



BAINBRIDGE ISLAND

Washington

Bainbridge Island Police Department
Annual Report 2016 | An In-Depth Review of the Year



TABLE OF CONTENTS

Administration	3
Chief's Message	4
Organizational Overview	5
Organizational Chart	6
Vision and Mission Statement	7
Divisions	7
New Personnel and Separations	11
Programs & Services	13
Public Safety Services	14
Value Added Services	15
Support Services	17
Community Outreach	18
Goals & Accomplishments	22
Professional Standards	25
Training Summary	26
Performance Measures	27
Budget Performance	28
Year End Reviews	29
Customer Survey Results	31
Awards	34
Crime Statistics	35
Regional Partnerships	38

Design work by Kevin VanderMeer

Bainbridge Island Police Department • Matthew Hamner, Chief of Police
625 Winslow Way East • Bainbridge Island, WA 98110
www.bainbridgewa.gov/police • 206.842.5211



CITY OF
BAINBRIDGE ISLAND

Police Department Annual Report 2016

Administration

City Council

Sarah Blossom

Kol Medina

Ron Peltier

Wayne Roth

Michael Scott

Val Tollefson (Mayor)

Roger Townsend

City Manager

Douglas Schulze

Chief of Police

Matthew Hamner

CHIEF'S MESSAGE

Community members, colleagues, and friends, I am pleased to share with you the 2016 Annual Report for the Bainbridge Island Police Department.

I'd like to start this year's message by thanking my staff, who do their best every day to serve you professionally, kindly and compassionately. We all worked very hard in 2016 toward becoming a state accredited agency, and I am proud to say we met over one hundred and thirty-two standards set by the state to achieve that goal early in 2017. This document summarizes those efforts and many more accomplishments during the past year.

Building strong, trusting relationships with members of the community is one of our primary goals. We accomplish this by engaging with the community, providing service that is consistently above and beyond what is typically expected of police officers, and adopting best practices in everything we do. I believe those efforts make us one of the best police departments in the nation.

Policing can sometimes be disheartening. Rarely does one call the police because they're having a good day. We understand this, and make every effort to do our jobs with fairness, humility, integrity, and compassion. We conduct our business transparently, we are purposefully open and approachable, and we do everything we can to be worthy of your confidence and your trust.

Last, and perhaps most importantly, I would like to thank the members of this community for being so supportive and kind. I cannot begin to express how much your gestures of appreciation and constructive feedback have meant over the years. Your thoughtful emails, cards, gestures, and letters have been instrumental in measuring our success, lifting our spirits, and strengthening the bonds of trust between our officers and the community. I sincerely thank you, and want you to know how proud we are to serve you.

A handwritten signature in black ink, reading "Matthew Hamner". The signature is fluid and cursive, with the first name "Matthew" and last name "Hamner" clearly distinguishable.

Matthew Hamner
Chief of Police



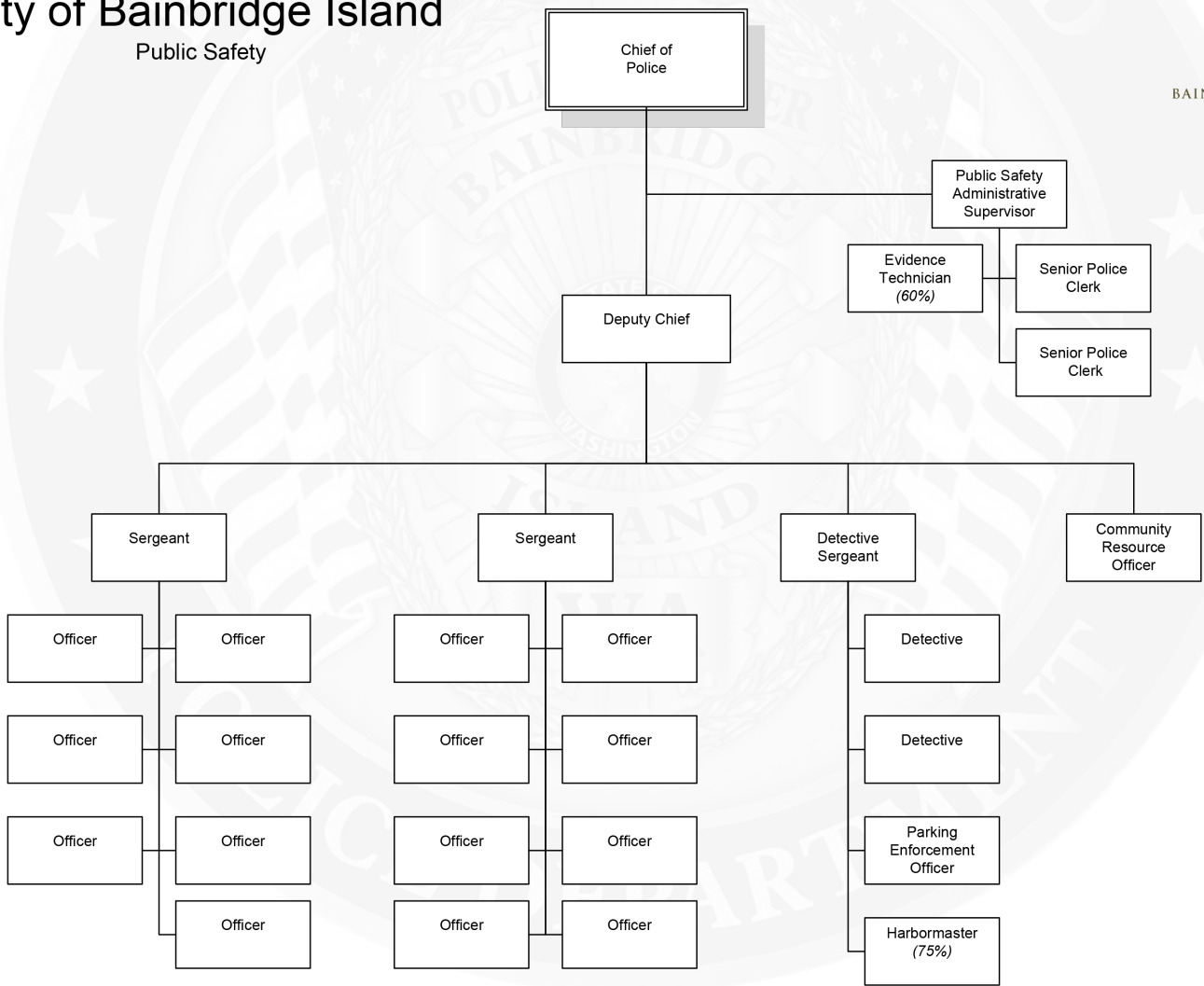
ORGANIZATIONAL OVERVIEW



ORGANIZATIONAL CHART

POLICE DEPARTMENT

City of Bainbridge Island
Public Safety



Updated 1/1/17

DIVISIONS

OUR VISION

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

OUR MISSION

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

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

ADMINISTRATION

The Administrative Division of the Bainbridge Island Police Department is comprised of the Chief of Police, the Deputy Chief of Police, and the Administrative Supervisor. The Chief and Deputy Chief are responsible for ensuring peace and public safety by directing department operations, though strategic planning, and by working with the City Manager, the City Council, and community groups to shape a collective vision of policing. The Chief and Deputy Chief also serve as media contacts, initiate and participate in community outreach events, represent the department at community functions, and maintain intergovernmental relationships with other local and regional agencies including law enforcement, district and superior court, fire and first responders, schools, the Department of Homeland Security, the US Coast Guard, and the Washington State Department of Transportation. The Administrative Supervisor provides support to the Chief and Deputy Chief by tracking expenditures, agreements, contracts, training registrations, complaints and recognition, and by assisting with the annual report, the department's web page, and projects.

PATROL DIVISION

The Patrol Division consists of two sergeants and thirteen patrol officers who respond to calls for service 24 hours a day in the Bainbridge Island community, maintaining peace and order by protecting life and property through impartial enforcement of federal, state and local laws. Officers address criminal activity, conduct traffic collision investigations, direct traffic

in congested areas and during emergency situations,

identify and eliminate safety hazards, serve search and arrest warrants, issue traffic citations and

infractions, and investigate crime scenes. Patrol

officers generally perform their duties using police

vehicles, but also conduct walking beats, utilize

police bicycles for patrolling congested areas

and parks, and have two fully-equipped police

motorcycles at their disposal.



INVESTIGATIONS DIVISION

The Investigations Division is comprised of one

detective sergeant and two detectives who

investigate major crimes occurring in

the community and perform follow-up

investigations on

cases initially handled by patrol officers

regarding property crimes and crimes against

persons. Detectives also interview suspects and

victims, take witness statements, collect and process

crime scene evidence, and testify in court. Additionally,

detectives are responsible for conducting background

investigations on law enforcement applicants, they represent the department at meetings

and committees, conduct educational workshops on subjects such as fraud prevention and

identity theft, and fill in for patrol during shift shortages.

HARBORMASTER

In association with the Marine Access Committee, the Harbormaster coordinates activities

related to the use, operation, security, maintenance and improvement of Bainbridge Island

harbors. This includes facilitating marine and general services for commercial and recreational

boaters and the public, working closely with volunteer harbor stewards to orchestrate harbor

activity, collecting fees for water-related uses, and ensuring compliance with federal, state

and local laws regulating harbor activity. The harbormaster also works with the U.S. Coast

Guard and the Department of Natural Resources concerning vessels lost, found, adrift, sinking,

derelict and abandoned, works with the executive and finance departments of the city to

manage the transient and long term use of the harbor buoys, city docks, and linear moorage

systems, and maintains records of visiting and residential boaters.

PARKING ENFORCEMENT

The parking enforcement officer (PEO) performs field and office work related to the

enforcement of parking ordinances and maintains parking records. The PEO walks and

drives the island year round to ensure compliance with parking regulations especially in

carpool areas, no parking zones, disabled parking areas, time-limited spaces. They address

vehicles that are improperly parked or blocking access to homes, businesses, loading areas

and sidewalks, and work to educate drivers about local parking ordinances. The PEO is also

responsible for addressing parking complaints, impounding improperly parked or abandoned vehicles, directing traffic when needed, appearing in traffic court, attending community meetings to address parking issues and managing the downtown employee parking permit program.

RESERVE PROGRAM

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

SUPPORT SERVICES DIVISION

The Support Services Division consists of two senior police clerks, and one part-time evidence technician. The primary responsibility of this group of civilian employees is to organize, preserve, maintain, report, reproduce and disseminate department records of all kinds including case files, correspondence, contracts, complaints and evidence according to Washington State law.

Police clerks greet citizens in person, by phone, and via email to evaluate and address all types of inquiries. They also provide fingerprinting services, issue concealed weapons permits, register home and business alarms, issue pet licenses, respond to public disclosure requests, seal records, check and quash bench warrants, enter protection orders, and process stolen property into the state WACIC system. The Evidence Technician is thoroughly trained in the intake, processing, storage, preservation, inventory, release and destruction of evidence related to criminal activity as well as found property and items held for safekeeping. Additional responsibilities include purchasing supplies and equipment for officers and staff, and maintaining equipment inventory records.

MARINE SERVICES UNIT



With our island community's 53 miles of shoreline, the BIPD's Marine Services Unit is a critical component of public safety. Our primary vessel is a well-equipped 33' SAFE Boat powered by triple 250 horsepower Mercury Verado engines and capable of carrying 18 passengers. The vessel, referred to as M8, features high definition imaging sonar, radar, a chart plotter, an encrypted Automatic Identification System, a micro-ROV (remotely operated vehicle), radiation detection equipment, 2 VHF radios, collision and depth alarms, and an on-board computer with thermal imaging capability. The vessel and her crew operate with several core missions in mind; namely search and rescue, vessel assistance, recreational boating enforcement, environmental response, and assistance to other agencies such as the

Washington Department of Fish and Wildlife, the US Coast Guard, Washington State Ferries and the Department of Homeland Security. The vessel primarily conducts operations in the jurisdictional waters surrounding Bainbridge Island, but occasionally leaves the immediate area when emergency assistance is requested by other agencies.

The department's second boat, referred to as M11, was purchased as a surplus from Klickitat

County and added to the fleet in 2016. An 18' vessel with a single outboard motor, M11 is significantly smaller and more easily maneuverable than M8, and perfect for conducting in-harbor operations such as boating safety checks, boater education, and boater assistance as well as enforcement of the island's three "No-Wake" Zones (Eagle Harbor, Port Madison, Manzanita Bay). With just a 5 person capacity, the vessel can easily be launched at primitive sites, and trailered with just a pickup truck. The vessel also provides a mechanism for the City's Harbormaster to communicate with the liveaboard community, address derelict vessels, and investigate environmental complaints. M11 was outfitted shortly after purchase with power hauler to perform utility work such as extracting derelict fishing gear from the water, which cannot be conducted aboard M8 without damaging its collar. In addition to its many uses, it will also serve as a backup vessel when the SAFE boat is in for repairs and as a training vessel for new boat operators.



NEW PERSONNEL & SEPARATIONS

NEW PERSONNEL IN 2016



LESLEY HETZLER

The BIPD warmly welcomes Lesley Hetzler as our newest Senior Police Clerk! Lesley joined the BIPD in August of 2016 after living and working in the Olympia area for the past 27 years. During her time in Thurston county, she served for 15 years with the North Thurston Public Schools as an Administrative Assistant at an elementary school, and also as a Financial Services Technician at the district office. Lesley has two adult children who recently left the nest and two young step-children currently attending Bainbridge Island schools. Lesley and her partner, Charles, moved to Kitsap County last year. In her free time, she enjoys antiques and refurbishing furniture.



MICHAEL TOVAR

Officer Michael Tovar initially joined the BIPD as a patrol officer in early 2008. During his 8 ½ years of service, he was a Field Training Officer, a member of bike patrol, a patrol operations trainer, fulfilled a three-year temporary assignment as a detective, and acted as one of our agency's two regional SWAT team members. In late 2016, looking for new experiences, Tovar separated from the BIPD and began serving with the Bremerton PD. Just a couple of months in, he humbly approached Chief Hamner and asked if there was a chance he could have his old job back. Says Tovar, "The Bremerton PD is a tight organization, and I enjoyed working with them very much. What I really missed, though, was the close atmosphere at BIPD and the personal relationships we've forged with members of the community." He further explains, "As far as law enforcement goes, the BIPD is like a mom-and-pop shop, but I mean that in a good way. We all wear many hats, and work together on so many different things that the camaraderie is second to none. I also really like the way the BIPD officers put themselves out there in the community." As you've probably surmised, Chief Hamner was happy to bring officer Tovar back. Tovar's response? "I'm proud to call myself a BIPD officer, and I appreciate it now more than ever."

SEPARATED PERSONNEL IN 2016

AIMEE LACLAIRE

Detective LaClaire resigned in 2016 after nearly four years of service with the BIPD to join the Seattle Police Department and pursue her goal of becoming a homicide detective.

BARBARA SEITZ

Senior Police Clerk Barbara Seitz retired in 2016 after almost seven years of service to spend more time enjoying her hobbies and traveling with her husband, Jerry.

MAURINE STICH

Detective Maurine “Mo” Stich retired in 2016 after more than twelve years of service to the BIPD and thirty total years in law enforcement to travel and enjoy outdoor adventures with her husband, Mike.

VICTOR CIENEGA

Detective Victor Cienega resigned in 2016 after more than eight years of service to the BIPD (and 17 total years with the City of Bainbridge Island).

ROBERT KLEINPASTE

Robert joined the BIPD in August 2016. Unfortunately he did not successfully complete the Washington State Criminal Justice Training Center’s Basic Law Enforcement Academy and resigned in February of 2017.



PROGRAMS & SERVICES



PUBLIC SAFETY SERVICES

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

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

VALUE ADDED SERVICES

In addition to calls for public safety service, the Bainbridge Island Police Department offers many additional services to benefit the community. For more information about these programs or to request any of these special services, visit the Police page of the City's website, call the station at 206-842-5211, or send us an email at policedept@bainbridgewa.gov.

EDUCATIONAL WORKSHOPS

BIPD officers are available by request to visit your group or organization to conduct educational workshops on such topics as fraud prevention, avoiding scams, and identity theft.

NIXLE

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

www.nixle.com

ONLINE CRIME REPORTING

Some crime reports can be made online using a system called "CopLogic" so long as the incident occurred within the Bainbridge Island city limits, there are no known suspects, and the incident involves either a harassing phone call, identity theft, lost property, theft, or vandalism. To report other types of crime, PLEASE call 911. It doesn't matter whether your call is an emergency or not. If you want to file any type of police report other than those listed above, call 911.

www.kitsap911.org/CopLogic/KCSO/start-report.html

RIDE-ALONGS

If you would like the opportunity to ride-along with one of our officers as an observer during a regular patrol shift, simply fill out an application on the City's website or get in touch with us. After successfully passing a criminal background check, you will be contacted to set a mutually agreeable date and time. The minimum age for a ride-along in a police car is 15.

CLASSROOM VISITS

Community Resources Officer Carla Sias visits classrooms by request to mingle with the kids, answer questions, and play show and tell with a real police car. She can also arrange station tours for small groups (i.e. scout troops) who want to see what the inside of our station is like.

SECURITY ASSESSMENTS

The BIPD is pleased to offer commercial security assessments for business owners who are proactive about preventing crime and would like an independent evaluation of their site. The assessment is complimentary. The intent of the service is to identify and improve security weaknesses in order to help proprietors safeguard against theft and vandalism.

TRAFFIC EMPHASIS PROGRAM

In response to numerous complaints about traffic issues (especially speeding), the department established a Traffic Emphasis program which consists of targeted patrols, additional police

presence, and mobile reader boards to address problem areas. No form is required, simply let us know.

TRAFFIC CONTROL

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

VACATION HOUSE CHECKS

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

WELFARE CHECKS

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

SUPPORT SERVICES

ALARM REGISTRATION

In response to the large number of business and residential false alarms every year and increasing demands for police service with finite resources, the Bainbridge Island City Council enacted false alarm ordinance 2003-05 in May, 2003. This ordinance established a fee schedule for false alarms and an alarm owner registration requirement. All property owners with burglary, robbery, or panic alarms installed at their premises are required to register their system. The fee schedule enacted by the ordinance (in dollars):

One Time Registration Fee = \$50
Failure to Register an Alarm = Up to \$250
First False Alarm = No Charge
Second False Alarm = \$50
Third False Alarm = \$100
Fourth False Alarm = \$250
Subsequent False Alarms = \$250

ANIMAL LICENSING

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

CONCEALED WEAPONS PERMIT

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

DOWNTOWN EMPLOYEE PARKING PROGRAM

Parking is at a premium in downtown Winslow and owners of downtown businesses prefer to leave available spots open for paying customers. As a result, the City of Bainbridge Island offers business owners the option of participating in the City's Downtown Employee Parking Program which allows their employees to park in designated areas at discounted rates.

DRUG TAKE-BACK PROGRAM

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

FINGERPRINTING

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

LOST & FOUND

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

PUBLIC RECORDS REQUESTS

The Support Services division tracks, manages, and fulfills public records requests using the NextRequest, electronic portal on the City's website. Citizens can request things such as case reports, collision reports, and much more. The portal is a great mechanism for citizens to communicate with the City of Bainbridge Island about documents they are looking for. Previous records requests and responsive documents are also viewable online.

www.bainbridgewa.nextrequest.com

SPECIAL EVENTS PERMITS

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



COMMUNITY OUTREACH



COMMUNITY OUTREACH

The Bainbridge Island Police Department believes it is important for the members of our island community to have opportunities to get to know the officers who serve them in a friendly, relaxed setting. As such, we are dedicated to hosting family-friendly community events and participating in other events when possible. The following events are the most significant in terms of this effort:

CITIZENS' ACADEMY

Founded in 2004, the goal of the Bainbridge Island Police Citizens' Academy program is to foster a better understanding of police work through education, and to improve communication between the citizens of Bainbridge Island and the officers who serve them. The intent of the program is not to produce civilians trained in law enforcement, but to help island residents and business owners become more familiar with the workings of their local police department and better acquainted with its officers. What the department gains in good will cannot compare to the benefits community members gain by knowing more about the men and women who serve them.

Participants are presented with frank and candid explanations of how the units in the department function and have an opportunity to ask questions of guest speakers. There are no tests to pass and no educational credits earned, but participants gain a better understanding of the department's decision-making processes, how and why policies are created, and learn about the kinds of situations officers face every day. Most importantly, citizens can determine more accurately how effective the department is in serving the community. Some of the topics covered include traffic enforcement, narcotics, investigations, criminal law, defensive tactics, and identity theft. Additionally, participants have an opportunity to ride-along with an on-duty patrol officer, take a tour of the 911 dispatch center, the Kitsap County Coroner's Office, and the Kitsap County Jail.

There is no cost to attend the Citizens' Academy, but the experience is priceless!



CHIEF FOR A DAY



Chief for a Day” is a biennial celebration facilitated by the Washington State Criminal Justice Training Commission whereby children with chronic illnesses have an opportunity to focus on their lives and not their illnesses. Local law enforcement agencies in the region sponsor a child, who enjoys “chiefly” recognition throughout the year at numerous events.

The Bainbridge Island Police Department’s 2016 Chief for a Day was seven-year-old Zoe Henry, who was born with a Congenital Diaphragmatic Hernia in 2008. Zoe was given a 25% chance of survival. After almost 3 months in the hospital, including 2 weeks on a bypass machine,

multiple ventilators, more meds and tubes than you can count, endless conversations with doctors and nurses and lots of love and prayers, Zoe finally came home. She was on oxygen 24/7, a feeding tube, meds that were given 7 times a day and complete lockdown for fear of germs. With love, therapy, dedication, tears, and lots of hugs and smiles over the next three years, Zoe slowly started hitting some major milestones like eating orally when she was almost 2 years old and walking at 2 ½ years. She is currently battling Pulmonary Hypertension, a life-threatening lung and heart disease, among other things, but never lets it slow her down. Zoe started first grade this year and continues to charm all who meet her.

Chief Zoe received special attention this year at the Bainbridge Island Grand Old Fourth parade, National Night Out, Summerfest, and more. The department also collected funds throughout the year to provide Zoe with gifts and toys, school supplies, and other items. We are deeply appreciative of all the donors who helped us in this endeavor. The 2016 Chief for a Day event culminated on August 18 where Zoe and other little chiefs from all over the region participated in a motorcade from Sho-Ware Center in Kent to the police academy in Burien, where they were “sworn in” and showered with activities and gifts.



NATIONAL NIGHT OUT

National Night Out is a nationwide annual community-building campaign that takes place on the first Tuesday evening of August. The event promotes police-community partnerships through education, conversation, and camaraderie to make our neighborhoods safer places to live. The family-friendly event is free to attend and includes food and activities for all ages. Highlights include crime prevention materials for parents, educational games about safety for kids, and an impressive display of equipment including a police car, ambulance, fire vehicle, police boat, and more. It’s a great opportunity for citizens to get to know the officers who serve them.

Support for National Night Out is provided by local merchants, non-profit organizations, and volunteers. We are deeply grateful to these supporters who make the event a resounding success! Supporters of the 2016 event include: Town & Country Market, BI Metro Park and Recreation District, Pro Build, Frito-Lay, Bremerton Bottling Company, and Costco.

Even if you cannot attend the celebration, please consider showing your support for law enforcement by leaving your front porch light on that evening, which is a hallmark of the event.

WAYS TO BE INVOLVED

CHIEF'S ROUNDTABLE

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

VOLUNTEER

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



EAGER FOR MORE INFORMATION?

For more information about any of the events and opportunities mentioned above, please visit our web page www.bainbridgewa.gov/134/Police, contact Community Resources Officer Carla Sias at csias@bainbridgewa.gov or call **206-842-5211**.



PROGRESS ON TARGETED PUBLIC SAFETY GOALS

TASK	PRIORITY	STATUS AT YEAR END 2016
Continue to pursue Washington Association of Sheriffs and Police Chiefs (WASPC) accreditation. WASPC Accreditation consists of 8 phases. In 2016, BIPD's goal is to complete phases 2 (self-assessment), 3 (file maintenance), and 4 (on-site assessment and evaluation).	High	In Progress A mock accreditation review was held in August which helped identify process improvement opportunities; over the final months of 2016, the identified issues were resolved. It is anticipated that the official accreditation review will occur during the first quarter of 2017.
Complete implementation of LEXIPOL Manual and department-wide training. The Lexipol Policy Manual was adopted in January 2015. During the transition, some policies from the previous General Orders Manual were imported. In 2016, those policies will be reviewed and updated to ensure best management practices are in place.	High	In Progress Ongoing policy review and development is now a standard part of the department's best management practices, and the mock accreditation review found opportunities for policy improvement. The department's use of Daily Training Bulletins helps officers by providing an application-based approach to learning and shift briefings on essential policies are planned.
Complete implementation of LEMAP recommendations.	High	Replaced by Accreditation. The issues raised in the 2013 LEMAP assessment are being remedied through the accreditation process as well as through personnel changes made during the past three and a half years.
Support planning for Police Station replacement project.	High	Ongoing The department continues to support efforts by the City Council towards planning for a replacement building. In quarter 4 of 2016, representatives from the department participated in the Coates/MWL review of facility programming to specify space needs and functional layout.
Negotiate Guild labor agreement.	High	Completed The Bainbridge Island Police Guild agreement expired in December 2015. A new 3-year agreement spanning 2016-18 was approved in quarter 4 of 2016.
New CENCOM hardware. The communications unit for Kitsap County, CENCOM, is upgrading the current computer-aided dispatch system and requires each department in the county to upgrade their Mobile Communication Terminals (MCTs) to ensure compatibility.	Medium	Completed The transition to a new organizational structure (Kitsap 911) was completed. The new organization completed the upgrades to infrastructure and all agencies within the county have completed the upgrade of their MCTs.

Identify automation opportunities/IT initiatives. The department will review options for file storage, including the transition of the SharePoint system to cloud retrieval, and research crime analytics programs for tracking crime data.	Medium	Ongoing Lumen, a crime analytics program, was adopted in quarter 2 and is being utilized throughout Kitsap County. The program intends to launch a 2017 mobile version that officers can operate from their mobile phones. Additionally, the department adopted the ASMI system from Paladin Data as its training monitoring platform. ASMI also has inventory functions that will be utilized by the department.
Review options to re-establish a K9 program and acquire a new dog.	Medium	Deferred Department will review options in 2017.
Continue to emphasize Crisis Intervention Training (CIT) for all officers.	BMP	Ongoing Every officer in the department attends the 40-hour Crisis Intervention Training and at least one 8-hour refresher course annually thereafter. Designated Crisis Intervention Officers (CIOs) receive an additional 24-hours of in-depth training.
Support the City Council Public Safety Committee.	BMP	Ongoing The committee established a quarterly meeting schedule and met in each quarter of 2016. The department will continue to fully support the group.
Continue expanded monthly and annual reporting on department activities and objectives.	BMP	Ongoing The department provides standard monthly and annual reporting.
Hiring Process/Background Checks performed by an outside agency.		In Progress Recruitment efforts continue to be a priority due to turnover. Four officers left the department in 2016 and one officer was hired. An ongoing recruitment drive includes a new signing bonus to encourage lateral hires. Background investigations on applicants are currently being conducted by the BIPD Investigations Division as the potential transition to an outside agency for this function is under review.
Improve and expand Police pages on City website.		Ongoing New, current, and updated information is continually being uploaded to the Police section of the City website.



PROFESSIONAL STANDARDS



TRAINING EXCELLENCE

Effective training is an integral component in building an excellent police force. Since taking the reins in 2013, Chief of Police Matthew Hamner has made training a top priority.

Starting with their first day of hire, Bainbridge Island Police Department (BIPD) officers never stop learning. Entry level officers (those with no previous law enforcement experience) begin their career with four months of intensive training and assessment at the Basic Law Enforcement Academy facilitated by the Washington State Criminal Justice Center (CJTC). Lateral officers (those with previous law enforcement experience) participate in an abbreviated program. After successfully graduating from the CJTC program, officers enter field training, which is an additional three months of on-the-job training and assessment with BIPD partner officers. Field training enables officers to gain an understanding of regulations, laws, and ordinances at the local level. Officers not from the area must also learn about island geography, roads, infrastructure, history and culture. After field training, officers patrol on their own while concurrently undergoing a period of probation and evaluation. In all, it may take up to 10 months of training to bring an entry level officer to the point where he or she is on their own. For lateral candidates, this time is condensed.

Per the Revised Code of Washington 43-101-095, and the Washington Administrative Code 139-05-300, every police officer in Washington must receive a minimum of 24 hours of training each year. BIPD officers receive, on average, far more than the state requirement; in fact, most surpass the state mandate two to three times. In 2016, members of the BIPD attended over 3,000 hours of training on topics such as crisis intervention, legal updates, firearms, high voltage wires, first aid, leadership, sexual assault, emergency driving, marine, criminal records, use of force, FEMA, and much more. New web-based programs such as Lexipol and PoliceOne Academy have broadened access to additional training, enabling officers to study at any hour and during downtime. Examples of training topics offered through these programs include hazardous materials, bloodborne pathogens, and psychological disorders.

Some training is mandated. For example, every new officer who joins the BIPD is required to undergo comprehensive 40-hour Crisis Intervention Training within their first year. Incumbent officers are required to attend an annual 8-hour refresher course to keep up with changes in legislation.

Other training is elective. For example, an officer may be interested in specializing in collision investigation, child interviewing, police boat operations, police motorcycle operations, or arson investigations. When the elective training is commensurate based on department need, officers are encouraged to attend. Examples of outside training topics for 2016 include verbal judo, lessons learned from the Sandy Hook school shooting, delivering exceptional customer service, command college, generation death, human tracking, dealing with difficult people, and public disclosure law.

Chief Hamner states “Every day on the job for a police officer is a completely new set of circumstances. The most important thing I can do to ensure the success of my officers is to train them well. They sometimes have only seconds to decide on a course of action. By providing training, we strive for the best possible outcome because knowledge is the most important tool at our disposal.”

PUBLIC SAFETY BUDGET PERFORMANCE

2016 FISCAL YEAR

Expense	Includes	2016 Budgeted	2016 Expenditures	% Used
Salaries	Salaries, Overtime and Temporary Employees	2,542,398	2,475,564	97.4
Benefits	Insurance, Benefits, and Uniforms	886,475	862,143	97.3
Supplies	Consumables, Equipment, Replacement Gear	193,696	166,874	86.2
Professional Services	Includes Derelict Vessel Removal	19,040	7,327*	38.5
Training	Registration, Lodging, Meals, Incidentals	39,500	55,024	13.9
Repair & Maintenance	For Vehicles, Vessels, and Equipment	57,250	36,482	63.7
Intergovernmental	Fire, Jail, Emergency Prep, Dispatch Services	417,402	340,395	81.6
Capital	Replacement Vehicles, M11 Acquisition	220,000	212,368	96.5
Other	Software, Rents & Leases, Dues & Memberships, Miscellaneous	103,855	72,425	69.7
Totals	Totals	4,479,616	4,294,541	95.9

*Actual expenditures in this category totaled \$73,266, but the department was reimbursed for 90% of those expenditures through the Derelict Vessel Removal grant program facilitated by the Washington State Department of Natural Resources.

YEAR END REVIEWS

USE OF FORCE

TOTAL USE OF FORCE EVENTS (6)

All six events involved physical control. Aggravating factors included 3 instances of intoxicants or drugs, 3 instances involving mental health issues, and 1 attempt to flee. Of the events, 4 involved white persons (all adults) and 2 involved persons of color (both juveniles). All six of the events involved males. One of the events resulted in injury to the suspect, but was minor and did not require treatment.

NOTES/TRENDS

- Total events where officers used force: **6**
- Total number of events in 2016: **16,978**
- % of Incidents in which force was used: **.035%**

PURSUITS

TOTAL PURSUIT (1)

This pursuit occurred at night, was discontinued by the officer, and was outside policy.

NOTES/TRENDS

- The officer was found to be outside policy even though he discontinued the pursuit.
- The officer was coached/counseled and re-trained on the department's pursuit policy.

BIASED-BASED POLICING

While every column is not exactly represented per the percentage of the population, there are no identifiable patterns of racial profiling or bias. If the officer could not distinguish the race of the individual, the designation of unknown was placed in the race box. The Bainbridge Island Statistics are listed at the end of the table. The data is from the website City-Data.com from 2013. There is also a category for individuals with 2 or more races that accounts for 3.7%.

www.city-data.com/city/Bainbridge-Island-Washington.html

	Traffic Infractions		Criminal Traffic		Totals		
Race or Ethnicity	# by Race	% by Race	# by Race	% by Race	# by Race	% by Race	Bainbridge Island Demographics
African-American	5	0.9	2	2.1	7	1	1.3
Asian	15	2.6	2	2.1	17	2.5	3.8
Hispanic	0	0	6	6.4	6	0.9	3.9
American Indian	0	0	0	0	0	0	0.6
White	452	79	71	75.5	524	78.9	86.3
Unkown	97	17	13	13.8	110	16.5	
TOTALS	570	99.5%	94	99.9%	664	99.8%	

COMPLAINTS

In 2016 the department recorded 16 complaints or performance issues compared to 14 such complaints in 2015.

CATEGORY

Driving/Traffic Related	3
Demeanor/Courtesy/Rudeness	8
Issues with Investigation	1
Performance Issues	4
Total Complaints	16

FINDINGS

Exonerated (3)

The alleged act occurred but the act was justified, lawful, and/or proper.

Unfounded (2)

The allegation was false or not factual or the alleged act[s] did not occur or did not involve department personnel.

Not Sustained (6)

There is insufficient evidence to sustain the complaint or fully exonerate the employee.

Sustained (5)

The act occurred and it constituted misconduct or violation of policy.

There was one Internal Affairs Investigation in 2016 that was closed with the officer resignation.

NOTES/TRENDS

- Sustained complaints were handled with coaching/counseling or verbal reprimand.
- One complaint was listed as sustained based on the information given. A complete investigation was not completed because the officer retired. The retirement was planned and had nothing to do with the complaint.
- During 2016, eight (8) members of the department were named in complaints and one volunteer.
- There was no pattern of repeated misconduct.

BIPD CUSTOMER SURVEY RESULTS

In an effort to measure the success of the department's interactions with its customers and improve the overall level of service provided to the community, the BIPD began mailing surveys to the people with whom officers have had interactions with during the course of their duties. Beginning in August, 2012, twenty surveys were mailed to randomly selected individuals each month and continue to date. Both the response rate and the results have been informative and encouraging.

Total Surveys Mailed in 2016:	240
Total Responses Received:	77
Response Rate:	32%

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

Very High:	70%
High:	23.5%
Average:	3.9%
Low or Very Low:	2.6%

SURVEY COMMENTS

- The officer was extremely prompt in visiting to review the site of the theft - in this case a 400+ lb. outboard motor. Unfortunately, I have not heard anything further.
- The response to my report of a crime was immediate and I am grateful.
- The officer was professional and was also collaborative in returning my missing item.
- BIPD was conscientious and professional in two encounters this year - a missing person search and roadside assistance for a friend who had been rear-ended. BIPD's public assistance was greatly appreciated in both cases.
- The officer who opened my car (I had locked it w/Dog inside by error) was so thoughtful and professional. And he did not flinch when I gave him a hug out of appreciation!
- The officer was professional, listened carefully, asked relevant questions, and provided good advice.
- They were very polite and respectful. I appreciated their guidance.
- Respondent indicated they were pulled over by a motorcycle officer: There was respect by both parties. This was a positive experience. This officer should be praised. Oh yes - I did get a ticket - speeding - "not paying attention."
- I reported an incident of missing mail to establish an incident report which I subsequently gave to the USPS. I presume BIPD followed up.
- (The officers) were highly professional.
- We have had to call a few times do to theft in our store - each time the officer arrived promptly and in one case was able to catch the thief along with all the products they took. We are proud to have the BI Police on our side - they even are around checking our building around closing time makes us feel safe (sic).
- The officer was very professional and understanding when I explained the fraudulent rental information that had just transpired. He was good about following up with others. Overall good interaction for unfortunate circumstances.
- Two officers responded - both were pleasant and professional.

- Extremely personable staff. I recommend raises for all. #Bluelivesmatter
- (The officer) was kind and very professional.
- BIPD is awesome. Great officers and amazing chief. Officer X is great. Officer Y is the best, nicest, and coolest officer... promote him or give him a raise.
- Great patrol officers & quick and professional response.
- The officer was very thorough and when I said that I didn't email, he gave me his cell number and has always answered me back, when I suggested a possible place to look for who side-swiped me (they haven't been found). The technology with him being able to take pictures even when it was dark out, also impressed me!
- (The officer) was very professional and friendly and showed interest in my case.
- Having our property damaged (bushes and trees cut) right after we bought our home on B.I. made us have some regrets moving here. But Officer Gary Koon was very reassuring and responsive. His suggestions were very valuable, and he said that they will make a stronger presence in the Wing Point community area which will be very helpful. A lot of the neighbors have asked me if the police are going to do that (in the B residences area) ... so I think overall this situation may make our community feel safer now that the police are aware!
- (The officer was) kind, understanding, and conversational.
- (The officer) was very kind and got my information and filed the report quickly.
- Bainbridge is a great, safe place to live thanks to the efforts of the CoBI PD.
- Very professional and friendly interaction.
- The officers I spoke to were very insightful to my situation.
- I was never given a police report.
- Small crime, lots of service. Thanks.
- I appreciated the officer could tell when lies were being told. Good training.
- Phone tag getting my case # for fraud that happened in Texas - still don't have it but it takes two to tango & I'm a lousy dance partner.
- Thank you, officer, for listening and reacting very fairly. I appreciated your patience and understanding.
- Officers at my daughter's collision were so caring. So were firemen and EMTs. Great work to all BI first responders.
- The officer was very gentle with me, as I was in a lot of pain.
- I feel the officers handled the situation well.
- Officers were very friendly, helpful, and made us feel like they cared about our situation.
- Your officers were extremely sensitive to the issue that had taken place and the fact that my children were present. I felt that the officers were genuinely concerned about me and my circumstances. I was extremely embarrassed and the officers assured me that there was nothing to be ashamed of. I did not expect the level of respect nor concern from these two officers. At that time, I thanked God for them. In the past, my thought had been tainted by the media and what I had seen about police brutality towards the African American Community. Well, these two officers laid those images to rest.
- Thank you for being friendly and there for every need - keep being awesome!!
- Everybody was great! (Written on the mailing envelope with a hand-drawn red heart.)
- The customer service has always been good. I wish they had a few more resources to follow up after a crime has been committed.
- (The officer) was very helpful and listened to me and I felt my son and I were cared for by BIPD. Thank you!
- Officer indicated displeasure in having to fill out the paperwork involved with the vandalism of our 4 neighborhood mailboxes. I would like to have a status/follow-up to my case, regardless of how small a case it may be.
- The officer was very professional, polite, and straightforward. He was also supportive.
- Came in to get a CPL. Great service! Awesome staff!

- The officer was very professional and friendly. I was very disappointed that the department failed to notify me that my vehicle had been recovered and impounded in Tacoma on a Saturday. I did not find out until Monday afternoon and had to pay \$500 to get car out of impound. The windshield smashed.
- Two patrol cars stopped me. Could have given me a warning.
- Pleasant interactions with both office staff and officer.
- Very positive and professional. I also received a follow-up email that was helpful.
- Detective was detailed and informative. Officer (was) very thorough and patient and helpful - reset garage code to make me feel more safe!
- Most officers and staff are great. One occasion of young new policeman not knowledgeable about the law.
- (The officer) was polite, personable, straight forward and accurate. Great job!
- I thought the officers did all they could and I also got good follow-up after the fact with (your detectives).
- Quick response.
- Very professional and efficient.
- (The officer) was extremely professional and thorough. He was polite, courteous, and made me feel at ease. Impressed that before he contacted me he did a perimeter check of my house.
- I'm afraid I didn't capture names, but everyone was first class!
- The staff member was knowledgeable, polite, and helpful.
- We know your job is challenging! Please know that we greatly appreciate what you do. We just want to be treated as community members and with respect - not intimidation or fear. When we first moved here, we heard real horror stories about all kinds of things - shootings of mentally ill people, intimidation, drug raids of the wrong house - torn apart & just left, kids hassled, etc. We want community proactive involvement and policing. Thank you.
- Can't remember the officer's name but he was extremely nice and helpful.
- Comment contained highly personal information related to the incident and was not recorded here.
- I was not happy to receive a citation in the mail, since I paid my boat registration. I have challenged the citation but have yet to hear from the municipal court. I would like someone to contact me giving me my court date to appeal the ticket.
- Very professional, polite, and effective.

AWARDS

The following individuals were recognized for exceptional performance during the 2016 calendar year at the Bainbridge Island Police Department's

4th Annual Awards Gala, March 4, 2017, at Kiana Lodge:

2016 Officer of the Year	Officer Gary Koon
2016 Civilian of the Year	Parking Enforcement Officer Kenneth Lundgren
Meritorious Conduct	Officer Jonathan Bingham, Sergeant Trevor Ziemba
Exceptional Police Duty	Officer Dale Johnson, Officer Chuck Kazer, Officer Jon Ledbetter, Officer Cameron Lewis
Exceptional Civic Duty	Senior Police Clerk Kelly Eisenhood, Deputy Chief Jeffrey Horn, Detective Sergeant Scott Weiss
Certs of Commendation	Officer Jeffrey Benkert (2), Detective Erik Pepper (2), Officer William Shields, Officer Michael Tovar, Sergeant Trevor Ziemba
Letters of Recognition	Administrative Supervisor Barbara Burns, Reserve Officer Mark Crowthers, Sergeant Benjamin Sias, Detective Sergeant Scott Weiss, Sergeant Trevor Ziemba
Physical Fitness Award	Sergeant Ben Sias, Officer Jon Ledbetter, Officer Cameron Lewis, Detective Erik Pepper
Safe Driving Award (5 Yr)	Officer Gary Koon
Reserve Officers	Mark Crowthers, Guy Roche, Matt Topham
Service Milestones	5 Years - Reserve Officer Mark Crowthers, Officer Gary Koon 10 Years - Officer Jeffrey Benkert, Reserve Officer Matt Topham, Sergeant Trevor Ziemba
Kathy Dunn Award	The Henry Family
Citizen Awards	Mark Bartholomew (Service) Matthew Coates (Good Samaritan) Isabelle Cobb (Support) Janice Daniels (Support) Kevin Hay (Service) John Inch (Service) Rodney Sherwood (Service) Kevin VanderMeer (Service)

The background of the page features a large, wavy, dark blue banner. Within this banner is a faint, light blue watermark of the Bainbridge Island Police Department seal. The seal is circular with a central emblem, surrounded by the words "BAINBRIDGE ISLAND" and "WASHINGTON". Above the seal, the word "POLICE" is partially visible. The banner also contains several white stars.

CRIME STATISTICS

2016 Washington NIBRS Submission Agencies

BAINBRIDGE ISLAND PD

Kitsap County

Population: 23,760
Months Reported: 12

Offense Overview

Offense Total 720
of Cleared Offense 130
Percent Cleared 18.1%

Group A Arrest Overview

Arrest Total 93
Adult Arrest Total 79
Juvenile Arrest Total 14

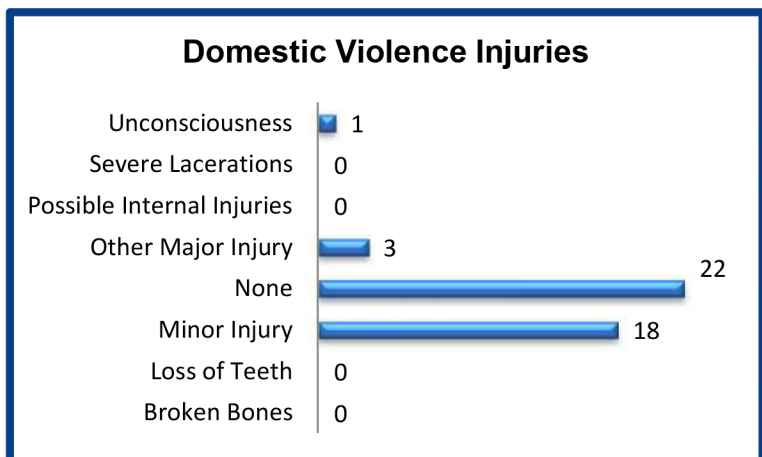
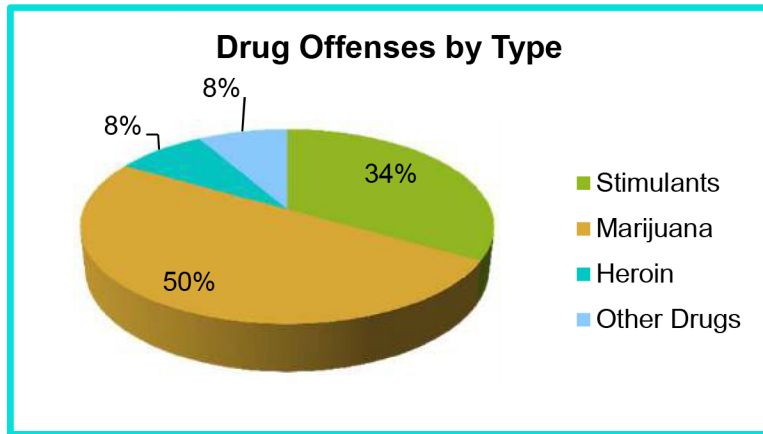
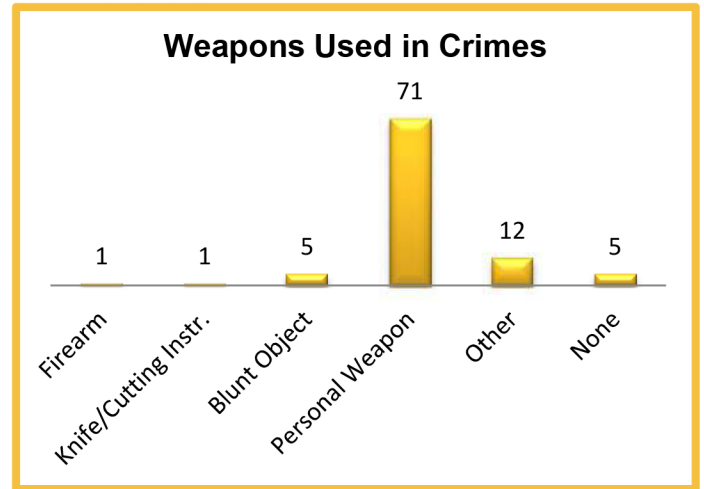
Group A Offenses	Reported 2015	Reported 2016	% of Change	Crime Rate per 1,000	Total Arrests	DV Offense Totals
Murder	0	0		0.0	0	0
Manslaughter	0	0		0.0	0	0
Rape	1	3	200.0%	0.1	0	0
Sodomy	0	1		0.0	0	0
Sexual Assault w/Object	0	0		0.0	0	0
Fondling	2	5	150.0%	0.2	1	0
Aggravated Assault	8	17	112.5%	0.7	10	3
Simple Assault	52	78	50.0%	3.3	25	39
Intimidation	0	4		0.2	0	0
Kidnapping	0	0		0.0	0	0
Incest	0	0		0.0	0	0
Statutory Rape	0	1		0.0	0	0
Human Trafficking Offenses	0	0		0.0	0	0
Violation of No Contact/Protect.	19	18	-5.3%	0.8	4	0
Robbery	1	1	0.0%	0.0	1	0
Burglary	57	63	10.5%	2.7	5	0
Larceny-Theft Offenses	275	266	-3.3%	11.2	28	1
Motor Vehicle Theft	6	16	166.7%	0.7	1	0
Arson	3	1	-66.7%	0.0	0	0
Destruction of Property	78	109	39.7%	4.6	3	0
Counterfeiting/Forgery	11	14	27.3%	0.6	2	0
Fraud Offenses	94	85	-9.6%	3.6	0	0
Embezzlement	3	2	-33.3%	0.1	0	0
Extortion/Blackmail	1	0	-100.0%	0.0	0	0
Bribery	0	0		0.0	0	0
Stolen Property Offenses	6	8	33.3%	0.3	5	0
Animal Cruelty	0	0		0.0	0	0
Drug/Narcotic Violations	16	22	37.5%	0.9	8	0
Drug Equipment Violations	7	5	-28.6%	0.2	0	0
Gambling Offenses	0	0		0.0	0	0
Pornography	0	0		0.0	0	0
Prostitution Offenses	0	0		0.0	0	0
Weapon Law Violations	1	1	0.0%	0.0	0	0
Grand Total	641	720	12.3%	30.3	93	43

BAINBRIDGE ISLAND PD

Continued

2016 Group B Arrests

Offense	Adult	Juvenile
Bad Checks	0	0
Curfew/Vagrancy	0	0
Disorderly Conduct	0	0
Drunkenness	0	0
DUI	45	1
Family Offenses	0	0
Liquor Law Violations	3	0
Peeping Tom	1	0
Trespass	6	1
All Other Offenses	7	2
Total	62	4



2016 Property Values by Type

Type	Value
Seized	\$5
Burned	\$120,000
Counterfeited/Forged	\$3,375
Destroyed/Damaged	\$49,202
Recovered	\$165,889
Stolen	\$591,827
Total	\$930,298



REGIONAL PARTNERSHIPS



REGIONAL PARTNERSHIPS

Chief Matthew Hamner is an active participant in training, conferences, meetings and exercises throughout Kitsap County and the region in the understanding that a successful police department cannot operate independently. Forging a reliable network of resources and strong partnerships is an integral part of any entity's success, but especially of for law enforcement. We count on each other for support in the field, offer encouragement in times of crisis, and stand together in efforts to bring about legislative change to make our communities safer.

WASPC

Over the course of 2016, Chief Hamner took a leadership role in the Washington Association of Sheriffs and Police Chiefs (WASPC). Specifically, Chief Hamner along with Spokane Sheriff Ozzie Knezovich co-chair the statewide Education and Training Committee. The group conducts biannual training conferences for law enforcement administrators throughout the State.

Kitsap County Executive Board

Chief Hamner is the chairman of this board, preparing the agenda and directing the meetings on topics relevant in Kitsap County. The group meets monthly.

Kitsap 911 (SAB-LUG)

Kitsap 911 is the dispatch center for the county and is contracted to handle all 911 calls. Notably, Kitsap911 is the first dispatch center in the State of Washington to accept 911 text messages (text to <http://www.kitsap-dailynews.com/news/kitsap-county-launches-text-to-911-service/>). Chief Hamner is the Vice-Chair for the Strategic Advisory Committee that oversees dispatch operations at Kitsap911, and a member of our department serves the Law Enforcement Users Group (LUG) that focuses on day to day 911 dispatch operations and use of technology.

KCDM

The Bainbridge Island Police Department regularly participates with the Kitsap County Department of Emergency Management (KCDM) in emergency preparedness exercises and training at the county emergency operations center (EOC). In 2016, the BIPD and other regional agencies participated in the complex "Cascadia Rising," emergency event, with officers staffing the Bainbridge Island Operations Center as well as the County EOC.

KCIRT

Bainbridge Island Police officers participate in the Kitsap County Incident Response Team (KCIRT), which is comprised of officers from the Bremerton Police Department, Poulsbo Police Department, Port Orchard Police Department, and the Washington State Patrol. KCIRT's primary mission is to respond to officer-involved shootings from any of the partnering agencies within Kitsap County.

SWAT

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

Currently, the Kitsap County SWAT team is comprised of 20 members, 2 of whom are from the Bainbridge Island Police Department (Officer Dale Johnson, with more than 25 years of experience as a law enforcement officer, and Officer Michael Tovar, with more than 8). These officers work a regular patrol schedule when not performing SWAT functions. Generally, they undergo two SWAT training days per month, and are called upon for assistance with SWAT functions once or twice a month.

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

INTERESTED IN A CAREER WITH THE BAINBRIDGE ISLAND POLICE?

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

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