY TO RESOLVE CRIMINAL CASES.



\* Cleared – Arrests, referrals to the prosecutor or investigation determined insufficient evidence to pursue further

*Reducing crime risk is a fundamental responsibility for everyone in the organization however a criminal investigator's focus is primarily with serious crimes against people or property.*

### Snapshot of Results Obtained From Criminal Investigations

- Self-Defense Homicide
  - February 2016, resident in 300 Block E. Section threatened by subject with shotgun.
  - Resident fires handgun at subject, in fear of his life.
  - Subject is hit and retreats to a vehicle and is driven from the scene, and later dies from injuries.
  - Investigation involved processing several crime scenes, and a vehicle.
  - No charges filed against resident – determined self-defense.
- Serial Burglary Investigations
  - Commercial burglaries – throughout Skagit County.
  - Mount Vernon locations included PUD, Business Park 3300 Block Cedardale.
  - Four suspects identified and charged.
  - 12 burglary cases cleared.
- Robbery
  - Elderly disabled male had money stolen while being pistol-whipped and pepper sprayed by female he met at casino and a male accomplice,
  - Two suspects identified through investigation.
  - Both suspects serving 60 month sentences.

## **Snapshot of Results Obtained From Criminal Investigations**

- Registered Sex Offender – photographing juveniles
  - September 2016, MVPD received multiple reports of a suspicious person taking photos of juveniles.
  - Suspect vehicle identified as a black 2012 Hyundai Veloster, registered to a known sex-offender from Snohomish County.
  - MVPD officers conducted surveillance in area of local schools and located suspect vehicle.
  - Suspect arrested – search warrants of vehicle and camera.
  - Suspect convicted of stalking.
  
- Kidnapping and Robbery
  - Victim contacted by suspect at McDonalds (2300 E. College Way), and asked for a ride.
  - Once in the vehicle, suspect pulled out a handgun, demanded money and ordered the victim to drive to several locations in town.
  - Victim was released by suspect near 18<sup>th</sup> Street & College Way.
  - Suspect identified through investigation and later arrested.
  - Charges pending for Kidnapping 1<sup>st</sup>, Robbery 1<sup>st</sup> and Assault 2<sup>nd</sup>.
  
- Murder For Hire
  - Sedro Woolley PD investigation involving an adult male suspect in custody for incest.
  - Suspect approaches fellow inmate and makes proposal to have inmate kill key witnesses in the incest case.
  - Inmate reports solicitation request, and MVPD investigates.
  - One-party consent order granted for recording of conversations between suspect and fellow inmate.
  - Detailed conversations recorded, outlining plans and payment.
  - Suspect initially charged with Solicitation to Commit Murder and Attempted Murder.
  - Suspect agreed to plea to Solicitation to Commit Murder 1<sup>st</sup> and Conspiracy to Commit Child Molestation 1<sup>st</sup>, with a sentencing range of 20 years.
  
- Bank Robbery – Key Bank – College Way
  - Suspect entered Key Bank, approached a teller and presented a note demanding money.
  - Teller complied and suspect fled the bank.
  - Surveillance video captured entire incident and provided clear photos of suspect.
  - Multiple agencies responded and extensive search of area conducted, but suspect was not located.
  - Suspect determined to be involved in similar robberies along I-5
  - Suspect identified and arrested in December, in connection with Mount Vernon robbery and 4 other cases in Washington & Oregon
  
- Drug Investigation
  - Developed information from a confidential informant
  - Arranged for several undercover purchases
  - Search warrant conducted on a vehicle and residence in the 100 Block of N. 7<sup>th</sup> Street
  - Suspect charged with 3 counts of delivery of a controlled substance and is now serving a 64 month sentence.
  
- Gang-related Assault
  - 15-year old victim jumped in parking lot of Haggen, stabbed in the head
  - Suspect identified during initial investigation, but not located.
  - US Marshals Fugitive Task Force assisted in locating suspect at a residence in Sedro Woolley
  - 17-year old suspect arrested and is serving 21 month sentence.

## GOAL #2

### STRENGTHEN OUR NETWORKS AND PARTNERSHIPS THAT PROVIDE CRIMINAL INVESTIGATORS AN ABILITY TO SHARE INFORMATION, EXCHANGE RESOURCES AND TOOLS.

#### Agency Partners Connected To A Detectives Work

- Bridget Collins Child Advocacy Center – *Safe environment for interviews for child victims of sexual abuse. CID members attended fund-raiser and donated funds to center.*
- Department of Social Health Services – Child Protective Services & Adult Protective Services
- Department of Corrections – *Registered Sex Offender notifications, follow-up assistance for DOC offenders.*
- Federal Bureau of Investigation – *ILTF Task Force, bank robbery investigation*
- Internet Crimes Against Children Task Force – *Training for online child exploitation investigations, assisted with one cyber-tip investigation.*
- Homeland Security
- Naval Criminal Investigative Services – *Assisted obtaining records for police officer hiring process. Background support during investigations involving enlisted personnel.*

#### Operations Talk

Staff from each Division meets monthly to review activity in the 14 neighborhood zones. Investigators play a key role when activities involve felonious crimes against people, property or need other agency support that CID frequently works with.

- 41 - issues were examined.
- 27 - were resolved.
- 14 - frequency/severity reduced.
- 19 – average attendance

Examples Involving CID:

- Several fights and weapon offenses in the 1000 Block S.27<sup>th</sup> Street.
- Gang Activity and Weapon Offense incident in the 800 Block Garfield Street.
- Drug house activities in the 1000 Block of S. 20<sup>th</sup> Street.

### **Selection & Hiring of New MVPD Staff**

68 interviews of prospective candidates to fill vacant police officer positions were completed during the year. Detectives Shackleton, VanderGriend and Sergeant Don were frequently panel members. Two employment background investigations for Police Officer candidates were handled by Detective Shackleton and Detective VanderGriend.



### **Skagit County Investigator Meetings**

MVPD Detectives hosted 10 meetings to exchange case information and receive in-service training.

Law enforcement agencies from Skagit/Snohomish/Whatcom Counties attend.

In-service training for 2016 included:

- Photo montage “best practices” – King County Prosecutor’s Office
- Cell Hawk – an investigative tool for cell phone data processing
- Video Surveillance – processing techniques – Occam Video Solutions
- Polygraph investigative applications

## GOAL #3

**MONITOR CRIMINAL ACTIVITY METHODS SO AS THEY CHANGE WE ARE ABLE TO ADJUST OUR OWN INVESTIGATIVE APPROACHES.**

### **Skagit Multiple Agency Response Team (SMART)**

A partnership between the local agencies to combine investigator resources when crimes or serious incidents involve a law enforcement agency member.

2016 Activities:

- Officer involved shooting investigation training – Investigators placed in both the “Involved Officer” and “Investigator” roles to experience the differences.
- Human Trafficking – “To Catch a Predator” operation. Three arrests made over two-week operational period.
- Cascade Mall Shooting (5 victims killed)
  - Suspect identified and arrested within 24 hours of incident
  - Detective Sergeant Don and Detective Shackleton provided leadership, oversight during months-long S.M.A.R.T. investigation.
- Members from S.M.A.R.T. assisted San Juan County with an investigation.
- Officer-involved shooting investigation – Officer Mike McClaughry shot and severely wounded in the line of duty. S.M.A.R.T. conducted the investigation.

### **Priority Policing Field Training & Drug Enforcement Partnership**

Detective Wayne Jones transitioned from Priority Policing to CID in 2016. Detective Jones provided field training for the new incoming Priority Policing Officer Aaron Cohen:

- Gang intel gathering/documenting
- Drug Enforcement & C.I. management

In addition, an investigator was reassigned to supplement the Priority Policing Officer, in addressing specific drug houses and street level selling complaints.

- Operations Talk was the primary source for identifying areas of focus.

### **Agency Partners Connected To A Detectives Work cont...**

- Regional Intelligence Group
- Skagit Multiple Agency Response Team
- Skagit County Juvenile Probation
- Skagit County Prosecutor's Office
- Skagit Domestic Violence and Sexual Assault Services
  - *Sexual Assault Response Team*
  - *Coordination and training for department personnel on newly implemented "Lethality Assessment Program"*
- Skagit Coalition Against Human Trafficking
- U.S. Secret Service
- U.S. Marshals – *Located suspect in gang assault investigation*
- U.S. Postal Inspectors Office
- Washington State Homicide Investigators Association – *Officer involved shooting training.*
- WSP Crime Lab – processed gun involved in investigation, assisted with processing a vehicle involved in pedestrian death.

### **GOAL #4**

**REMAIN COMMITTED TO ENDEAVORS THAT HELP MEMBERS OF THE COMMUNITY, AGENCIES WE WORK WITH, OR MVPD STAFF UNDERSTAND AND WORK MORE CLOSELY WITH OUR CRIMINAL INVESTIGATION SERVICES.**

### *Building an informed community about policing related issues*

#### **Citizens Academy**

27 students attended this year's Academy.

Detective Dave Shackleton instructed blood spatter evidence & criminal investigations.

Sergeant Mike Don provided insight into Drug Court.

Detective Rick VanderGriend & Detective Wayne Jones assisted during mock scene day:

- Hands-On crime scene investigation training
- Firearms simulator training

**Reserve Law Enforcement Academy**

Students attending the Reserve Law Enforcement Academy at Skagit Valley College, received instruction on Controlled Substance Homicide.

**Mount Vernon Schools**

Several criminal justice classes were taught at MVHS by Detective Dave Shackleton exposing them to police related services & careers.

**Skagit Valley College**

SVC Fire Academy students learned about employment background investigations from Detective Dave Shackleton.

**Leadership Skagit**

Sergeant Mike Don – Participated in a Drug Court panel.



**Washington Homicide Investigators Association**

WAHIA is a statewide organization comprised of experienced investigators. They teach the Basic Homicide course to new investigators and offer advanced training in Officer Involved Shooting investigations.

Sergeant Mike Don is a long-serving Board Member and was elected association President for 2017/18.

## GOAL #5

### MAINTAIN DIVISIONAL EFFECTIVENESS AS IT RELATES TO STAFFING CAPABILITIES, PERSONNEL DEVELOPMENT, AND PROVIDING QUALITY INVESTIGATIVE SERVICES.

#### Continuing Education For Investigators

- WA State Homicide Investigators Conference
- WA State Narcotic Investigators Conference
- Crime Scene Management
- Interview training
- Open Source intelligence gathering
- Video Surveillance
- Human Trafficking
- Basic Investigation of Computer and Electronic Crimes

#### Investigators Train Others

- Cellebrite cell-phone forensic tool training
- Confidential informant development and management

#### Child Advocacy Center

Detective Rick VanderGriend continues to attend monthly meetings to review case status & peer review for crimes against children cases.

#### Tracking Registered Sex Offenders

- Sex offenders register with Skagit County Sheriff's Office and Detective Dave Shackleton manages those living in Mount Vernon. He is also part of a group that adjusts risk levels (I, II, III) for offenders.
- Monthly compliance reporting and quarterly RSO checks by officers are tracked by CID Secretary Deirdre Shaughnessy.

#### Innocence Lost Task Force (ILTF)

Detectives Ben Green and Wayne Jones were sworn in with the US Marshal's office, for the purpose of serving as members of the ILTF – focused on addressing exploitation and sex-trafficking of children.



### **Manual to Electronic Case Filing**

CID met with Records Staff to train and learn how case filing would change from manual compiling of individual cases to electronic submission to Skagit County Prosecutors. The elimination of daily trips to the Prosecutor to take cases down was just one of the immediate savings.

### **Police Volunteer Assists Detectives By Doing Stolen Property Searches**

Volunteer Roger Hansen reviews local pawnshop reports and runs property like guns and electronics through the National Crime Information Center. His efforts recovered a stolen handgun from Texas, iPad and a stolen bicycle. Heavy caseloads prevent Detectives from doing this research consistently. Sadly, Roger passed away in early 2017.

# **Crime Prevention**

## ***2016 Accomplishments***



*We believe.....*

*Community members, together with the police and other resources, can identify and resolve problems unique to their neighborhood, with the vision of reducing crime, fear, and neighborhood decay.*

*The Mount Vernon Police Department believes that the "Prevention of Crime" is our first operational priority. Working with citizens, business owners and other resource partners, it is our goal to identify and resolve unique neighborhood problems, with the vision of reducing crime, fear, and neighborhood decay.*



**Crime Prevention – How we serve**

**Teach** about crime and prevention

**Connect** the public to services & tools

**Know-how**, when, & where to use the knowledge & tools

**Solve problems** in partnership with community members

Building: Community Capacity

Building: Resource Networks

Building: Crime Resistance Barriers

Building: Desired Quality Of Life

# GOAL #1

## REDUCE CRIME RISK IN OUR COMMUNITY

### Objective #1

#### ***Provide Crime Prevention follow-up services and support for identified neighborhood issues***

In 2016, many projects were identified and addressed by Crime Prevention Staff through Block Watch networks, Operations Talk, citizen reports, staff on-views and a variety of internal/external mechanisms. Examples include:

- Monica Drive – Transition Home
  - Worked with program Directors and property managers prior to opening
  - Attended community meetings
  - Monitored criminal activity and quality of life issues
  - Owners determined program was not appropriate fit for neighborhood
- 700 Block N. 21<sup>st</sup> – Vacant Home
  - Squatters using residence
  - Worked with bank to address issues and expedite re-sale of the property
- 1000 Block S. 20<sup>th</sup> – Drug House
  - Coordinated Adult Protective Services with elderly owners
  - Worked with DOC to remove relatives taking advantage of residents
- North-River Commercial – Transients Issues – Worked closely with a variety of business properties to address crime and disorder issues associated with transient population
  - Examples include: Pizza Hut, Safeway, Peoples Bank, Jack in the Box, Community Action, Vintage Apartments, Evergreen Physical Therapy, Remax
  - Steps taken include:
    - Communicating concerns with property owners/managers
    - Trespass signage
    - Security lighting
    - Removing/controlling unwanted access to exterior power/water sources
- Twin Brooks Development
  - Met with HOA during development meetings to identify tailored Crime Prevention strategies
  - Provided information on Block Watch
- 5000 Block Monarch Blvd – Drug House
  - Communicated concerns with neighbors and property owner
  - Tracked activity, providing directed patrol
  - Several drug arrests occurred
- 2100 Block N. Laventure – apartment associated with drugs/prostitution
  - Provided manager with police service call data and prevention strategies
- 1900 Block Douglas Street – Gang residence
  - Arrest & search warrants served
  - Worked with property owners
    - Removed occupants
    - Demolished residence
- 300 Block E. Lawrence – Drug House
  - Worked with owners to remove problem tenants
  - Site improvements made – property sold

## **Objective #2**

### ***Compile statistical reports to identify crime trends & improve responsiveness***

Volunteers provided administrative support, assisting in compiling & tracking statistical data for identified problem areas

- Monthly Spillman CAD police reports by Zones
- Burglary data collected for Investigations Division during a string of commercial break-ins in South Mount Vernon
- Service call data collected for several problem residences:
  - 300 Block N. Laventure
  - 1000 Block S. 20<sup>th</sup>
  - 300 Block E. Lawrence
- Review of service calls during development of Adult Entertainment city ordinance.



## **Objective #3**

### ***Provide continued support to the South 27<sup>th</sup> Street neighborhood revitalization efforts that began in 2015***

- Coordinated “2” neighborhood clean-ups
  - Parks Dept. provided youth activities
- Fence painting / artwork project
- Conducted a door to door “pulse check” with residents
- Traffic calming devices installed
- LED street lighting
- Abandoned/junk vehicles removed
- Block Watch Captain’s attended Annual city-wide Captain’s meeting

## **Objective #4**

### ***Continue improvement efforts in Fir Hill Zone***

- N. 1<sup>st</sup> Street parking plan implemented
  - City parking enforcement monitoring
- Problem residence in 200 Block E. Cedar cleaned-up
- Drug house in 700 Block N. 1<sup>st</sup> removed – new owner



### Objective #5

#### **Commit Crime Prevention resources to strategies outlined in Department plan to address homeless issues**

In support of the overall Department efforts to address crime and quality of life issues related to homelessness, Crime Prevention provided the following services in the Historic Downtown Zone:

- Safety Training for staff at the Food Co-op
- Site / security review of the Mount Vernon School District's service building on S. 2<sup>nd</sup>
- Updated trespass/towing signage in the City Library parking lot
- Personal Safety training for library staff
- Met with Compass Health, Milwaukee Street Apts. and Communion Church to collaborate on quality of life issues

## **GOAL #2**

### **ENCOURAGE THE COMMUNITY TO BE A PART OF NOT APART FROM ISSUES THAT DEGRADE QUALITY OF LIFE**

#### **CONNECT WITH US**



e-News



**Mount Vernon Police Department**  
MountVernonWa.Gov/Police

#### **Block Watch Program**

- 113 active Block Watch Groups.
- Hosted semi-annual meetings with all BW Captains that included training and information exchange with police staff.



*When circumstances affect individual safety and security, people want to be involved. Crime Prevention Staff look for ways to appropriately connect a community member's interests, skills and abilities with the police-related problems occurring.*



## Ways We Connect People/Information

- **Skagit Valley Herald** – Coat Drive 2016
- **eNews Letters** – 17 editions, 400+ served
  - Volunteer Appreciation
  - Citizen’s Academy
  - Halloween Safety
  - IRS Scam Alert
  - Crime Stat Review
  - Fireworks Safety
  - Back to School Safety
  - Trespassing Laws
- **Facebook** – Daily/weekly updates
  - Citizens Academy
  - Blood Drive
  - Coat Drive
  - Prescription Drug Take-Back
  - Criminal Activity
    - Vandalism Spree
  - Children’s Art Festival
  - Bicycle Safety
  - Traffic Alerts
  - S. 27<sup>th</sup> Habitat for Humanity Trailhead project
  - Traffic Safety Emphasis Information
- **MVPD Website** – updated the following:
  - Media Releases
  - Added several Drug/Alcohol treatment resources
- **Block Watch Network**
  - Fall Captain’s meeting
- **MVPD Lobby Display**
  - Added Zone Officer Information
- **Skagit County Fair – Safety/Prevention Booth**
- **Nextdoor.com**
  - Vehicle prowling prevention
  - Halloween Safety
  - Burglary Prevention
  - Coat Drive



## GOAL #3

# HELP COMMUNITY MEMBERS UNDERSTAND WHAT CAUSES CRIME TO GROW, AND THEIR ROLE IN PREVENTION

### Objective #1

**Participate in community events to promote relevant crime prevention and deterrence strategies**

- Children's Art Festival
- Historic Downtown Christmas Parade
- 4<sup>th</sup> of July Riverfest Event
- Halloween Safety – "No Tricks, Just Treats"
- Skagit County Fair – safety booth
- Citizens Academy
- MVSD Home School – end of year Fair
- Farmer's Market
- Fall Coat Drive
- Block Watch Captain's meeting
- HOA meetings – Twin Brooks, Meadows, Big Fir
- Personal Safety Training
  - MV City Library staff
  - Food Co-op staff
  - Skagit County Health Department (40+ field staff)
- Volunteer Appreciation Barbecue
- Manager's Net Meeting

### Objective #2

**Continue our coordination with the City Graffiti Removal Program**

MV Parks managed the work crews. Police Community Service Officer's identified the clean-up sites and worked with property owners.

- 233 sites were cleaned / restored
- 177 juvenile offenders participated



*Building crime resistance barriers can only occur if citizens understand how crime manifests. Providing crime prevention education is a tool we employ to broaden the "policing presence" in Mount Vernon.*

### Additional Services Provided

- Active Shooter response training – DSHS, Riverside Health Club, Blade Chevrolet, Housing Authority
- Workplace Violence – Skagit County Public Works
- CPTED (Crime Prevention Through Environmental Design) review – City Hall, Meyer Sign
- Hawthorne Funeral Home Grief Group – Fraud Prevention
- Site Security Surveys – Bethany Covenant Church, MVSD Special Services building
- Block Watch training – Vintage Apts., Little Mountain Estates
- Planned Parenthood – Safety training

## GOAL #4

### CHANGE COMMUNITY ATTITUDES AND BEHAVIORS ON CRIME, NEIGHBORHOOD DECAY AND DISORDER

#### Objective #1

Conduct at least one “pulse check” (neighborhood canvass) in North & South regions, to solicit feedback from residents, businesses on current safety and quality of life concerns

- South 27<sup>th</sup> Street – follow-up contacts after shooting incidents
- South 3<sup>rd</sup> Street/Railroad/Section Street – follow-up contacts after shooting incident
- N. 17<sup>th</sup> & Spruce Court – follow-up after noise issues identified

*Studies show that people will correct deteriorating conditions if they see a need for the change and are educated about the conditions. Changing behaviors and attitudes about crime and crime fears is a significant aspect of our role in the organization.*

#### Objective #2

##### Host MVPD's Annual Citizens Academy

The purpose of the Citizens Academy is to **enhance communication and understanding** between the Police Department and citizens. During 12-week program – attendees will:

- Learn about the Police Department & become familiar with the Department's policing philosophy
- See what it's like to be a Police Officer in Mount Vernon & learn of the inherent dangers in law enforcement

##### 2016 Class

- 27 Community Members Graduated



#### Volunteer Academy

Seven weeks of training for eight new volunteers was completed in November. All attendees were Citizen Academy Graduates who completed the required training to join the C.O.P.P. ranks.

### C.O.P.P. Program

Citizens Academy graduates can complete additional training to do patrols, take minor reports, provide traffic control, and help in the office.

Total Volunteers: 36  
Donated Hours: 3,142  
Value: \$86,530  
\$27.54/hr. Bureau of Labor Stats 2015



### R.S.V.P. Program

#### Retired Senior Volunteer Program

Qualified seniors donate hours to our Vacation Home Check program, crime statistic gathering, records and property filing.

Total Volunteers: 14  
Donated Hours: 1,291  
Value: \$35,554

## INFLUENCE THE DECISIONS AND CHOICES OUR FUTURE GENERATIONS WILL MAKE.

*Teach, Encourage, Advise, and Mentor our youth ages K- 8<sup>th</sup> grade is a long-term investment in the health of our community. Teaching our future leaders about choices and consequences related to drug use, alcohol addiction, violence and gang subculture shapes the decisions they will make in our community....for years to come.*

During the 2016/17 school year, due to staffing shortages, we were unable to provide TEAM services. Our goal is to re-evaluate for the 2017/18 school year.



- T.E.A.M. is a customized drug, alcohol and violence resistance program tailored to Mount Vernon youth.
- The program is taught in 7 elementary schools, two Montessori and Mount Vernon Christian schools.
- It consists of 16 lesson topics, in 424 classroom sessions, and over 3350 students Kindergarten through 6<sup>th</sup> grade are reached.
- Officers participate in teacher planning sessions, parent meetings and school fairs when outside the classroom.
- Officers participate in extra-curricular activities like the jogging and science clubs providing mentor opportunities for the kids.

**RECORDS and PROPERTY**  
**DIVISIONS**



***2016 Accomplishments***

## I. Property and Evidence Room

- a. Three clean internal audits were completed
- b. There were 4,512 Evidence/Safekeeping /Property intakes
- c. 1,070 items released from the property room per Revised Code of Washington.
- d. There were 4,995 items destroyed per Revised Code of Washington
- e. A total of 222 found or safekeeping items were destroyed per Revised Code of Washington
- f. One hundred and fifty seven items were auctioned off
- g. Fifty two bicycles were donated back into the community
- h. The Division conducted two successful Drug Take Back Days
- i. Updated the evidence locker for submitting and securing CD/DVD's



## II. Records Division

2016 was another very busy year for your Records staff.

- a. Entries of the old arrest cards into the database was completed
- b. Two hundred and forty-five records were sealed/destroyed by court order
- c. Firearm weapon permits and background reviews
  - a. 187 Original licenses processed
  - b. Twenty-two late renewals licenses processed
  - c. 24 weapon permits replaced
- d. Public requests for police records (PDR)
  - a. There were 1,342 requests processed



- e. 6,405 police officer reports were processed and 3,091 supplemental reports process.
- f. The Police Department received 6,849 phone calls to the primary business line.

# **ADMINISTRATIVE SERVICES DIVISION**

## ***2016 Accomplishments***



**Police Chief Jerry Dodd and Administrative Assistant Kathryn Cherry**

**I. To continue the Department's commitment to the state accreditation program.**

1. To continue to update the accreditation files and standards. To be accomplished by December 31, 2016.

*This objective is on-going. All 140 standards and files were being updated during the year.*

2. To establish the preparation process for the 2017 mock assessment. To be accomplished by December 31, 2016.

*This objective is on-going. All 140 standards and files were being updated for the upcoming mock assessment, however the mock is scheduled for the first quarter of 2018.*

**II. To continue to strengthen the Department's commitment to provide all employees and volunteers a safe workplace.**

1. The Department Safety Committee will continue to meet quarterly. To conduct

the first meeting by March 31, 2016.

*This objective was completed. The Safety Committee met in March, September, October and December. Meeting minutes were posted on the safety board and forwarded to the City Human Resource Director. The committee identified potential workplace hazards, reviewed training accomplishments, near misses and accidents.*

2. To have each member of the Department Safety Committee attend one L&I workshop. To be accomplished by December 31, 2016.

*This objective was completed, committed attended a safety class on Confined Space.*

3. To actively participate with the City Safety Committee. To be accomplished by February 29, 2016.

*This objective was completed. The Department Safety Officer attended and actively participated with the monthly City Safety Committee meetings. The meeting minutes were provided the Department Safety Committee members and were posted on the Department Safety Bulletin Board.*

4. To conduct a fire inspection of the police & court campus. To be completed by July 31, 2016.

*This objective was completed on May 15, 2016. Four minor violations were discovered by the City Fire Marshal. All violations were fixed within 60 days.*

5. To review and update the Exposure Control Policy. To be completed by May 31, 2016.

*This objective was completed on December 16, 2016. Department Safety Committee reviewed the plan, no changes were made.*

6. To conduct an on-site workplace safety inspection of the police campus by the Department Safety Committee. To be completed by December 31, 2016.

*This objective was not completed because of staffing shortage in December. Forward to 2017.*

7. To review and update the Respiratory Protection Program. To be completed by July 31, 2016.

*This objective was completed on December 16, 2016. Department Safety Committee reviewed the job hazard list, no changes were made.*

8. To conduct an internal sprinkler systems check of the police & court campus. To be completed by July 1, 2016.

*This objective was completed on March 23, 2016.*

### **III. To update the Department's policies and procedures.**

1. To continue the review and update of the Department policies and procedures. To be accomplished by December 31, 2016.

*This objective is on-going. Currently working on policy chapters: Unusual Occurrence, Traffic and Patrol – moved into 2017.*

2. To complete the review and update of the Department policies related to the new accreditation standards. To be accomplished by May 31, 2016.

*This objective was completed. Will review in July 2017.*

3. To complete and distribute a social media policy. To be completed by December 31, 2016.

*This objective was not completed. Will review in 2017. There is a City policy.*

4. To continue to review and update the Department job descriptions. To be completed by December 31, 2016.

*This objective was completed, all job descriptions forwarded to Human Resources*

### **IV. To continue to strengthen the Department's commitment for contemporary police training.**

1. To complete the NIMS compliance requirements for all supervisors. To be accomplished by August 30, 2016.

*This objective was completed, all staff is in compliance.*

2. To host ten training sessions at the police campus. To be accomplished by December 31, 2016.

*This objective was completed, the Department hosted 11 classes.*

3. To provide firearms simulator training to all commissioned officers. To be accomplished by November 30, 2016.

*This objective was not completed, moved to 2017.*

4. To certify supervisors and managers with their Washington State Criminal Justice Training Commission career-level certifications. To be accomplished by November 30, 2016.

*This objective was completed, Lieutenant Moore and Sergeant Young will be completed in 2017.*

**V. To continue to the Department's commitment to attracting, recruiting and selecting of qualified candidates.**

1. To conduct the fourteenth Preparatory Academy class as a long-term recruitment strategy. To be accomplished by July 31, 2016.

*Because of staffing levels, Academy class was cancelled. Class #14 is scheduled for June of 2017*

2. To schedule and conduct two Publicsafetytesting.com entry and lateral test in the local area. To be accomplished by September 30, 2016.

*This objective was completed; PST conducted two written and physical tests in Mount Vernon.*

3. To fill one funded Police Officer vacancy. To be accomplished by March 31, 2016.

*This objective was completed, hired six new Police Officers.*

4. To attend six career fairs. To be accomplished by December 31, 2016.

*This objective was completed, Department recruiters attend 20 job/ career fairs.*