

PORT ORCHARD POLICE DEPARTMENT



SERVICE • HONOR • INTEGRITY



2021

ANNUAL REPORT

We don't have an infallible algorithm for making wise choices,
but we do have a meaningful body of techniques that can keep
us from making stupid ones.

- Steven Johnson, *Farsighted*

LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feeling, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession...law enforcement.



OUR POLICING PRINCIPLES

It is the mission of the Port Orchard Police Department to protect the lives, property, and rights of all members of our community. We will work to reduce crime, and the fear of crime, while remaining proactive and innovative in our approach to the enforcement of the law. Our community shall know we are all members of one team through our transparency, accountability, and engagement.

Our vision is to be amongst the finest law enforcement agencies in the State of Washington; one which constantly delivers the highest quality public service to make the City of Port Orchard one of the safest communities in the nation.

SERVICE

Serving the Port Orchard community is our greatest honor and privilege. We will do so in an impartial, courteous, responsive, efficient, and humble manner. We will work hand in hand with all members of our community to solve problems that affect public safety.

HONOR

We hold ourselves accountable to the highest standards of our profession while valuing equality, diversity, and individual rights. Our badge is a symbol of public faith; we accept it as a public trust so long as we are true to the ethics of our service.

INTEGRITY

Integrity is our standard for we shall always do what is morally, ethically, and legally right. We are honest and truthful in our words and actions. Our integrity will build trust and confidence, for this is our defense against corruption.



MESSAGE FROM THE CHIEF

To Our Community,

On behalf of the men and women of the Port Orchard Police Department, I want to thank you for continuing to support us as we responded to the challenges of 2021. The ongoing pandemic and political divide have made our work difficult, but not impossible. Our partnership remains strong, and we are all better for it.

The Department remained committed to building trust and reducing crime in our community through engagement, transparency, and accountability. In 2021, our team leaned hard into achieving accreditation through the Washington Association of Sheriffs and Police Chiefs. Accreditation establishes accountability and improves systems through the adoption of established best practices in law enforcement. This required tremendous introspection, a willingness to adapt some long-held procedures, and the input of every member of this organization. I am proud to say we accomplished this task and earned accreditation in November. With only twenty percent of the state's law enforcement agencies in this rarefied group, I am proud to say we are amongst the best.

Recruitment and retention remained a priority for the department in 2021. With a commitment to quality candidates, the department hired three new peace officers and two professional staff. Unfortunately, retirement and attrition still left the department down roughly 10% in overall staffing. With several planned retirements in 2022, the department continues to recruit and search for those men and women who align with our values and dedication to this community.

Your Port Orchard Police Department has also built upon its regionalization efforts to include participation in the Kitsap Critical Incident Response Team (KCIRT). With members who have been recognized as experts in independent investigations, this team meets the state standards for officer-involved shooting investigations as established by I-940. Collaborative training cadres help your law enforcement officers train with their peers to high levels. Regionalization provides our department with cost savings and enhanced services. More collaborative efforts are in the works.

The City of Port Orchard continues to grow and change to meet the needs of its residents, commuters, and visitors. Your police department will continue to support and help sustain the vision of a vibrant community by providing smart, friendly, and effective law enforcement.

Thank you for continuing to put your trust in us.

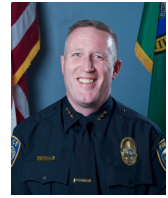


Matt Brown
Chief of Police

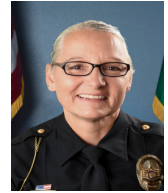


COMMAND STAFF TEAM

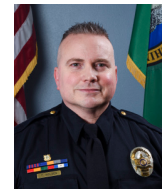
Chief Matt Brown has twenty-one years of law enforcement experience. He holds a BA in Sociology, is a graduate of Northwestern University's School of Police Staff and Command, and is a recipient of the Trilogy Award from FBI-LEEDA. Chief Brown has served as the Port Orchard Police Department Chief since July 2019.



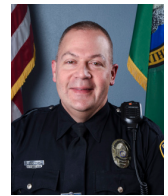
Deputy Chief Donna Main has thirteen years of law enforcement experience, all in service with the Port Orchard Police Department. A life-long resident of Port Orchard, she holds a BS in Sports, Psychology, and Exercise Science. She is also a recipient of the Trilogy Award from FBI-LEEDA.



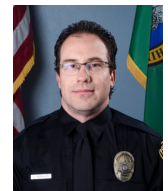
Sergeant Trey Holden has twenty-one years of law enforcement experience. He holds a MS in Justice Administration and Security and a BS in Criminal Justice Administration. Prior to serving the citizens of Port Orchard, Sergeant Holden served his country as a U.S. Marine.



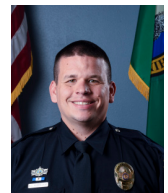
Sergeant Erik Wofford has been a public servant for thirty years in both Corrections and Law Enforcement. A twenty-year veteran of the Port Orchard Police Department, Sergeant Wofford has a long history as an instructor and Field Training Officer.



Sergeant Joshua Horsley has over twenty-two years in law enforcement. He started his career in Corrections for the State of Nevada. He spent six years with the Jackson Police Department in the state of Wyoming and has been with the Port Orchard Police Department for nine years.



Sergeant Andrew Brandon has seventeen years of law enforcement experience with several agencies in the region. He is a graduate of South Kitsap High School where he later served as the School Resource Officer. Sergeant Brandon has also been a Detective, Field Training Officer, Marine Officer, Firearms instructor, and Patrol Tactics instructor.



Police Services Coordinator Cyndi Circelli serves as the lead for the Administrative Services Division and has been with the department since 2000. She is excited to be a part of the department's positive changes and our continued growth within the community.



City of Port Orchard at a Glance

Nestled on the shores of Sinclair Inlet, the City of Port Orchard was originally named Sidney in 1890, becoming the first town to incorporate within Kitsap County. The area was known for its lumber industry, pottery works, and agricultural opportunities. In 1893, Sidney residents built a courthouse and donated it to the county; Sidney was then chosen as the county seat. In 1903, during a dispute over the regional post office, the town was officially renamed as the City of Port Orchard. The city has long been known as a robust waterfront community with the deep ties to the Navy and the civilian-led "Mosquito Fleet."

Our community includes thriving small businesses, healthcare services, senior living communities, a mix of public and private schools, tourism, outdoor recreation, and a variety of public and private community organizations. While most residents work locally, an increasing number of commuters have begun to call the community home.

The City of Port Orchard has roughly 16,000 residents but serves the greater community of South Kitsap, a population of nearly 80,000. The city covers 8.5 square miles with approximately 15% of that area included within Sinclair Inlet. The topography of the region includes deep ravines and creeks that feed into Puget Sound and remain green all year long.

According to 2021 demographic statistics from the US Census Bureau, the reported ethnic makeup of the City is 73.8% White, 11.3% Hispanic or Latino, 7% Asian, 4.6% Black or African American, 2.2% Native Hawaiian or Pacific Islander, and 0.6% American Indian or Alaska Native.¹



¹ Source: <https://www.census.gov/quickfacts/fact/table/portorchardcitywashington/INC110219>

Department Overview

Beginning in 1890, the City of Port Orchard was originally served by a town marshal. Along with preserving law and order in the young, and sometimes rough, town, the marshal was expected to install and maintain the wooden sidewalks.

In 1941, the town had grown enough that the city council decided to create its own police department. The small staff of peace officers wore light blue uniforms modeled after those worn by their brothers and sisters in Seattle. A five-pointed cap and a revolver topped off their look.

Today, the police department has twenty-three commissioned and certified peace officers as well as a tenured reserve peace officer. With a professional administrative staff of seven, the Port Orchard Police Department is a modern, full-service public safety agency. Our officers patrol the city and its waterways, remaining engaged with the community as partners.

Police Chiefs

1941-1942	Vic Holmquist
1942-1945	Bill Hankin
1945-1951	Charles Heath
1951-1959	Al "Shorty" Wymore
1959-1976	Gale Dow
1976-1981	James Benton
1981-1982	Ray MacPherson
1982-1984	David Loflin (interim)
1984-1999	Joseph Mathews
1999-2013	Al Townsend
2013-2019	Geoff Marti
2019-present	Matt Brown



Key Accomplishments in 2021

In 2021, the department worked collaboratively with its members and the community to develop its Mission, Vision, and Value statements. This milestone achievement allows us to focus our goals as a team and do the right thing each and every time. Our key accomplishments are seen through the lens of our Values.

SERVICE

- Strategic Plan accomplishments
 - ~ Developed an annual training plan for all staff
 - ~ Increased involvement in regional officer wellness programs
 - ~ Committed to ongoing leadership training for supervisors
- Digital on Q was implemented for the retention of digital evidence.
- Managed covid response.

HONOR

- Maintained strong collaborative relationships with justice-aligned groups such as the NAACP and Kitsap ERACE.
- Managed quarterly meetings with the Community Advisory Board during the pandemic to continue forward momentum with community engagement.
- Conducted a virtual town hall to discuss community concerns.

INTEGRITY

- Implemented an online tracking program for all critical incidents such as vehicle pursuits, uses of force, allegations of bias, and staff misconduct. The digital platform allows for a greater understanding of our responses and provides supervisors with an early warning system.
- Achieved accreditation through the Washington Association of Sheriffs and Police Chiefs.



Washington Association of
**SHERIFFS &
POLICE CHIEFS**

CRIMINAL REPORTING

The Port Orchard Police Department participates in Washington State Uniform Crime Reporting (UCR) Program of criminal offenses and arrests. These statistics are compiled and presented in the Crime in Washington 2021 Report produced by the Washington Association of Sheriffs and Police Chiefs (WASPC).

2021 Washington NIBRS Submission Agencies

PORT ORCHARD PD

Kitsap County

Population: 15,260
Months Reported: 12

Offense Overview

Offense Total 1,423
of Cleared Offense 231
Percent Cleared 16.2%

Group A Arrest Overview

Arrest Total 202
Adult Arrest Total 188
Juvenile Arrest Total 14

Group A Offenses	Reported 2020	Reported 2021	% of Change	Crime Rate per 1,000	Total Arrests	DV Offense Totals
Murder	0	0		0.0	0	0
Manslaughter	0	1		0.1	0	0
Rape	8	8	0.0%	0.5	2	0
Sodomy	1	1	0.0%	0.1	0	0
Sexual Assault w/Object	0	0		0.0	0	0
Fondling	2	14	600.0%	0.9	2	1
Aggravated Assault	44	44	0.0%	2.9	20	9
Simple Assault	157	191	21.7%	12.5	51	80
Intimidation	69	70	1.4%	4.6	9	3
Kidnapping	2	1	-50.0%	0.1	1	0
Incest	0	0		0.0	0	0
Statutory Rape	1	1	0.0%	0.1	0	0
Human Trafficking Offenses	0	0		0.0	0	0
Violation of No Contact/Protect.	55	67	21.8%	4.4	14	15
Robbery	8	14	75.0%	0.9	6	0
Burglary	104	108	3.8%	7.1	13	0
Larceny-Theft Offenses	421	490	16.4%	32.1	55	3
Motor Vehicle Theft	69	128	85.5%	8.4	2	0
Arson	2	5	150.0%	0.3	0	0
Destruction of Property	144	189	31.3%	12.4	12	13
Counterfeiting/Forgery	52	28	-46.2%	1.8	2	0
Fraud Offenses	63	26	-58.7%	1.7	2	0
Embezzlement	0	0		0.0	0	0
Extortion/Blackmail	1	0	-100.0%	0.0	0	0
Bribery	0	0		0.0	0	0
Stolen Property Offenses	14	13	-7.1%	0.9	7	0
Animal Cruelty	1	2	100.0%	0.1	0	0
Drug/Narcotic Violations	49	16	-67.3%	1.0	2	0
Drug Equipment Violations	4	0	-100.0%	0.0	0	0
Gambling Offenses	0	0		0.0	0	0
Pornography	1	2	100.0%	0.1	0	0
Prostitution Offenses	0	0		0.0	0	0
Weapon Law Violations	13	4	-69.2%	0.3	2	0
Grand Total	1,285	1,423	10.7%	93.3	202	124

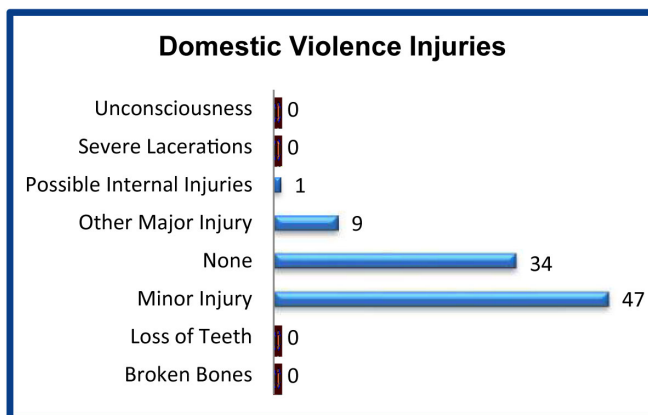
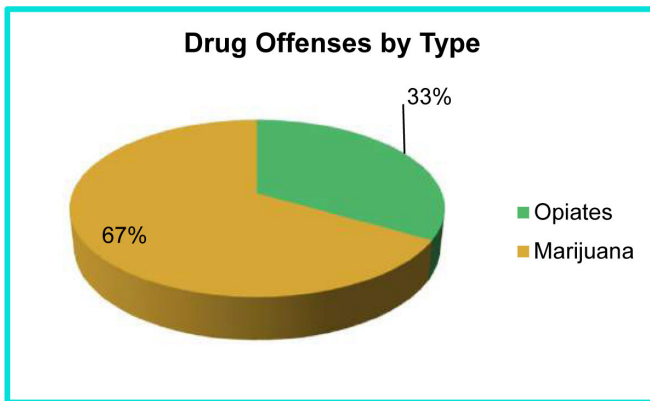
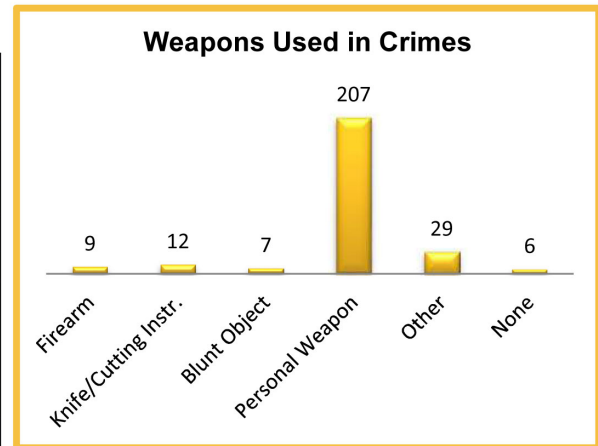
CRIME IN WASHINGTON

PORT ORCHARD PD

Continued

2021 Group B Arrests

Offense	Adult	Juvenile
Bad Checks	1	0
Curfew/Vagrancy	0	0
Disorderly Conduct	1	0
Drunkenness	0	0
DUI	7	0
Family Offenses	2	1
Liquor Law Violations	0	0
Peeping Tom	0	0
Trespass	14	1
All Other Offenses	13	0
Total	38	2



2021 Property Values by Type

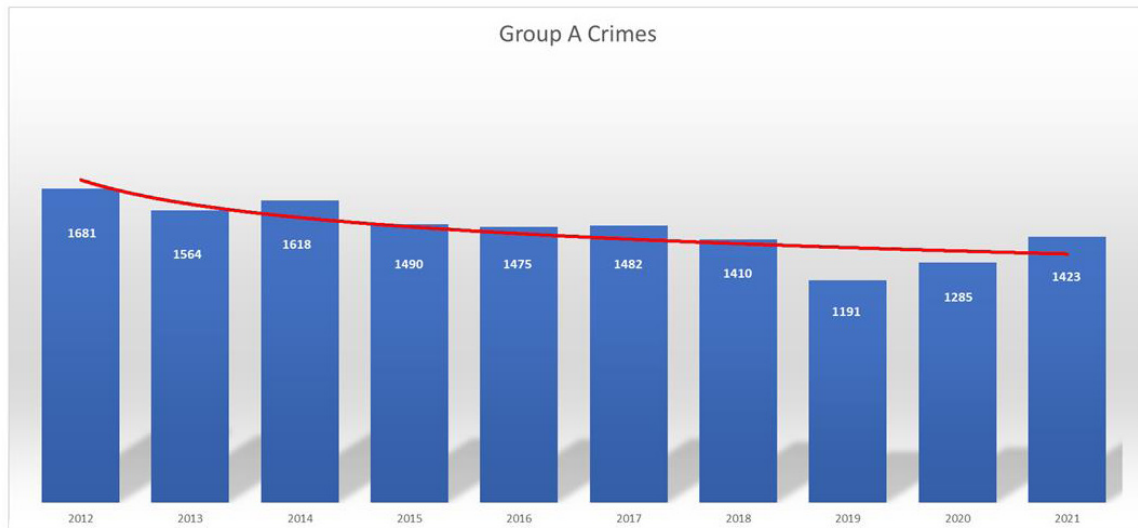
Type	Value
Seized	\$1
Burned	\$0
Counterfeited/Forged	\$5,203
Destroyed/Damaged	\$113,194
Recovered	\$372,385
Stolen	\$705,599
Total	\$1,196,382

Policing By The Numbers

Crime Stats per 1000 - Last 10 Years



Port Orchard – Trend - Group A Crimes

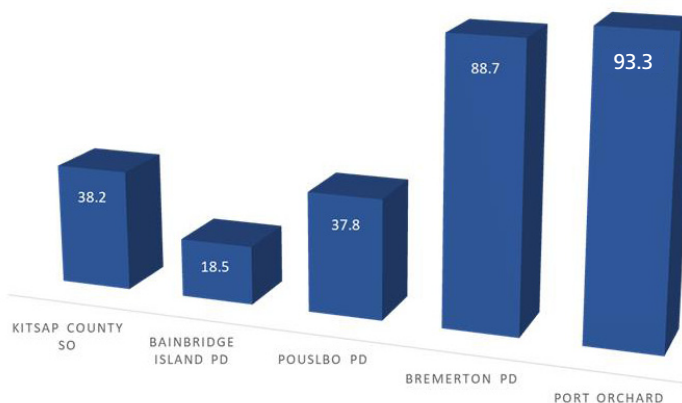


Group A Offenses - Kitsap County vs. Port Orchard



Port Orchard – “Crime Rate” Per Thousand

KITSAP COUNTY CRIME RATE PER THOUSAND



State Average 62.58
Kitsap County (All) 55.3

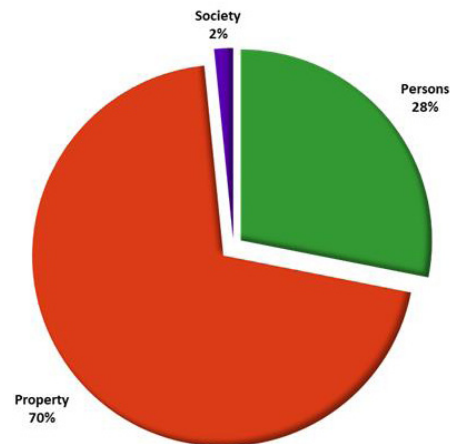
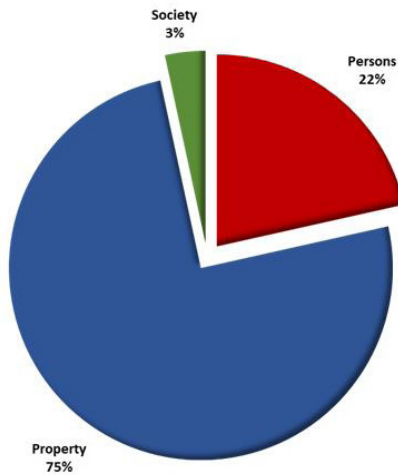
Port Orchard
Population 15,260

Group A Offenses - State vs. Port Orchard



GROUP A OFFENSES

State Profile | Port Orchard Profile

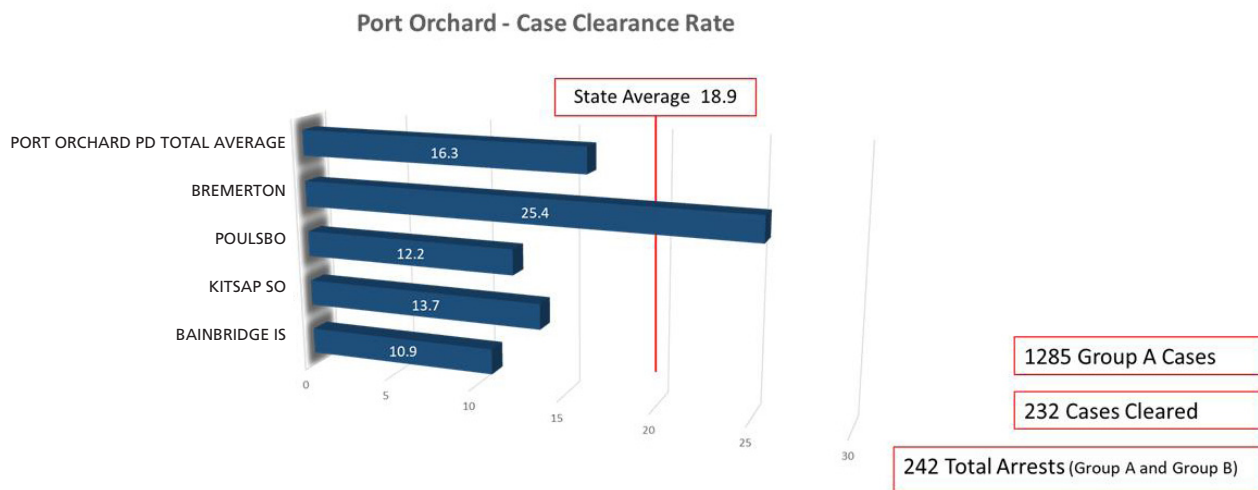


Clearance Rate

The clearance rate is based upon offenses being associated with an arrest. However, a case may also be cleared by Exceptional Means. To be cleared in this fashion, we must have identified the offender, developed probable cause, know the offender's location, and have a reason why it is outside of our control to make the arrest (i.e. death of the offender, offender in custody of another jurisdiction).



Port Orchard– Case Clearance Rate



PATROL UNIT

The Patrol Unit is the uniformed section of the Police Department. Uniformed police officers are responsible for responding to emergencies, calls for service, conducting field investigations, traffic enforcement, proactively fighting criminal activity, and solving problems within the community.

The Port Orchard Police Department seeks to keep the peace and maintain order throughout our community. Education and mutual partnerships solve far more problems than using the powers of arrest. If an issue can be worked through, or compliance gained without arrest, then this is our preferred approach.

The Patrol Unit is currently authorized to have eighteen sworn personnel, to include four sergeants.

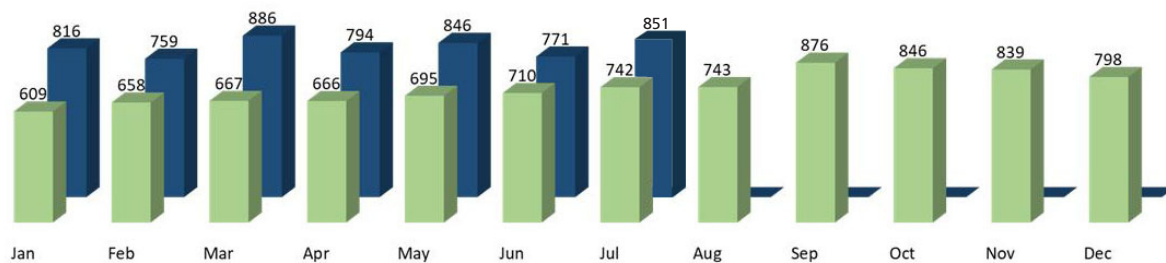
Calls for Service



Calls for Service

Community Generated 911 Calls - Jan 2021 - July 2022

2021 2022 (Jan-Jul)



INVESTIGATION UNIT

The Investigation Unit is designed to consist of two full-time detectives with supervision provided by a collaterally assigned Patrol Sergeant. In 2021, the unit was staffed with one detective. Our detectives primarily investigate felony-level criminal activity referred by the Patrol Unit, as well as information provided by community members.

As a general investigation unit, the detectives share a significant workload of cases that include:

- Homicides, felony assaults, and other crimes against persons.
- Missing persons.
- Crimes against children.
- Major property crimes.

In May, the unit investigated the overdose death of an 11-year-old girl. After months of investigation, it was confirmed that the girl's mother had provided her with heroin, an act that directly led to her tragic death. The mother was ultimately arrested and charged with manslaughter. All of those who investigated this crime were deeply affected.

Also in May, the unit collaborated with the Poulsbo Police Department and the Naval Criminal Investigative Service on a sex crime investigation. The three agencies were able to quickly act and rescue a young woman being abused by a local sailor. The strength of this partnership swiftly led to a successful prosecution and prison time.

In October, the unit investigated an attempted homicide. After being chased out of his home by an armed intruder, the victim attempted to flee in his vehicle. The suspect fired multiple times into the car, disabling it. The victim was able to run on foot and escape. After several months of excellent detective work, the unit identified the suspect and were granted an arrest warrant.

In December, the detective investigated a serious assault at a local tavern. During a fight, one subject was struck with a pool cue. In the ensuing melee, one subject was stabbed and required hospitalization. That investigation remains ongoing.

Detectives are also assigned to the regional Independent Investigative Team. This group, the Kitsap Critical Incident Response Team (KCIRT), consists of member agencies from throughout Kitsap County as well as the Shelton Police Department and Washington State Patrol.

The primary mission of KCIRT is to investigate officer-involved shootings and in-custody deaths. In 2021, our detectives were activated with KCIRT to investigate one officer-involved shooting and one in-custody death at the Kitsap County Jail. KCIRT abides by a strict set of protocols to ensure the investigation is fair, complete, and in full compliance with state mandates established under the Law Enforcement Training and Community Safety Act (LETCSA).

MARINE PATROL UNIT

The Port Orchard Police Department maintains the ability to respond on the region's waterways through our Marine Patrol Unit. The department can launch emergency operations for search and rescue, provide community education, and deliver enforcement services with its team of six marine officers.

To provide a high level of service, the department currently keeps two mission-ready vessels in its fleet. Our 31-foot Safe Boat, dubbed Marine 7, is used to provide service on Sinclair Inlet and the surrounding waters of Puget Sound. The 16-foot Livingston can be trailered to any location and is primarily used to provide services on lakes and other inland waterways.

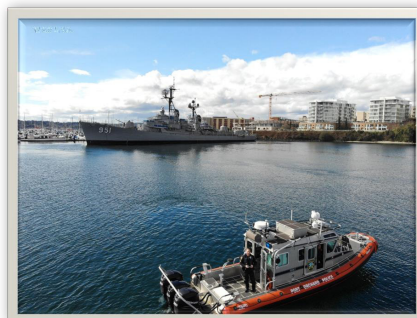


Our program is primarily funded through state grants; this ensures the department meets or exceeds all standards for training, education, and fiscal responsibility.

During 2021, officers from our Marine Patrol Unit responded to numerous calls for rescue to include boating collisions, occupied and adrift vessels, capsized kayakers, and swimmers in distress. The Marine Patrol Unit responded to aid a man who was threatening self-harm while underway. Their marine skills partnered with their de-escalation tactics prevented a tragedy and helped the young man reach safety.

Officers also worked to manage and reduce the number of derelict vessels in Sinclair Inlet. These boats create waterway hazards, and leak chemicals and other fluids that can damage the delicate ecosystem and negatively impact marine life. The Marine Patrol Unit proactively policed the waterways and were successful in removing over twenty problem boats. Many voluntarily left but three were impounded and destroyed.

Finally, the Marine Patrol Unit often includes the capabilities of the department's drone program. Waterborne officers utilize the airborne system to quickly locate and assess vessels in distress, quickly respond to reports of theft from moored vehicles, and assess potential spills of hazardous materials.



UNMANNED AIRCRAFT SYSTEM (UAS)

The police department began using drone technology in the Fall of 2020. Before gaining the ability to capture a sky-high view of the City, team members drafted strict policies on how and when the devices would be used. The program has been vetted by the FAA and all operators are certified pilots. Every flight of an Unmanned Aircraft System is logged. To ensure further transparency, every photo and video is entered into our digital evidence management system.

In 2021, our officers conducted seventy-eight flights for a total of 1,200 minutes. In addition to training and calibration, these flights included:

- Search and Rescue
- Marine assessments (hazards, sinking vessels)
- Collision investigations
- Traffic engineering
- Crime scene photos
- Overwatch for K9 tracks
- Providing near real-time images to the special event command post
- Area searches for felony suspects
(i.e. Assault, Indecent Exposure, Motor Vehicle Theft)



An excellent example of the unit's purpose occurred during a burglary-in-progress call at a large construction site. Officers were confronted with a large and complex problem involving multiple buildings, dozens of individual apartments, and a limited number of teammates available to conduct a search. The UAS was flown over the property and the external loudspeaker was used to announce the officer's presence and intent. *"This is the Port Orchard Police Department. This construction site is private property, and you are trespassing. You must exit immediately."* The suspect exited a few minutes later and was arrested. The use of the UAS allowed officers to slow down, approach the situation with a greater measure of care, and still take the suspect safely into custody.

Our community commitment is to be proactive and innovative but also transparent and accountable. To accomplish this, the department posts monthly Unmanned Aerial System reports on our website which show how the device was used.

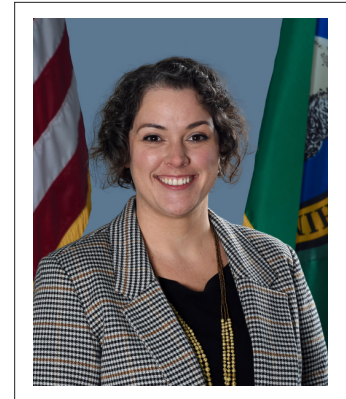
<https://www.cityofportorchard.us/drone-program>



COMMUNITY HEALTH NAVIGATOR

Melissa Stern has been embedded with the Port Orchard Police department since 2020. She has a bachelor's degree in Psychology and over fifteen years of experience assisting various populations in a multitude of settings.

The Navigator is tasked with assisting the police department and South Kitsap Fire and Rescue with connecting individuals to treatment, resources, and service during and after contact with first responders. The goal is to increase the overall health and well-being of our community. The Navigator does not provide assessments, treatment, or case management.



An example of our Community Health Navigator's work in 2021 included:

- An individual with over 140 law enforcement interactions over the last twenty years was again contacted after a severe domestic violence assault. Ms. Stern was able to build rapport with her and understand the prior difficulties experienced when attempts were made to connect her to treatment and services. Two months were spent to assisting the woman with making several healthy changes to include meeting with a therapist for trauma and chemical dependency, working with a victim advocate, and aid in finding safety and security away from her abuser. She was ultimately connected to safe, affordable, permanent, and supportive housing.
- The fire department's third highest utilizer was calling 911 multiple per times alleging severe distress. However, when medics would arrive the man would deny medical need and desire only to talk and express his loneliness. The individual was already connected to local behavioral health services and was adamant in his refusal of higher levels of care. Ms. Stern collaborated with the man's therapist to formulate a plan that redirected his anxieties to appropriate support systems. Since her intervention, the calls have been reduced to roughly one per month.
- In late summer, officers were called to a woman living underneath the Etta Turner Bridge. All attempts by law enforcement to have her move on were rebuffed. Ms. Stern spent several days building a rapport and learned the woman was refusing to go to local shelters due to trauma associated with living in co-ed shared housing. Ms. Stern, through her strong communication skills and a shared love of Dr. Pepper, was able to convince the woman to come out. She was eventually connected to appropriate housing and services in the local area. Ms. Stern's dedication prevented a situation where law enforcement would have been required to forcibly remove the woman from underneath the bridge.



Administrative Services

The Administrative Services Division provides the essential administrative and support tasks necessary to ensure the effective and efficient delivery of law enforcement services. This mission is accomplished through an interactive network of highly specialized and diverse activities which both support and strengthen our mission.

Administrative Services provides supervision, coordination, training, and staffing for all technical support responsibilities within the agency. As a member of our team the division provides:

- Customer Service
- Records Management
- Alarm Licensing
- Firearms Transfers
- Fingerprinting
- Statistical Reporting
- Property and Evidence Management
- Training Documentation
- Concealed Pistol Licensing
- Public Records Disclosure
- Inventory Management
- Communications
- Data Entry
- Logistical Support

Records Management

Staff members handle a large volume of crime reports, public records requests, warrants, and court orders. They are also an important informational resource and locate reliable and accurate data for officers in the field. This work can be unpredictable at times, and our skilled staff make it work by being highly adaptive, resilient, and collaborative.

In 2021, our professional administrative staff processed the following:

- 4,758 Case Reports
- 412 Public Records Requests
- 352 Arrest Warrants
- 199 Protection Orders
- 1,612 Purged Records
- 790 Pistol transfers (double previous years).
- 67 Concealed Pistol Licenses (only renewals/replacements due to COVID).

Property & Evidence Management

The property and evidence room of the Port Orchard Police Department receives all items taken in criminal cases for the agency. Additionally, items are often taken for safekeeping, found, or seized. These items are managed in the same manner as evidence. Each item is carefully tracked throughout the system in what is referred to as, "the chain of custody." Depending on the circumstances, items will be released, destroyed, sold at auction, or converted to department use.

In 2021, the department processed and entered 976 pieces of evidence. At the same time, staff purged 1,618 items that were no longer needed or were ordered destroyed by the courts. We continue to maintain over 4,300 items in the property room. A goal for 2022 is to reduce that number to roughly 2,500.

AWARDS

Officer of the Year



Officer Stephen Morrison was unanimously selected by command staff for his steadfast efforts during the tumultuous last year. DC Main described him as, “the one who pulled the plow,” when we were at our most challenging moments. His dedication to this City went beyond just his patrol duties. He spent countless hours on the water and inspected more vessels for seaworthiness than the rest of the Marine Unit combined. He saved multiple lives through the application of aid techniques and Narcan. Officer Morrison was the department’s rock for 2021.

Professional Staff of the Year



Heather Humphrey was selected for her tireless efforts to increase the efficiency and effectiveness of her Division and this department. Her willingness to take on new tasks and learn new skills immeasurably increased the professionalism of this department. Her positive attitude is infectious and encouraging of a collaborative atmosphere that makes all of us better.



Lifesaving Awards

These awards are conferred for an act that attempts to and/or results in saving the life of another.

Officer Josiah Gapsch

On February 18th, 2021, Officer Gapsch responded to a CPR in progress detail at the Blue Goose Tavern. Upon arrival, Officer Gapsch located an unconscious and unresponsive male lying on the bathroom floor. Two employees were performing CPR on the victim. Officer Gapsch observed drug paraphernalia next to the male that was consistent with opiate usage. Based on his observations Officer Gapsch administered two doses of Narcan to the victim. South Kitsap Fire and Rescue arrived a short time later and continued treating the victim. By the time the victim was ready for transport he was breathing on his own, sitting up, and looking around.

Sergeant Josh Horsley

On March 14th, 2021, Sergeant Horsley responded to a possible overdose at the Red Lion hotel. Kitsap 911 advised the victim's girlfriend was currently performing CPR. Upon his arrival, Sgt. Horsley found an unresponsive and unconscious male on the floor. Sgt. Horsley observed drug paraphernalia next to the male that was consistent with opiate usage. Based on his observations Sgt. Horsley immediately administered one dose of Narcan to the unconscious male. Aid arrived on scene and continued with life-saving efforts. By the time the victim was ready for transport he was breathing on his own.

Officer Josiah Gapsch and Officer DJ Huibregtse

On May 6th, 2021, Officer Huibregtse and Officer Gapsch responded to CPR in progress regarding an eleven-year-old child. Officer Huibregtse arrived on scene first and started chest compressions for approximately three minutes before Officer Gapsch arrived and took over CPR efforts. The child was eventually transported to the hospital where she remained on life support for several days. Unfortunately, she passed away. While tragic, the lifesaving actions of these two officers gave the young girl the possibility of further medical intervention.

Officer Stephen Morrison

On June 29th, 2021, Officer Morrison responded to a CPR in progress regarding a female who was unconscious, and not breathing. Officer Morrison immediately took control of a very chaotic scene and started CPR. Officer Morrison requested the incoming units to bring Narcan. Two doses of Narcan were administered by Sgt. Brandon and Officer Lynch. Officer Morrison continued CPR for several minutes until Aid arrived on scene and took over lifesaving measures. The female eventually regained consciousness and survived. Kitsap 911 acknowledged the professional, take-charge efforts of Officer Morrison.

Officer Stephen Morrison

On June 30th, 2021, Officer Morrison responded to a CPR in progress regarding a male who was unconscious. Officer Morrison immediately started CPR. While performing CPR Officer Morrison recognized that Narcan should be administered and provide one dose then quickly continued CPR for approximately 3-4 minutes until Aid arrived. Officer Morrison's quick response no doubt saved the victim's life.

Narcan Administration Awards

These awards are conferred to those that administer Narcan to individuals that are suffering from an overdose without needing other lifesaving measures such as CPR.

June 29 th	Sergeant Andrew Brandon and Officer Nathan Lynch
July 1 st	Officer Nathan Lynch and Officer Stephen Morrison
September 23 rd	Officer Stephen Morrison

2021 TRAINING HOURS

Training is an essential function of any law enforcement agency. It is imperative that our Officers and Professional Staff members remain current in all certifications and legal updates. In total, our department had a combined 2,538 hours of training in 2021. This included delivery online and in-person.

Some of the training topics covered include:

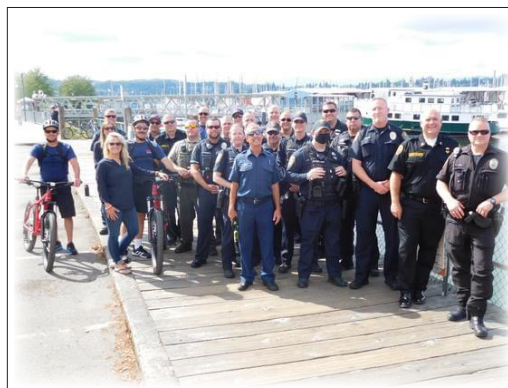
- Firearms
- Less Lethal Tools and Techniques
- Crisis Intervention
- Leadership Development
- Patrol Tactics
- Anti-Bias
- Implicit Bias
- Officer Health & Wellness

In 2019, Initiative 940 passed into law. I-940 was renamed “The Law Enforcement Training and Community Safety Act” (LETCSA), which created new mandates that require all law enforcement officers to have training covering the following areas: De-escalation, mental health training, providing first aid to victims of deadly force, and requires independent investigations into the use of deadly force.

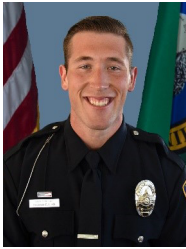
Additionally, LETCSA requires officers to train in the following areas:

- Patrol tactics
- The historical intersection of race and policing
- Alternatives to booking
- Implicit and explicit bias
- Understanding local cultures

The Port Orchard Police Department is committed to providing the best possible training for our entire staff and we are working diligently to continue meeting the demands of LETCSA.

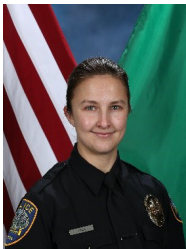


NEW HIRES & PROMOTIONS



Robert Luke

Raised in Gig Harbor, Robert attended the University of Montana where he graduated with a BA in Sociology with an emphasis in Criminology. Robert played football and was a starter on the offensive line all four years, all while maintaining his academics and graduating cum laude. Robert describes himself as having a servant's heart and looks forward to selflessly pursuing community safety.



Aimee Allen

Aimee grew up on the Olympic Peninsula and rode horses competitively. After receiving a BS in Criminal Justice and Criminology from California Lutheran University, she took the next step by earning an MS in Criminology from the University of Southern California. As she grows into our profession, Aimee intends to become a drug recognition expert and canine handler. In her spare time, she can be found hiking with her two dogs, riding her horses, and being a strong Crossfit athlete.



Nick Smith

Nick was raised in Moreno Valley, California. After enlisting in the United States Marine Corps, Nick served as an infantry squad leader with v2/4 on Camp Pendleton. After two deployments, he received orders to serve as a Sergeant of the Guard at Naval Base Kitsap. As Nick grows within our profession, he intends to become a firearms instructor and join the department's Investigation Unit. His goal is to make the community he lives in a little better, one day at a time.



Kathie Thoma

Kathie came to us after many years working in Human Resources for Kitsap County. Prior to that, she was a stay-at-home mom to raise her family and spent many hour volunteering for Little League and the South Kitsap Soccer Club. Some of her favorite activities are boating, fishing, and exploring the country with her husband on long road trips. Kathie is proud to be supporting law enforcement and serving her Port Orchard community.



Tugba O'Dell

Tugba grew up in the Pacific Northwest and enjoys working in Port Orchard. She's passionate about equity, social justice, and human rights. In addition to working, she is currently a student in a master's level Social Work program at the UW. On her off days, she can be found spending time with her family, and two dogs.

RETIREMENTS



Bill Schaibly

Officer Schaibly served his country with distinction for thirty-six years. After twenty-four years in the Navy, Bill retired as a Master Chief. Still called to public service, Bill became a reserve peace officer for Port Orchard then full-time with the Suquamish Tribe before returning to our team for over a decade. He spent those years with us in Patrol, Investigations, and as a Field Training Officer. We were honored to serve with him.



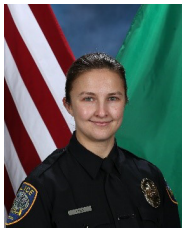
Val Francom

Val started her law enforcement career in 1999 with the Bremerton Police Department. In 2002, Val chose to join our team as a Records/Evidence Specialist. While ready for retirement, she wanted our community to know that in all her working years, being part of the Port Orchard team was her favorite. She is looking forward to the freedom of sleeping past five a.m. and being able to enjoy time with her family.



STAFF

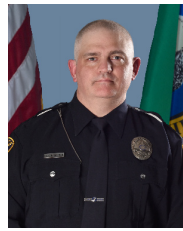
OFFICERS



Officer
Aimee Allen



Officer
Matt Bell



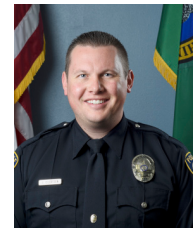
Officer
George Counselman



Officer
Austin Culbert



Detective
Elizabeth Deatherage



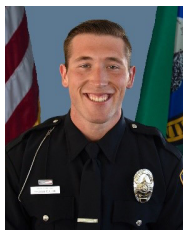
Officer
Jon Eilertson



Officer
Josiah Gapsch



Officer
DJ Huibregtse



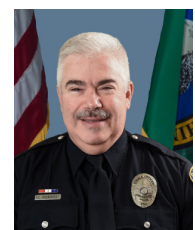
Officer
Robert Luke



Officer
Nathan Lynch



Officer
Stephen Morrison



Officer
Pat Pronovost



Officer
Bill Schaibly



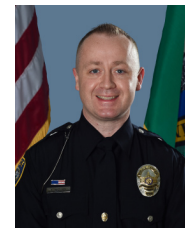
Officer
Chuck Schandel



Officer
Nick Smith



Officer
Andrea Walton



Reserve Officer
Dustin McClure

PROFESSIONAL STAFF



Records and Evidence
Specialist
Val Francom



Records and Evidence
Specialist
Heather Humphrey



Records and Evidence
Specialist
Holly Lindberry



Parking Enforcement
Melinda Lohre



Parking
Enforcement
Tugba O'Dell



Community
Health Navigator
Melissa Stern



Records and Evidence
Specialist
Kathie Thoma



SERVICE • HONOR • INTEGRITY