

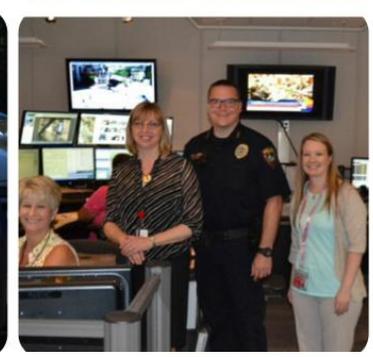
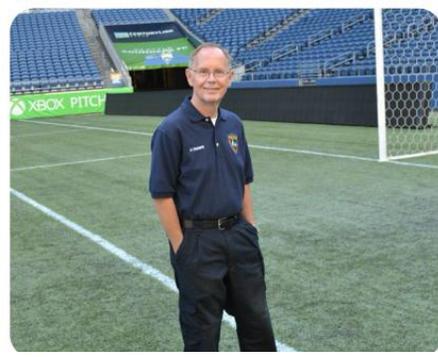


# NORMANDY PARK POLICE DEPARTMENT

2014 Annual Report

*Presented by*

Chief Chris Gaddis



## City of Normandy Park Administration

2014

Mayor Susan West

Mayor Pro Tem Doug Osterman

Council  
Shawn McEvoy  
Stacia Jenkins  
Tom Munslow  
Kathleen Waters  
Mike Bishoff

City Manager Glenn Akramoff

Chief of Police Chris Gaddis

# Normandy Park City Council

## Administrative Briefing – NPPD Annual Report

The Police Department operates on a 1.6-1.9 million dollar budget depending on staffing and required expenditures. The Police Department finished 2014 with 13 FTE's and 6 volunteers. This breaks down as 1 Chief, 2 Sergeants, 1 Detective, 1 K-9 Handler, 5 Patrol Officers, 1 Community Service Officer, 1 Records Manager, 1 Records Specialist, 4 Volunteer Reserve Officers, 1 Chaplain and 1 Police Communications Volunteer. Our full-staff numbers are 15 FTE's and 10 Volunteers

Our Fleet consists of 1 Chief's vehicle, 2 4WD Tahoes, 3 Chargers, 1 CSO Van, 1 undercover vehicle, 1 Jeep Cherokee and 1 police motorcycle.



*First of all I would like to take this opportunity to thank the citizens, visitors and Council Members for the opportunity to provide Law Enforcement services for the City of Normandy Park. While the City is starting to turn the corner from our fiscal troubles, we were still down positions throughout the City. Even with that said, our employees continued to perform at extremely high levels. We had some increase in crime this year, including our first homicide since 1987, but we also increased our number of arrests. Many of these arrests were the result of determined investigations by our employees.*

	2013	2014	
Assaults	18	22	↑ 22%
Residential Burglary	39	35	↓ 10%
Commercial Burglary	1	8	↑ 700%
Theft	95	161	↑ 69%
Vehicle Prowls	54	51	↓ 6%
Vehicle Theft	11	15	↑ 36%
Malicious Mischief	55	61	↑ 11%
DUI	40	47	↑ 18%
Misdemeanor Arrest	98	163	↑ 66%
Felony Arrest	31	17	↓ 45%
Traffic – Criminal	135	137	↑ 1%
Traffic – Infraction	249	348	↑ 29%
Calls for Service	6427	7595	↑ 15%
Case #'s	3151	2527	↓ 20%
Traffic Stops	1590	2290	↑ 31%
Training Hours	1207	756	↓ 37%

### Misdemeanor In-Custodies

FIFE	13	↓107 Days
ISSAQUAH	15	↓ 19 Days
ELEC. HOME MONITORING	47	↓179 Days
SCORE	215	↓ 152 Days
<b>TOTAL BED DAYS FOR 2014</b>	<b>243</b>	

2014 was the first year we had a guaranteed bed at a correctional facility. This guaranteed bed significantly reduced our jail costs and also saved on officer time and vehicle costs.

2014 Jail Budget - \$54,024 Used - \$38,880  
 2013 Jail Budget - \$52,451 Used - \$62,910



### Goals for 2015

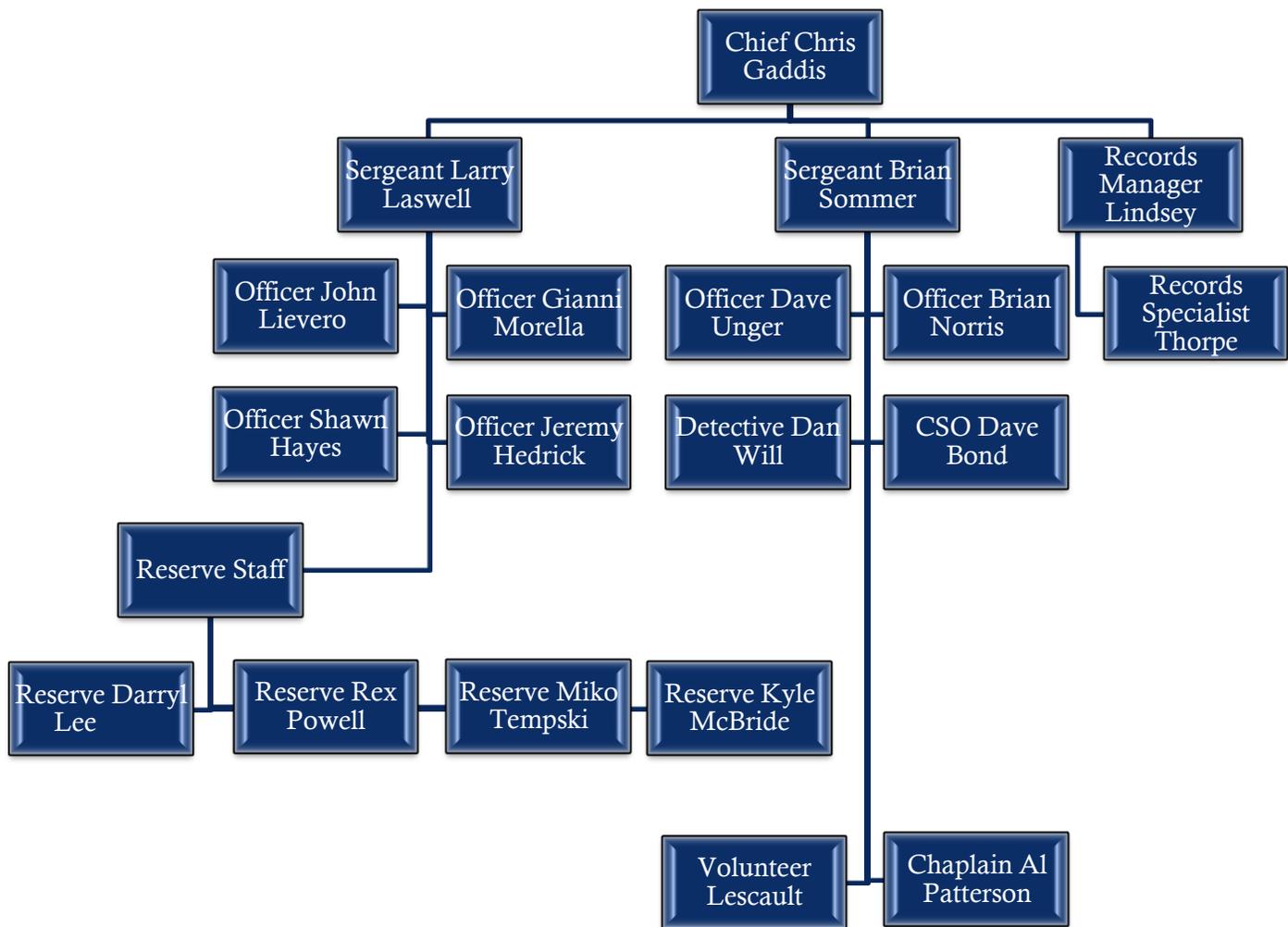
Hire two new Officers, Complete recommended policy updates, Increase emergency preparedness outreach, Conduct diversity outreach, Conduct internal promotional testing, Ensure Police Department Goals and Objectives are consistent with Normandy Park City Council's and City Manager's.



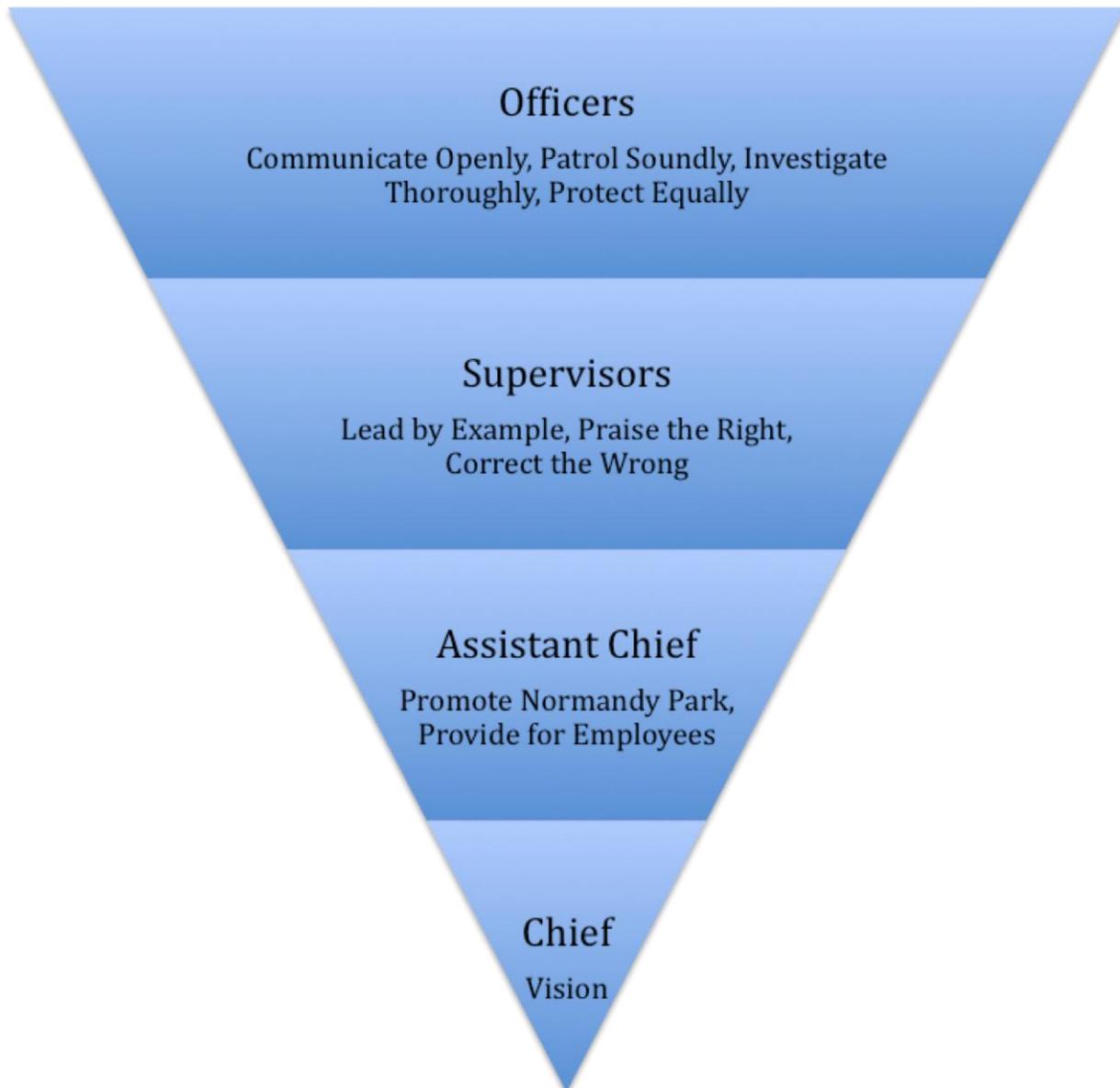
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## Normandy Park Police Department Full-Staff Organizational Chart



## Normandy Park Police Department Core Values and Responsibilities



*The mission of the Normandy Park Police Department is to coordinate and lead the efforts in our community to preserve the public peace and protect the rights of persons. We pledge to provide assistance to citizens and visitors in urgent situations and to be diligent in our efforts to detect and prevent crime.*



# Chief's Welcome

Chief Gaddis would like to welcome you to the Normandy Park Police Department's 2014 Annual Report

## What happened in 2014?

To address the collection of elephants in the room, we did have a few cases that had a large impact on our department in 2014. The most significant event was the City's first homicide since 1987. This terrible act of cowardice led to the death of one of our long time residents and the felony assault of his granddaughter. While this was a traumatic event for the entire community, I would like to commend our Officers for their professionalism and dedication to completing this investigation in a timely manner. The Department was assisted by the Coalition of Small Police Agencies Major Crimes Task Force, the King County Prosecuting

Attorney's Office, the Des Moines Police Department, the Port of Seattle Police Department and the Washington State Patrol Crime Lab. The suspect in this case is still in custody awaiting trial. We hope to move forward through the trial process starting in mid 2015.

There were two other major crimes in Normandy Park. The first was the Robbery of the Papa John's. This crime has been solved and the male and female suspect are in custody on twelve charges of Robbery. The second is the ATM theft at the Normandy Park Market. Detective Hedrick is working closely with Western Washington investigators to locate the individuals responsible.

At the end of 2014, our City Manager agreed to part ways with the City. The Police Department would like to thank Glenn for his work in turning the City back in the right direction. With his help and that of the City Council, the Police Department will be adding back our eleventh Officer position in 2015. While we are still down our Assistant Chief position, the eleventh Officer will add over 2,000 hours of patrol back into Normandy Park. This should have a substantial impact on our ability to prevent and respond to criminal activity.

## Has there been an increase in crime?

One of the repeat questions I have heard over the last year is about people's perception of crime in Normandy Park. People want to know if there is an increase. If you refer to the Administrative Briefing on Page 2 of the Annual Report, you will see the overview of our statistics this year. It also shows the comparison with 2013. The increased use of social media tends to fan the flames of the perception that crime has increased. We have certainly had years where our numbers were much higher than 2014 and conversely much lower. While a lot of our statistics regarding crime, like theft and malicious mischief have increased, I do not believe this is due to an increase in the number of criminals that are committing crimes throughout the year. Crime in Normandy Park is very cyclical. We will have a string of vehicle prowls over a one or two week period and then that crime will not be seen with any frequency for a couple of months. This is usually caused by Burien, Des Moines or Normandy Park arresting the persons responsible for the increase in crime. Magically, once those arrests are made, our crime rates drop. We have increased our efforts to work collaboratively with our surrounding jurisdictions to better communicate the issues we each face. Normandy Park Officers are now participating in Des Moines Police Department shift briefings and our Detective is working closely with Burien/King County Detectives to team up against the frequent violators.

## Communication is the key

Since taking over as Chief of Police in 2012, communication and transparency have been major priorities. The employees of the Police Department, serve at the pleasure of the citizens. It is mission critical that we build trust and respect with the people in our community. There are many ways we try to communicate. Social Media is probably the most obvious, but we also provide information through our E-Alert system, community meetings and events (i.e. State of the City presentations, Zombie Fest and Winter Fest) and the articles in the City Scene Magazine.

We also understand that communication is a two-way street. If we did not encourage people to tell us how we are performing, we would not improve at the rate our citizens expect. While communication is important, I would request that you ask yourself the following question when commenting about the City or the Police Department...

## "Am I asking the right person the right question?"

I try to tell my employees that when they are having coffee with their fellow Officer and they ask, "What was the Chief thinking when he made that decision?" they are not going to get the correct answer. This is because they have left out a critical participant in the conversation, the Chief! I would pass along the same advice to a citizen or visitor who is questioning a police response or tactic. While it may be easy to criticize something you have observed with your friend while sitting at the local coffee shop, you are never going to get a resolution to your question. You are only going to fuel misinformation. Our Officers are



**A very proud moment this year... I was presented a Public Service Award from our Normandy Park Police Officers Guild for my work in securing our dispatch contract with the Port of Seattle Police Department. This photo was taken during the 3rd Annual Staff Meeting at CenturyLink Field.**

always willing to answer questions. If you still do not feel you are getting the right answer, ask to speak to a supervisor. On a personal note, my door is always open. If you wish to ask me a question, you can call or email. I would rather address concerns before they turn into rumors. Once the rumor is out in the public, it is incredibly difficult to clarify what the actual story is.

I hope you enjoy the 2014 Annual Report and appreciate all the hard work of your Police Department staff. We see amazing things coming in 2015, including the hiring of two new Officers into our Police family. Again, thank you for the opportunity to serve the citizens and visitors of Normandy Park.





MAYOR  
SUSAN WEST



COUNCIL MEMBER  
SHAWN MCEVOY



COUNCIL MEMBER  
MIKE BISHOFF



COUNCIL MEMBER  
TOM MUNSLow

# NORMANDY PARK COUNCIL POLICE ACADEMY



## Realistic Training on Police Tactics

On Saturday, September 20th, 2014, four members of the Normandy Park City Council participated in the first ever Council Police Academy. Mayor Susan West, Council Member Shawn McEvoy, Council Member Tom Munslow and Council Member Mike Bishoff spent three-and-a-half hours, on a beautiful Saturday afternoon,

learning more about their Normandy Park Police Department. All four Council Members were put through actual Police training scenarios. During their shift, they would respond to a noise complaint, a suicidal subject call, make one traffic stop, respond to a burglary in progress, and participated in emergency vehicle operations training.

Before any training could even begin, the Council Members were fitted for their uniforms and bullet resistant vests. This was the first step in realizing how serious the training was going to be. Each Council Member had their own uniform, vest, and duty gear. They were each issued a Simunition handgun on the day

*"Attending the Academy was a truly unique experience. Being put into the position and challenges of a cop provided insights I'd never considered. Very powerful and a reminder of the complications, stress and support our police officers provide us day in and day out."*

*- Mike Bishoff  
Council Member*

of the training. Simuniton handguns are the same size as our regular duty handguns, but they fire detergent rounds that are similar to paint balls. Thank you to Black Diamond Police for loaning some extra duty gear so we could outfit each Council Member without having to purchase any new equipment.

The Noise Complaint call was staffed by Officer Gianni Morella and Reserve Officer Kyle McBride. Noise complaints may not seem like a high stress call for service, but a majority of the time there is alcohol involved and tempers can really flare. The Council Members had to gather information from the complainant and then speak to the violator. The violator in this case, was unwilling to turn down the music and the Council Members had to determine the best course of action.

Officer Unger staffed the placement (low speed) emergency vehicle operations course (EVOC). Each Council Member was given 45 minutes to go through a placement and backing course.

Council Members were given instruction on how to navigate the course and proper backing techniques. They were then turned loose on the course. It is quite a workout to maneuver your body into positions so you can see out of our patrol cars. Council Members found out quickly, how important EVOC training is.

The building search scenario instructor was Sergeant Sommer. It was Sergeant Sommer's job to give the Council Members initial training on the Simuniton

handguns, and to allow the Council

Members to shoot the detergent rounds at scoring targets. Once they were comfortable handling the weapons, they had to work in teams of two and search a building to arrest the suspect inside. Teamwork was the emphasis for this exercise. Even though this was training, it was clear that heart rates were elevated once the Simuniton handguns were handed out and there was the threat of being shot.

The crisis intervention scenario was handled by Officer Hedrick. Council Members were dispatched to a distraught male who appeared to have a knife. Once they arrived on scene, it was their job to find out what was going on and try to diffuse the situation.



*NP CITY COUNCIL  
MEMBERS IN ACTION  
DURING THE COUNCIL  
POLICE ACADEMY*



Four members of the Normandy Park City Council participated in emergency vehicle operations, traffic stop, crisis intervention, building search and noise complaint scenario training at the Washington State Criminal Justice Training Commission.

It was Officer Hedrick's job to make sure the Council Members kept officer safety in mind when contacting a mentally disturbed person with a weapon.

The actor for the crisis intervention scenario, Dr. Kevin St. Jacques, assists the Washington State Criminal Justice Training Commission with the Crisis Intervention Team Training. This training is provided at no cost to all law enforcement officers in King County. Dr. St. Jacques uses his clinical expertise to role play realistic scenarios for student officers during the training. In preparation for Council Police Academy, Chief Gaddis approached the program coordinator for the CIT training at the Academy. He was lucky enough to speak with Dr. St. Jacques and explain the Council Police Academy. Dr. St. Jacques was gracious enough to volunteer his time because he saw the benefit of putting Council Members through police training. He was also able to get some time behind the wheel of one of our patrol cars, so it wasn't all work for him.

Dr. St. Jacques had the following to say about the training:

*"When Chief Gaddis asked me to help his department with this training for the Normandy Park City Council I was enthusiastic to help out. I was impressed by how supportive the Council members were of their police force. Each Council member went through several scenarios, each chosen to show them how a typical day for a Normandy Park Police officer looks. The Council members fully engaged in the scenarios and actively learned from their mistakes. After a day of scenarios, it was evident the Council members had a solid understanding of how complex the role of a police officer is and they had fun doing so. Chief Gaddis and his officers were all professional, self-effacing and a joy to work with. It would be great to see other City Councils participate in a day like this."*

Officer Hayes guided Council Members through the traffic stop portion. Council Members were parked, monitoring an intersection for stop sign violations. Once they observed the violation, it was their job to make the traffic stop and determine if a ticket was necessary. No warnings from this group, all Council Members wrote the driver an infraction. They learned how quickly a traffic stop can turn poorly though. The female driver approached all of the Council Members with a handgun during the traffic stop. This was certainly an eye opener to see just how much your attention is divided during a "routine" traffic stop. They now know there is no such thing as "routine" in police work.

Council Member Tom Munslow made the following statement about his participation in the Council Police Academy:



*"One of the highlights of my first year as a member of our City Council was attending the Normandy Park Council Police Academy. At the Academy we participated in five training events:*



*traffic stops, noise complaint, crisis intervention, building clearing and driving skills. We did not touch on self-defense, domestic violence, arrests, knowledge of Law and ordinances, high speed chase, crime scene investigation, federal investigations, radio procedures, traffic control, accident investigation and first aid; which is just a small part of what our Officers must know and be responsible for. I came away with a greater appreciation of the wide range of knowledge and skill required of each member of our Police Department."*

Almost every officer in the Normandy Park Police Department assisted with this training. There were also several family members and friends who volunteered their time to ensure this training was a success. We would like to thank the Enumclaw Police Department who loaned us their EVOC cone trailer. These cones were used to set up the placement (low-speed) emergency vehicle operators course. Also, we would all like to thank Sergeant Brian Sommer who paid for the food for all participants.

Chief Gaddis would like to thank the Council Members for their participation. It was a wonderful event and it was great for the members of the Normandy Park Police Department to connect on a personal level with some of the Council Members.



# A FAREWELL TO SERGEANT LASWELL

## A 35 year career with Normandy Park comes to a close

February 28, 2015 will mark the last day of employment at the City of Normandy Park for Police Sergeant Larry Laswell. Larry will retire with over 35 years of service to the City. Larry began his full-time career with Normandy Park in February of 1980. Before becoming full-time, Larry was a reserve officer with Normandy Park for a little over one year.



In 1968 Larry joined the U.S. Army and served in Vietnam. He was a member of the 2<sup>nd</sup> Battalion 501<sup>st</sup> Infantry 101<sup>st</sup> Airborne Division. While serving in Vietnam, Larry was stationed near Hue and patrolled areas in the A Shaw Valley and near the DMZ. Larry was a recipient of two Bronze Star medals, and the Army Commendation Medal and various unit citations. Larry received two Certificates of Appreciation, one from President Nixon, the other from General Westmoreland.

After Larry was discharged from the Regular Army in 1971, he served in the Ready Reserves with the 104<sup>th</sup> Training Division out of Renton, WA. The 104<sup>th</sup> Training Division was composed of Drill Sergeants who, during their two weeks active duty training, would train Basic Trainees in Fort Benning, GA, and Fort Polk, LA. In 1983 he was honorably discharged from the Ready Reserves at the rank of Sergeant First Class, and awarded the Armed Forces Reserve Medal. Larry's military career spanned 12 years. In 1979, he received an application for employment for the position of Reserve Police Officer from the Normandy Park Police Department. He applied for this position and was hired. In 1980 the police department began hiring new police officers. Larry applied for the position and was later hired.

In 1977 Larry married his lovely wife Peggy. Peggy has been with him throughout his Police career. Larry has mentioned on several occasions that if it were not for her support, he most likely would have quit a long time ago. Larry feels it takes a very special woman to be a Police Officers' wife. This year they will celebrate their 39<sup>th</sup> anniversary. Another interesting fact is Cary, Larry's son, was born when Larry was in the Reserve Police Academy.

Larry has the honor of being the only Corporal in Normandy Park history. According to Chief Kieffer, his primary responsibility was vehicle service and maintenance. He took his job so seriously, his fellow officers called him "Corporal Clean."

Holly, Larry's daughter, was born 4 months after Larry finished the Regular Police Academy; a 100% police family.

Larry has held several instructor positions in Normandy Park. Larry was an Emergency Vehicle Operators Course (EVOC) instructor for 6 years. Larry was a Field Training Officer and a Radar/LIDAR instructor as well. He has been a Sergeant since 1999.

In discussions with Larry, leading up to this article, he was able to recount a few of his most memorable calls in Normandy Park. Larry helped investigate Normandy Park's 1<sup>st</sup> homicide in 1987, and again helped in Normandy Park's 2<sup>nd</sup> homicide in 2014. Larry has been injured in the line of duty 3 times. One such injury required transportation to the emergency room to sew up cuts, sustained from a fight with a suspect who cut Larry with a broken bottle.



A very young Larry Laswell in his military uniform.

You would think these would be Larry's most memorable experiences, not so. His most memorable experience was in 1979 and the order came from his Patrol Sergeant at the time. The Sergeant needed two Officers to fill the grave yard shift for two weeks. He asked Larry if he wanted to fill in. Larry reluctantly volunteered. Larry had only been out of the Reserve Police Academy for one week. The Sergeant tossed him the keys to a police car and told him, "Here, if you have a problem, give me a call." It was the most terrifying two weeks he said he remembered. It was a trial by fire.

I asked Larry what he would remember most about working for Normandy Park. He mentioned that he will always remember the people he has worked with and the good and bad times. But what he will

**"Larry's institutional knowledge of the City of Normandy Park and it's Police Department will be missed."**

*- JOHN LIEVERO, NPPOG PRESIDENT*

remember most... he felt he would have to wait to answer that a few years after his retirement. He wanted to be gone first, to realize what he missed.

In Larry's time with Normandy Park, he has seen the City grow with the annexation of the Manhattan area; he has seen some acts be criminalized, while others have become legalized; he has outlasted about 10 City Managers and 7 Police Chiefs. There have been 32 Officers hired since Larry started in 1980. When Larry was hired, there were 2 full-time Officers working the streets and three Officers in the Academy. He has watched as that number climbed to twelve in

the 1990's.

In early 2000, Larry was awarded the Employee of the Year Award for 1999. This was due largely in part to his work on the Y2K switchover. Larry worked closely with the Chief of Police and the City Manager to ensure the Police Department's response was efficient and effective.

In preparation for this article, former Normandy Park Police Chief Rick Kieffer was contacted. Chief Kieffer remembered two incidents that displayed Larry's total calmness under pressure. The first incident was a call where Larry, Kieffer and one other officer were confronted by a man with a shotgun. Chief Kieffer explained this was the kind of call where you could feel your heart beating in your ears and the blood surging towards your brain. Chief Kieffer said when he looked over at Larry, he could see that Larry was as calm as could be and was able to deal with the situation without resorting to deadly force.



This photo is from the 1979 Des Moines Police Reserve Academy. Larry is on the far right.

The second story was an alarm call at a house in town. Chief Kieffer and Larry had searched almost the entire house, and in the very last room they searched, Larry found a 90 year old woman in the room with a handgun. Chief Kieffer said that Larry was able to spot this woman with the handgun, and in a very calming way, he was able to get the gun away from her before any accidents occurred. Rick said the woman was incredibly scared and it was anyone's guess what would have happened if Larry would have begun barking orders for her to drop the weapon. Chief Kieffer wishes Peggy and Larry nothing but the best in their retirement.

Over the last few years I have been encouraging our younger Officers to reach out to Larry and learn as much as possible from him. The amount of institutional knowledge that will walk out the door in late February 2015 is staggering. We thank Larry for his time with the Police Department. People mention quite often that they have put their blood, sweat and tears into their jobs. Sergeant Larry Laswell can absolutely say he has done this and then some.

I wish to thank Larry from the bottom of my heart. You have been a friend and a mentor. You have been by my side during some of the most trying times and some of the best times in my life. Thank you for all of your words of wisdom. You will be missed at the Department, but you will always be part of our family.

- Chris Gaddis  
Chief of Police

# NORMANDY PARK

## Rape Aggression Defense Program (RAD)

### RAD Testimonials

#### J. - Normandy Park

*"Having taken the RAD training, I have been privileged to receive and practice skills to protect myself and have been empowered to manage my own survival."*

#### B. - Huntington Park

*"Officers Dave and John stressed often the need for ongoing practice to ensure that the responses in a real situation are instinctive. Both instructors created a safe and empowering environment with humor and encouragement. I can't say enough about the quality of the RAD program and the exceptional instructors."*

#### L. - Renton

*"I can hardly tell you how wonderful the RAD class that I just completed was. I am still a little overwhelmed with the amount of info that we learned and went over in classes...Thank you so much for offering this class to the community and please keep spreading the word through many more classes to come."*



### How did the RAD program begin in Normandy Park? - David Bond

The RAD program got its start in 2002 after John Lievero and I received our training in Florida. It was a 3 day program that was completely physically and mentally draining.

In 1998, while working patrol, I was responding to domestic violence calls on what seemed to be a daily basis (although I'm sure it was actually a lot less). At some point I decided to see what I could do to change that, or possibly even open some eyes to the problem of assault and/or spousal abuse. I started





## What you can expect

The 12 hour class is broken down over four days. The trainings are each 3 hours long.

- Class #1 - Cover crime prevention and the decision to resist. Read through the student manual and discuss safety fundamentals.
- Class #2 - Continue with the student manual and cover topics such as weapons, targets of the body, and vulnerable locations. Learn new techniques and begin the "hands on" portion of the training.
- Class #3 - Introduction of striking pads and allow participants to hit against a solid object. Students learn how to strike with their personal weapons and what targets to go after.
- Class #4 - Learn the final techniques. Students have the opportunity to put all their skills together. Instructors begin the Dynamic Simulation portion. Students have the choice to participate against the Instructors in a full safety suit.

All students are welcome to come back to a future class to keep up on their newly learned skills.

researching statistics from the Federal Government and found the numbers alarmingly high across the country. I was surprised to find that when I searched local statistics, I found them to be about the same as the National stats.

After seeing the numbers, I contacted a friend with a background in martial arts, thinking that a program to teach women how to protect themselves could be created relatively easy and be inexpensive to the participants. We met and discussed the types of martial arts, along with the how and why those programs work. I wasn't completely sold on that idea, as it would take years of prep work to get the background that I would need.

In the winter of 1999, I attended a crime prevention conference with colleagues from all over the state. At one of the many roundtable discussions, we got on the topic of responding to calls. I mentioned the idea for a preventative program that was floating around in my head. I spoke with one attendee who mentioned a self-defense program that one of her co-workers had been involved with. A couple weeks later, I received a message with some information about the Rape Aggression Defense (RAD) program out of Poquoson, VA. I did some research and found out that Larry Nadeau had



created a self-defense program for women that sounded a lot like what I was looking for. His program was focused, designed for maximum effect, and for women only. I contacted his office and received additional information on the program and how to become an instructor.

I was somewhat disappointed when I learned, that as a male, I would need to have a partner and that I couldn't teach the course alone. I was told that men in law enforcement were welcome to become instructors after a background check, but only when teaching in pairs. Having this in mind, I asked John if he would be willing to help me with a project. Without asking any questions he said, "yes."

Little did he know that several months later, he would be traveling across the country to attend a training class where he would be physically and mentally assaulted over a 3 day period. We studied a very thick training manual during class as well as the evenings after. We were told that we would need to memorize several pages, and later, be subjected to thousands of physical repetitions that left us exhausted. The flight home was a nice rest period. We couldn't have moved if we wanted to!

### *Flash Forward*

It is now several years later and we have taught Basic Self Defense to hundreds of women throughout King and Pierce Counties. It's a program that both John and I believe in and love to teach. Students come from all over and have various backgrounds. Some have experience in self-defense and some don't. Both however, leave with a knowledge that is empowering and lifelong.

Our Basic program is taught locally, 12 hours in length, spread over 4 evenings, and open to women of all ages. It doesn't require any special skills and offers the unique opportunity of practicing what you've learned on a real subject.

The course is simple and doesn't require much other than the students showing up on time. Students wear comfortable clothing with athletic type shoes and come with an open mind. We start by filling out several forms. These are wellness, training and safety, liability, and class registration forms.

Students have the unique opportunity to put all of their training together. We offer the students what we call the "Dynamic Simulation."

The simulation is where the students don safety equipment and take on an aggressor in a staged scenario. This only takes place after we have had a full review of the learned techniques and have covered all training and safety precautions for a second time. The simulation is a very controlled environment for both student and Instructor. Students are briefed and given specific instructions on safety equipment followed by a brief Q & A period. Once this is completed, the student gears up and readies for the simulation. While this is being done, an aggressor dresses in a specially designed suit that allows for movement and also maximum protection.



If you would like information about when the next RAD classes will take place, please contact John or I. We may be reached at the following email addresses or by calling the Normandy Park Police Department at (206) 248-7600.

David Bond - [davidb@ci.normandy-park.wa.us](mailto:davidb@ci.normandy-park.wa.us)

John Lievero - [johnl@ci.normandy-park.wa.us](mailto:johnl@ci.normandy-park.wa.us)

# Normandy Park Police Department

Presented by Chief Chris Gaddis  
 (206) 248-7600 [chrisg@ci.normandy-park.wa.us](mailto:chrisg@ci.normandy-park.wa.us) [www.facebook.com/npchief](http://www.facebook.com/npchief)

## Year-to-Date

Page 1 will provide a quick recap of the year to date. It also includes the QR code for last year's report.

Page 1

## Fireworks

The week of the 4<sup>th</sup> of July and the fireworks, which accompany it, has almost come to a close for ...

Page 2

## Port of Seattle

On July 1<sup>st</sup> at noon, the Port of Seattle Dispatch Center began answering 911 calls for the City ...

Page 2

So far, 2014 is shaping up to be even more productive than 2013. Our Officers are working tremendously hard as we continue to be down two full-time positions. That being said, our productivity numbers are still increasing because of our employees' dedication to our citizens and visitors. As we head into our busy season, please keep in mind our "Help Us" campaign. Help us by watching your speed, Help us by not becoming a victim, and Help us by being prepared.

On August 19, 2014, the Police Department will put on a "Chief for a Day" event for kids under 14 years. During this 4 hour day, participants will learn some investigative techniques and will spend time with NP Officers. We only have five spots available. If you are interested, email me for more information.

	2013	2014 YTD
Calls for Service	6,427	4,077
Case #'s	3,151	1,254
Traffic Stops	1,590	1,334
Burglary	39	20
Theft	95	59
Vehicle Prowl	54	11



2013 Annual Report



© Dustin Keeth

**Officers**  
 Communicate Openly, Patrol Soundly, Investigate Thoroughly, Protect Equally

**Supervisors**  
 Lead by Example, Praise the Right, Correct the Wrong

**Assistant Chief**  
 Promote Normandy Park, Provide for Employees

**Chief**  
 Vision

## 4<sup>th</sup> of July Week

The week of the 4<sup>th</sup> of July and the fireworks, which accompany it, has almost come to a close for 2014. The Normandy Park Police Department would like to remind residents and visitors about the recent (within the last few years) change in that fireworks are no longer allowed on July 5<sup>th</sup>. We would also like to remind people that fireworks are not allowed on City property and private property where you have not received permission. City property includes road surfaces.

Officers will be extremely busy this evening and can use all the help we can get. Make sure that if you are going to participate in fireworks tonight, you make it as safe as possible for your guests and neighbors. We hope that everyone enjoys the celebration.



Sgt. Sommer calling out of service with Fife PD for the last time.

## Port of Seattle Police Dispatch

On July 1st at noon, the Port of Seattle Dispatch Center began answering 911 calls for the City of Normandy Park and took over Law Enforcement Dispatch service for the Normandy Park Police Department. The Normandy Park Police Department has used the Fife Police Dispatch Center since 2001. The change happened because Fife Police Dispatch will eventually become part of South Sound 911, and we needed to find another dispatch center before that happened. The citizens and visitors of Normandy Park should not see an adverse impact because of the switchover; in fact they should see improved service from having an improved radio system. The switch for the Police Department means we will finally be on the 800 MHz radio system. This will increase interoperability with surrounding jurisdictions and Officer Safety. With donations from our Coalition partners we have been able to make this switch with very little impact to our budget.

Citizens and visitors may see an increased number of Port of Seattle Police patrol cars in their neighborhoods. Since we will be sharing the broadcast channel with Port of Seattle, they will send officers as backup to us if we need more assistance than what we have on duty. Port of Seattle Officers have already begun to familiarize themselves with the sometimes confusing roads of Normandy Park.

If you have any questions about our new relationship with the Port of Seattle feel free to contact me at [chrisg@ci.normandy-park.wa.us](mailto:chrisg@ci.normandy-park.wa.us) or 206-248-7600. The phone numbers used to reach the police department will not change.

Your Normandy Park Police  
Department

Chief Chris Gaddis

Sergeant Larry Laswell

Sergeant Brian Sommer

Officer John Lievero

Officer Dave Unger

Officer Gianni Morella

Officer Brian Norris

Officer Shawn Hayes

Detective Dan Will

Officer Jeremy Hedrick

CSO Dave Bond

K-9 "Rocky"

Records Manager Lindsey

Records Spec. Thorpe

Res. Ofc. Hawley

Res. Ofc. Lee

Res. Ofc. Powell

Res. Ofc. Betts

Res. Ofc. Tempski

Res. Ofc. McBride

Chaplain Patterson

Volunteer Lescault

# ZOMBIE FEST™

Thank you for participating in the 3rd Annual Zombie Fest. We hope you enjoy your day and discover new ways to take care of your family.



## ZOMBIES AREN'T THE ONLY THINGS YOU NEED TO WORRY ABOUT!

**When preparing your family, you need to think about natural and man-made disasters. Develop a plan and talk about it at least once per year. Luck favors the prepared!**

### Out of State Contact

In times of disaster, there may not be a way to communicate over the local telephone lines. You should designate an out-of-state friend or family member who everyone knows to check in with after/during an emergency.

### Supplies for Family

You will be given a list of supplies that are critical to your survival during the Zombie Fest event. Do your best to collect these items today and in the near future. Keep enough supplies on hand for at least 72 hours per family member.

### Supplies for your Pets

When preparing your family, don't forget about the four-legged kind. Disasters strike pets just as much, if not more than people. Prepare the whole family. Water will be a premium; cycle your water from human, to pet and then replace.

### Don't forget your vehicle

You may not be able to make it home if disaster strikes while you are at work or the mall. Keep a few items like meal replacement bars and emergency blankets in your vehicle.

### Functional Needs

Do you know someone in your family or neighborhood who has functional needs? Please fill out the form on the back of this flyer and turn it in to the Police Department. In the event of a disaster, Emergency Service Providers can reach the members of our community who may not be able to help themselves.

### Stay Informed

Follow your local service providers through social media. Local power companies do a fantastic job of keeping people informed.



**For more creative ways to care for your family please visit [www.ready.gov](http://www.ready.gov). Don't end up like Community Service Officer Bond!**

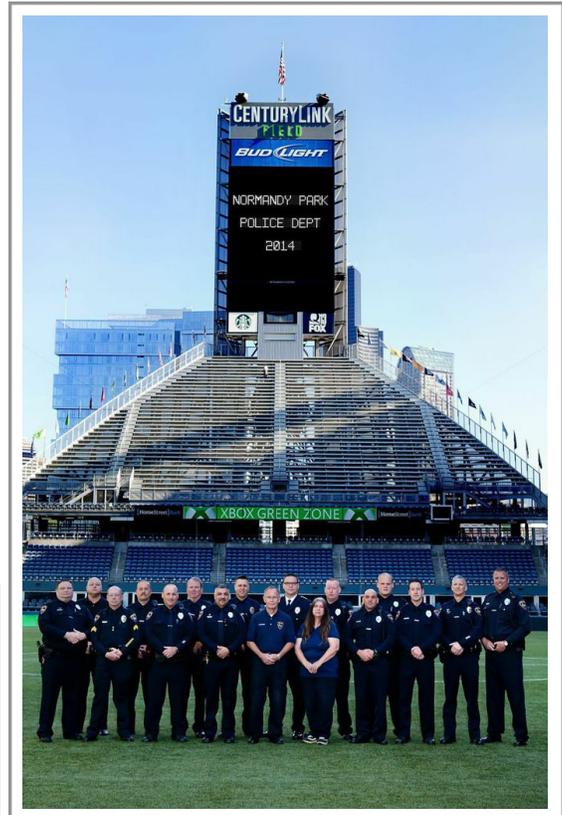




# Normandy Park Police Department

## 2014 State of the PD

2013 Stats	2014 Stats YTD (10-28-14)
6,427 Incidents	6,457 Incidents
3,151 Case Reports	2,136 Case Reports
1,590 Traffic Stops	1,954 Traffic Stops
488 Jail Bed Days	202 Jail Bed Days
249 Traffic Infraction	312 Traffic Infraction
135 Traffic Criminal	165 Traffic Criminal
39 Residential Burglary	27 Residential Burglary
149 Theft/Veh Prowls	127 Theft/Veh Prowls
40 DUI's	37 DUI's



### 3rd Annual Staff Meeting

This photo was taken at CenturyLink Field during our 3rd Annual Staff Meeting. Thank you Officer Morella for paying for the conference. Not pictured are Officers' Hedrick and Lievero and Chaplain Patterson.

### 2014 HIGHLIGHTS/ SUMMARY

- 1st ever Council Police Academy. 4 Members of the Normandy Park City Council participated in 3 hours of training
- Chief Gaddis continued as the Law Enforcement Chair for the Southwest King County Coalition Against Human Trafficking.
- Community Outreach; 5K Freedom Walk in Seatac, Could Ferguson Happen Here Forum, Resilient King County Emergency Management Meeting, Meet the City Manager Events, In-Home Business Economic Development Committee Meeting.

**Officers**  
Communicate Openly, Patrol Soundly, Investigate Thoroughly, Protect Equally

**Supervisors**  
Lead by Example, Praise the Right, Correct the Wrong

**Assistant Chief**  
Promote Normandy Park, Provide for Employees

**Chief Vision**

### 2014 HIGHLIGHTS/ SUMMARY CONT.

- Community Events; 4th of July, Music in the Park, Art Receptions, Zombie Fest.
- Successful Contract Negotiations with the Port of Seattle for Law Enforcement Dispatch. This included substantial first year savings that were put towards needed equipment purchases.
- We added two new Reserve Police Officers while seeing two retire.
- We have made several arrests of vehicle prowls and burglary suspects and also returned a lot of stolen property.

Normandy Park Police Department Core Values and Responsibilities



### 2014 YEAR-TO-DATE RECAP



**Top:** Council Members receiving their briefing for the start of the Academy, pictured L to R CM Munslow, CM Bischoff, Mayor West and CM McEvoy.

**Bottom:** Sgt. Laswell retiring after 34 years with Normandy Park

2014 started out with the one call that no Chief of Police ever likes to hear, especially in such a close knit community as Normandy Park. In January, we had our first Homicide in over 29 years. While this was certainly a tragedy, I would like to commend the young citizens who helped prevent the death of a second victim. We had great assistance in this case from the Port of Seattle Police Department, Des Moines Police Department, Coalition of Small Police Agencies Major Crimes Task Force, King County Prosecutors Office and the Washington State Patrol Crime Lab. I also must mention the exhaustive work of Officer Jeremy Hedrick and Sergeant Brian Sommer.

the 3rd Annual Staff Meeting, the 1st ever Council Police Academy and finally the announcement of the retirement of Sergeant Larry Laswell.

The 3rd Annual Staff Meeting was a full-day of training held at CenturyLink field in Seattle. Thank you to the Port of Seattle for covering calls. The Council Police Academy was a wonderful opportunity for Council Members to be exposed to several of the calls for service that our Officers experience everyday.

Sergeant Laswell, who began his career in 1980 with the Police Department, has put in his retirement papers. His last day of work with the Police Department will be February 28, 2015. Sergeant Laswell has seen many things in Normandy Park and his institutional knowledge will be greatly missed.

We had three other significant events in Normandy Park this year;

Officer Morella received a Chief's Award from Chief Jeter of the Puyallup Police Department. This award was for Officer Morella and K-9 "Rocky" locating a 7 year old rape victim in Puyallup.

### HAVE YOU EVER WONDERED WHAT IS INSIDE A NORMANDY PARK POLICE CAR?

Moving radar readout display. These moving radar units are installed in almost all of the patrol cars.

VHF radio. These were used with the Fife Police Department. Now we use them for Officer-to-Officer communication,

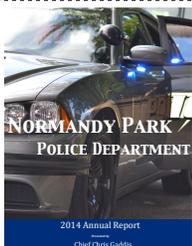
Emergency Siren head, which controls the lights and sirens.



iPad with ruggedized case and vehicle mount. These were purchased for each officer this year to replace the outdated laptops.

800 MHz radios to communicate with the Port of Seattle and other local jurisdictions. These were installed this summer when the Police Department switched to the Port of Seattle for Police Dispatch.

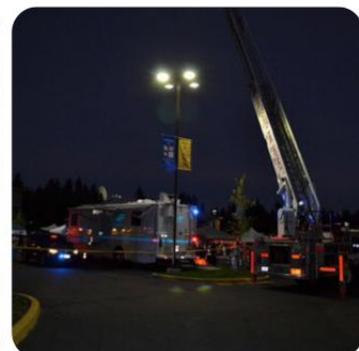
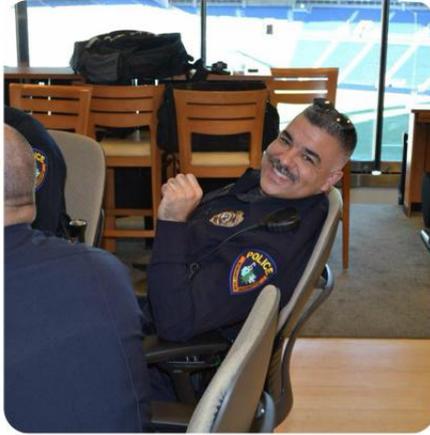
Wifi Hotspot for the iPads.



### NORMANDY PARK POLICE DEPARTMENT ANNUAL REPORTS

For a more comprehensive look at the Normandy Park Police Department, please be on the lookout "BOLO" for the 2014 Annual Report in early January 2015. The report will give you insight into the hard work of your Officers and Department Staff. To review the Department's 2013 report, scan the QR code to the right.





# Year in Review

**CEMP** - In 2010, several employees of the City of Normandy Park created the first ever Comprehensive Emergency Management Plan (CEMP). This plan helps Normandy Park interact with other Local, State and Federal entities during times of natural or man made disasters. In 2014, Chief Gaddis presented an updated CEMP to the City Council. The Council approved the CEMP and this was filed with the Washington State Emergency Management Division. This update ensures compliance with the Federal Emergency Management Agency.

**Dispatch** - On July 1st, the Port of Seattle Dispatch Center began providing Law Enforcement dispatch service for Normandy Park. Our radio service improved greatly because of the POSPD's extensive infrastructure. We would like to thank the Fife Police Department for their many years of service.

**SCORE Jail** - This was our first year with a guaranteed bed at a correctional facility. In past years we have used Fife Jail and Issaquah Jail because of their low cost. For 2014 we entered into an Interlocal Agreement with SCORE for one bed. This allowed us to control our cost over the course of the year. It also lowered our costs in Officer time and fuel. There was a savings of \$24,000 from 2013 expenditures.

**Budget Process** - The 2015-2016 budget process for all Departments in the City started back in April of 2014. The Police Department asked for many things to improve our service to the citizens and visitors of Normandy Park, but in order to create a budget that works for all Departments, and ultimately can be justified to Council and citizens, there had to be compromises. The City Manager, Finance Director and the Chief of Police ultimately settled on a list that worked for all departments. The adopted budget increases are as follows:

- Increase Records Specialist from a .6 employee to a full-time employee
- Increase fuel budget to actual fuel consumption rates
- Increase operating supplies budget to account for small tools purchases
- Increase contract services to pay for information technologies and employee promotion
- Increase training budget to cover the cost of training new employees

The Police Department would like to thank all the City employees who had a hand in creating the budget documents presented to Council. We would also like to thank the Council for the careful consideration they placed in reviewing and approving the 2015-2016 budget.

**Police Chaplain** - The Normandy Park Police Department employs the services of a Police Chaplain to assist in death investigations and other traumatic events. Chaplain Al Patterson was called out to two scenes in 2014. He is a tremendous asset to the PD and he volunteers his time to the City.

**UWPD** - The Normandy Park Police Department is now assisting the University of Washington Police Department with event security and traffic control on the UW campus. In late 2014, the City Council approved an Interlocal Agreement with the University of Washington for off-duty police service. UWPD Chief Vinson requested assistance from Normandy Park because the amount of overtime shifts needing to be filled, exceeded their staffing limits. Our Officers will work football, basketball and traffic control details. The costs for our Officers are covered by the University of Washington. If you are visiting the University of Washington campus, and you see one of our officers, stop by and say hello.

**Social Media** - The Police Department uses Facebook and Twitter to keep in touch with citizens and visitors. We are currently

researching other avenues of communication to increase our outreach.

Emergency Preparedness/Response is one of the most important factors of our social media presence. In the time of a disaster, we have no idea how many people are going to be in our City. Since we have these avenues of communication already established, people in need of assistance may be able to seek information that can help them in their time of need.

Social media is also a way we can discuss with our citizens/visitors about preparedness. This can be providing tips about what safety equipment you should have on hand for every member of your household or locations of where you can find out more information about a specific topic.

Weather alerts are also something we post on Social Media. The Police Department receives alert updates and we funnel these through our communication channels. We will also include in these alerts any specific impact on the Normandy Park community and our response.

Public Meetings are broadcast on our Social Media sites in order to create a dialogue between the public and our employees. We encourage our officers to talk to the community whenever possible. If we can broadcast when and where these meetings will be, the better the attendance.

Fraud Alerts are very important for the demographic of our City. Criminals are getting more sophisticated in a lot of their attacks on people. Bank and check fraud through mail theft are a concern, but also fraud by scamming people over the telephone and internet is also a big problem. When we receive one call about a new scam we get this information out as soon as possible. We will also contact the Adult Care Facilities and the Retirement Homes in person to get the word out about these scams.

With the traffic advisories we have been able to keep citizens and visitors apprised of traffic concerns, either from planned events or emergent situations. This has helped

Normandy Park residents keep informed of what is going on in their City and to keep emergency responders and public works employees safer.

**Substation** - The substation was updated this year thanks to property owner Tom O'Keefe. Mr. O'Keefe continues to allow the Police Department to have access to the substation at Normandy Park Towne Center free of charge. This year we moved into our own office with all furniture provided free of charge. This office allows our Officers to stay in the field to do paperwork, without having to sit in their patrol cars.

**Chief for a Day** - In August, we had our second annual "Chief for a Day" event. We started the Chief for a Day for those

younger residents and visitors who want to explore the activities of the Police Department without doing a full ride-along. Chief Cameron took over the Police Department's Social Media sites and also participated in

some mock scenarios where he learned investigative techniques. We will open up the nomination process for the 2015 Chief for a Day in May.



**Increased Marvista Presence** - Our increased visual presence at Marvista Elementary continued this year. Our Officers try to spend as much time at the school as their schedules allow. This is so they can help increase the safety of the visitors and students. They also interact with the students. Our Officers' relationship with students helps build trust with our community. We try to spend a lot of time with the EBC class room as well. These students don't always have good interactions with Police and we want to improve this perception. We had a pizza party and an ice cream party with these students. Chief

Gaddis was also invited to their sixth grade graduation.

**Major Crimes Task Force - Officer Jeremy Hedrick** was appointed as one of three Incident Commanders for the Coalition of Small Police Agencies Major Crimes Task Force. The role of the MCTF is to assist CSPA agencies on major case investigations when that department would be overwhelmed by staffing constraints. The MCTF assisted this year on our Homicide investigation. When they are called out, it is at no cost to the requesting agency. Officer Hedrick assisted Pacific PD three times and Snoqualmie, Issaquah and Lake Forest Park one time each.

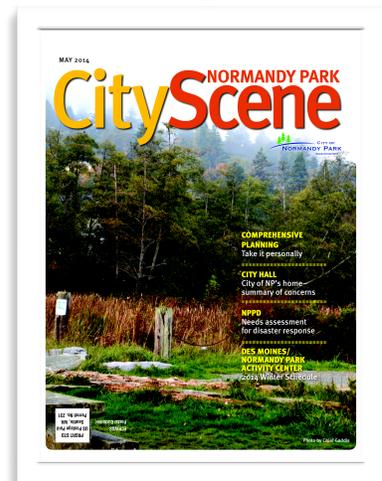
**Traffic Enforcement - Officer Dave Unger** continues to head up our Traffic Enforcement duties. Dave coordinates all requests for extra enforcement and also reviews all traffic collision data for extra patrols. Dave operates the Department's motorcycle as well. A special area of emphasis for Officer Unger is the Marvista Elementary school zone. Officer Unger conducted specialized training on the motorcycle this year. In 2015 we hope to send Officer Unger to Advanced Motorcycle Operator Training at the Washington State Patrol Academy in Shelton.

**Drug Recognition Expert Program - Officer Shawn Hayes** continues in his role as Drug Recognition Expert. When Officer Hayes starts his shift, he notifies the State Patrol that he is available. If there are any call outs for DRE's, Officer Hayes will be dispatched. Any overtime is reimbursed by the State Patrol to include his court time. Officer Hayes conducted 6 DRE Evals in 2014. Five of the DRE Evaluations were for outside agencies and one was for Normandy Park.

**Records Department - Our Records Manager, Jean Lindsey** and our Records Specialist, Colin Thorpe have worked very hard this year. They are a vital piece of our Police Department. The Records Department handles all records processing and requests. They also help monitor our in-custodies. Records has to monitor these in-custodies to ensure we are not paying for more than our share. Through their strict monitoring, we

have saved thousands of dollars this year. Colin was also able to re-establish the police blotter program. This program was cut due to staffing and budget issues. Colin was able to streamline some other duties and bring back this popular service.

**City Scene Magazine - This was our second full year producing the City Scene Magazine, with the help of Phillips Publishing, of course.** Phillips Publishing continues to provide this service to the citizens of Normandy Park at no cost. This magazine is a great way to reach every household in Normandy Park. The Police Department covers topics relating to employee milestones and commendations, emergency preparedness, animal control and crime prevention.



**Citizen Advisories - There are a number of advisories which take place over the year.** Whether they are road closures or fraud alerts, we worked very hard this year to keep Normandy Park citizens and visitors apprised of what is going on. The Police Department hopes to be able to use the new E-Alert system through Constant Contact to keep the citizens who do not use social media, better apprised of what is happening.

**Economic Development Committee - Chief Gaddis and Officer Morella** are still on the Economic Development Committee. With the help of an amazing group of volunteers, we have put together two amazing events in Normandy Park. The committee meets almost every Wednesday, usually at City Hall. The meetings are typically used for planning purposes of upcoming events.

These events are a great opportunity to interact with citizens, visitors and business owners.

Zombie Fest saw over 2,000 participants flow through the entrance over a four hour period. We had quite the showing for being our third event and only a donated budget. We also crowned Mr., Ms., Girl and Boy Zombie winners. CSO Bond didn't win Mr. Zombie this year, but still was a big hit with attendees. The Police Department was a very big presence at the event and it was great to be able to interact with residents and visitors of Normandy Park. This was a great opportunity to speak to people about emergency preparedness.



Winter Fest was not nearly as cold as last year. We had around 700 people attend this year. The new location in front of Normandy Park Market seemed to help with the larger number of people.

**Shop with a Cop** - Officer Morella and Officer Hedrick were asked to participate in Shop with a Cop at the Tukwila Target and Toy's -R- Us stores. The selected children were given several hundreds of dollars to purchase items for themselves and family members. Officer Morella and Hedrick were each paired with a child and they took them through the stores to shop. We would like to thank Tukwila PD and the Tukwila Target Store for asking us to participate in this wonderful program. Both Officers have been participating in Shop with a Cop for many years.

**K-9** - Officer Morella continues to train and deploy K-9 Rocky on calls for service. Officer Morella also takes Rocky to community events like Burien Kid's Day and the

Normandy Park Community Club 4th of July Parade.

Officer Morella received a Chief's Award from Chief Jeter of the Puyallup Police Department. This was for locating the 7 year old girl in the City of Puyallup in 2013. The award was presented at the Puyallup Police Departments Award Ceremony.



**Medals and Commendations** - At the July 8th Council meeting, Reserve Officer Mark Hawley was presented the Meritorious Service Medal for his ten years of service to the Normandy Park Police Department.



At the August 12th City Council meeting, there was a Commendation for Honorable Service and a Commendation for Honorable Mention. The details of the incident are as follows:

On June 18, 2014, at approximately 1138 hours, Samuel Gibson, a ten year old boy, was walking to his neighbors to join them for a scheduled fishing trip. Before arriving at his neighbors, Samuel crossed paths with a distressed adult female who decided she would come into the City of Normandy Park and end her life. Samuel showed the courage of someone beyond his years and took action.

Without regard for his safety or his mental well being, Samuel rushed to the neighbors to notify them of what was happening. Samuel's quick thinking led to the intervening of adults who were able to determine the woman needed immediate medical attention. The

woman was stabilized by members of the Burien/Normandy Park Fire Department and transported to a local hospital.

We often say in the Police Department, that we do not do this alone. We rely on the actions of citizens and our fellow officers to accomplish almost any task. Samuel's actions helped the Normandy Park Police Department, the Burien/Normandy Park Fire Department and his fellow Normandy Park citizens by notifying an adult. Samuel's actions were a vital part of saving someone who was clearly in mental distress. Every member of the Normandy Park Police Department would like to recognize Samuel's courage under pressure.

### **Commendation for Honorable Mention**

An Honorable Mention should be given to Samuel's fishing partner that day, Malia Riehl. Malia assisted Samuel by telling her family and also by helping direct in the Fire Department. The employees of the Normandy Park Police Department would like to commend Malia for her actions that day.

**Prescription Drug Take-Backs** - The Police Department continued with our drug take-back program. Currently, Normandy Park citizens only, are able to bring in their unwanted prescription medicine and drop it off with the Records department. The Police Department disposes of the medicine using the same procedures to destroy illegal narcotics.

**Police Volunteers** - The Police Department employs several volunteers to assist us in our Mission. A majority of our volunteers work as Reserve Police Officers for the City. We do have a communications volunteer who helps Chief Gaddis in documenting the activities of the Police Department.

In 2015, the Police Department will be seeking an Emergency Management Volunteer to assist with emergency preparedness activities.

**Police Reserves** - Reserve Officer Miko Tempski and Reserve Officer Kyle McBride both graduated from the Fife Police

Department Basic Reserve Officer Academy in the Spring of 2014. Our Reserve Officers put in thousands of hours of free police service to the citizens of Normandy Park per year.



We had two Reserve Officers leave our Department in 2014. Mark Hawley retired as a Reserve Officer in July of 2014 to focus on his job as a Court Marshal for the King County Sheriff's Office. Nate Betts left the Normandy Park Police Department to take a full-time job with the Mountlake Terrace Police Department. We wish both Mark and Nate the best of luck in their professional endeavors.

**Special Enforcement Team** - The Normandy Park Police Department, Special Enforcement Team is comprised of Sergeant Brian Sommer, Officer Brian Norris and Officer Jeremy Hedrick. They are tasked with investigating Narcotic complaints and other assignments as directed by the Chief of Police.

**Fusion Center Liaison** - Community Service Officer Bond is the Fusion Center Liaison for the Police Department. The Fusion Center is a clearing house for mission critical information. CSO Bond communicates with the Fusion Center about suspicious activity in the City. An example is when we had a person taking photos of the Southwest Suburban Sewer District a few years ago. The Fusion Center can also be called in to assist with time sensitive investigations. CSO Bond has attended Basic and Advanced level Liaison training.

**Child Death Review Board** - Detective Dan Will ended his involvement with the Child Death Review Board. Since his time as the Normandy Park Detective was coming to an end, Detective Will thought it best to pass

standard for Police involvement on this board. There had never before been such an active Law Enforcement Liaison. The standard that he set will be demanded of any new Detective that steps into that role.

**Bicycle Patrol** - Officer Brian Norris heads our Bicycle Patrol program. His responsibilities include routine maintenance on the two bicycles in our fleet and any training needs for new employees. Most of our Police Department employees are bicycle trained, but only a few really get out on the bicycles. Chief Gaddis, Officer Lievero, Officer Morella and Officer Norris are the Officers who spend the most time on bicycle patrol.

The Police Department allows Officers to earn comp time for patrolling on the bicycle on their days off. Officers can ride up to 4 hours per week on the bicycle. One rule is they must leave the station on the bike. The bike cannot be attached to a car. One of the benefits to bicycle patrol is it helps keep our Officers in shape. If you drive the bicycle to a flat part of town, you are not getting the benefit of riding up all of our hills.

**Animal Control** - Normandy Park Police Department handles all domestic animal control services for the City. We also provide injured, vicious or deceased wild animal services. We have enjoyed very good relationships with the animal shelters that house our lost or stray animals. We were very successful in using social media last year to reunite several animals with their owners. This included one on Christmas Eve, where a new to Normandy Park resident lost their dog. A friend of the Chief on Facebook recognized a posting from another social media site, and we were able to reunite the dog with its owner.

**Burien Kid's Day** - Officer Dave Unger, Officer Gianni Morella and K-9 "Rocky" attended the Burien Kid's Day celebration last year. Officer Unger brought the motorcycle. He allowed kids to sit on the bike while friends and family took pictures. Officer Morella and "Rocky" were also a big hit. The kids were also trying to sit on "Rocky" for a picture, but they had to settle

for a hug. We have participated in this event for a number of years. We get positive feedback from our participation.

**WASPC Law & Justice Day** - Chief Gaddis participated in the Washington Association of Sheriff's and Police Chiefs Law & Justice Day at the Washington Capitol. Chief Gaddis was able to meet with our local representatives and talk about issues that have an impact on the City and Police Department.

**Major Arrests** - Officer Norris and Sergeant Sommer arrested the person responsible for the first Homicide in Normandy Park since 1987.

Officer Lievero utilized a GPS tracking unit to capture a hanging basket thief. A local business was experiencing repeated thefts of their hanging basket. Officer Lievero placed a GPS unit into the bottom of one of the new baskets. When the thief stole the basket, he was arrested at his residence in Des Moines.

Officer Unger arrested two males for Burglary. The suspects broke into two houses in Normandy Park and the last one was occupied. The homeowner woke up and chased the suspects out of the house. These two males served 2-3 months in King County Jail.

**Port of Seattle Mobile Command Unit** -

We expanded our relationship with the Port of Seattle. Keith Taylor, an Assistant Chief with the Port of Seattle Fire Department, demonstrated the Mobile Command Unit for the Normandy Park Police Department. This unit was funded completely through grants from the Department of Homeland Security. This vehicle is available to the City of Normandy Park in any emergency, as long as it is not being used by the Port of Seattle. This is at no cost to the



citizens of Normandy Park. Assistant Chief Taylor also brought the MCU to Zombie Fest, where it was a big hit.

**Cove 2 Clover** - The Cove 2 Clover race went back to its roots this year. The race began at the Cove Beach and "snaked" its way into Burien. This change lessened the impact on the City of Normandy Park. The Police Department did not have to use as many Officers and Cove 2 Clover did not need as many volunteers. I would like to thank members of the Normandy Park Economic Development Committee who volunteered their time to assist in the race. The race came off without a hitch.

**4th of July Parade** - There is no other event that truly brings together all citizens of Normandy Park like the 4th of July Parade. This great family event was well attended again this year and other than the sprinklers turning on at Marvista Elementary, it was a great day.



Training for First Line Supervisors, monthly Chief meetings and annual Chief leadership training.

**AED** - Community Service Officer Bond continues to look for grants to outfit all of our patrol cars with Automated External Defibrillator. The City has two AED's, one in our Supervisor vehicle and the other is located inside City Hall.

**DPO's** - This year the Chief of Police started a way to ensure that Officers' free time could be better used and tracked. He started Directed Patrol Objectives (DPO's) which "directs" employees during their unobligated time. Examples of some DPO's are extra traffic enforcement of speeding violation in the 1600 blk of SW 170th, and foot patrol at Manhattan Village during the evening hours.

**CSPA** - The Coalition of Small Police Agencies (CSPA) is an 11 Department coalition that represents 14 Cities in King County. Combined, there are over two hundred commissioned officers. We all share resources and training in order to provide the most cost effective service. Services provided by the CSPA include; Firearms Qualifications, Active Shooter training, Emergency Vehicle Operations training, Major Crimes Task Force, Special Operations Team, Leadership

# Training

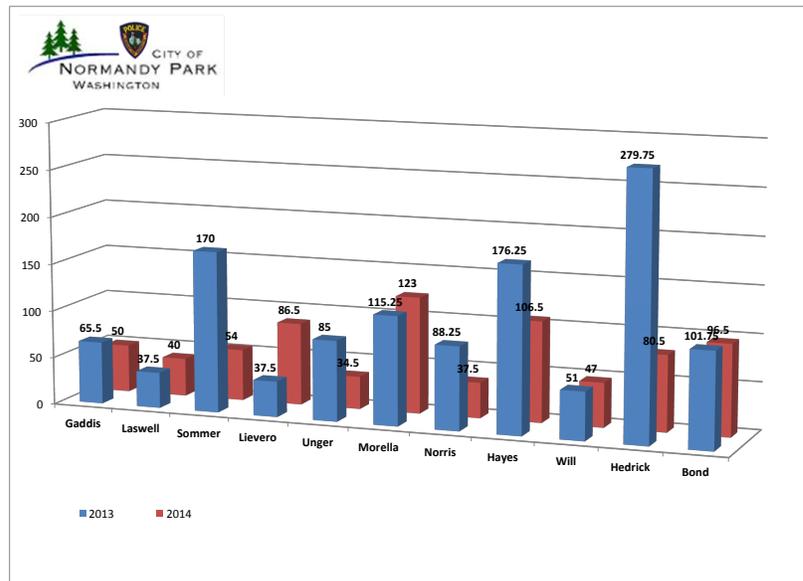
**EVOC** - This years Emergency Vehicle Operations Course was held in Issaquah and was a slow speed/placement course. Our Coalition of Small Police Agencies sponsors the event so there is no direct cost to the City. The CSPA even pays for the overtime of the Instructors. Think of it as driving backwards through the QFC parking lot at 178th & 1st, at the most crowded time of day for over an hour.

**WASPC** - Chief Gaddis was able to attend both Washington Association of Sheriffs and Police Chiefs conferences this year. The Spring conference was held in Spokane and the Fall Conference was held in Chelan. These are great opportunities to receive top notch executive training and also to network with other Chiefs of Police from all over the State of Washington.

**Northwest Leadership Seminar** - There is an annual trip for all of the Coalition of Small Police Agencies Chief's to the Northwest Leadership Seminar in Portland, OR. This is an opportunity for the Chiefs to network and also receive high quality leadership training. The cost of the training is completely covered by the CSPA and includes lodging.

**Annual All-Staff Meeting** - The 2014 Annual All-Staff Meeting was held in July again this year. This is the third year in a row the Police Department was able to gather all of its employees together for a full day of training and team building.

Training Hour Comparison 2013/2014



This year's training focused on legal updates from the King County Prosecuting Attorney's Office, an update from the King County Mental Illness and Drug Dependency group, and fair and impartial police training with Des Moines/Normandy Park Municipal Court Judge, Alicea-Galvan.



All full-time Officers were also issued their new iPads at the meeting. These iPads replaced our aging laptops in the patrol cars.

The Normandy Park Police would like to thank Chief Wilson and the Port of Seattle Police Department for their assistance in covering the streets of Normandy Park, so all employees could attend the staff meeting.

We would also like to thank Officer Morella for paying the fee to rent the conference room at CenturyLink Field.

**Motorcycle EVOC** - This summer, Officer Dave Unger set up a motorcycle confidence course in the back parking lot at City Hall. Courses like this are important to keep up the riders skills. Officer Unger made it much tighter than is suggested and he was still able to complete the course.



**Tactical Social Interaction** - Sergeant Sommer and Officer Hedrick provided instruction in Tactical Social Interaction in San Diego and Spokane. This class is put on by the Washington State Criminal Justice Training Commission. The objective of the class is to teach participants effective ways to interact with the general public while trying to accomplish Military or Law Enforcement objectives. In 2014, the class was only offered to members of the United States Military. In 2015, Sergeant Sommer and Officer Hedrick have been asked to present the training to local Law Enforcement Officers.

**Firearms** - Our Officers participated in the Coalition of Small Police Agencies Firearms qualifications in the first part of 2014. This training ensures all officers who participate in Coalition activities are certified to a level that is agreed upon by all CSPA Chief's.

All Normandy Park Officers received training on firearms manipulation and tactics. They also completed qualifications with their handguns and rifles.

**Major Crimes Task Force** - Officer Hedrick attended the Homicide Investigators Conference. This course was paid for by the CSPA Major Crimes Task Force.

**NRA Handgun Instructor** - Sergeant Sommer and Reserve Officer Tempski attended, and graduated from, the NRA Handgun Instructor School. Sergeant Sommer is our primary Firearms Instructor and Reserve Officer Tempski will be an assistant. Officer Hayes is the other full-time firearms instructor for the Department.

**Colt Armorer School** - Officer Hayes completed Colt Armorer school in 2014. This certification allows Officer Hayes to work on our patrol rifles, so we don't have to pay an outside person to do the work.

**TASER Instructor** - Officer Lievero renewed his TASER Instructor certification. Officer Lievero is our only TASER instructor in the Department. In 2015, the Department will be replacing our stock of TASERs. Officer Lievero will be tasked with training all of our Officers on the proper use of our new equipment. The TASERs we will be receiving have different features than our current TASERs.

**DRE Field Certifications** - Officer Hayes completed the Drug Recognition Expert Field Certification tests to finish his DRE Instructor School. Officer Hayes has been a DRE for quite a few years, but now he is a DRE Instructor. This is on top of his Standardized Field Sobriety Test Instructor role.

**BAC Instructor** - Officer Shawn Hayes continues to be our Blood Alcohol Concentration (BAC) Instructor. He conducts trainings for the Officers who need re-certification and basic training. Officer Hayes borrows all of the equipment from the Washington State Patrol, so there is no cost to the City for this class.

**Northwest Command College** - Sergeant Sommer attended the FBI sponsored Northwest Command College in Spokane. This Executive level training is important for first line supervisors who are trying to

increase their administrative role in their Department.

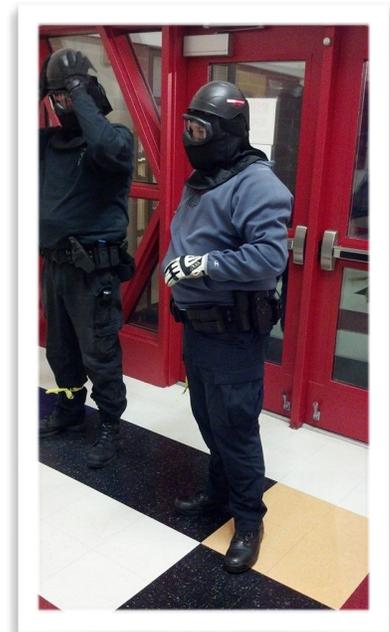
**Gordon Graham Training** - The Coalition of Small Police Agencies sponsored Gordon Graham to come to Western Washington late last year. This liability training is very good and we were able to put it on at no cost to CSPA Agencies.

**First Line Supervisor** - The CSPA also put on training specifically for our First Line Supervisors. This training curriculum will continue in 2015, with training geared towards improving the skills of our Sergeants.

**Active Shooter** - Sergeant Brian Sommer assisted the Coalition of Small Police Agencies with Active Shooter training in Snoqualmie. Reserve Officer Betts participated in the full AS training. Sergeant Sommer is an Active Shooter/Hostage Rescue Instructor.

**Special Operations Team Training** - Officer Morella attends training every month

with the Coalition of Small Police Agencies Special Operations Team. The trainings are usually 8-10 hours and they focus on team movements, tactical decision making and communication. The Special Operations Team is available for call-out during emergency situations. For example, we have used them to serve a search warrant on a burglary suspect. We have also used the team on a barricaded/hostage situation.



**Outside Instructors** - The Department has several Instructors who are asked to assist outside agencies with their training. The following is a short list of some of those Officers and their responsibilities:

Sergeant Brian Sommer - Active Shooter, Active Hostage Rescue, Basic and Advanced Firearms Instructor, Tactical Social Interaction Instructor, Pre-Supervision Instructor (CJTC).

Officer John Lievero - Emergency Vehicle Operations Course (EVOC) Instructor, Rape Aggression Defense (RAD) Instructor, Oleoresin Capsicum Spray Instructor, TASER.

Officer Dave Unger - Emergency Vehicle Operations Course (EVOC) Instructor, Washington State Criminal Justice Training Commission EVOC Simulator Trailer Instructor, Pursuit Intervention Technique Instructor.

Officer Giovanni Morella - Master Defensive Tactics Instructor, Baton Instructor.

Officer Shawn Hayes - Standardized Field Sobriety Test (SFST) Instructor, SFST Instructor Trainer, Drug Recognition Expert Instructor, Washington State Criminal Justice Training Center (CJTC) Practical Exercise Evaluator, Basic Firearms Instructor, PBT Instructor, BAC Instructor.

Officer Jeremy Hedrick - Tactical Social Interaction Instructor.

Community Service Officer Dave Bond - WACJTC EVOC Simulator Trailer Instructor, First Aid/CPR/AED, Rape Aggression Defense (RAD) Instructor, CBRNE Instructor, Respiratory Protection Instructor, CERT Instructor Trainer.

# Goals

**EOC Mock Disaster Scenario** - As part of our core responsibilities, the Police Department will soon have an Emergency Operations Center mock disaster scenario. The purpose of this exercise is to test the inter-operability of our IT system and our City staff. The scenario will have City staff placed inside the Police Department's EOC, and they will have to run the exercise using the National Incident Management System/ Incident Command System protocols. They will be directing Police Department employees as if they are handling a real disaster.

**Promotional Testing** - With Sergeant Laswell retiring, we will need to replace his position. Starting in March, Officer Shawn Hayes will become the Acting Sergeant for three months. After that, Officer Gianni Morella will take over as Acting Sergeant for three months. There will then be a promotional test for the two applicants. We hope to have a new Sergeant appointed in September.

**Lexipol Update** - The Police Department uses a product called Lexipol for our Policy manual. Lexipol is a company out of California. They employ subject matter experts and attorneys with a broad range of experience to review the ever changing law enforcement landscape. There are few industries who change their policies and procedures more often than police departments. Case Law, new equipment and changing social norms are just a few of the examples of what drives these changes. Lexipol monitors all of these issues so we don't have to (as much anyway). Several times per year they put out updates to our manual. These changes are reviewed by the Chief of Police. If the changes are approved, the revised sections are sent to the Normandy Park Police Officers Guild for review. If the changes are agreed upon then the manual is updated, and training is conducted to update all employees.

**Emergency Management Institute** - The Emergency Management Institute is a FEMA operation that provides training in the National Incident Management System to local officials. The training is offered to our Department at no cost.

The Police Department will be sending our new Emergency Management Volunteer to EMI, as well as the new Supervisor who replaces Sergeant Laswell.

**Major Crimes Task Force** - Officer Jeremy Hedrick is our only officer on the Coalition of Small Police Agencies Major Crimes Task Force (MCTF). Now Detective Hedrick (as of January 1, 2015) is currently the Acting Commander of the MCTF. The MCTF members are called out when a Coalition City requests additional detectives for an investigation that would place a burden on their City. These extra detectives come at no cost to the requesting jurisdiction. The expectation is that the requesting City will at some point send their member to another City. The "sending" City gets a benefit in that their officer gains valuable experience in investigating crimes that would not occur in great frequency in their City. It also helps keep the overtime costs down.

**Process Implementation** - Along the lines of making the City run more efficiently and effectively we are also creating processes for our daily tasks. Institutional knowledge is not easy to replace. When we have turnover, it takes a while to bring other employees up to speed on the responsibilities of the employee who left. Developing processes will assist in keeping the City running smoothly, no matter who is taking over a position. Having a good process system in place will also improve our current employees efficiency. If they know the exact process then there won't be questions asked about how to proceed.

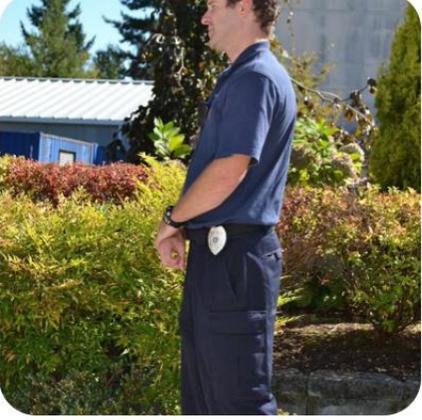
**Diversity Outreach** - The cultural diversity of Normandy Park and the Highline area is

starting to change dramatically. In Normandy Park we have one apartment complex that has a large majority of Spanish-speaking residents. We hope to utilize Superior Court Judge Alicea-Galvan, to assist us in an outreach program. We want to include all residents/visitors in our fight against crime. We also want to make sure people trust their police department. In times of disaster, we don't want there to be any barriers to either asking for, or obtaining service.

**Goals and Objectives** - As a general rule, police departments have goals and objectives they try to accomplish during a year. Normandy Park is no different. We have short and long term goals. We have goals in relation to a specific case we are investigating. We also have goals for our

individual officers, whether it be for training or experience. One thing we want to accomplish for 2015, is to ensure our goals are in concert with the City Council and the City Manager. This is a trickle down concept. The Chief of Police can accomplish all the goals he wants, but if they are not related to the goals of the Council, then how do you determine if he has performed well.

**New Hires** - In 2015, the Police Department will be replacing Sergeant Laswell's position when he retires in February. We were also granted the ability to hire the 11th position back into the police department. The hiring process will begin in February. We hope to have both positions filled by mid year, at the latest.



# STATISTICAL EXPLANATION PAGE

The following pages represent the data collected by the Police Department in 2014. The first page (8 year statistical data) is the final numbers provided to the FBI by our Records Department. The remaining data is from the Fife Police Department. They provided dispatch service for us from January through June 30th. The Port of Seattle, who took over dispatch service on July 1st, does not have the ability to produce the kind of documents that Fife was able to create. This is because the Port of Seattle's statistical documents are produced only through their Records Management System (RMS), which is tied into their Computer Aided Dispatch (CAD) system. While we can obtain the number of traffic stops, or the number of burglary reports we took, the data cannot be placed into any kind of chart. For instance, I can tell you that from July to December, our Officers were dispatched to 36 Noise Complaint calls, but in order to put this into a graph, it would take up too much paper. The Administrative Briefing on page 2, shows the complete numbers for 2014 (both Fife and Port of Seattle).

Important distinctions to note is that: Incidents are any call for service initiated by an outside party, while a Call for Service includes outside party and officer initiated calls. An example of an Incident would be: someone calls 911 for a subject breaking into their vehicle. An example of a call for service could be: an officer making a traffic stop on Marine View Dr., or calling out on foot patrol at Marvista Elementary. Incidents are included in the Calls for service numbers.

When reviewing the bar graph data, there is something to keep in mind. The data is either the time a crime is reported, or the time that it occurred. An example of this is: on the time-of-day graphs, you will see no activity from 2AM to 6AM. This does not mean there were no vehicle prowls during that time, only that none were reported in-progress at that time.

A good rule of thumb when trying to interpret these pages is to fall back on the following statement: If it is on the 8 Year Report it is accurate, if it is on the Fife Produced Documents, it is close. The Fife CAD data is not 100% accurate, because the call we get dispatched to does not necessarily mean that is what we take a case report for. We may get dispatched to a Malicious Mischief call, and it turns out to be a Burglary. The CAD data may show a Malicious Mischief reported.

# POLICE STATS REPORT

## Reports/Calls for Service:

	2006	2007*	2008	2009	2010	2011	2012	2013	2014
Murder/Neg Homicide	0	0	0	0	0	0	0	0	1
Rape	0	0	0	0	0	0	1	2	4
Robberies	0	0	2	1	0	1	2	2	1
Assaults	19	19	13	17	20	27	30	18	22
Burglaries – Residential	27	32	48	38	33	49	60	39	35
Burglaries – Non Residential	1	1	10	10	10	3	11	1	8
Thefts	87	82	103	89	125	137	177	95	161
Vehicle Prowls	13	13	38	26	33	78	91	54	51
Criminal Trespasses	13	3	16	10	22	24	24	28	22
Domestic Violence Calls	26	25	47	41	37	42	61	38	31
DUI	15	17	87	60	58	53	27	40	47
Malicious Mischief	33	42	63	39	38	63	63	55	61
Motor Vehicle Accident – Injury	14	5	4	9	2	11	10	12	6
Motor Vehicle Accident – Non Injury	43	36	43	32	25	32	30	41	38
Vehicle Thefts	16	18	5	4	7	12	13	11	15
Warrant Arrests	76	60	50	57	62	83	64	90	82
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Misdemeanor Arrests	50	73	188	134	81	127	73	98	163
Felony Arrests	14	19	18	17	9	29	19	31	17
Traffic – Criminal	104	136	190	115	118	135	100	135	137
Traffic – Infractions	674	517	755	527	321	352	211	249	296
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Alarm Responses	188	168	188	178	161	193	200	247	193
Prisoner Transports	58	68	60	-	11	33	23	14	18
Fire Department Assists	55	64	109	108	110	87	108	133	129
K9 Applications	20	9	42	30	21	16	11	10	10
<b>Community Service Responses:</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Police Department Assists	48	76	71	58	92	97	100	81	63
Animal Calls	138	127	139	112	106	169	167	175	184
Citizen Assists	72	82	74	63	51	83	92	85	85
Juvenile Calls	48	19	50	109	114	52	130	88	35
Welfare Checks	36	22	42	38	32	61	50	62	66
<b>TOTAL CALLS FOR SERVICE</b>	<b>2267</b>	<b>2724</b>	<b>2416</b>	<b>1974</b>	<b>2089</b>	<b>2533</b>	<b>2770</b>	<b>3151</b>	<b>2527</b>
<b>major cases</b>	<b>624</b>	<b>538</b>	<b>460</b>	<b>509</b>	<b>574</b>	<b>696</b>	<b>737</b>	<b>633</b>	<b>646</b>

\*changed  
RMS and  
reporting  
system in  
June



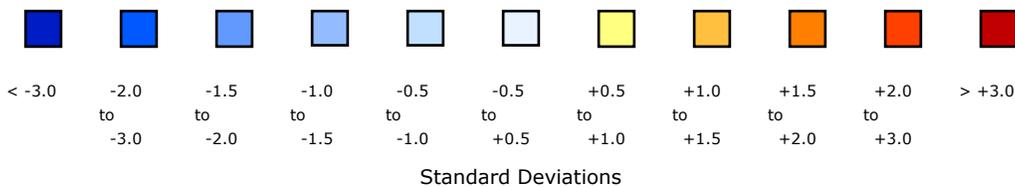
# Fife Police Department

Incident Temporal Heat Index  
(Hour Of Day by Day Of Week)



## January through July Heat Index

	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
00	27	6	19	10	16	11	18	107
01	20	8	10	14	8	9	16	85
02	10	7	2	2	17	11	15	64
03	3	12	13	7	9	7	5	56
04	14	17	10	9	10	17	19	96
05	5	9	4	6	9	7	7	47
06	10	17	17	15	12	5	16	92
07	15	22	14	23	22	10	15	121
08	7	24	29	44	19	16	7	146
09	13	13	14	21	10	19	2	92
10	18	24	24	18	27	10	13	134
11	11	30	10	16	13	19	14	113
12	18	14	18	19	23	15	14	121
13	35	29	15	18	20	13	11	141
14	12	12	14	28	15	10	11	102
15	7	16	35	21	9	16	20	124
16	18	15	17	12	17	12	8	99
17	6	16	14	12	5	8	10	71
18	8	16	5	8	11	11	5	64
19	9	6	3	9	11	11	5	54
20	17	16	12	13	14	17	10	99
21	12	6	6	17	14	25	29	109
22	25	12	10	22	24	9	17	119
23	8	22	7	20	15	12	15	99
<b>Total</b>	<b>328</b>	<b>369</b>	<b>322</b>	<b>384</b>	<b>350</b>	<b>300</b>	<b>302</b>	<b>2,355</b>



Average: 14.02  
 Std. Dev.: 6.90  
 Minimum: 2  
 Maximum: 44



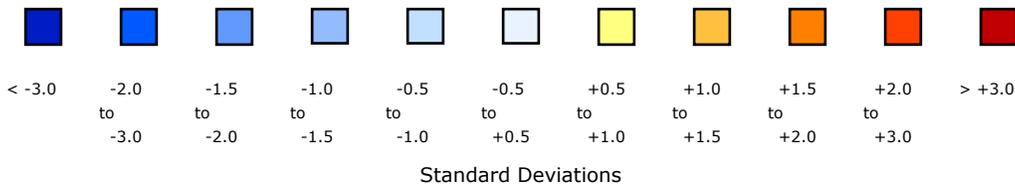
# Fife Police Department

Incident Temporal Heat Index  
(Hour Of Day by Day Of Week)

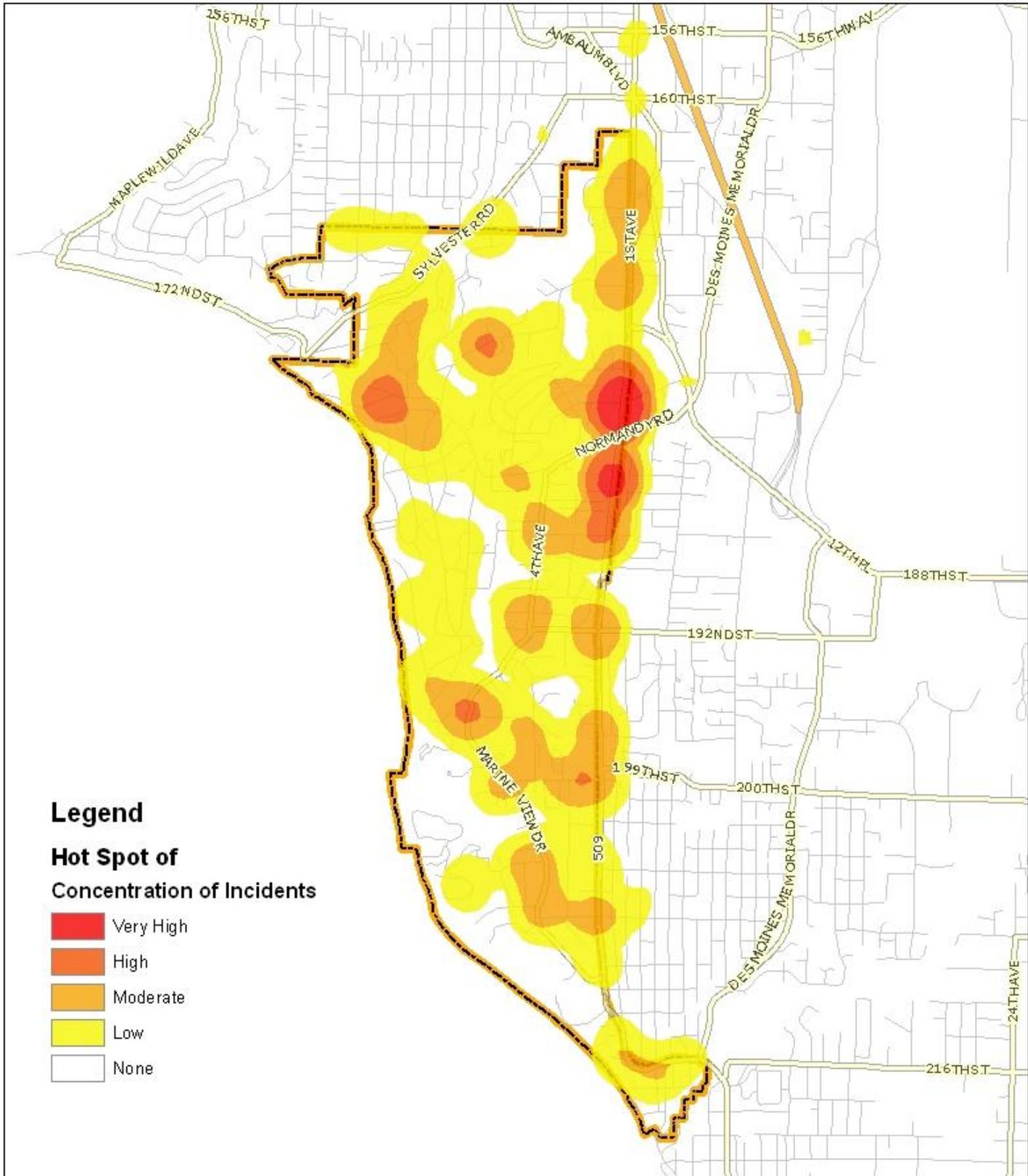


## Incidents January through June 2014

	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
00	3	0	1	1	6	1	3	15
01	1	2	3	0	2	2	7	17
02	2	0	1	0	6	1	6	16
03	0	0	0	2	2	3	0	7
04	0	1	0	4	0	1	1	7
05	3	1	1	0	0	0	1	6
06	0	1	0	2	2	1	3	9
07	2	3	4	4	1	3	4	21
08	3	6	1	5	3	3	4	25
09	9	6	11	5	4	3	4	42
10	4	2	7	7	7	8	5	40
11	4	13	5	8	14	5	4	53
12	4	5	13	7	6	2	5	42
13	4	6	3	4	4	8	4	33
14	6	4	5	6	12	4	7	44
15	4	8	5	5	8	5	7	42
16	5	7	6	10	7	9	2	46
17	3	2	6	2	1	9	3	26
18	3	1	9	7	0	3	0	23
19	2	9	2	6	6	6	7	38
20	3	5	7	4	2	4	4	29
21	2	3	7	9	0	2	6	29
22	3	0	1	3	5	4	1	17
23	2	1	1	12	6	6	5	33
<b>Total</b>	<b>72</b>	<b>86</b>	<b>99</b>	<b>113</b>	<b>104</b>	<b>93</b>	<b>93</b>	<b>660</b>



Average: 3.93  
 Std. Dev.: 3.02  
 Minimum: 0  
 Maximum: 14



**Legend**

**Hot Spot of Concentration of Incidents**

- Very High
- High
- Moderate
- Low
- None

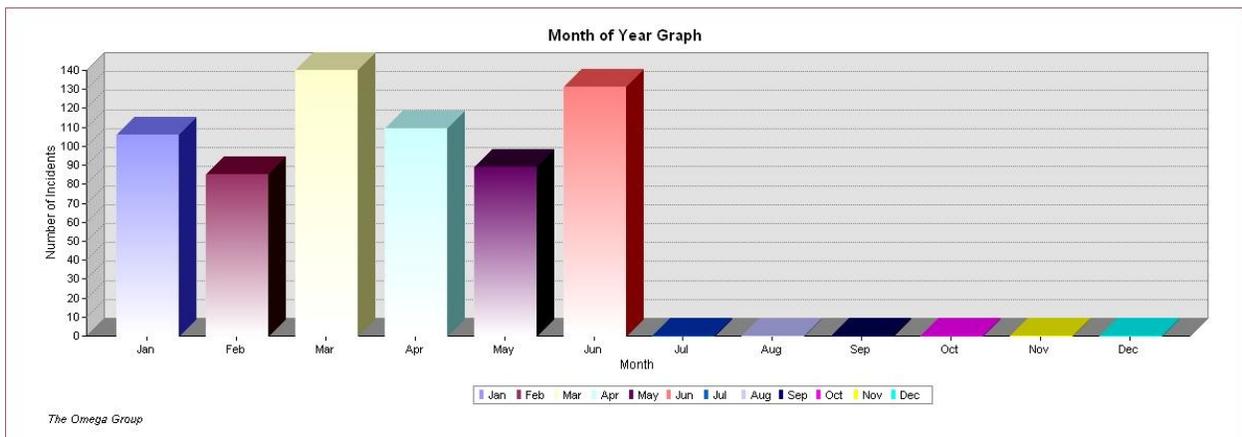
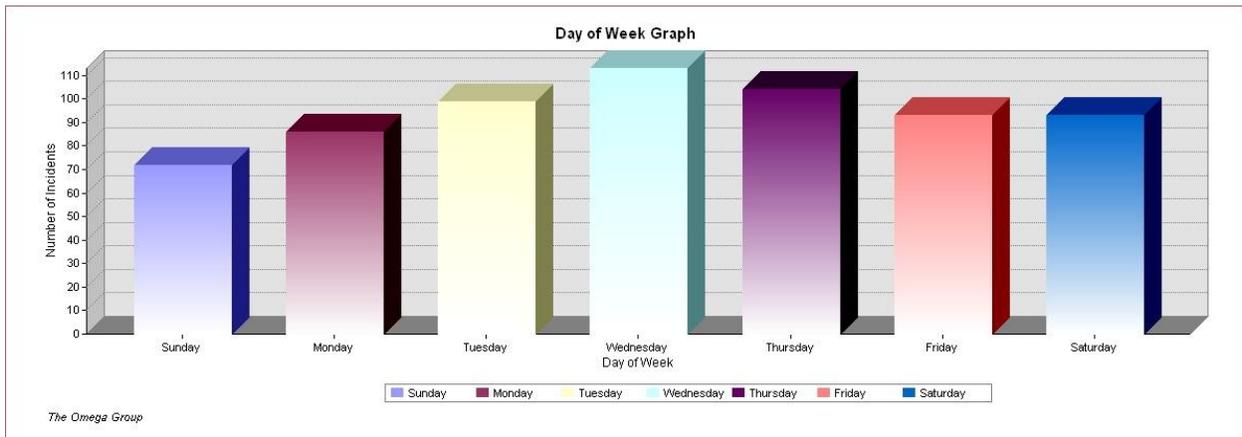
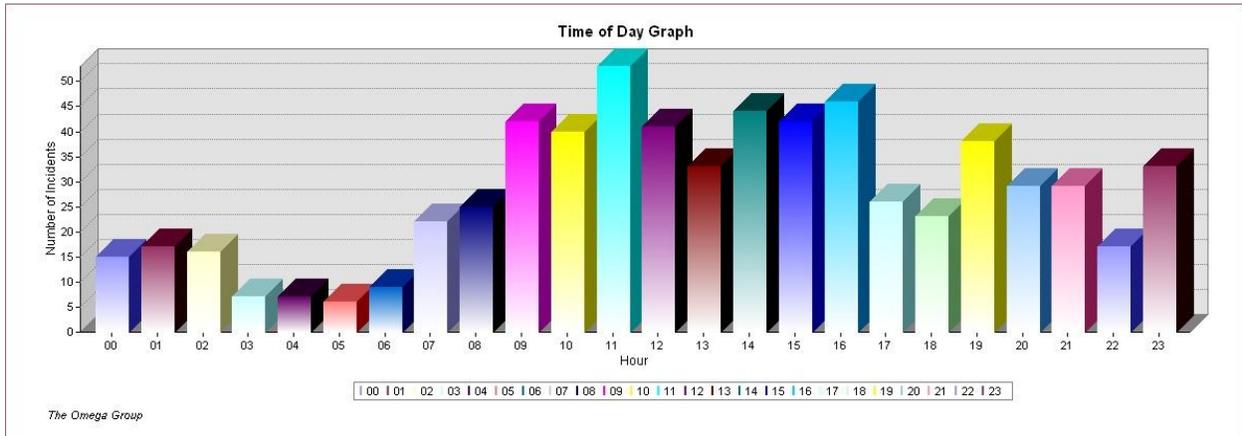


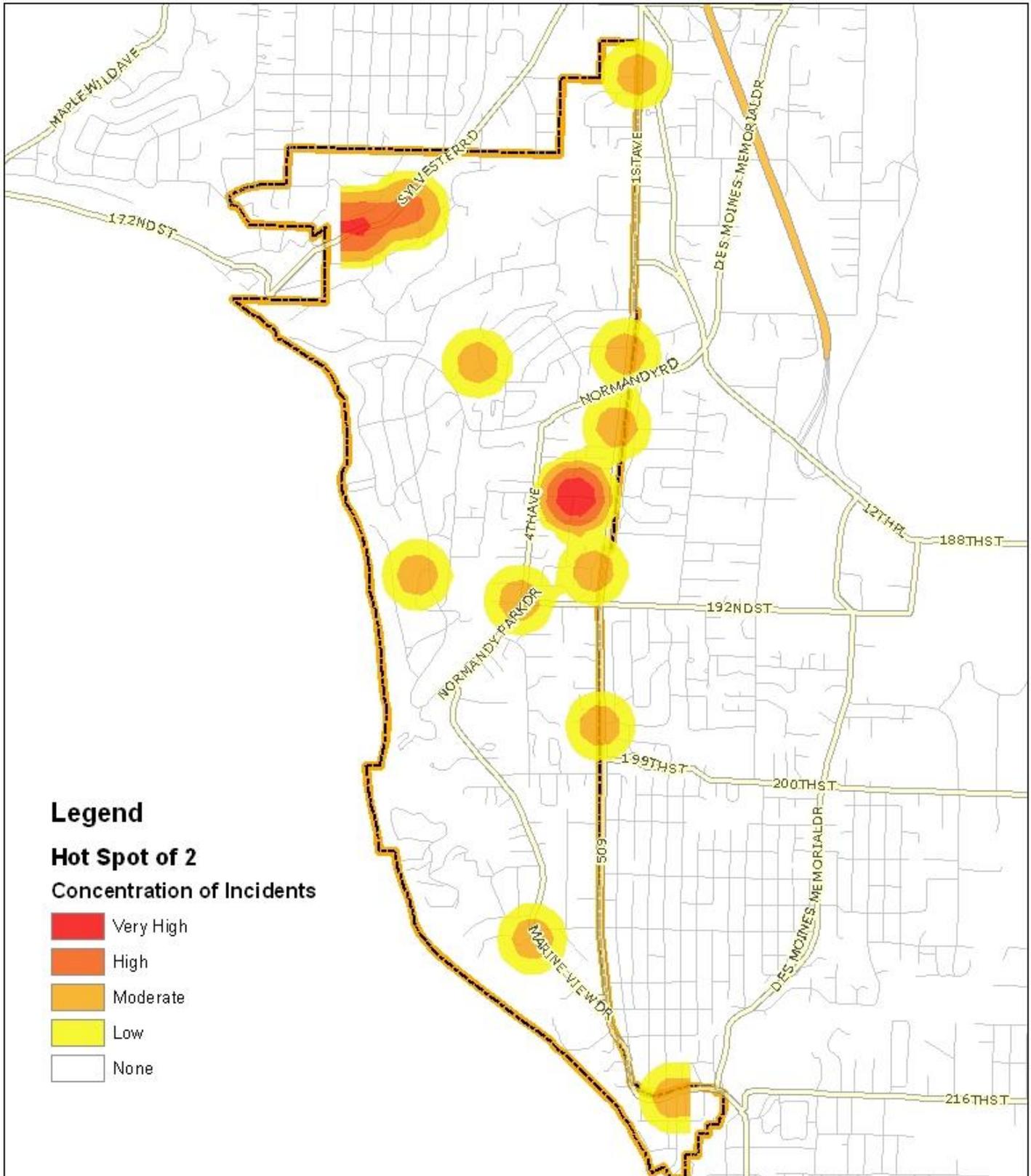
Fife Police Department

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# Incident Report January through June 2014





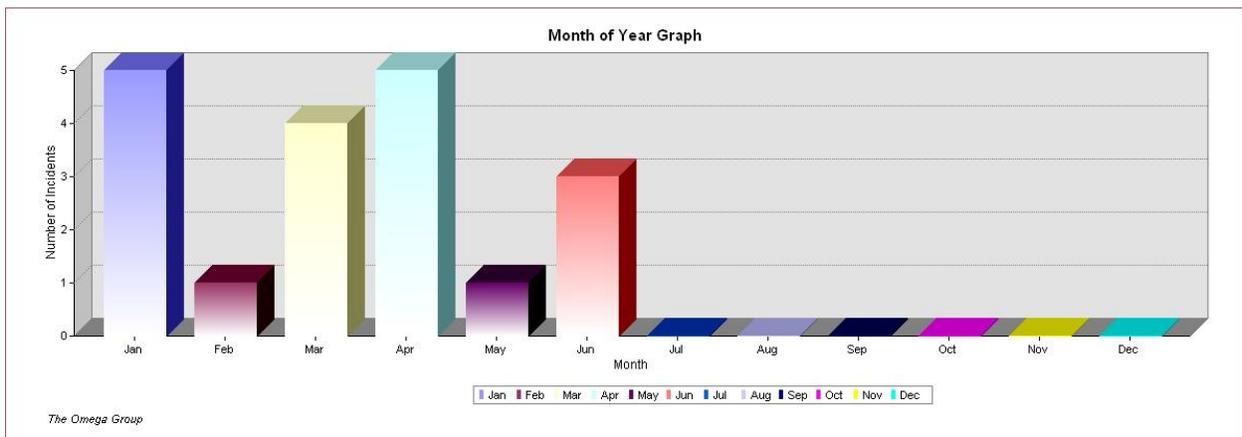
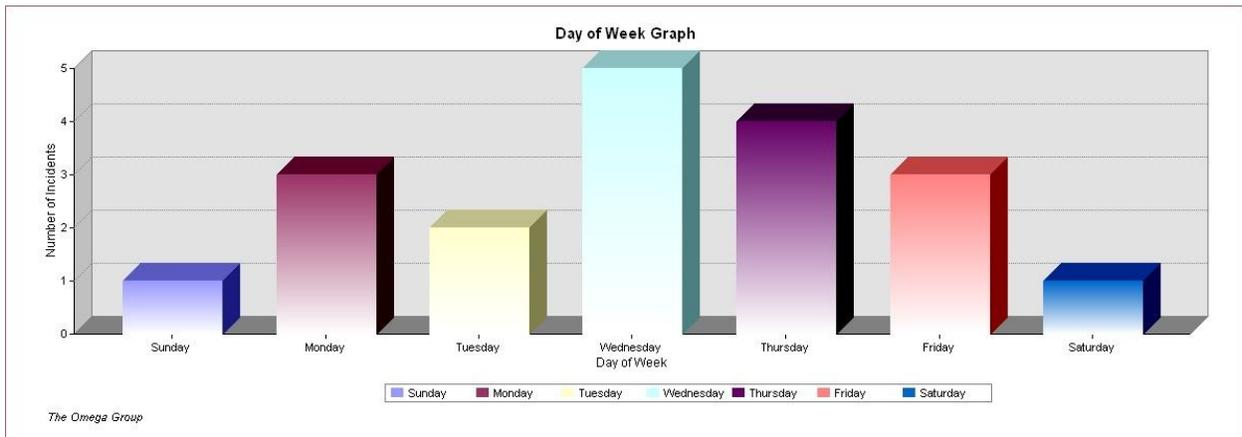
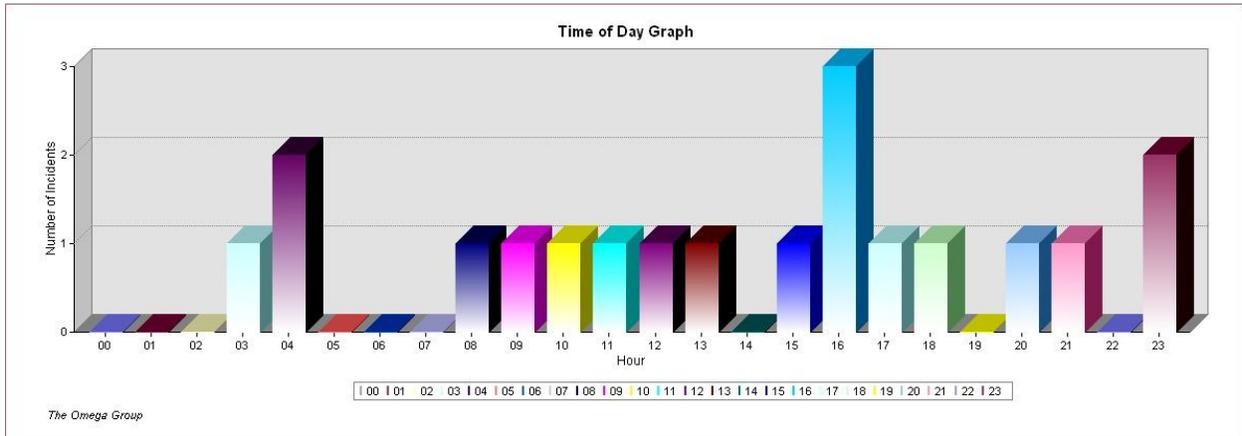


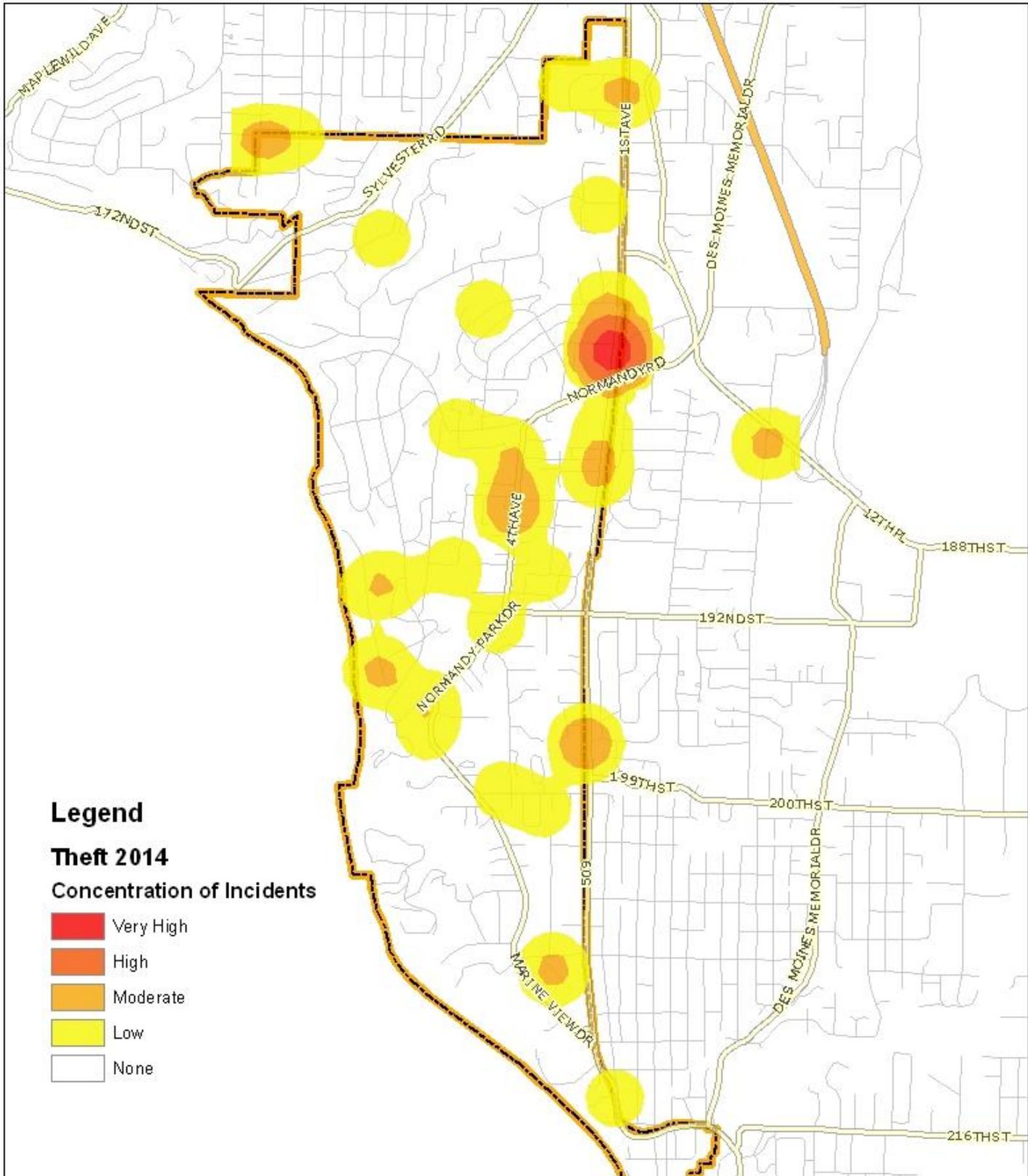
Fife Police Department

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## Burglaries January - June 2014







**Legend**

**Theft 2014**

**Concentration of Incidents**

- Very High
- High
- Moderate
- Low
- None

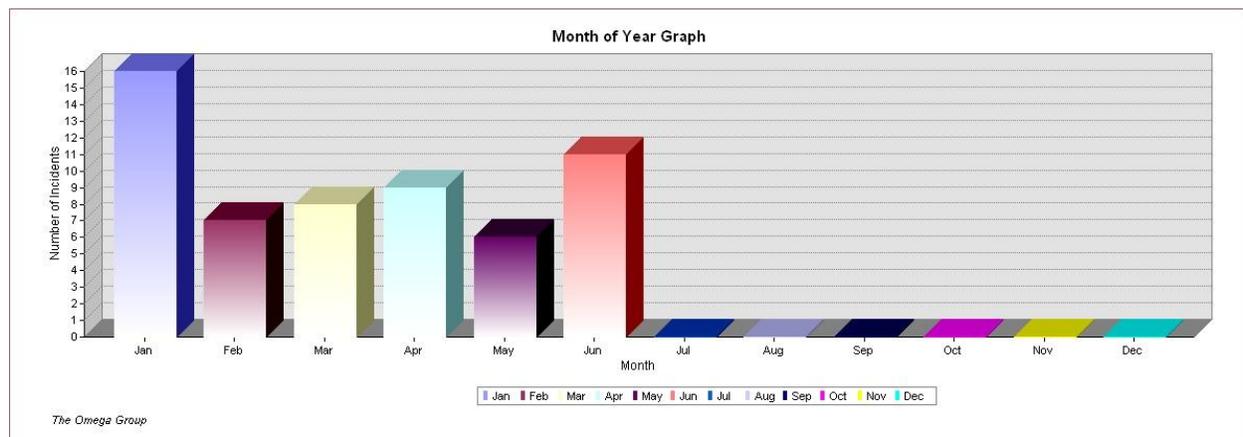
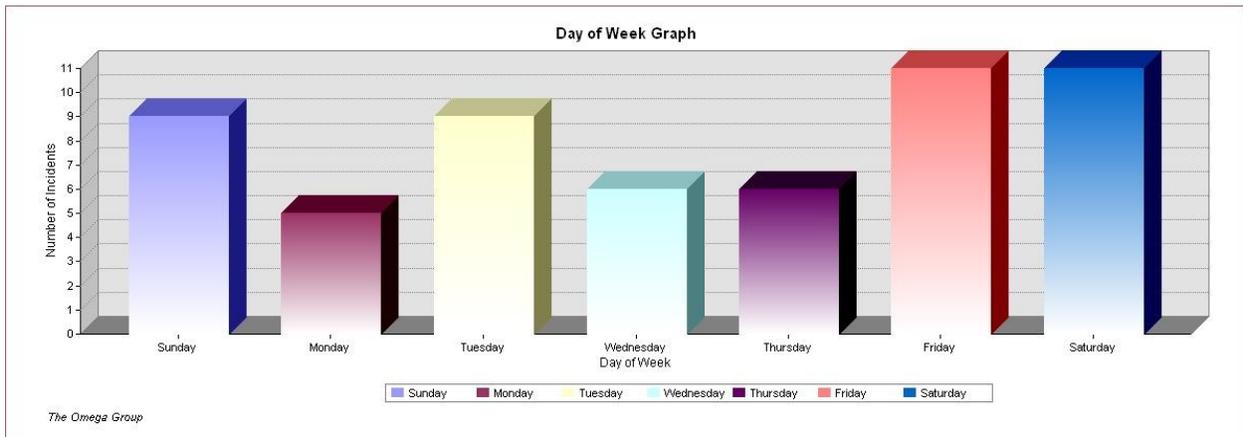
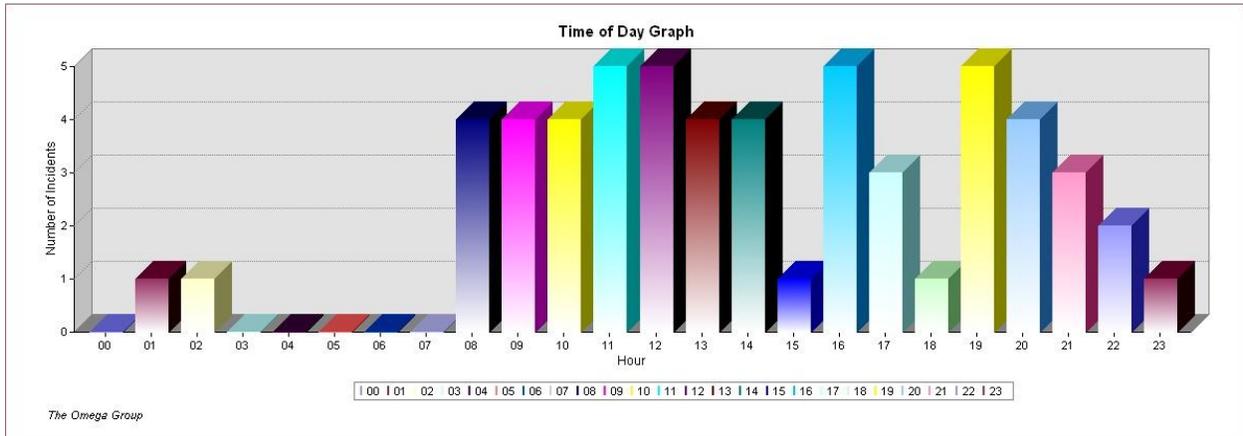


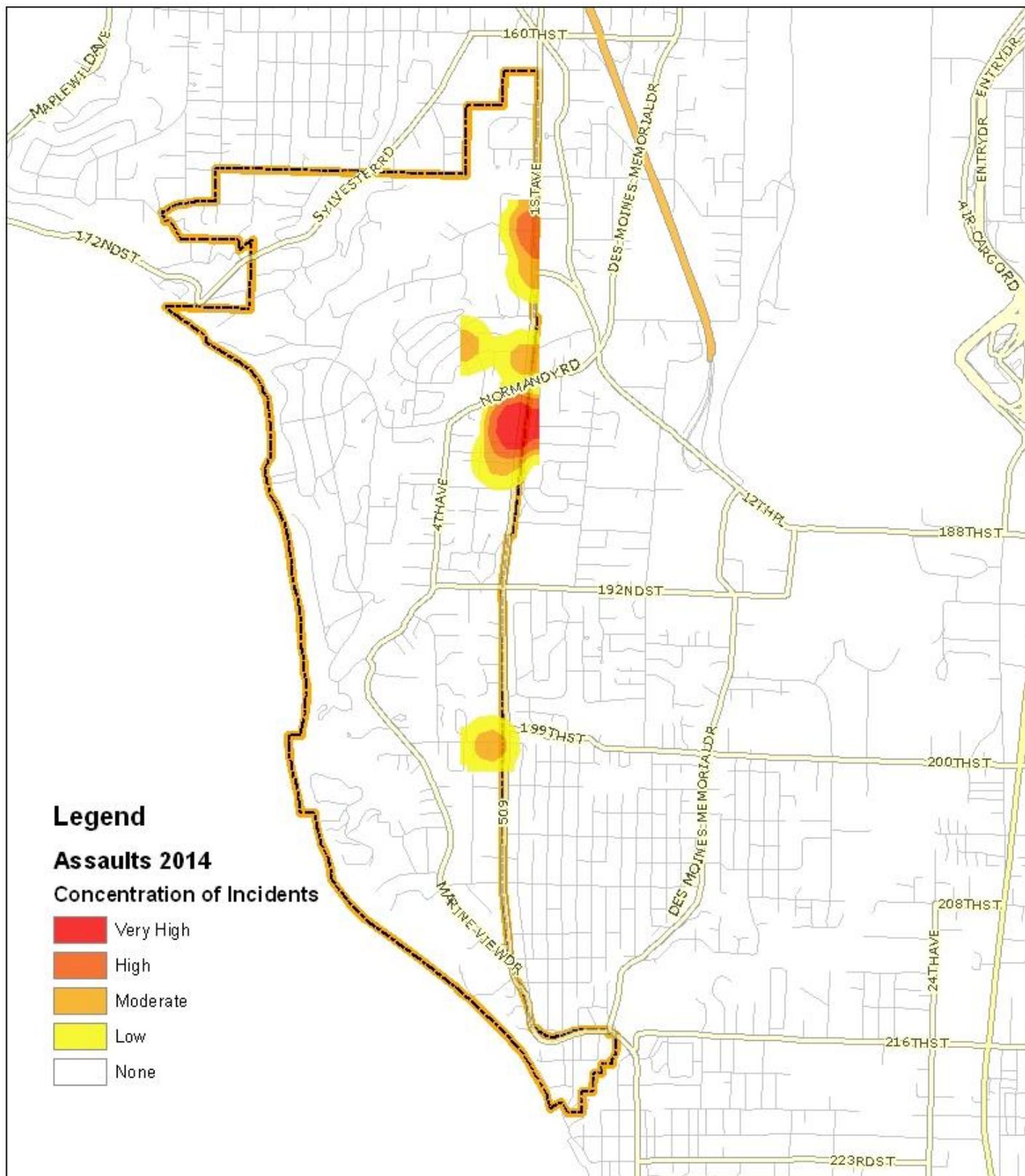
Fife Police Department

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**Thefts  
January - June 2014**







**Legend**

**Assaults 2014**

**Concentration of Incidents**

- Very High
- High
- Moderate
- Low
- None



Fife Police Department

This agency is not responsible for the misinterpretation of this map and makes no inference or judgment as to the relative safety of particular areas. This map does not meet national map accuracy standards and should not be used for engineering purposes.

**Assaults  
January - June 2014**



