

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.*

2020 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 2020 experiences, 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.

“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”

- MVPD STRATEGIC PLAN

This past year has demonstrated the necessity for police to have the community's trust in our practices and their confidence that our actions are performed fairly, equitably and are intended to enhance the livability of our community. Education and prevention are key 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 and make our community a desired place to live, work, learn, and play.



To Our Community:

2020 was an unprecedented year for everyone as we navigated through a global health pandemic. Lives were affected physically and emotionally yet, it also brought some of the greatest moments in human kindness and generosity.

The Mount Vernon Police Department faced two other significant challenges when the police custody death of George Floyd on May 25, 2020 in Minneapolis, MN evoked community demands for police accountability and reform. The relevancy of policing as a legitimized form of government to regulate conduct of our free society was questioned greater than it ever has before and rightfully so.

In many cities across the U.S., their government leaders were defunding police services with little or no logical process. Mayor Jill Boudreau and our City Council were steadfast in their support pointing citizens to the policing philosophies, policies, and services that had been in place for years and exemplified what other communities were demanding from police reform.

While responding to these external forces, internally we faced unexpected vacancies within our management team. An already vacant Administrative Lieutenant's position and then medical leaves needed by both the Patrol Lieutenant and Crime Prevention/Criminal Investigation's Lieutenant meant we managed most of the year with one full-time commander.

Adaptability is one of our four strategic prongs that guided us through this uncharted period. Sergeants stepped forward and took on non-traditional management roles to help us deliver expected services.

As you review our 2020 work, certainly what was accomplished is significant but reflecting on why we committed to these endeavors is most important because it helps demonstrate how we work to establish trust, transparency, open communication, community engagement and credibility with the citizens we serve. It also shines a light on everyone who serves within this Department because adversity is one of the clearest settings where one's character and work ethic is exposed.

On behalf of all our staff, thank you Mayor Boudreau, City Council Members, the residents, business owners and loyal C.O.P.P./M.V.P.V. volunteers who stood by us and sent so many words of encouraging support. We couldn't achieve the levels of success without you!

As we look ahead to 2021, we will continue to work together to address issues and concerns that affect safety and life quality in our neighborhoods and provide the very best possible service to our residents and visitors.

Warm regards,



Christopher E. Cammock
Chief of Police

"Safe and Enjoyable Community Living"

SNAPSHOT

**Largest Municipality
in
Skagit County**

36,050
2020 Population

12.5 Square Miles
Mount Vernon

32%
Countywide Calls
MVPD Handles

21,744
2020 Service Calls

+ 25.81%
Violent Crime
2019-2020

+ 14.71%
Burglary
2019-2020

- 23.53%
Robbery
2019-2020

- 19.03%
Theft
2019-2020



THE DEPARTMENT

The Mount Vernon Police Department consists of 46 commissioned officers, 14.5 limited commission, non-commissioned or support staff when fully staffed. 50+ citizen volunteers provide valuable services in our Citizens On Proactive Patrol and Mount Vernon Police Volunteer groups that free up Department staff to respond to service calls, in-progress crimes, apprehend offenders and address life quality issues. They too are invaluable *members of this organization*.

As you review the 2020 crime figures, goals and objectives, accomplishments consider the difficult circumstances of staffing vacancies (7), unexpected absences within our command staff, management workload shifted to supervisors and COVID-19's suspension of our Citizen Volunteers. Department personnel achieved great success despite these obstacles.



ORGANIZATIONAL STRUCTURE & CHARTS

The Department is divided into two “bureaus” each under the direction of a Lieutenant or Manager. A “horizontal” management structure encourages decision-making at all organizational levels in an effort to eliminate bureaucratic barriers, innovate ideas, increase communication efficiency and effectiveness to illicit community trust and support. We strive to hire those who display strong leadership, decision-making, and communication skills, and we provide continued training to enhance these qualities.

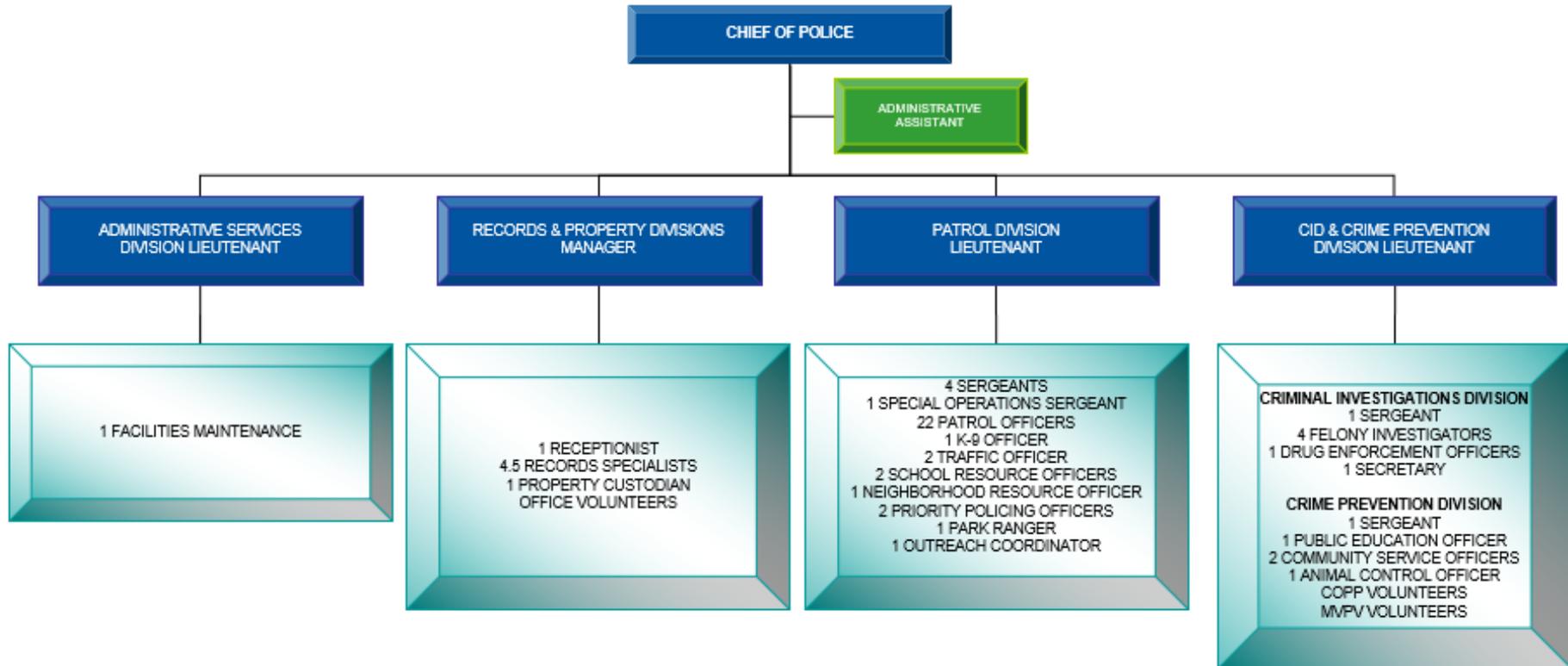
The next two pages display staffing and functional organization charts portraying the many core responsibilities necessary to police our community.

Authorized Personnel: 46 Sworn Officers and 14.5 Civilian Staff

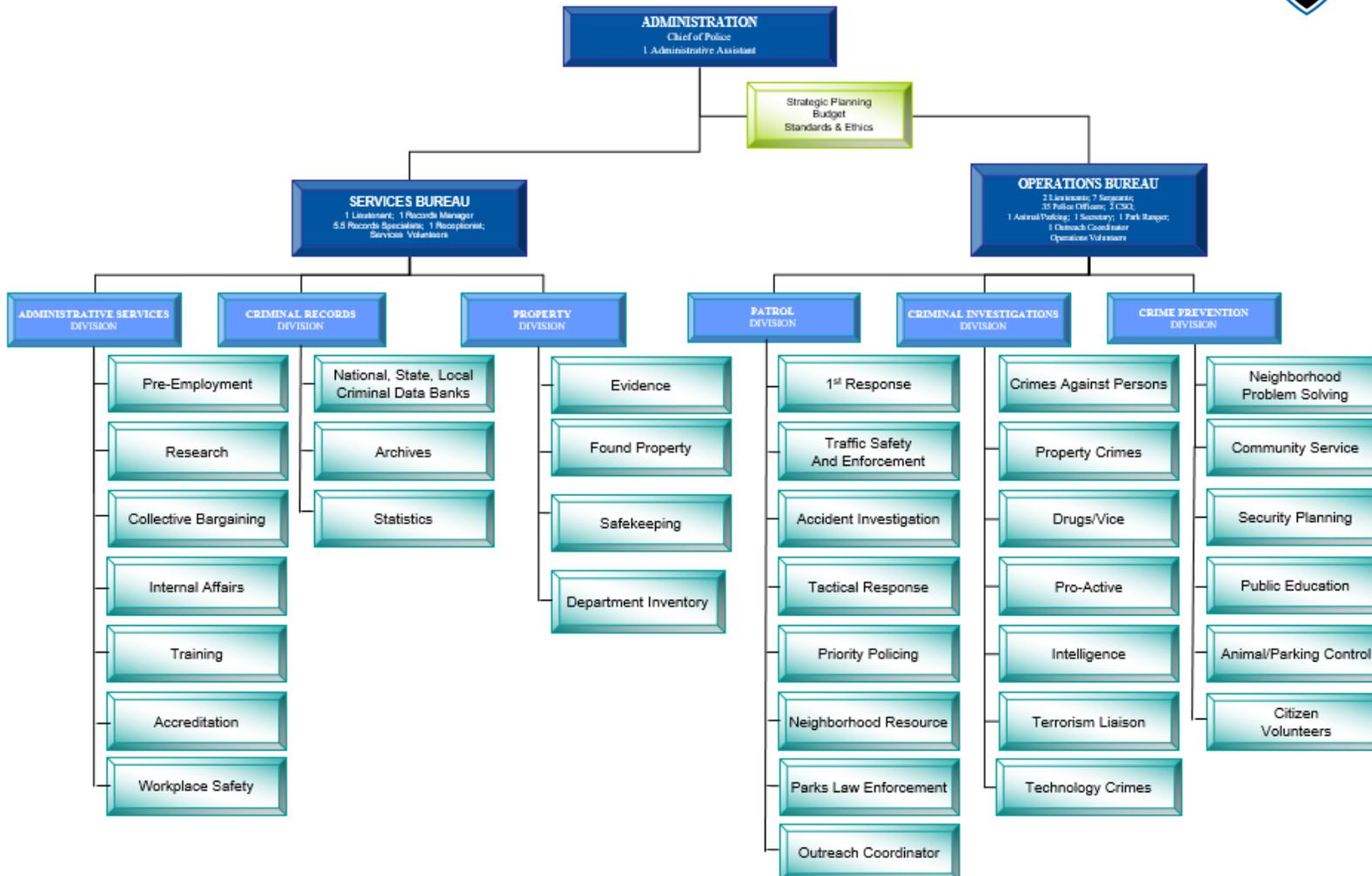


STAFFING CHART

THE CITIZENS OF MOUNT VERNON



FUNCTIONAL CHART



SERVICE BUREAU

Administrative Services Division

This Division is responsible for pre-employment, research, collective bargaining, internal affairs, training, and accreditation. Chris Cammock served as the commander for this Division before being promoted to Police Chief and a securing a replacement wasn't possible this year.



Records & Property Divisions



The Records Division is responsible for records management, public inquiry, firearms background/licensing and processing responsibilities for prosecutors and courts.

The Property Division is responsible for the general maintenance, storage, integrity, and management of all property and evidence in the Department's possession.

OPERATIONAL BUREAU

Patrol Division



The most visible representation of policing comes from the Patrol Division where they provide first response to service calls.

- Uniformed first response
- Neighborhood & school resource
- Community Outreach
- Parks and trails law enforcement
- K-9
- Traffic enforcement
- Tactical Response
- Priority Policing Team

Safe and enjoyable community living



Promote, preserve, and deliver a feeling of security, safety & productive quality service

Criminal Investigation Division



This Division investigates serious crimes against persons and/or property; follows up on drug/vice related activity; gathers intelligence; and provides proactive investigation.

They carried over (2019) 19 cases, investigated 277 new cases, and cleared 282 in 2020. One Sergeant, five Investigators, and one Police Secretary are assigned to this Division.

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.

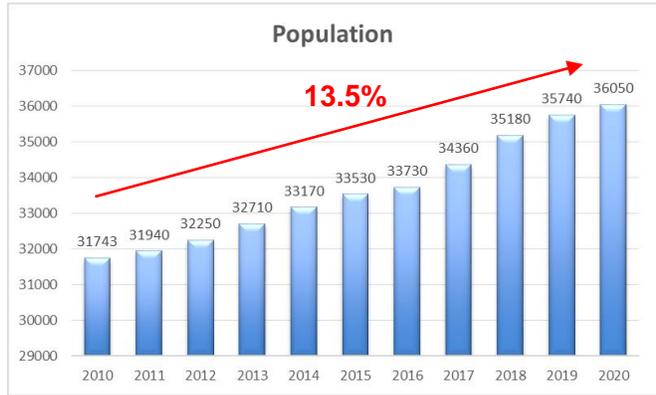
Crime Prevention Division

The Crime Prevention Division is our public education and engagement branch where resources are put towards equipping citizens, identifying and solving community problems. Services include security planning, crime prevention education, and community services. This division is responsible for managing the Department's extensive Volunteer programs.



OUR COMMUNITY

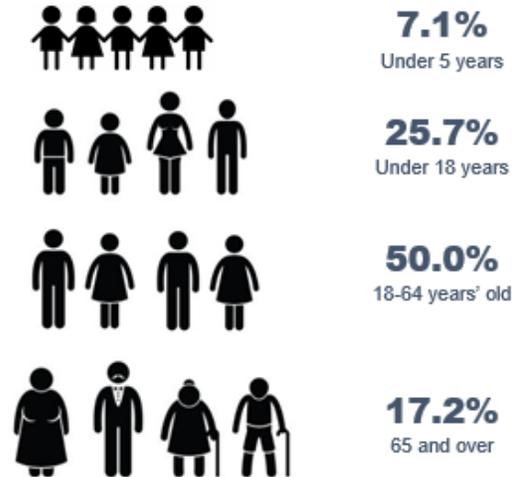
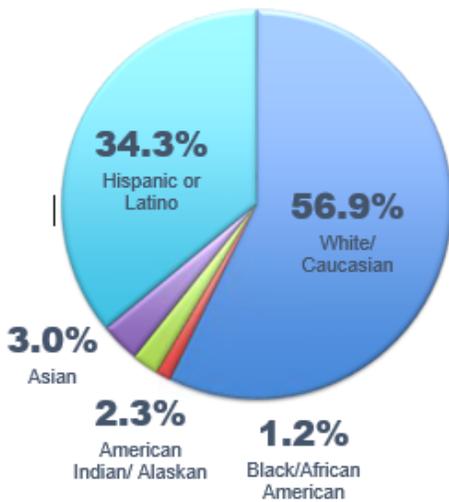
Mount Vernon is a mid-way point between two major international trade centers, Seattle and Vancouver, B.C. Mount Vernon is the center for county government and many social service agencies. Our recreational areas and community events attract many visitors and our fiber loop and Opportunity Zones offer tax advantages that encourage new business.



In 2020, the estimated population for Mount Vernon was 36,050 showing a steady, continued increase. High density housing construction, infilling vacant spaces, and high traffic volumes result as people living in urban settings are impacted by longer commute time, less open space for children and limited affordable housing relocate.

Growth increases the service demands for police and as the County seat, courts, public, non-profit and social services are centered here for underserved populations posing unique policing challenges.

DEMOGRAPHICS



Source: July 1, 2019 U.S. Census Quick Facts

HOUSING



ECONOMY

2012 (\$1,000)



Source: July 1, 2019 U.S. Census Quick Facts

The pandemic created an unprecedented disrupter for public safety and health. Statewide sheltering mandates, business and school closures, jails restricting bookings to only serious crimes. However, despite the significant suspension to peoples daily activities, total service calls only dropped -4.5%.

We experienced crime call change in expected and unexpected areas:

Aggravated Assault	+96.15%	Warrant Service	-49.38%
Overdose	+81.25%	Juvenile Problem	-49.17%
Fraud	+41.86%	Drug Offenses	-27.13%
Mental Health	+33.79%	Robbery	-23.53%
Domestic Violence	+16.50%	Theft	-19.03%
Burglary	+14.71%	Shoplifting	-12.21%
Simple Assault	+10.70%	Trespassing	-10.83%

CRIME PROFILE

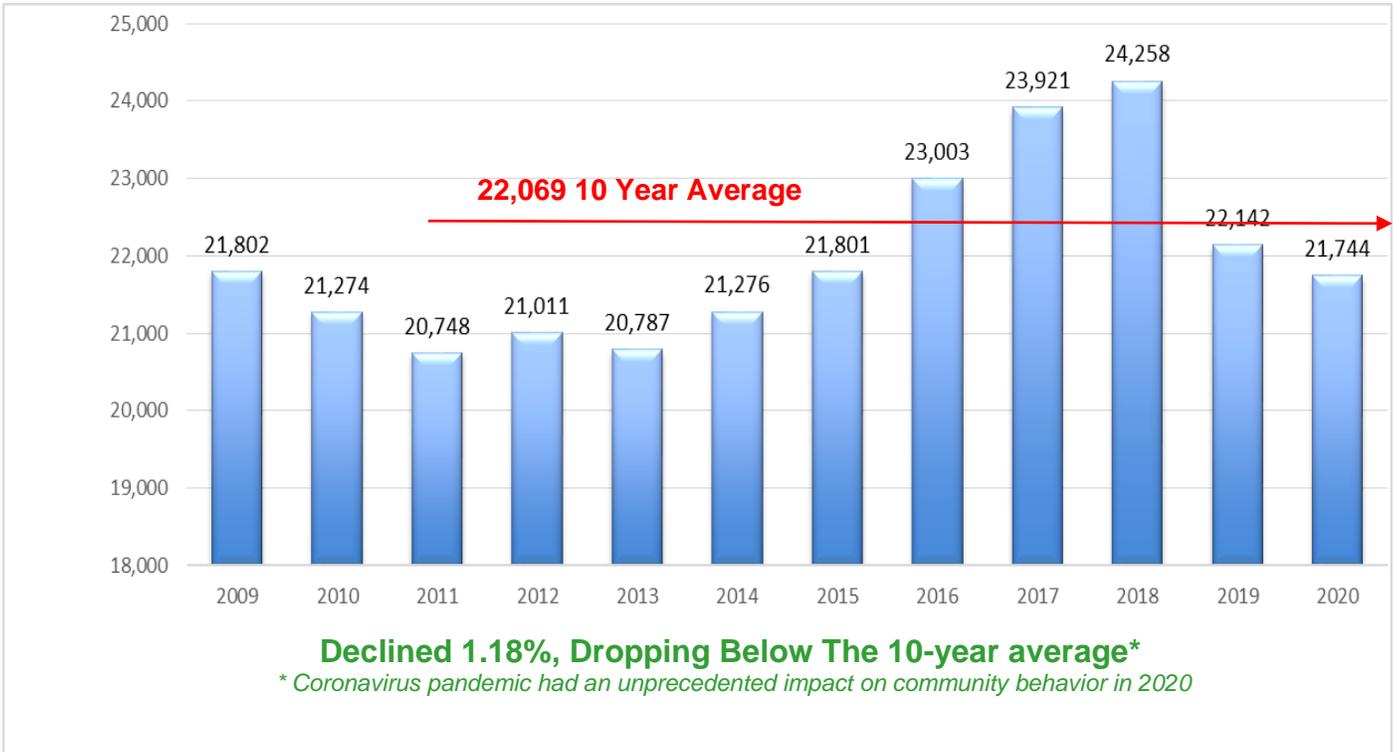
The Mount Vernon Police Department reports its crime data to the National Incident-Based Reporting System (NIBRS) and is NIBRS certified by the FBI. NIBRS presents comprehensive detailed information about crime incidents to law enforcement, researchers, governmental planners, students of crime, and the general public. (Learn more about NIBRS - www.fbi.gov/services/cjis/ucr/nibrs)

	2013	2014	2015	2016	2017	2018	2019	2020	- % +
Arson*	7	7	8	2	8	6	6	3	-50.00%
Assault - Simple	339	334	330	306	299	261	271	300	10.70%
Aggravated Assault*	41	46	33	44	39	55	26	51	96.15%
Burglary	257	224	206	194	207	261	136	156	14.71%
Counterfeit/Forgery	51	21	22	27	23	33	29	23	-20.69%
Destruction of Property	517	447	603	560	601	468	347	445	28.24%
Drug Offenses	305	351	395	463	452	569	446	325	-27.13%
Fraud Offenses	45	51	55	40	35	51	43	61	41.86%
Homicide*	1	0	1	0	2	2	0	1	
Kidnapping/Abduction	2	7	7	9	6	4	0	7	
Larceny/Theft - From Vehicle	295	238	214	175	162	196	189	218	15.34%
Larceny/Theft - Shoplifting	492	517	553	480	366	407	434	381	-12.21%
Larceny/Theft - Other	125	285	248	283	247	394	289	234	-19.03%
Motor Vehicle Theft	130	111	90	114	107	114	115	112	-2.61%
Pornography	2	1	1	3	7	1	0	1	
Prostitution	2	1	0	0	0	0	0	1	
Robbery*	31	21	25	24	17	26	17	13	-23.53%
Sex Offense - Other	6	1	12	1	12	2	4	1	-75.00%
Sex Offense - Rape*	17	15	12	13	13	16	13	10	-23.08%
Stolen Property Offenses	48	44	29	36	20	34	19	21	10.53%
Total Group A Offenses	3363	3296	3327	3273	3114	3473	2864	2166	24.37%
Total Group A Incidents	2985	2837	2975	3011	2838	2955	2479	**	
Violent Crime*	97	89	79	83	79	105	62	78	25.81%
Violent Crime per 1000	3.01	2.68	2.35	2.46	2.30	2.98	1.73	2.16	24.72%
Calls for Service	20,787	21,276	21,801	23,001	23,921	24,258	22,772	21,744	-4.51%
MV Population	32,250	33,170	33,580	33,730	34,360	35,180	35,740	36,050	0.87%

CALLS FOR SERVICE

A “call for service” is when police are requested, dispatched or an incident is observed. Not every service call generates a police report. These calls for service include, but are not limited to: criminal activity; motor vehicle collisions; assists to other agencies; suspicious activity, alarm activation responses and other service related functions. Although total calls have dropped, the time devoted to addressing them is significant.

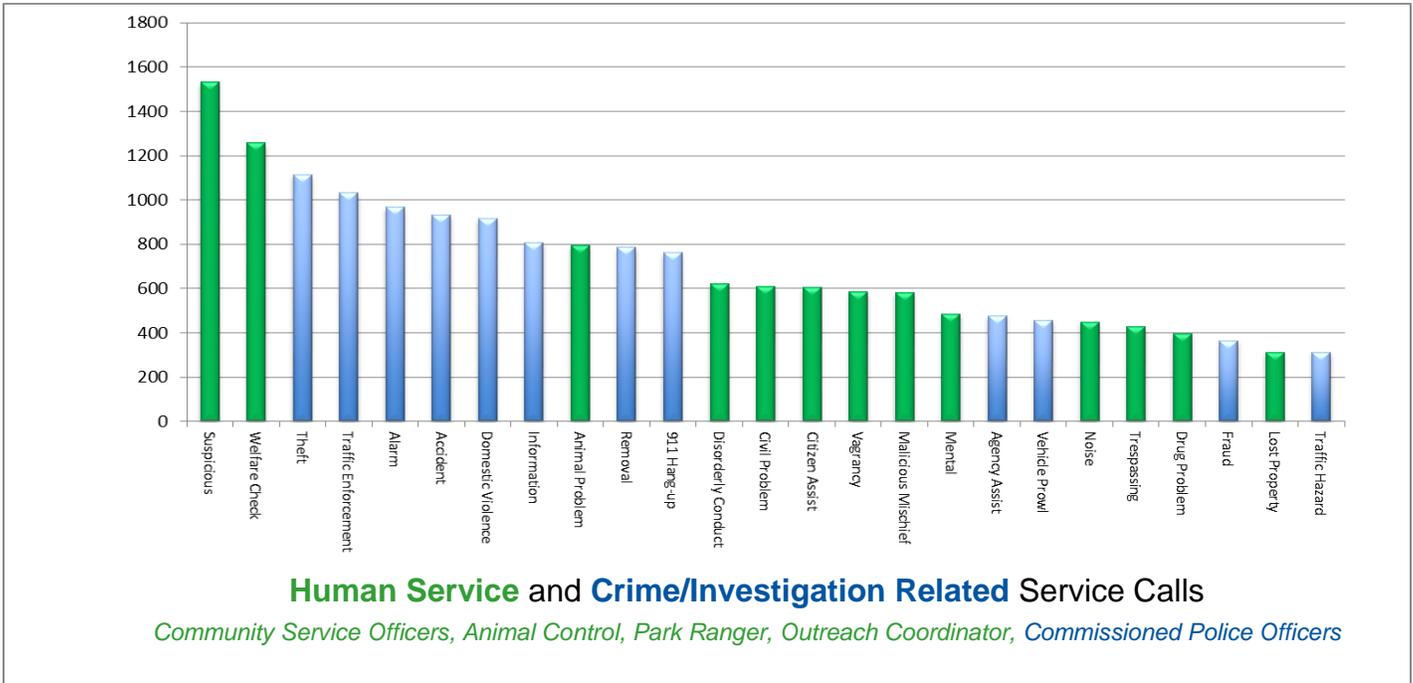
Historical Perspective



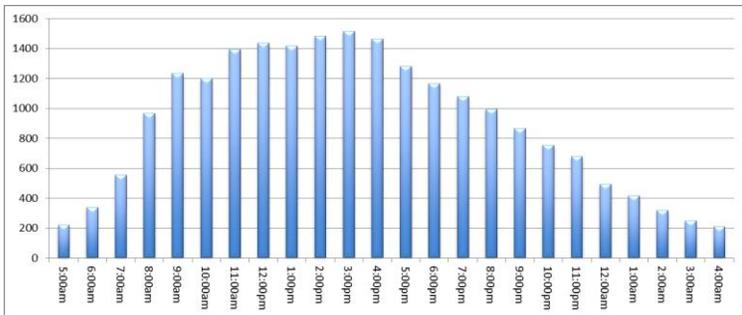
2020 Service Calls

Anacortes Police	8,167
Burlington Police	8,471
Mount Vernon Police	21,774 32%
Sedro Woolley Police	7,384
Skagit County Sheriff	18,106
Swinomish Police	2,335

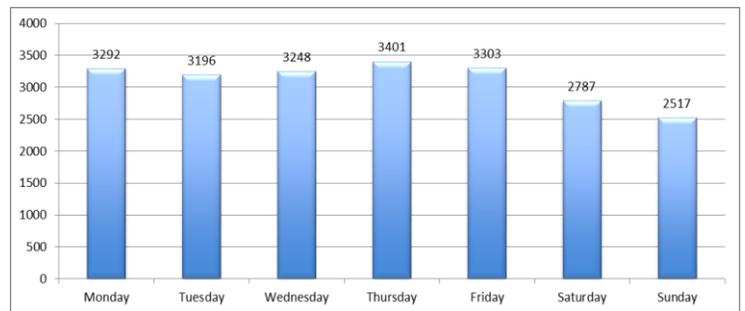
Top 25 Service Calls



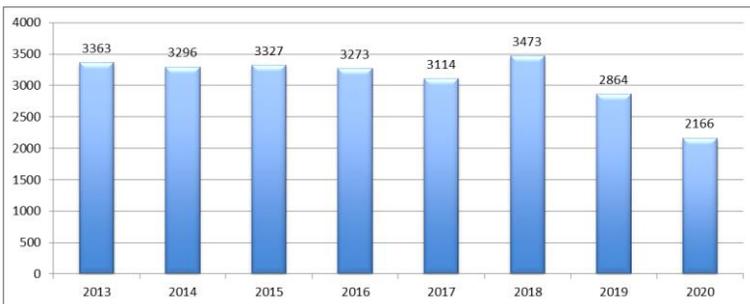
Time of Day



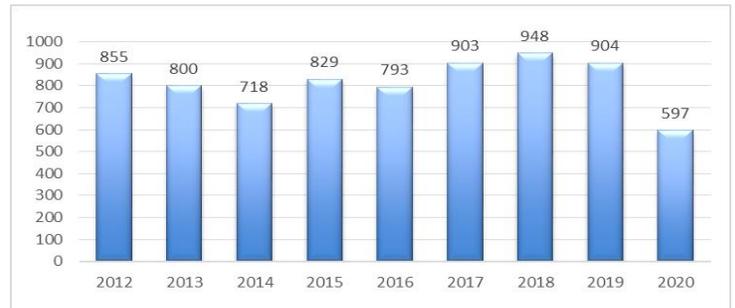
Day of Week



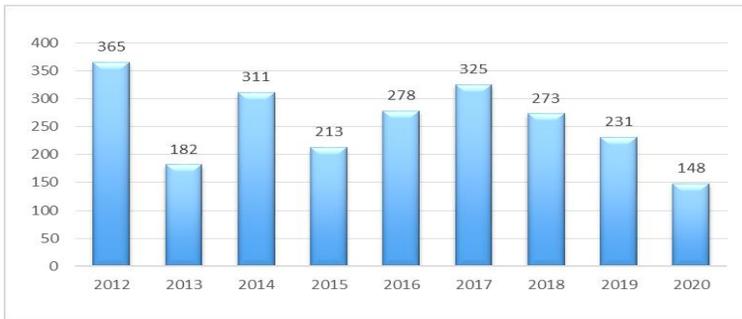
Total Group A Offenses



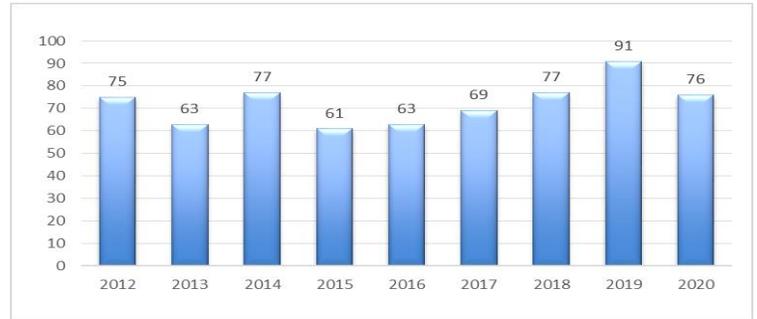
Non Traffic Misdemeanors



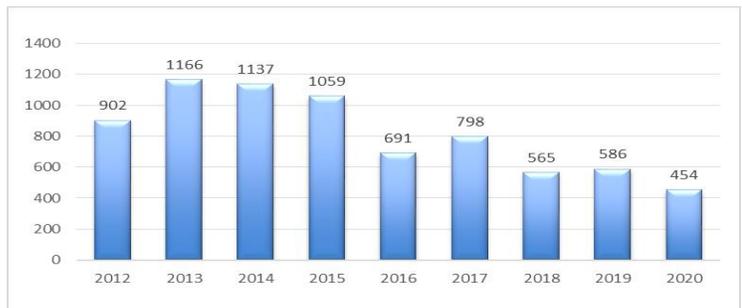
Criminal Traffic Charged



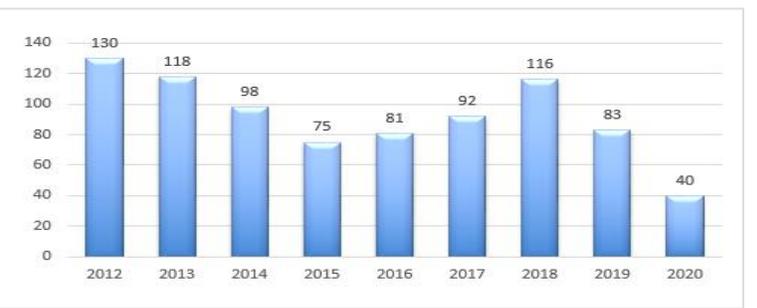
DUI Violations Charged



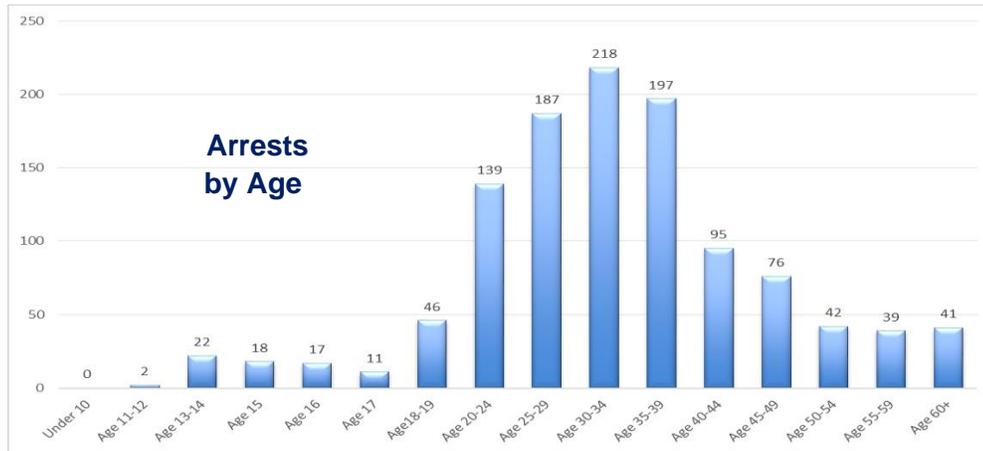
Traffic Infractions



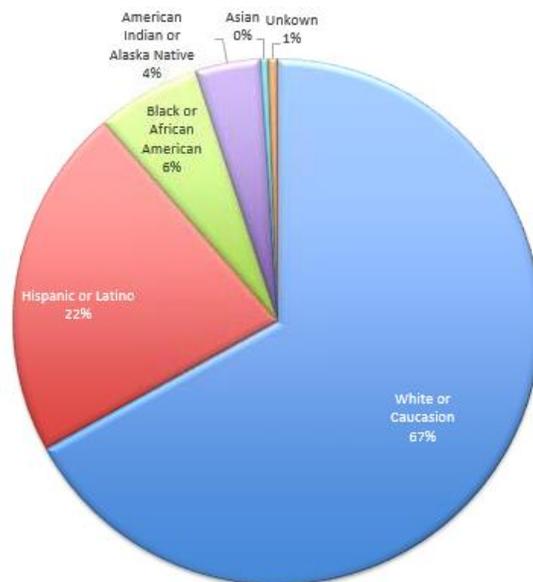
Non-Traffic Infractions



Arrests by Age



Arrests by Ethnicity



RESOURCE PLANNING

We place great emphasis on building strong neighborhoods, both residential and business. When neighborhoods are allowed to decay, criminal behavior gains the upper hand. Gone unchecked decay spreads, crime develops, citizen engagement is replaced by fear and desired behaviors are replaced by undesired behaviors.



Four strategic principles guide our resource planning decisions; *open and honest two-way communication* with the community, *adaptability* in providing solutions to issues and problems, *shared responsibility* with our citizenry for policing our community, and *crime prevention* as a central theme of operation.

Crime prevention encompasses education, problem solving and enforcement with the ultimate goal to improving safety and neighborhood life quality. It begins with identifying the scope and size of the problem. Next determining if properly informed and equipped citizens can resolve it. Partnering occurs at every stage but when problem risk or complexity exceeds the citizen's ability, we take a primary role.

Modifying behavior to reduce accidents, injuries and make our streets safer is our goal when dealing with traffic related issues. 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.



Problem Solving "Success"

- 1. Problem is eliminated.*
- 2. Reduce the problem through measures that result in fewer incidents.*
- 3. Reduce the harm per incident even though the number of incidents remain the same.*
- 4. Handle incidents in an improved way.*
- 5. Remove the problem from the police/criminal justice system. (To an appropriate system)*

"Safe and enjoyable community living"

DEPARTMENT PRIORITIES

Operational priorities place high importance on delivering quality, professional services.

*Develop understanding and trust
with the community we serve*



*Demonstrate highest professional
ethics conduct and ethics*



Utilize prevention practices as the central operating strategy.

- A Crime Prevention Division devoted to providing citizens education, services and tools.
- Animal Control, Community Service Officers, Park Ranger, Patrol Zone Deployment, Outreach Coordinator, Neighborhood and School Resource functions.



Employ highly qualified and competent staff.

- Dedicated recruiting and retention programs.
- Rigorous selection process to identify candidates with desired values, abilities and skills.



Provide quick and rapid response to emergencies & emerging crime issues.

- Core competencies training & equipment.
- Crisis Negotiations, Gang Resource, K-9, S.M.A.R.T and Tactical Operations functions.



Develop crime resistance barriers in our neighborhoods and business districts.

- Block Watch & Business Watch Programs
- Police Department Operations Talk & City Problem Elimination Response Team
- Zone Deployment, Neighborhood & School Resource



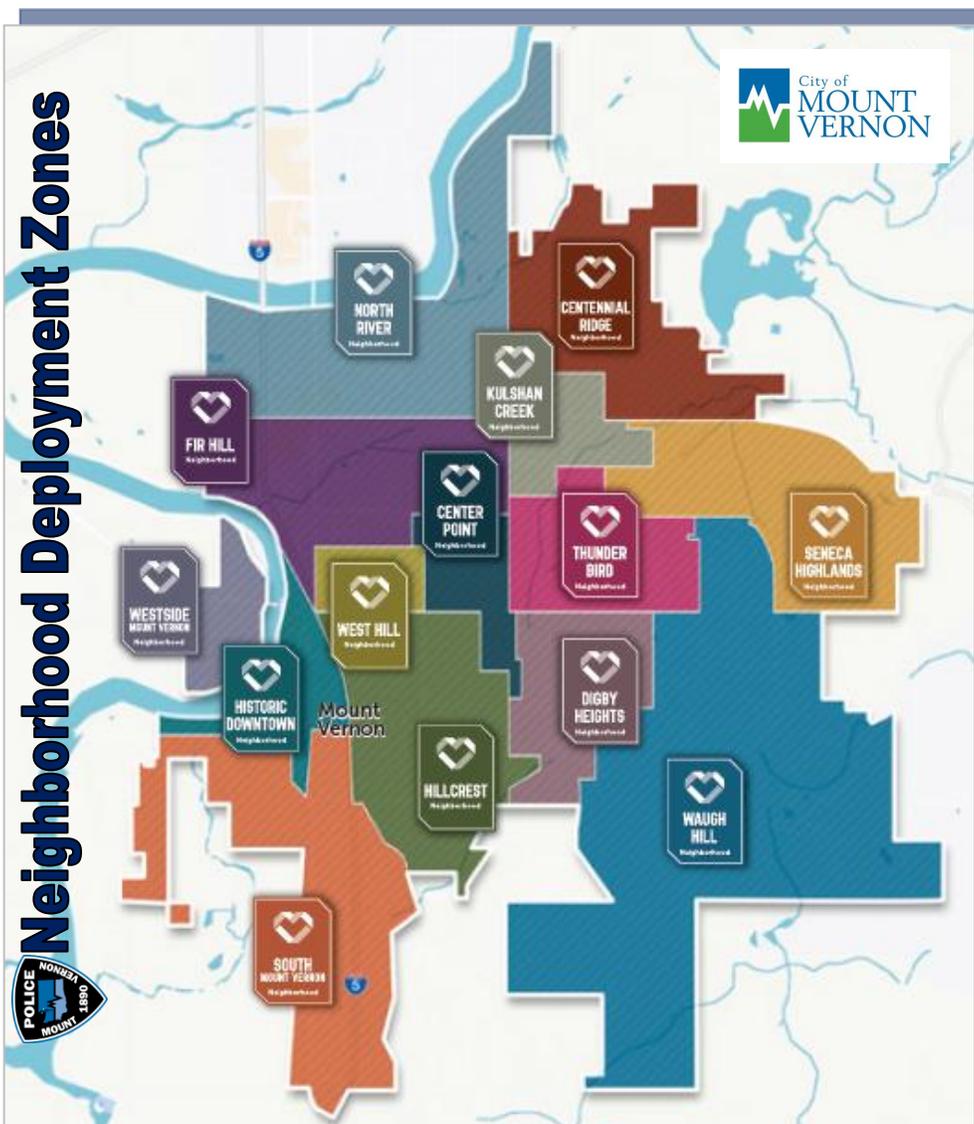
Building community capacity to understand & address crime causes.

- Citizens Academy and Preparatory Academy programs.
- Citizens on Proactive Patrol and Mount Vernon Police Volunteer programs.
- Community networks and partnerships. (MVHope, OWLT, Latino Advisory, Organized Retail Theft)

DEPLOYING FIRST RESPONDERS

The city comprises 14 neighborhood zones. Two neighborhoods are serviced by full-time Neighborhood Resource Officers and 24 patrol staff are distributed to the remaining twelve zones. A strong indicator of a community's overall health is the liveability within its neighborhoods. They experience similar problems, but the causes vary so solutions require partnering to create tailored approaches.

Daily, patrol shifts divide the City into a north, south and "roving" areas. Shift briefings, service call history, resident and business owner communication are all ways officers monitor their assigned zone while responding to service needs citywide.



***Improves
Communication***

***Prevents Issues
Falling Through
Cracks***

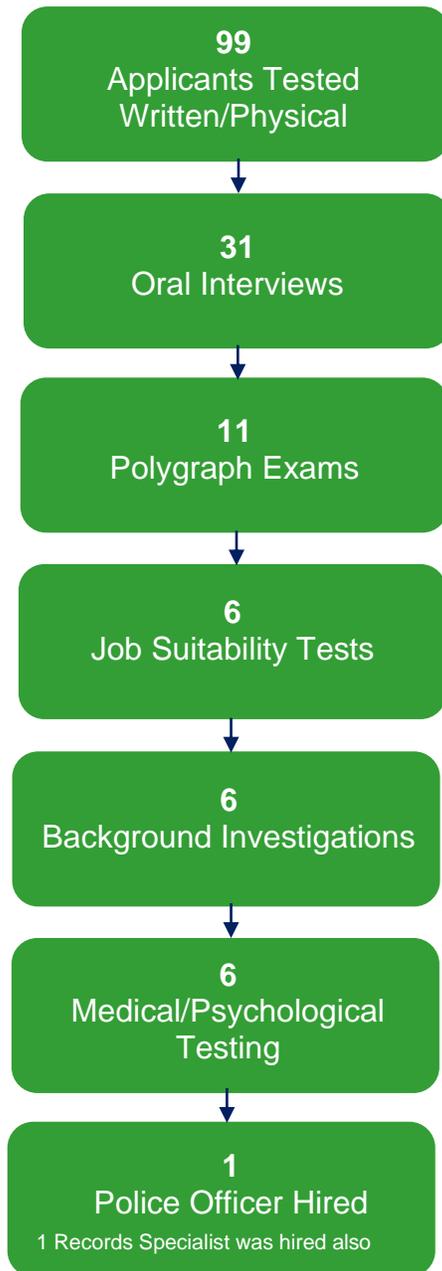
***Strengthens
Relationships***

***Greater Acuity
For
Neighborhood Issues***

OUR MOST IMPORTANT RESOURCE

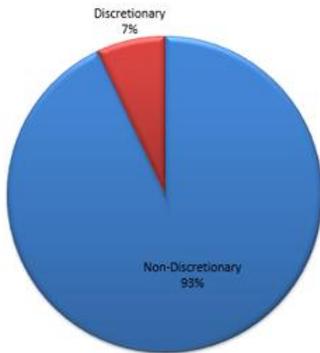
Policing is a people served business requiring highly capable individuals both of character and skills. We look for innovative ways to backfill needed vacancies and make necessary adjustments so service levels the City requires are maintained.

2020 Police Officer Hiring Activity



MOUNT VERNON POLICE DEPARTMENT 2020 Staffing (Budgeted)	
Police Chief	1
Lieutenants	3
Records Manager	1
Sergeants	6
Patrol Officers	24
Traffic Officers	2
Neighborhood Resource Officers	2
School Resource Officer	1
K-9 Officer	1
Detectives	4
Drug Investigator	1
Public Education Officer	1
Community Service Officers	2
Animal Control Officer	1
Park Ranger	1
Outreach Coordinator	1
Records Specialist	4.5
Property Custodian	1
Receptionist	1
Investigations Secretary	1
Administrative Assistant	1
TOTAL	60.5

DEPARTMENT BUDGET



Policing priorities would be difficult to achieve without the Mayor and City Council who supported an annual budget and capital budget of \$10,664,949. The budget is developed in a fiscally conservative tone based on goals and objectives developed during the annual planning process and consideration for the city and department strategic plans. A zero-based budget approach is taken by Division Managers justifying all programs and operational needs. Over three quarters of the total budget is allocated to personnel costs. Even with limited financial resources, the Department has consistently exceeded all budgetary demands and has, in all instances, proven fiscally responsible.

POLICING CHALLENGES

In Mount Vernon

- Responsive to public demand for police transparency and accountability
- Homeless population affected by lack of affordable housing and underfunded mental health and substance abuse systems
- Voter initiated state mandates requiring annual training, firearm background checks, changes to police shooting investigations
- Recruiting, hiring and retaining that meets our community needs.
- Adapt service delivery 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
- 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
- Assertively address neighborhood issues involving drug and gang related activity
- Continued commitment to stay current with new technological advances
- Growing cultural differences
- Develop open communication and understanding with all cultures in this community
- Our challenge is continued community trust development and create solutions to their issues
- Continuing to be prepared for unusual occurrences



Inter-Agency Strategic Challenges

- Continue to look for ways where police agencies can share or combine resources
- Complete and implement the strategic plan for addressing drug and gang activity county-wide
- Radio interoperability migrating analog to digital and repeater tower aging and expansion
- Migration to Spillman Mobile platforms utilized on handheld devices
- Continued strategic response addressing homelessness and associated activities and crimes

LOOKING INTO THE FUTURE

Citizen Participation & Integration In Policing

Demands for transparency and accountability from citizens towards police only drive the need for robust programs that involved citizens directly in police operations and offer opportunities to learn from each other about what it requires to police our community. Citizens Academy, C.O.P.P., M.V.P.V., Preparatory Academy, neighborhood based policing initiatives are just a few examples.



Neighborhood Resource

Our community-based policing approach has delivered consistent success both short and long-term. Kulshan Creek and West Hill, two uniquely different neighborhoods, are serviced by Neighborhood Resource Officers who deliver policing services consistent with their needs. Historic Downtown has similar characteristics and would be served effectively by a Historic Downtown Resource Officer.



Neighborhood Zone Deployment

Patrol officers are assigned geographic areas called “Neighborhood Zones” (12 currently). These are larger areas than those defined for Neighborhood Resource Officers so additional patrol staffing would provide a stronger connection between the community and the members of the Department.

Park Safety & Enrichment Services

The addition of a Park Ranger who is able to devote full-time policing services to parks and trails which are some of Mount Vernon’s most valuable assets that attract visitors and provide recreation and respite for residents.



Outreach Services

Integrating Masters in Social Work specialists with police officers has proven it can change an individual life from dependency and homelessness to an independent contributing member of the community. It's also exposed that not every situation is incentivized by the social services offered and consequences from arrest or incarceration are necessary. Looking to improving the multi-disciplinary approach by incorporating an Outreach Services Officer with our Outreach Coordinator.



Priority Policing Model Change



Agencies have individually approached gangs, street crimes and contributed resources for drug enforcement through the Skagit County Interlocal Drug Enforcement Unit. Showing promise is an approach combining the Skagit County Interlocal Drug Enforcement, Skagit County Sheriff Proactive Unit and Mount Vernon Police Department Priority Policing. The new, Skagit County Interlocal Special Investigations Task Force would operate

to eliminate the offender's ability to use jurisdictional boundaries to avoid detection and jointly focus on emerging criminal activity, drug offenses and criminal street gangs.

So as to not lose the important youth probation, school, non-profit and faith based roles in preventing gang encroachment, we are in the planning stage of integrating a specialized Gang Resource Officer function within our patrol squads. Patrol officers have daily contacts with individuals and neighborhoods and would contribute in a subsidiary capacity to the new Skagit County Proactive model.

Electronic Records & Property Bar Coding

Thousands of pieces of property are collected from their owners and stored for evidence, safe keeping or found property reasons. Bar coding will recoup staff hours by moving from manual recording systems to coding labels, batch scanning and eliminating duplicate entry of the same item.

Technology

Camera technology on public roadways and trails proved invaluable to solving crimes. One example involved a drive-by shooting where only bullet holes, casings and witness description was available. Investigators searched city cameras near the scene that captured the suspect's route, license plate, matching clothing description and roles for who committed and assisted in the crime.

Forensic software provides tools to work with the variety of private security camera systems, cell phones and computers that have become part of most investigations. These software tools will allow a single investigator to connect a device and run a program diagnostic while they are doing other tasks.

2020 Organizational Accomplishments

Meeting our Mission is dependent on the many contributions from the members of this Department.

The annual strategic planning workshop was held during the first quarter to establish direction for the coming year. Prior to budget preparation, the various units and divisions formulated their annual goals and objectives which are congruent with the Department's Mission and Vision and subordinate to the agency's broad goals.

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 2020. **Each contribution, whether large or small, helps make that positive difference in making this community a better place to live, learn, visit, or work.**



THE COVID-19 IMPACT

“Stay Home, Stay Safe, Save Lives”

All areas of public health and safety were disrupted responding to this unprecedented event. Jails restricted bookings to only serious offenses and crimes such as Burglary 2nd, drug possession, theft, and malicious mischief were referred rather than held or charged. The Washington Department of Corrections early released 1,016 offenders back to communities and courts closed or significantly reduced services affecting warrants, court orders and backlogging case filings.

50+ homeless were moved from the streets to shelters in local motels and quarantine locations. School closed shifting 7,000 kids from campuses back to neighborhoods. Libraries, parks, public restrooms and facilities restricted public use providing citizens limited healthy activity outlets. Animal shelters restricted in-takes and required new safe handling procedures.

All citizen police volunteers (C.O.P.P./M.V.P.V.) & Support Officer (FIRE) services that assist crisis difusing during emergency incidents were suspended. Educational programs designed to equip community members with crime prevention tools like Citizens and Preparatory Academy, Block Watch, business security reviews were suspended. Police families dealing with school closures, health risks brought home by their spouses and emotional impacts from sheltering were factors.

Officer Jordan Burke was 4 weeks from graduating when the Washington State Criminal Justice Training Comission closed sending him home looking to us to complete his training. Professional development, skill and certification trainings for all other police staff were closed.

“Don’t Panic, Plan”

The pandemic reinforced the value of our decentralized, community-based approach to problems. Our first responders assigned to neighborhood zones established relationships with residents feeling the impacts of closures and sheltering. Our Crime Prevention Division worked with business owners and merchant coordinators to increase communication and tailor specific security measures where needed.

The Kulshan Creek Neighborhood Resource Officer partnered with Catholic Community Services to offer healthy recreational activities for youth and families. Our School Resource Officers took campus programming to the students neighborhoods with “Check and Connect” and “Meet, Greet and Eat” bringing students, parents, school counselors, administrators, teachers and resource officers together.

Our Park Ranger teamed up with our Outreach Coordinator to help communicate and transition homeless populations to temporary motel housing during the Stay Home Stay Healthy closure period. When restrictions were eased and individuals returned to the streets, they facilitated Skagit County Public Health and other health providers to help deliver needed services. Several individuals transitioned into treatment or supportive housing.



We adapted public safety services in a number of different ways. Joint Operations Centers between City/County were opened to coordinate responses. The Mayor & City Directors met daily and then weekly to develop action plans & assess progress. A comprehensive coverage plan for police services between all agencies was created.

Records/Reception staff ensured our facility remained open for essential in-person business. Centralized areas for police staff to obtain information/updates was designated. Self-reporting tools (police report filing, record requests, licenses, etc.) moved on-line. Protective equipment for individuals, work spaces & facilities was researched, implemented & managed. A cleaning/disinfecting plan was created for the Police/Court Campus.

School staff and Resource Officers collaborated to take the campus to children's neighborhoods. On-line story time, fitness challenges, department tours, etc. were created by police officers to support sheltered youth, families and teachers adjusting to on-line classrooms. Outreach services were adjusted for the 50+ homeless who were vouchered into local motels. Countywide plan for handling exposed animals was created by MVPD/SCSO Animal Control Officers. Park Ranger services provided security & enforcement for closed recreational spaces.

Officers Jon Gerondale and Chris Pash worked with TV10 creating a fitness exercise series that youngsters could do safely at home. Each challenge was posted on our Facebook page with prizes awarded for participating. Local businesses like Logan Creek Retirement Community, Skagit Cycle and the Skagit YMCA saw the program and jumped on board with donations for more prizes supporting more kids!

Mount Vernon Library provided the children's books and over a dozen police officers volunteered to read for Police Story time. For some, it was a chance to share their favorite childhood story!

Live-Scan technology was acquired to alleviate manual fingerprint rolling services. Virtual conferencing technology (Zoom) was instituted for trainings, meetings & communicating. New policies/protocols for evidence searches, serving warrants & protection orders were designed.

Public Health orders for masks, quarantine and sheltering required new polices & procedures. Individual and family leave policies were modified to accommodate the pandemic. We reassigned staff to collaborate with the police academy to instruct the completion of Recruit Burke's academy. Civil unrest plans were developed for any public resistance to new public health orders/restrictions/quarantines.



FREQUENT QUESTIONS FOR HOW WE COMPARE

Our policies and practices versus recommended best practices for law enforcement.

PRESIDENT OBAMA: 21ST CENTURY POLICING TAKS FORCE

Pillar One: Building Trust & Legitimacy

- **100+ Block Watches, 50+ Citizen Volunteers, Citizen Academies, Open Records**

Pillar Two: Policy & Oversight

- **Organizational values, contemporary policy, practices, & internal reviews**

Pillar Three: Technology & Social Media

- **Strong social media presence, mobile computer and phone technology**

Pillar Four: Community Policing & Crime Reduction

- **Dedicated Crime Prevention Division, Social Worker, Park Ranger, Resource Officers**

Pillar Five: Training & Education

- **7,000+ training hours – Continuing skills and professional development**

Pillar Six: Officer Wellness & Safety

- **Peer Support, Employee Assistance Programs, CISM, training**

8 CAN'T WAIT RECOMMENDATIONS

RECOMMENDED

MVPD COMPLIANCE

- | | |
|--|-----|
| 1. Agency has restrictive policy for chokeholds/strangeholds. | YES |
| 2. Officers must try to de-escalate before using force. | YES |
| 3. Officers must try to apply warnings before shooting. | YES |
| 4. Officers must try to exhaust reasonable alternatives before shooting. | YES |
| 5. Agency as policies for shooting when it involves a moving vehicle. | YES |
| 6. Officers expected to intervene if they see wrongful conduct. | YES |
| 7. Officers required to apply a “continuum of force”. | YES |
| 8. Agency has comprehensive force reporting and review. | YES |

INDEPENDENT INVESTIGATION TEAM REQUIREMENTS (WASHINGTON INITIATIVE 940)

- | | | |
|---------------------------------------|------------|--|
| • Citizen Representatives | Yes | Yes (Six from Skagit/Island Counties) |
| • Family & Tribal Liaison | Yes | |
| • De-Confliction Process | Yes | |
| • Firewalls for Involved Agency & IIT | Yes | |
| • Published IIT Policies & Procedures | Yes | |
| • Training/Certifications IIT | Yes | |

POLICE REFORM CONTINUED

SCREENING POLICE APPLICANTS FOR BIAS

The comprehensive steps employed to identify individuals with strong character for fairness, integrity and temperament to engage and resolve people problems.

POLICE APPLICANT SCREENING PHASES

WRITTEN/PHYSICAL TESTING

Cognitive ability, *Intercultural Sensitivity*, Organizational Citizenship, Integrity & Past Work Performance Physical Exam: Ability to pass BLEA standard.

ORAL BOARD INTERVIEW

Judgment, communication skills, decision making, *cultural awareness/sensitivity*, problem solving, *integrity & fairness*

POLYGRAPH EXAMINATION

Work history truthfulness, drug use, driving record, firearm incidents, criminal activities, *hate/subversive groups/activities/association*, gang activity, domestic violence, military service.

JOB SUITABILITY EXAMINATION

Pre-job character: Interpersonal Behavior, Judgment & Adaptability, Emotional Control, Work Attitudes, Communication & Learning Skilled, *bias and intolerance of groups or classes*.

BACKGROUND INVESTIGATION

Previous employers, co-workers, family members, ex-romantic/friends relationships, *associations/treatment of others*, neighbors, credit history, education accomplished, military records

EXECUTIVE INTERVIEWS

Judgment, communication skills, decision making, *cultural awareness/sensitivity*, problem solving, *integrity & fairness*

PSYCHOLOGICAL EXAMS – Licensed Psychologist

Emotional/psychological stability, stress tolerance, substance avoidance, impulse control, attention to safety, social competence, assertiveness, decision making, adaptability, judgment, integrity/ethics, *metrics detecting bias and intolerance of groups or classes*



CITIZEN VOLUNTEERS

Citizens On Proactive Patrol Members are Citizens Academy graduates who complete additional academy and field training. Activities: neighborhood patrols, take minor reports, provide traffic control, and help in the office.

MV Police Volunteers originated two years ago merging our Retired Senior Volunteer Program, office and property room volunteers. Activities: Police records, property, crime statistics, Vacation Home Check Program.

C.O.P.P. VOLUNTEERS

Total Volunteers: 33
Donated Hours: 958
Value: \$26,383

(\$27.54/hr. – Bureau of Labor Stats 2015)

MVPV VOLUNTEERS

Total Volunteers: 22
Donated Hours: 554
Value: \$41,420

(\$27.54/hr. – Bureau of Labor Stats 2015)

COVID-19 Impacts Citizen Participation

Restrictions on gathering, sheltering and essential workers affects citizen volunteer programs.

	2019	2020		2019	2020
C.O.P.P. Volunteers	(-85% Reduction)		M.V.P.V. Volunteers	(-63% Reduction)	
Hours Donated:	5,948	958	Hours Donated:	1,504	554
Value to the City:	\$163,808	\$26,383	Value to the City:	\$41,420	\$15,257

ACCOMPLISHMENT HIGHLIGHTS

- 4 COPP Advisory Group meetings
- 2 General program training meetings
- Implemented 2nd COPP Patrol Vehicle (SUV)
- Re-vamped the police uniform storage
- Traffic Control Callout – High Winds
- Produced animal license renewal mailers
- Helped manage Helping Hands Fundraiser
- Parking lot clean-up – West Winds project
- Traffic study for Detectives – Pedestrian Accident
- Kennel Care Assistance – COVID Closures



COMMUNITY ACADEMIES

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.

Students Learn About:

- Hiring/Training/Accountability
- Use of Force
- Records/Evidence
- Neighborhood/School Resource
- K-9/Traffic/Gang Resource
- Animal Control
- Neighborhood Deployment
- Criminal Investigations
- Outreach Services
- Drug Investigations & Court
- Justice Center Tour
- Mock Scene Day

Week 5
Cancelled



PREPARATORY ACADEMY

The purpose of Preparatory Academy is to **encourage high school students to pursue policing as a career and promote the Mount Vernon Police Department as their choice**. The one-week academy occurs after school is out for summer.

Students Learn About:

- What it takes to become a police officer.
- What being a Mount Vernon Police Officer like.
- About MVPD and its philosophy.
- Preparing for testing, hiring and a career.
- Job related skills, abilities and experiences.
- Teamwork, accountability and perseverance.

Cancelled



OPERATIONS TALK

2020 Activities

Purpose

Operations Talk is designed to provide *coordination* for neighborhood issues using frequent *communication* between police and city staff. Monthly, Police, Parks, Code Enforcement and City Attorney review every neighborhood zone for work in-progress or new activity.

Action Item Examples

Issue: Residential property with long history of drug complaints including four overdose cases and other criminal activity.

Actions: *Police serve search warrant. Health Department tests/confirms drug contamination within structure. Code violation discovered. Owner assists in removing occupants, securing residence and fixing code violation.*

Issue: Motel with long history of drug and disorderly behavior, and other calls for service. Activities creating negative impacts on neighboring properties. Multiple Health and Fire Code violations.

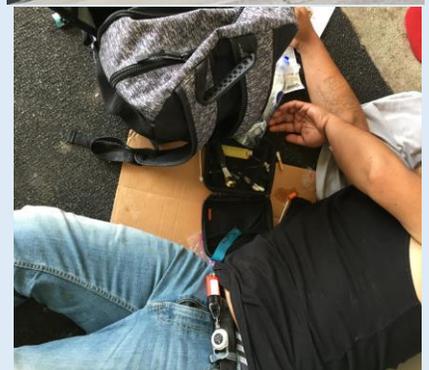
Actions: *Ownership and Management contacted regarding issues and abatement paperwork sent. Code violations fixed. Partner with neighboring property owner and Public Works to install barriers to deny access to an adjacent parking lot. Motel sold to local ownership. Calls for service dramatically reduce.*

Issue: Resident with mental health and alcohol abuse issues causing multiple calls for service and family disruption.

Actions: *Advise family members to obtain Court Orders. Criminal charges for order violations. Outreach Coordinator assistance when subject became homeless. Treatment obtained, now living in supportive environment in another city.*

Issue: Abandoned bank being used for illegal camping, drug usage, and malicious mischief.

Actions: Owners contacted about the activities. Vestibule boarded up denying access.



9 meetings held, averaging 22 police and city staff attending and 49 action items were completed this year.

ANIMAL SERVICES



2020 Activities

ANIMAL “CONTROL” CHANGES TO “SERVICES”

ACO Den Hartog presented a proposal that animal “control” was a dated term with a very narrow description for what “services” are actually provided. The proposal to change to Animal Services was unanimous.

On-Demand Work

Dispatched Service Calls	1,109
Impounded Animals – PD Kennel	136
Animals Taken To Humane Society	27
Animals Returned To Owner (80%)	109

COVID-19 Animal Activities

Worked with Skagit County DEM and SCSO Animal Control to develop county-wide protocol for animal handling with COVID exposure.

Community Outreach & Education

Animal Control Services PSA – TV10
 Citizens Academy (Prior to COVID Restrictions)
 Facebook/NextDoor 16 posts – Licensing, lost/found notices, fireworks & pets, etc.



Major Animal Cases

Animal Cruelty/Neglect – Starving dog rescue
 Felony Cruelty To Animal Filed
 Patrol/Detective Joint Investigation



Animal Control Training

Comprehensive 3-part series for all staff covering:

- Leash laws, barking complaints, waste & abate
- Dog bites, dangerous animal declarations
- Cruelty, Neglect, canine body language



OUTREACH SERVICES

Partnering Police and Social Work Is Essential

The depiction tracks the path of one individual by our Outreach Coordinator Erin VonFempe. This person has had over 190 police contacts over multiple years.

One Person's Path

Dear Erin -

- I don't know where to begin....so I'll start here... Thank you for all you have done for me. I have never lived my life as I was when you first met me. Well, here we are today.
- The program here is a perfect fit for me. I am learning so much. Actually, I already know most of it but doubted myself. In the materials, lectures and presentation.....I see my life through the eyes of professionals. WOW!
- I am feeling good; physically, mentally, emotionally and spiritually. For what the past year of my life has been...I actually feel happy being here. I feel cared for, beginning with you and Catholic Community Services.
- I am so grateful for this season of my life. I look forward to my future based on my present. I am strong. I am determined. I am happy.
Merry Christmas, Happy New Year!

Best Regards



COVID CARES Act Provides \$30,000 Motel Voucher Tool

- Two exited program, into treatment, graduated, reunited with family.
- One enrolled in two types of mental health services & completed substance use assess.
- One enrolled in mental health services. No permanent housing found. While in the program calls went from 62 to 25.
- One obtained SS card, became employed, found permanent housing.
- One exited after rule violations.

Why Partnering Police and Social Work is Essential

2020 Accomplishments Summarized

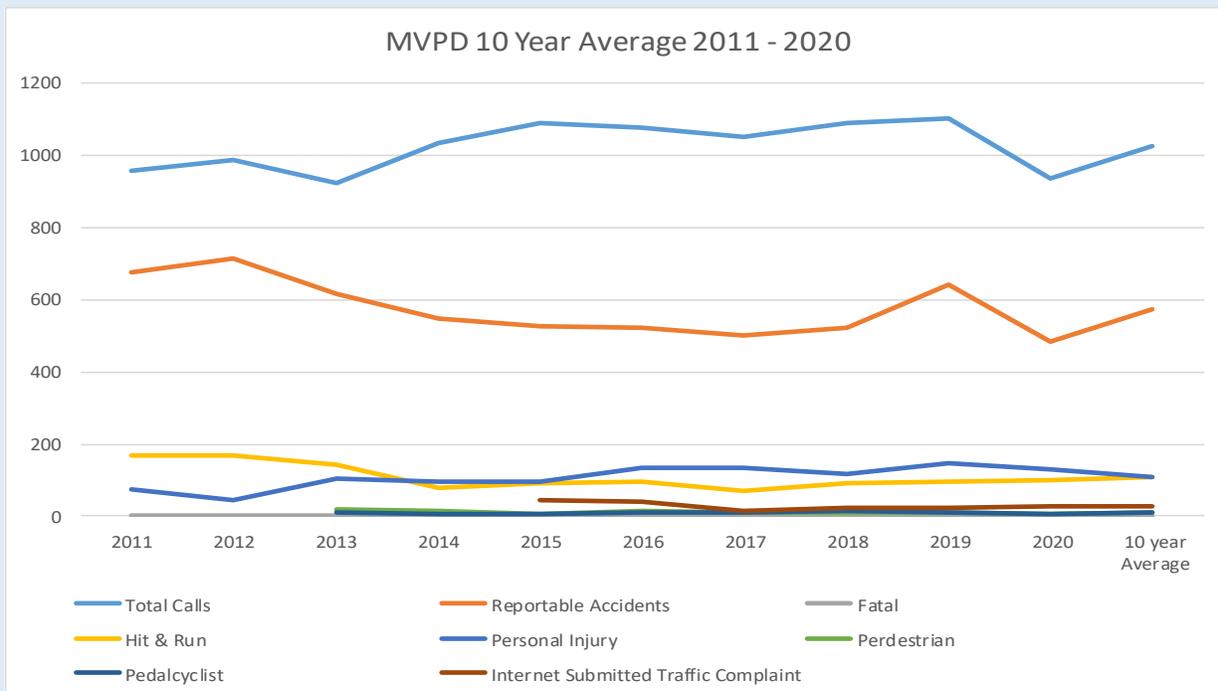
- 594 contacts with clients or on behalf of clients met in the field or by referral.
- 77% of the contacts involved mental health and/or chemical dependency issues
- 8 individuals were helped getting substance use services.
- 12 Community Action assessments were facilitated.
- 63 were helped to obtain a driver's licenses or ID card.
- 2 people received assistance support to return to their home area or state.
- 6 community presentations to educate and expand awareness around issues and role of social worker.

TRAFFIC UNIT

2020 Activities

Overview

	<u>2020</u>		<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Accident Investigation Calls	934 (-15.32%)		1,103	1,088	1,051	1,078	1,090
Reportable Accidents	483 (-24.88%)		643	521	501	521	527
Fatal Accidents	1		1	2	1	1	0
Personal Injury Involved	128 (-12.32%)		146	117	133	135	97
Hit and Run Accident	101 (+5.20)		96	90	72	96	90
Pedestrian Involved	8 (-11.11%)		9	9	12	13	6
Pedal cyclist Involved	4 (-60.00%)		10	14	12	12	5
Internet Submitted Complaints	27 (+8.00%)		25	21	16	39	45

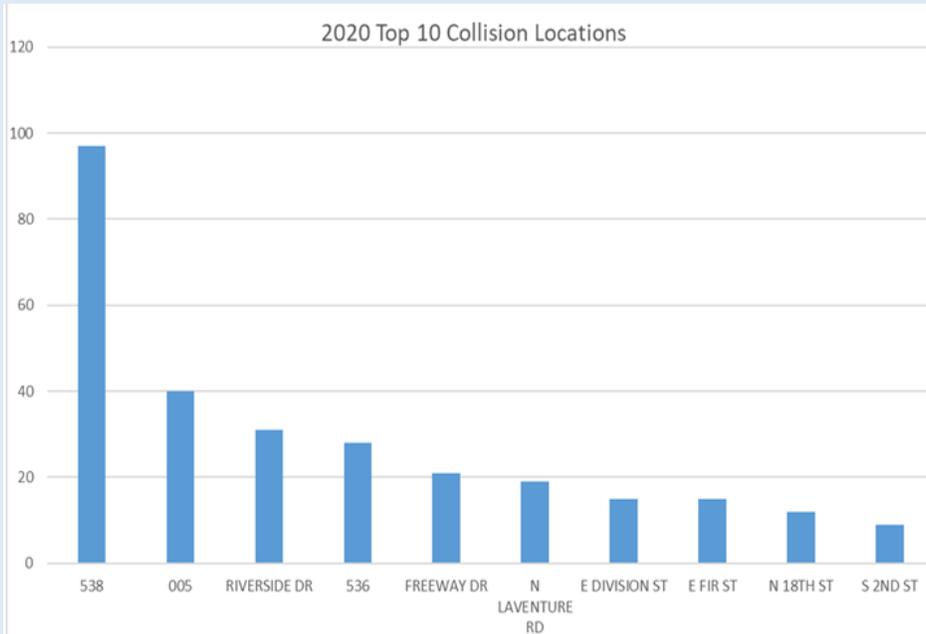


Three Primary Approaches For Traffic Policing Resources

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

TRAFFIC UNIT

2020 Activities - Continued



Top 5 Causes

1. Didn't Grant Right of Way
2. Following Too Close
3. DUI
4. Disregard Tfc. Signal/Sign
5. Other

Traffic Stop

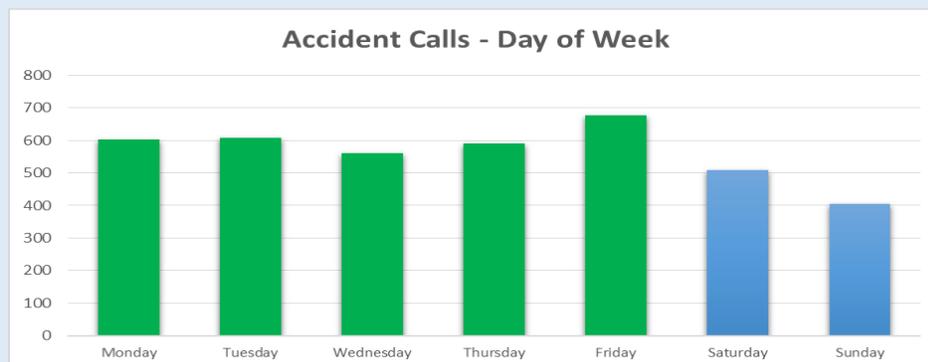
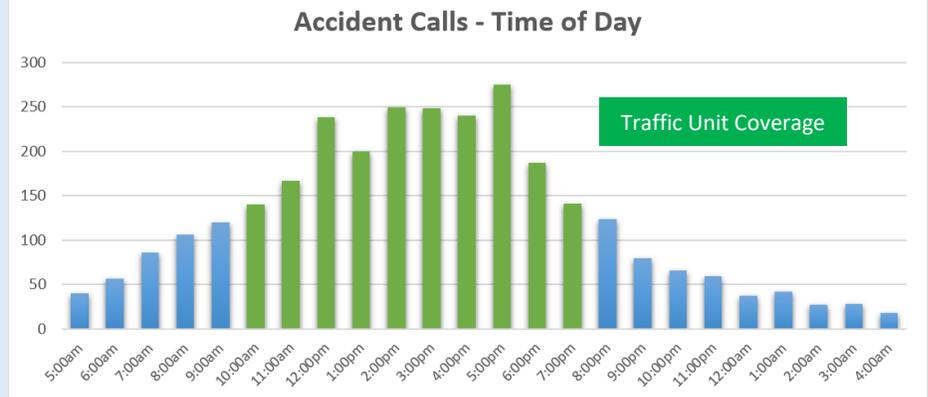
	Ofc. Shaddy	All Patrol
2020	114	1,499
2019	316	2,318
2018	298	2,011
2017	317	2,624
2016	347	1,986

Traffic Service Calls

	2020	2019
DUI	20	34
Tfc. Enforce	1032	1,100
Tfc. Hazard	312	408

Other Contributions

- Calibrated Radars & PBT's
- Patrol car radar install assist
- COVID affected teachings, guest instruction & special events.
- Compiled an equipment grant due in 2021.



K-9

2020 Activities

Police K-9 Applications

Narcotic Crimes	60
Patrol Assists (Suspects)	114
TOTAL	174

Police K-9 Applications With Arrest

Narcotic Crimes	59
Patrol Assists (Suspects)	44
TOTAL	103
Force Use Necessary by K-9	5

Drug Searches

Result of K-9 Sniff	42
Permission to Search Resulted	13
TOTAL	55
Other Evidence Located	15 (1 gun)

Agency Assists

Anacortes	6	Bellingham	1
Burlington	10	Drug Task Force	4
Oak Harbor	2	Sedro Woolley	9
Skagit County	14	Swinomish	3
Whatcom County	2	WSP	19
TOTAL		TOTAL	70

Objective Met

In **5** applications, the K-9 did everything expected, however an arrest was not made. Example: K-9 tracks to a point where it is confirmed the suspect is picked up.



POLICE TACTICAL OPERATIONS

2020 Activities

About

Individuals choosing to be adversarial with police are some of the most challenging and high risk police problems. Negotiators *seeking a voluntary surrender* is the desired goal, however when that isn't feasible, equipping officers with specialized training, skills and tools becomes necessary to *minimize the likelihood of injury or death*.



Crisis Negotiations Group

- **8 Deployments**
 - Barricaded subject, felony eluding in a tree, domestic/violation of court order, suicidal subject.
- **7 Training Days**
 - Talking with the emotionally depressed, bargaining techniques, backgrounding involved subjects, religious impacts on communication, social media influences, Dept. of Corrections Team cross training, and professional conference attendance.

"To seek a voluntary surrender."

Tactical Operations Group

- **6 Deployments**
 - Serious criminal history DV suspect, high risk drug arrest (3), drive-by shooting suspect, Armed robbery suspect
- **12 Training Days**
 - Special structures, protective shield use, scouting, armored vehicle maneuvers, physical readiness testing, civil unrest, combined trainings with Negotiators & Skagit County Sheriff's Tactical Team.

"To minimize the likelihood of injury or death."

OFFICER WELLNESS

OFFICER WELLNESS

Peer Support Officer Program

A conceptual framework was developed in 2019 to identify individuals who their peers view as confidants, supporters or “go to” people when traumatic events or life crisis occurs. In 2020, the process to select and train these individuals on effective listening skills, emotional reflecting and referral resources available so help can be provided early was completed. Team Members called on people several times this year.

Existing Wellness Resources

Critical Incident Stress Management Team

Countywide team of trained individuals that include a mental health professional that provide structured debriefings immediately following a critical incident. Individual referral is available as well

Employee Assistance Program

City of Mount Vernon offers to all employees providing free, private consultation and or referral.

Critical Incident Stress Reaction Tip Sheets

These are frequently distributed following serious incidents. One sheet summarizes emotions and reactions the individual may experience following a traumatic event and the other sheet offers similar information for the spouse or significant other. Resources for children are also available.

One on One

Individual or small group debriefings have been held with a trained clinical psychologist either following formal debriefing settings or as needed.

“.5 Group”

Spouses of Mount Vernon Police are unique. They have organized as a group to create social activities for their families and bring cards, treats and symbols of support on special days and anniversaries during the year. They also assist in the hiring process by meeting with prospective candidate’s spouses to explain and answer questions about what it’s like to be a police spouse and what they can expect joining Mount Vernon Police Department.



TRAINING SUMMARY

2020 MVPD TRAINING SUMMARY

Training Hours

Commissioned Police Officers	3,3687.10
Commissioned Supervisors	964.50
Police Managers	142.50
Support Staff	419.00

Types of Training

Professional Development

Crisis Intervention, Defensive Tactics, De-Escalation, Emergency Driving, First Aid/CPR, Firearms Proficiency, Force Response Liability, Gang/Drug Conferences, Legal Update, Less Lethal Devices, MVPD Policy Testing, Women's Conference, 21st Century Policing, Advanced Animal Cruelty, Sudden Infant Death, FTO Academy, First Responder Wellness Conference, Public Records, Computer Forensics

Supervision/Management

First Level Supervision, Risk Management Best Practices, Leadership, WASPC Executive Training, L&I for Managers, Coaching/Counseling

NALOXONE PROGRAM

Naloxone is a prescription medication that temporarily blocks the effects of opioids and works to reverse opioid overdose. It was introduced in 2019 when the Department partnered with Phoenix Recovery funded under a SAMSA grant, to provide dosages and initial officer training.

2020 Outcomes

- 11 applications were used by Patrol Officers in overdose circumstances.
Examples:
 - Unconscious victim when police arrived, two Naloxone applications & CPR revived them.
 - CPR in-progress call. Police administered Naloxone, patient regained consciousness.



CRIME PREVENTION DIVISION

2020 Accomplishments

GOAL	OBJECTIVE	ACCOMPLISHED
<p>REDUCE CRIME RISK IN OUR COMMUNITY</p>	<p>Support Neighborhoods With Crime Prevention Services</p>	
	<p>Hotel/Motel Closed Down</p>	<p><i>Police service calls to a College Way motel were less than three a month. Police noticed a rise to 4, 9 and a high of 32 in a given month. Drug sales, prostitution, stolen property were reported and management was silent. Coordinated services from Patrol, Crime Prevention and Skagit County ProActive/Drug Enforcement along with Public Health officials led to search warrants, arrest and closure to abate. The corporate franchise removed their name and ownership ultimately changed hands. Police calls dropped to single digits.</i></p>
	<p>Motel Problem Addressed</p>	<p><i>A Riverside Drive motel had shifted from attracting legitimate travelers and guests to a criminal element (drug users, prostitution, etc.). Crime Prevention staff determined the owner group lived outside the U.S. and the local on-site manager didn't have the knowledge, skill or authority to address the issues. COVID-19 complicated it with the border closed so CP Staff worked through the owner's agent locally. They worked to improve on-site management practices, remove illegal activity and restore legitimate users to the site. By September, ownership was changing and police calls had dropped by 62%.</i></p>
	<p>Drug House</p>	<p><i>A larger east College Way home converted multiple rooms to individual living. Tenants stopped paying and police calls increased. Drug sales, use and flopping by transient persons was creating fear for neighbors. Internal efforts were coordinated through Operations Talk along with support from Skagit County ProActive/Drug Enforcement and Public Health closed the rental activity down and required the owner to abate the issues.</i></p>
	<p>North River Commercial Zone</p>	<p><i>Developed Directed Patrol plans with Patrol during the summer months to address transient activity, drug use, theft and aggressive panhandling. Used communication networks with Safeway and People's Bank to understand disorder/criminal issues affecting the area and provided Trespassing signage and authorization forms to identify illegitimate users.</i></p>
	<p>West MV Business</p>	<p><i>CSO Walker worked with Patrol Officer Gabe Beuckman to help a business understand the prevention value by cleaning up built up trash and debris outside their business. Results were immediately felt following the clean-up and sense of order it gave the area.</i></p>

CRIME PREVENTION DIVISION

2020 Accomplishments

GOAL	OBJECTIVE	ACCOMPLISHED
	Compile Statistical Reports to Identify Crime & Improve Responsiveness	
	Police Neighborhood Zones	<i>COVID-19 restrictions limited activity reports compiled by Volunteer Nancy Davis until the 4th quarter of the year. Monthly Spillman reports by Zone were provided to Ops Talk and specific statistics work was compiled for areas in Historic Downtown, Friendship House neighborhood, 300 W. College Way, North River Commercial, 3300 Blk of College Way, 1100 S. 6th Street and motel in north Riverside Drive.</i>
	Block Watch	<i>COVID-19 restrictions prevented C.O.P.P. Volunteers who were working with area Zone Officers to connect with Block Watch Captains to confirm their current status.</i>
	Police Volunteers	<i>Monthly volunteer activity reports were compiled by volunteer Dave Bucks.</i>
	Commit Crime Prevention Resources to Homelessness	
	Business Watch	<i>CSO Walker continued to build on the Business Watch Program created in Historic Downtown. Captains were identified, window decals for participating businesses were distributed and a program information packet was created.</i>
	RV Towing/Impound	<i>New laws related to vehicles like motorhomes or vehicles with living conditions required significant revamping of policies and practices. CP staff worked with the City Attorney's Office and Waste/Sanitation to create best practices for enforcement & storage.</i>
	Friendship House	<i>Meetings continued with management and "Advisory Board" members to enhance communication with area neighbors and police.</i>
	Directed Patrol Downtown	<i>Crime Prevention/CSO staff committed time to directed patrols during the months that COVID restrictions closed businesses to provide extra security and deter criminal activities.</i>
	Expanding The View	<i>A City public camera was added to monitor 100 Broadway activity where extensive work had been completed to convert the street from camping back to its intended use.</i>

CRIME PREVENTION DIVISION

2020 Accomplishments

GOAL	OBJECTIVE	ACCOMPLISHED
	Retail Theft Activity	<i>Worked with a Downtown business experiencing high levels of shoplifting activity and using outdated loss prevention practices that put the business in a litigious position.</i>
COMMUNITY TO BE A PART OF ISSUES DEGRADING LIFE QUALITY	Block Watch Program, Crime Barrier For Neighborhoods	
	Active Groups	<i>Over 100 neighborhoods were participatory this year.</i>
	Program Assessment	<i>Work was stifled due to COVID-19 restrictions for the internal review process comparing listed and “active” groups. Intentions for 2021 are to revitalize non-active groups.</i>
	COPP Helps With Graffiti	<i>City layoffs due to COVID severely impacted the Parks and Enrichment Department who supervise the City Work Program that does a majority of our graffiti removal. An uptick in gang graffiti occurred 3rd and 4th quarter and a specific group of C.O.P.P. members volunteered to help. COVID safety measures were in place for the individuals and over 30 property sites were cleaned up.</i>
	Connecting People With Information	
	Newspaper	<i>An article about MVPD’s Outreach Services and specifically the Helping Hands Fundraiser during the month of October raising money, clothing and essentials for our homeless community members. It also highlighted Skagit Valley Co-ops part offering their “4% Friday” where 4% of total sales on a Friday in October went to Helping Hands.</i>
	Facebook	<i>We enjoy 8,500+ followers. Postings Now & Then Officer profiles, Edgewater Park Community Event, Walmart/Children’s Hospital Toy Drive, Friendship House Winter Shelter, New Officer Brittany Amende, Drug Take Back, MVPD Youth Fitness Challenges, Police Story Time, Vehicle Prowl Prevention, How MVPD Is Accountable, COVID information, etc..</i>
	MVPD Website	<i>Police event media releases, added drug/alcohol treatment links.</i>

CRIME PREVENTION DIVISION			2020 Accomplishments		
GOAL	OBJECTIVE	ACCOMPLISHED			
	Nextdoor.com	<i>Safe driving, Crime Prevention tips and staying connected with neighborhood concerns and questions.</i>			
	MVPD Lobby Display	<i>External customers provided Zone Officer Information, Citizens Academy dates, Graffiti Abatement services, Animal License information, Organizing a Block Watch, Vacation Home Checks, NextDoor and Crisis Prevention and Intervention Team.</i>			
	MVPD Volunteer Display	<i>Internal media display for staff highlighting volunteer names/photos, information about animal services, upcoming events, recent police academy graduates and photos from department activities..</i>			
	Community Events	<i>COVID-19 closures prevented public events. Staff used Facebook, email and website tools to communicate services and program opportunities.</i>			
	Community Partners	<i>MV Chamber of Commerce, Downtown Association, MVHope, OWLT, Community Court, Community Health Outreach Programs – UGH #304.</i>			
UNDERSTANDING CRIME GROWTH & COMMUNITY'S PREVENTION ROLE	Use Community Events to Promote/Train Crime Prevention/Deterrence				
	Public Events	<i>4% Friday Fundraiser, Policing 101 educational videos, MVPD Youth Home Fit Challenge, High-Five Fridays (Pre-COVID), Walmart Holiday Toy Drive, Shop With A Hero.</i>			
	Graffiti Abatement	<i>264 incidents of graffiti were documented during the year and CSO's worked with property owners from each site and police volunteers to clean/restore the surface.</i>			
	Site/Security Reviews	<i>Examples: West Winds Motel, North River Commercial businesses, Best Western motel</i>			
	Safety Trainings	<i>COVID-19 prevented in-person trainings. On-line & virtual were provided when possible.</i>			
CHANGE COMMUNITY ATTITUDES & BEHAVIORS ON CRIME	At Least Two Unsolicited Neighborhood Checks				

CRIME PREVENTION DIVISION**2020 Accomplishments**

GOAL	OBJECTIVE	ACCOMPLISHED
	Historic Downtown	<i>Best Western and West Winds Motel drew significant proactive attention from staff – Neighboring business contacts and coordinating with Public Health to address violations.</i>
	North River Commercial	<i>Safeway Stores/Peoples Bank commercial corridor. Meeting held at Peoples Bank discussing observations/issues impacting area businesses. Plan was created after.</i>
	Produce Citizens Academy	<i>19 community members started the session and in week five it had to be suspended due to COVID-19 restrictions. Plans to recapture this class will occur in 2021.</i>

CRIMINAL INVESTIGATIONS DIVISION

2020 Accomplishments

GOAL	OBJECTIVE	ACCOMPLISHED
CONTEMPORARY METHODS TO SOLVE CRIMINAL CASES	Focus On Serious People & Property Crime To Reduce Risk & Fears	
	Case Clearance	<i>16 cases were carried over from 2019. 277 new cases were generated in 2020. 282 cases were cleared by arrest, referral or insufficient evidence. 11 were carried to 2021.</i>
	Drive-by Shooting Case Example	<i>In the early morning hours, a gang involved individual was walking when a car passed firing a weapon at him. City cameras captured most of the incident and that footage coupled with locating the suspect vehicle, neighborhood canvass for witnesses, etc. resulted in an arrest.</i>
	Drive-by Shooting Case Example	<i>Police were called for two vehicles with occupants shooting at each other. Vehicles were located and bullet damage confirmed. Crime scene evidence, witnesses and exhaustive investigative efforts led to the arrest of one adult and one juvenile.</i>
	Murder Solicitation Case Example	<i>Detectives were notified that a woman in a bitter custody battle with her former husband had encouraged her 11-year-old son to try and kill his father. Cell phone forensics, witness interviews and an extensive investigation led to the mother's arrest.</i>
	Fatal Hit & Run Accident Case Example	<i>A 16-year old girl was crossing N. 35th at College Way when a turning vehicle struck and killed her. The vehicle fled the scene. Detectives used public cameras to obtain a description and publicized the incident. The suspect turned himself in the next day.</i>
	Felony Burglary/Assault Case Example	<i>This domestic violence incident occurred when the suspect physically broke into an ex-girlfriend's apartment and physically assaulted her. The suspect was a 3rd Strike Offender having previously served a Manslaughter conviction. He was arrested by investigators.</i>
	Attempted Murder Assist Case Example	<i>Detectives assisted Bellevue Police Department Investigators with an attempted murder case from their city. A suspect was from MV and they spent several weeks surveilling the premise. A sizeable operation to arrest all involved and MVPD provided staff & facilities.</i>
	Cell Phone Forensics	<i>142 examinations were conducted by Detective Jones which included other agency assists. Various forensic software tools were used recovering over 2 TB of data. Forensic evidence was used to corroborate statements, locations, digital photo recovery, social media presence and more.</i>

CRIMINAL INVESTIGATIONS DIVISION		2020 Accomplishments
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GOAL	OBJECTIVE	ACCOMPLISHED
	Operations Talk Support	
	Detective Contributions	<i>Specialized skills helped with drug sales / repeated burglary incidents, 3300 blk E. College Way; drug sales/use, prostitution, theft, transient activity 300 W. College Way.</i>
STRENGTHEN NETWORKS & PARTNERSHIPS TO SHARE TOOLS, INFORMATION & RESOURCES	Key Agency Partnerships	
	Brigid Collins Child Advocacy Center	<i>Investigators worked with the Prosecutor's Office to move from in-person to video interviewing and conferencing for COVID safety.</i>
	Department of Social & Health Services	<i>Referred 72 cases to Child Protective Services and 83 cases to Adult Protective Services.</i>
	Department of Corrections	<i>Assist with registered sex offender notifications & follow-up for DOC offenders.</i>
	FBI	<i>Child Sexual Exploitation Task Force partner.</i>
	ICAC	<i>Internet Crimes Against Children Task Force referred several cyber tip cases.</i>
	SMART	<i>Skagit/Island County Multiple Agency Response Team comprises Detectives from Skagit and Island Counties who investigate officer involved incidents & crimes exceeding agency resources.</i>
	WSP Crime Lab	<i>Crime Scene Response Team assisted with a domestic violence homicide and an officer involved shooting that SMART investigated.</i>

CRIMINAL INVESTIGATIONS DIVISION			2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED	
	Other Important Partners	<i>Skagit County Juvenile Probation, Skagit County Prosecutor's Office, Skagit Coalition Against Human Trafficking, U.S. Secret Service, U.S. Marshals Office and U.S. Postal Inspectors Office</i>	
IMPROVE COMMUNITY UNDERSTANDING OF CRIMINAL INVESTIGATIONS ROLE	Building An Informed Community About Policing Related Issues		
	Citizens Academy	<i>COVID-19 caused CID's night to be cancelled.</i>	
	SVC Parks Academy	<i>Instruction: Evidence Collection, Drug Awareness, Criminal Investigations – Sergeant Mike Don, Digital Photography, Firearms & Shoot Simulator, Collecting Digital Evidence – Detective Wayne Jones.</i>	
	Mount Vernon Schools	<i>"A Day in the Life of a Detective" was provided virtually to Little Mountain Elementary students by Detective Richardson.</i>	
	Northwest Career Academy	<i>"Women in Law Enforcement" instructed by Detective Elizabeth Paul.</i>	
	Leadership Skagit	<i>Drug Court panel that Sergeant Mike Don participated.</i>	
MAINTAIN DIVISIONAL EFFECTIVENESS	Proper Staffing, Development & Service Quality		
	W.H.I.A.	<i>Washington Homicide Investigators is a state-wide organization comprised of experienced investigators. Sergeant Mike Don serves as President and the association virtually provided three Homicide Basic courses.</i>	

CRIMINAL INVESTIGATIONS DIVISION

2020 Accomplishments

GOAL	OBJECTIVE	ACCOMPLISHED
	Attended Trainings	<i>Digital Evidence investigation, Victim-Centered Engagement & Resiliency Tactics: Sexual Assault Investigations, Internet Crimes Against Children Conference, Domestic Violence Strangulation Investigations, Interviewing Techniques, Cellular Record Analysis, Basic Homicide Investigation, Sex Offender Management, Sudden Unexpected Infant Death Investigation, Department's Lead Officer Training, Presenting Forensic Evidence</i>
	Technology Improves	<i>Researched and implemented specialized equipment to store and protect cell phone evidence. Obtained new forensic software to acquire digital evidence.</i>
	Registered Sex Offenders	<i>Detective Paul is part of the Skagit County Sex Offender Leveling Committee evaluating risk of released offenders. Monthly checks of all Level II & Level III offenders in MV were tracked. 59 Level I & II and 8 Level III offenders were managed throughout the year.</i>
	Skagit County Prosecutor	<i>Regular meetings for open communication about cases.</i>
	Drug Court Program	<i>Detective Sergeant Mike Don represents law enforcement on the Drug Court Team.</i>
	U.S. Secret Service	<i>Detective Wayne Jones is part of their cybercrimes task force and receives advanced training and equipment as a participating member.</i>
	Other Partners	<i>Oasis Teen Shelter, SC Juvenile Probation, Skagit Coalition Against Human Trafficking, U.S. Marshals, U.S. Post Office, Washington Homicide Investigators Association, WSP Crime Lab.</i>
	Participate in MVPD Recruiting & Hiring	<i>Detectives VanderGriend, Paul, Sergeant Don & Lieutenant Booth assisted with police officer interview panels (31) and (14) Records Specialist interviews. Detective VanderGriend, Howard and Officer Marker assisted with (8) employment backgrounds.</i>
	Off-site Recruiting	<i>COVID-19 impacted in-person recruiting. Detective Paul participated in several virtual recruiting events including an on-site visit in Burien and a virtual Public Safety Testing recruiting fair in December.</i>

CRIMINAL INVESTIGATIONS DIVISION

2020 Accomplishments

GOAL	OBJECTIVE	ACCOMPLISHED
	Networking Regionally For Investigators	<i>Investigators from Skagit, Snohomish, Whatcom and Island Counties met monthly (2 times) sharing case information before COVID-19 prevented in-person meetings.</i>
	Provided In-Service Training	<i>Detective Jones created a Video Analysis and Computer Forensic – Evidence Preservation training that was provided to patrol first responders.</i>
MONITOR CRIMINAL ACTIVITY METHODS SO WE ARE ADAPTING	Combine Investigative Resources In Specific Cases	
	S.M.A.R.T.	<i>Skagit County Multiple Agency Response Team was requested to investigate an accidental car/pedestrian death following a chase by an MVPD Officer & Taser application.</i>
	Island County Joins S.M.A.R.T.	<i>Agreements, orientation trainings and other important work was completed so Oak Harbor Police and Island County Sheriff's Office could become members of S.M.A.R.T.</i>
	New State Laws	<i>Initiative 940 mandated significant changes to police use of force investigation teams (S.M.A.R.T.) Lt. Greg Booth (Commander) spent significant hours researching, updating and proposing changes to the Executive Board. Work will continue in 2020</i>
	Technology Tools	<i>LexisNexis, LInX, Jail Booking & Reporting System, eTrace, Law Enforcement Enterprise Portal and Regional Information Sharing Systems – tools to expand investigative abilities</i>

PATROL DIVISION

GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY	Examples of the nature of crimes Patrol responded:	
	Weapon Offense	<i>Officer leaving the station heard what sounded like gunshots. Investigation found a dispute at a nearby restaurant. Patrol/CID investigated referring charges to Prosecutor.</i>
	Robbery Arrest	<i>An elderly woman was accosted. City cameras captured the suspect's image and Swinomish PD was able to locate the suspect. Investigation led to the victim's property being recovered and the suspect charged for crimes.</i>
	Assaultive Subject De-escalated	<i>Patrol responded to an adult disability home for a fight between residents. The suspect was resistive and non-communicative. Officers collected personal history and used patience to de-escalate the individual. A few days later a call came again, this information de-escalated it as well.</i>
	Murder Suspect Apprehended	<i>During a domestic violence investigation, patrol officers interviewed a man who provided a false name. Further research determined the individual was wanted out of Yakima for a murder investigation. Extradition to Yakima occurred.</i>
	Kidnapping	<i>A victim received a call demanding 20 million dollars for the return of his son. The son was not home, panicking the father. Officers located the son, assaulted, with significant injuries. The incident was found to have occurred in Skagit County and no Kidnapping occurred.</i>
	Indecent Exposure	<i>Officers were called to 18th and College Way for a male exposing himself to passing cars. Officers located and arrested the individual who was suspect in several other cases.</i>
	Theft	<i>Two suspects stole Golden Ticket Candy Bars from a local chocolate maker. They were seen doing a "leprechaun kick" after the theft. Officers located and arrested the suspects a short-time later holding the candy bars.</i>

PATROL DIVISION		
GOAL	OBJECTIVE	ACCOMPLISHED
	"Swatting" Incident	<i>Officers responded to a caller who said he had just shot his girlfriend, tying her up and taping her mouth. Significant resources and time were devoted to locating the subject, surrounding the area only to find it was a "Swatting" hoax by an unidentified perpetrator. Significant patience, restraint and discipline exercised by responding officers avoided what could have been a tragically different outcome.</i>
	Car vs. Pedestrian Accident	<i>A 15-year-old girl was struck in a crosswalk at N. 35th and College Way. The suspect left the scene. Patrol closed roadways, secured the scene, began investigating and assisting Detectives. The suspect was located soon after and arrested.</i>
IMPROVE SERVICE EFFICIENCY & EFFECTIVENESS	Facilities, Equipment & Programs	
	Overdose Prevention	<i>Naloxone spray was implemented in 2019 was used in 11 different incidents. Unconscious individuals believed to be overdosed on illegal drugs were revived and received medical attention. In each incident, the life was saved.</i>
	Work Improvements Patrol Squad Room	<i>New sit/stand adjustable work stations, larger computer monitors, individual laptops with docking stations to go from the office to patrol car were installed. Barriers between work areas provided distancing and screening for COVID.</i>
	Ammunition Study	<i>Department Range Staff conducted a comprehensive review of our current .40 caliber ammunition to 9mm. Studies by reputable agencies along with an extensive in-house testing and evaluation process resulted in justification to move to a two ammo system.</i>
	Firearms Qualification Standard Changed	<i>The Washington State Basic Law Enforcement Academy Standard replaced our previous qualification standard following our firearm trainers recommendations.</i>
	Crisis Negotiator Vehicle	<i>Extensive work was completed creating a state of the art vehicle that provides space, technology, & communication tools for Crisis Negotiators during critical incidents</i>
	Armored Vehicle	<i>This vehicle was acquired at no cost (\$450,000 savings) from Thurston County replacing a 29-year-old armored car. Additional transport space, improved armored protection and ability to traverse difficult terrain during search and rescue events were improved.</i>

PATROL DIVISION		
GOAL	OBJECTIVE	ACCOMPLISHED
	Portable Translation Equipment	<i>New two-way portable "Pocket Talk" units were acquired through a grant. Over 82 languages can be translated from the palm of your hand.</i>
	Web-based Scheduling Software	<i>Scheduling was moved from an Excel Spreadsheet with limited capabilities to a web-based service (Pace) providing remote access, multiple user interface, alert notifications, robust menu of options for tracking scheduling efficiencies.</i>
	Incorporated Virtual Technologies	<i>The inability for in-person meetings was replaced with Zoom technology. Gang information meetings, monthly Operations Talk, Staff meetings, hiring interviews, training courses and more were conducted via video technology.</i>
	COVID Adaptations	<i>New systems for evaluating, acquiring and monitoring PPE, responses to Governor & Public Health orders, jail and court closures and creating countywide response coverage plans.</i>
	Safety Restraint Technology	<i>Officer Kenny Henthorn researched and proposed a restraint tool (WRAP) that immobilizes combative individuals safely. One unit was acquired in 2020, additional will occur in 2021.</i>
	Civil Demonstration & Public Events	<i>Patrol assisted several different groups this year with public demonstrations towards police reforms. Staff worked with organizers to define mutual safety interests and legal requirements. Each event was orderly and peaceful. Extensive event planning and resource commitments also occurred for July 4th and New Year's Eve.</i>
	Countywide Training Coordination	<i>Emergency driving training for all Skagit County agencies is coordinated by Lt. Mikel Moore and our EVOC Instructors. This year, Island County joined adding over 40 additional students and two instructors. Training occurs over a two week period.</i>
RECRUITING, HIRING & RETENTION	Onboarding, training, developing new staff	
	New Police Officers	<i>Five Police Officers and one Park Ranger were hired and completed orientation, basic law enforcement academy, and field training</i>
	New Lead Officers	<i>Three officers applied and were added to the Lead Officer program. Requires minimum 4 years experiences and provides supervision when the Sergeant is absent.</i>

PATROL DIVISION		Sergeant Walter Martinez's Squad
GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY	Support Neighborhood Policing	
	Crime Response	<i>The Squad had a number of significant cases they provided first response support or resolution for during the year. See above for examples.</i>
	Neighborhood Zone	<i>Operations Talk contributions, engaged assigned neighborhood zones, collaborated problem solving with other Divisions, Officer Chris Carlson coordinated the retail crime and loss prevention group.</i>
	Special Emphasis	<i>Utilized game camera technology in certain investigations to leverage our visibility and presence. The Extra Patrol list was prioritized by patrol teams to give directed attention.</i>
	Community Engagement	<i>Officer Beuckman participated in the MVPD Fitness Challenge providing virtual activities for youngsters during the COVID sheltering. Staffed the community drug take back day hosted by Walmart.</i>
PROFESSIONAL DEVELOPMENT	Training to Meet Duties & Responsibilities Assigned	
	Individual Goals	<i>Each squad member set personal goals for productivity and improvement. These ranged from self-initiated activities, improving their case management systems, specific training in skills, legal or other professional areas. Average range attendance was 6 per officer.</i>
	Squad Level Instructed	<i>In-service sessions were taught by various squad members. Topics included Law Enforcement Digest discussions, protective shield, breaching equipment, handcuffing techniques and the Wrap restraint tool.</i>
	Cohesiveness & Morale	<i>Informal events such as planned squad gatherings with families, sharing workload, helping squad members assigned field training duties while they oversaw the development of new recruits, and assisting new members transitioning to the squad.</i>

PATROL DIVISION		Sergeant Brandon Young's Squad
GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY	Create Opportunities for the Team to Work w/Community	
	Crime Response	<i>The Squad had a number of significant cases they provided first response support or resolution for during the year. See above for examples.</i>
	Neighborhood Zone	<i>Worked with Crime Prevention staff to address issues at 100 Broadway. Officer Strong worked with Officer Carlson on the retail theft/loss prevention group.</i>
	Community Engagement	<i>Created a virtual field trip of the police department for elementary school children who were restricted to on-line virtual learning.</i>
RECRUITMENT SUPPORT	Demonstrate and Describe Inner Workings of MVPD	Constructed a recruiting letter that was sent out to all Preparatory Academy graduates. Contributed to the "How it Started/How It's Going" Social Media campaign.
PROFESSIONAL DEVELOPMENT	Trained to Meet Duties & Responsibilities Assigned	
	Squad Level Instructed	<i>21 different topics were trained during the year ranging from technology updates, high risk incident debriefings, protective shield, Acknowledging and Managing Implicit Bias, fingerprinting skills, etc.</i>
	Outside Courses	<i>Courses ranging from supervisory development, Open Source Investigations, and Patrol Tactics Instructor (Help with a change in Washington State Law).</i>
	Skills Training	<i>A goal was set and met for squad members to attend at least six range days for the year.</i>

PATROL DIVISION		Sergeant Dave Shackleton's Squad
GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY	Support Neighborhood Policing Approach	
	Operations Talk	<i>Sergeant Shackleton managed the 9 sessions that bring all Divisions together and squad members frequently attended.</i>
	Neighborhood Zone	<i>Activities were created by the Squad ranging from North River Commercial emphasis, Hillcrest Medical project, addressing neighborhood decay issues outside emphasis goals in NRC and utilizing Dual Language Technologies.</i>
	Tailored Services	<i>Service calls and statistics were monitored regularly to understand issues affecting life quality in assigned zones. Speed reduction car (COPP) was deployed 7 times to address various neighborhood speeding issues, BAIT phone was used in vehicle prowl cases, investigative work was coordinated with USPS and a Vehicle/Bicycle theft emphasis was conducted.</i>
PROFESSIONAL DEVELOPMENT	Training to Meet Duties & Responsibilities Assigned	
	Squad Level Instructed	<i>15 different trainings: Google Documents, K9 deployment, interview techniques, Animal Control techniques, SCIDEU assists, incident debriefs (West MV Bridge Rescue), site visits (MVHS), SKAT Camera system training, WRAP restraint device, six range days per squad member</i>
	Career Development	<i>Outside courses were minimized due to COVID-19 restrictions however squad members participated in interview preparation in anticipation for internal assignment positions. Instructing how to complete written tactical plans was accomplished.</i>
	Technology/Methods	<i>Provided the training, tools and mentoring to ensure consistent proficiency with city camera technology, report dictation and Sector (computer base citation/accident reporting).</i>
DEMONSTRATING COMMUNITY COLLABORATION & CONNECTION	Participate in External & Internal Events	<i>Officer Chris Pash partnered with Officer Jon Gerondale to create the MVPD Fitness Challenge series that went all summer for elementary age children. Contributed to developing "How it Started/How It's Going" Social Media campaign.</i>

PATROL DIVISION		Sergeant Ben Green's Squad
GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY	Support Neighborhood Policing Approach	
	Crime Response	<i>The Squad had a number of significant cases they provided first response support or resolution for during the year. See above examples.</i>
	Neighborhood Zone	<i>West Mount Vernon Emphasis projects, worked with Park Ranger Mathis for a W-MV Park project and conducted a vehicle prowl emphasis in the Seneca Highlands.</i>
	Operations Talk	<i>Squad members attended 9 meetings to exchange information and share ideas on crime resistance and approaches for improving safety.</i>
	Community Engagement	<i>Skagit DV Task Force, MV Library Story Time, Walmart Toy Drive For Children's Hospital, Community Policing 101 video series (English/Spanish), Little Mountain Elementary Career Pathways Program, MVPD Fitness Challenge, NW Career and Technical Academy Criminal Justice Advisory Board.</i>
PROFESSIONAL DEVELOPMENT	Training to Meet Duties & Responsibilities Assigned	
	Squad Level Instructed	<i>19 trainings occurred. Topics ranged from TOR and Dark Web Investigations, Civil Disobedience, Vehicle Rescue, Human Trafficking, Active Shooter, Child Abduction Response, police employee DV policy review, Tracing IP addresses, ICAC basics, Acknowledging and Managing Implicit Bias.</i>
	Outside Trainings	<i>Regional K9 Conference, EVOC Instructor Basic, Interview Techniques, DV Strangulation Investigation, Input Ace User Certification, WCIA Supervisor trainings.</i>

KULSHAN CREEK NEIGHBORHOOD RESOURCE OFFICER

Officer Edgar Serrano

GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY		
	Police Call Response	<i>Service call response declined -8.1% with 782 reported (2020) 846 (2019).</i>
	Investigate Crime	<i>Call categories seeing increases during the pandemic: Domestic Violence (+57.7%), Malicious Mischief (+37.5%), mental health (+40.0%), Noise (+94.3%), Malicious Mischief (+37.5%). Categories seeing decreases: Removals (-42.9%), Juvenile related (-38.5%), 911 Hang-up (-57.5%), Assaults (-50%).</i>
	Neighborhood Station	<i>Continues to be a key symbol of police resources for this community. Girl Scouts had a meeting with their Troop until COVID restricted further gatherings.</i>
	Crime Reduction	<i>Worked with new managers on a drug problem at Kulshan Apartments. Worked with the family of a juvenile with extreme behavioral issues that posed police calls. Addressed drug issues and animal problems at Skagit Mobile Manor. Frequent patrol checks along the Kulshan Trail for transient activity. Assisted the drug task force on several cases outside the neighborhood</i>
	Coordinated Rent Assist	<i>NRO Serrano reached out to families experiencing difficult during the pandemic and connected them with Community Action who had a rental assistance program. Approximately 10 families received help to avoid delinquency/eviction status.</i>
CHANGING NEIGHBORHOOD ATTITUDES & BEHAVIORS	Common Areas That Create Participation & Ownership	
	Neighborhood Garden	<i>42 separate plots are used by 30 different families who don't have this space available in apartment living. Residents took care of the garden including beds around the Station. Master Gardeners of Skagit County provided over 100 plants to residents.</i>
	KC Youth Program	<i>COVID cancelled field trips so a Nature Bag scavenger hunt program was created where youth and parents teamed up to learn plant life, build bird feeders, X-mas wreath making supplies and more. Winners text photos and received a Dairy Queen gift card.</i>

	West Hill NRO Work	<i>Was a guest speaker at the high school criminal justice class taught by Officer Brien Reed.</i>
	Middle School SRO Work	<i>Was a guest speaker at the middle school AVID classes.</i>
	Gang Activity Networking	<i>PPT remains unfilled so Officer Serrano coordinated the monthly gang information sharing meetings between criminal justice, youth services, courts and schools. Meeting format moved to Zoom due to COVID and the first meeting resumed in August.</i>
	Shop With A Hero	<i>The December Christmas season program where school counselors identify youth who need a positive Christmas experience. NRO identified a family experiencing hardship and they were sponsored to receive a donation.</i>
	Radio Program	<i>Echos de la Comunidad was broadcast live from Skagit Valley College and moved privately to an on-line format. NRO participated in shows discussing frauds/scams, and participated in two Q&A sessions broadcast live on Zoom and VT Radio Universal.</i>

WEST HILL NEIGHBORHOOD RESOURCE OFFICER

Officer Brien Reed

GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME/DISORDER & PROVIDE FOR SAFE SCHOOLS		
	Police Call Response	<i>COVID closures changed the focus from campus call response to student homes and neighborhoods. NRO Reed partnered in some cases with counselors, security personnel, teachers and social workers assigned to the Threat Assessment Teams tailoring responses.</i>
	Crime & Safety	<i>NRO Reed was connected through email, social media, virtual staff meetings and other mechanisms to stay connected with police related matters affecting high school operations. He also focused attention to neighborhood residents within the Westhill zone.</i>
	Promoting Racial Equity	<i>NRO Reed was part of a "Bridges to Safety" panel that involved School Resource Officers discussing school safety, racial equity and student support. It was moderated by a nationally recognized advocate for educational equity.</i>
	Threat Assessment Teams	<i>NRO serves as a police rep on a multi-disciplinary team (Administrator, Counselor, Social Worker, Security, Police) when a student deemed high-risk. 6-8 assessments occurred; Examples: Threats to campus safety, student w/endangering mental health risk, etc.</i>
	Operations Talk	<i>Contributes information occurring within the high school and surrounding neighborhood and problem solving at monthly meetings.</i>
	Neighborhood Impacts	<i>Remodel Construction of the Fine Arts building and Old Main posed challenges that NRO Reed worked with staff and residents to form solutions.</i>
	Block Watch	<i>COVID limited any in-person meetings (annual Captain meeting was cancelled) so services were offered as requested or where needs were identified.</i>
SERVICES CONSISTENT WITH SCHOOL & NEIGHBORHOOD NEED	Teaching and Equipping	
	Criminal Justice Instructor	<i>Over 120 students participated in the Introduction to Criminal Justice taught by NRO Reed. Experiences included contemporary policing topics, career experience and hands on learning opportunities. Classes were taught virtually due to COVID</i>

WEST HILL NEIGHBORHOOD RESOURCE OFFICER**Continued**

GOAL	OBJECTIVE	ACCOMPLISHED
	Augment Learning	<i>NRO shifted to on-line instruction for topics ranging from personal safety, social media, Constitutional Amendments and domestic violence laws applying to teenagers.</i>
	Support Students	<i>Seniors used their criminal justice class and NRO Reed's mentorship to help complete their required culminating project. Officer Reed began participating in the Art Club as an advisor to establish an art group that could add to our CPTED strategies on campus and in the community.</i>
	Preparatory Academy	<i>Cancelled due to COVID-19.</i>

MIDDLE SCHOOL RESOURCE OFFICER		Officer Jon Gerondale
GOAL	OBJECTIVE	ACCOMPLISHED
SAFE SCHOOLS ENHANCE LEARNING		
	Police Call Response	<i>Prior to school closures, SRO Gerondale investigated incidents such as threatening statements using SnapChat, bullying on a school bus, student with a possible firearm on campus, student with drugs on campus, threats from a student to a teacher, and criminal charges for Disrupting a School Activity</i>
	Bringing School Resources to Student Neighborhoods	<i>Worked with staff from both middle schools to implement a program during on-line learning to bring school resources to local neighborhoods where students live. LVMS hosted 3 neighborhood events, MBMS hosted 1 before COVID safety required suspension.</i>
	Connecting Students To Service	<i>SRO worked with LaVenture School LUCHA Leadership Club to create an 11"x16" appreciation mural for first responders to display at MVPD, Skagit Valley Hospital, MVFD & Mount Vernon School District.</i>
	Media Recognizes Police/School Partnership	<i>The Skagit Valley Herald published an article highlighting the work of resource officers assigned to schools in how they were staying connected with students and staff during pandemic school closures and sheltering.</i>
	Student Lunch Distribution	<i>Assisted with Mount Baker Middle School staff distribute lunches to families at least once per week during the School District's lunch distribution program.</i>
	"Welcome to Middle School"	<i>Worked with counselors & security staff from both middle schools to file a "Welcome to Middle School" video for in-coming 6th-grade students. Prior to COVID this was done in-person.</i>
	STUDENT, STAFF & PARENT DEVELOPMENT	Provide Service & Learning Opportunities Where Police Offer Expertise
	Falcon Fitness	<i>SRO & LaVenture Middle School Security Officer hosted the weight training/physical conditioning program every Tuesday & Thursday before normal school hours for students who dropped in.</i>

MIDDLE SCHOOL RESOURCE OFFICER

Continued

GOAL	OBJECTIVE	ACCOMPLISHED
	<p>“MVPD Fitness Challenge”</p>	<p><i>Officers Gerondale and Pash worked with TV10 Producer Candy Galindo to develop 10 short fitness challenge videos for younger youth encouraging physical fitness during the closure. 14 MVPD Staff made “guest appearances”. The videos were posted on MVPD Facebook and students were rewarded with prizes from local community organizations who donated to incentivize participation. 425 people added a “Like” to the posts and 66 wrote positive comments.</i></p>
	<p>Police Story Time</p>	<p><i>MV City Library/Police/TV10 created a “Police Story Time” video series to give youth a different and fun way to learn. SRO Gerondale read “Cars and Trucks” and “Things That Go”.</i></p>
<p>SERVICES CONSISTENT WITH MIDDLE SCHOOL NEED</p>		
	<p>Using Virtual Technology</p>	<p><i>Co-Advisor with LaVenture Middle School migrant/bilingual advocate of LUCHA leadership club hosted Zoom meetings each Monday afternoon with 20-25 students to discuss community service ideas and have guest speakers talk with students.</i></p>
	<p>Home Visitations</p>	<p><i>SRO conducted home visits to both LaVenture & Mount Baker Middle School student residents for students who were not participating in on-line schooling and attempts by school staff to contact families was unsuccessful.</i></p>
	<p>Shop With A Hero</p>	<p><i>SRO Gerondale participated in the annual “Shop With A Hero” program coordinated by the High School Resource Officer Brien Reed. The event identifies students who are in challenging circumstances and would benefit from a Christmas shopping experience with a “Hero” (Police Officers, firefighters, military, etc.)</i></p>

RECORDS DIVISION		2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
ADDRESS INCREASING WORKLOADS	Increase from 6.5 to 7 FTE Records Specialists	<i>Developed a web-based testing process to complete written & keyboarding testing previously held in-person. Processed multiple applicants identifying an applicant who will be hired in Q1 2021.</i>
	Continued to evaluate public disclosure demands	<i>1,020 requests for public records in 2020 totaling 693 hours of staff time.</i>
	Rescheduling Work Hours	<i>Records Specialists tested a 10-hour work schedule that allowed 2 hours of uninterrupted work time before public hours while providing coverage during our open hours. The change was to balance addressing backlogged work and new requests that come in daily.</i>
SERVING CUSTOMERS	Transcribe and process police officer reports	<i>5,457 main narratives and supplemental report follow-ups were processed. 4,146 case files were created and 856 were submitted electronically.</i>
	Walk-in, call-in and electronic customer visit response	<i>10,394 were handled by our Receptionist and Records Specialist filling in during her absence.</i>
	Process weapon background checks and carry permits	<i>Processed: 1,546 background checks for weapon purchases (+69% 2019), 275 (+87% 2019) original weapon carry permits, 163 (+54%) 2019 license renewals, 16 (+128% 2019) late renewals, 15 (+25% 2019) license replacements</i>
	Provide police held records to those making public requests	<i>Individual citizens, law firms, other government entities, media and organizations requested 1,020 records this year. 710 were processed within five days, 310 took longer taking approximately 693 staffing hours to complete. Request sources included 501 - individuals, 131 - law firms, 45 - organizations, 87 - insurers, 183 - government entities, 17 - miscellaneous sources. \$487,354 is the estimated cost for managing and retaining records (equipment, software and staffing time).</i>
	Process protection orders issued by the courts	<i>Individuals petition the court for protection orders. Records entered 384 original orders and later received modification requests for 311 of these totaling 695 entry requirements.</i>
	Timely arrest warrant entries for the court	<i>812 arrest warrants were entered compared to 2,026 in 2019 without COVID conditions. A "second check" system is required where one Records Specialist makes the initial entry and a second confirms before uploading.</i>

RECORDS DIVISION		2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
	Livescan Fingerprinting	<i>Implemented electronic fingerprint scanning technology that improved safety for customers and staff for COVID distancing, provided instantaneous confirmation of prints acceptance and electronic versus paper submission to Washington State Patrol ID Section.</i>
	Remodel planning to accommodate additional staff	<i>Reception area underwent a full remodel increasing space for future growth and improving safety for staff. Construction will be completed by March 2021.</i>
	Sheltering and closure adjustments	<i>Receptionist/Records Specialists developed safety protocols and practices that allowed the police department to remain open but with restricted access so the public was still served. Forms were moved to web-based, fingerprint services adjusted to SCSO who had Live-Scan technology, and services were modified to accommodate the health environment</i>
COMPLIANCE WITH AUDITS & STANDARDS	Office of Juvenile Justice	<i>Successfully completed a compliance review that evaluated the Department's practices for holding juvenile offenders or runaways.</i>
	Joint Legislative Audit Review Committee	<i>JLARC pursues its mission by conducting performance audits, program evaluations, sunset reviews, and other analyses. Complied with their annual reporting</i>
	Washington State U-Visa Law	<i>Complied with the review, routing and approvals where appropriate from U-Visa applicants.</i>
	Employee Re-Backgrounding	<i>Driving records and criminal history were reviewed for all MVPD personnel and Information Services Staff (60+ individuals)</i>
ELIMINATING OLD RECORDS	Dedicated staff time to purge sexually motivated cases	<i>RCW 40.14.070 requires all closed or expired sexually motivated investigations to be archived by WASPC. 1,717 researched and moved in 2020.</i>
	Purging Expired Records	<i>4,584 cases were reviewed and removed in compliance with State retention laws.</i>

RECORDS DIVISION		2020 Accomplishments - Continued
GOAL	OBJECTIVE	ACCOMPLISHED
CONVERT FROM PAPER TO ELECTRONIC RECORDS	Convert paper reports to electronic	<i>Citizen Reports, Lockout Authorizations and Concealed Weapon Permit documents were moved to electronic filing.</i>
	City Prosecutor self sufficient	<i>Worked with City Prosecutor's Office to provide ability to access and print police calls and officer radio logs needed for their work. Previously required a manual request and Records Specialist to complete. Case submissions also moved to electronic.</i>
	Criminal Misdemeanor Cases	<i>Moved to electronic file attachments in these cases eliminating paper holding in case files.</i>
PROFESSIONAL DEVELOPMENT FOR STAFF	On-going skill, knowledge, professional development	<i>Trainings attended: Implicit/Explicit Bias, Spillman Conference, WAPRO, TAC, First Aid, Public Records Act, Rapsheet, GQA, MRSC, and Livescan</i>
CONTEMPORARY POLICIES & PROCEDURES	Create 2-3 new procedures & review, monthly staff meeting	<i>6 new procedures were completed around Domestic Violence, Proper Access Use, Dispositions handling, PA Charging Decisions and Park Trespassing.</i>
PROPERTY DIVISION		2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
BAR CODE SCANNING TRANSITION	Implement digital tracking	<i>Following the identification of a suitable system, equipment and supporting software were purchased and identified. 2021 will be the time training and implementation will begin.</i>
DESTRUCTION – DRUG/GUN SEIZURES/PROPERTY	Schedule drug destruction dates with other agencies	<i>253 items were destroyed in the year.</i>
	Schedule gun destruction dates	<i>None occurred in 2020 due to COVID, moved to 2021.</i>

	Reduce Property Stored	<i>Scheduled property items no longer needing storage and having no owners identified to be transferred to auction. 142 items cleared.</i>
PROPERTY ROOM MANAGEMENT	Identify property for release, auction or destruction	<i>4,456 property in-takes. 818 property releases. 4,080 evidence destructions. 329 Found/Safekeeping property destroyed. 142 items sent to auction. 39 items donated</i>
	Coordinate public drug take back days	<i>Due to COVID health restrictions, no events were hosted on the Police/Court Campus by the Property Division. MVPD representation occurred at several off-campus sites.</i>
	Create evidence handling procedures for new staff	<i>Improved the Property Impound Form from a 3 to 2-part form</i>
	Electronic/Digital Records	<i>Moved the storage of 911 recordings attached to criminal cases into the Digital On Q system which allowed the City Prosecutor's Office direct access.</i>

ADMINISTRATIVE SERVICES DIVISION		2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
PROVIDE A SAFE WORKPLACE		
	Department Safety Committee	<i>Quarterly meetings occurred with representation from each Division. Work included added lighting for safety, Association of Washington Cities L&I compliance training, accident/injury reviews, fire safety inspection, first aid, CPR, respirator trainings, Range Officer hearing/blood test compliance.</i>
	City Safety Committee	<i>Chief Chris Cammock attended the scheduled meetings representing the police department. Due to COVID these were more limited and virtual. Relevant information was brought back to the Department Safety Committee.</i>
	Fire Inspection	<i>Mount Vernon Fire Department conducted their annual safety inspection accompanied by a member(s) of the Department Safety Committee</i>
PROVIDE CONTEMPORARY POLICE TRAINING		
	Manage Skill Based Training	<i>State required annual Crisis Intervention Training by all commissioned staff accomplished, monthly firearms, annual emergency vehicle (EVOC) training, selected a Range Instructor, DT sessions, and First Aid/CPR was moved to 2021 (COVID), etc.</i>
UPDATE/COMPLY WITH STATE REQUIREMENTS & DEPARTMENT POLICY & PROCEDURES		
	Transition annual policy testing to Target Solutions	<i>Project was started but not completed in 2019. Progress continued in 2020 and completion is expected in early 2021.</i>
	COVID-19 Response	<i>New policies and procedures were developed for the pandemic response and safety for personnel.</i>

ADMINISTRATIVE SERVICES DIVISION		2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
	Mandatory 2-hour CIT	<i>All commissioned police officers completed the required Washington State Criminal Justice Training Commission annual Crisis Intervention Training.</i>
	Range Officer Blood/Hearing Test	<i>The required L&I testing for Range Officers exposed to lead as part of their firearm instructor duties was completed.</i>
CONTINUED RECRUITING COMMITMENT		
	Preparatory Academy	<i>Cancelled due to COVID-19</i>
	Hiring Processes	<i>Police Officer & Records Specialist: 99 candidates tested, 46 interviews, 17 polygraph examinations, 6 Job Suitability exams, 8 background investigations, 6 management interviews, 6 Psychological & Medical exams. Police Officer (1), Records Specialist (1)</i>
	Police Officer Vacancies	<i>One new police officers was hired (Amende) in 2020.</i>
	Records Specialist Hiring	<i>Records Specialist Kristen Ellinger was hired in 2020.</i>
	Recruiting	<i>Recruiting was severely limited due to COVID. Recruiters participated in PST's virtual recruiting event and devoted time to developing specific social media campaigns "That Was Then, This Is Now" using individual life stories and contrasting where life started for them and where they are now.</i>

ADMINISTRATIVE SERVICES DIVISION		2020 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
COORDINATE TEMPORARY ASSIGNMENTS & LEAD OFFICER POSITION.		
	Lead Officer Program	<i>Lead Officers are a vital part of the daily management structure. Officers must have at least 4 years' experience to be eligible and complete written testing and interviews with Sergeants/Lieutenants. It has proven itself as a successful succession strategy for those interested in promoting into supervision or managerial roles. 15 Officers were appointed, 2 were new and 3 retested to improve their performance.</i>
	Temporary Assignment Selections	<i>Peer Support Team, Powershift (3), Criminal Investigator, Defensive Tactics (2), Range Officer, PTO, Crisis Negotiator, EVOC Instructor,</i>
	Promotional Process	<i>Civil Service approved and a written testing and assessment center process for a Sergeant. 5 candidates tested, Officer Aaron Cohen was selected and will be promoted in 2021.</i>



Sent by:

**Jefferson Elementary School
Student Council**

THE END