

# ANNUAL REPORT



**TUKWILA POLICE DEPARTMENT**




# Mission Statement

*We, the members of the Tukwila Police Department, are committed to being responsive to our community in the delivery of quality services. We recognize our responsibility to maintain order, while affording dignity and respect to every individual. Our mission is to improve the quality of life for all through community partnerships and problem solving to promote safe, secure neighborhoods.*





# TOWN HALL



**TUKWILA POLICE DEPARTMENT**

**Thursday, May 4th 6PM**



IN-PERSON @ THE TUKWILA JUSTICE CENTER & VIRTUAL VIA MS TEAMS

**MEETING TOPICS**

- Recent Crimes in Neighborhoods
- Community Public Safety Strategies
- Q&A with the Chief of Police

Tukwila PD Chaplain and Co-Responders will also be in attendance

**SHARE YOUR CONCERNS**



The Honorable Mayor Thomas McLeod, Tukwila City Council, and Tukwila Community,

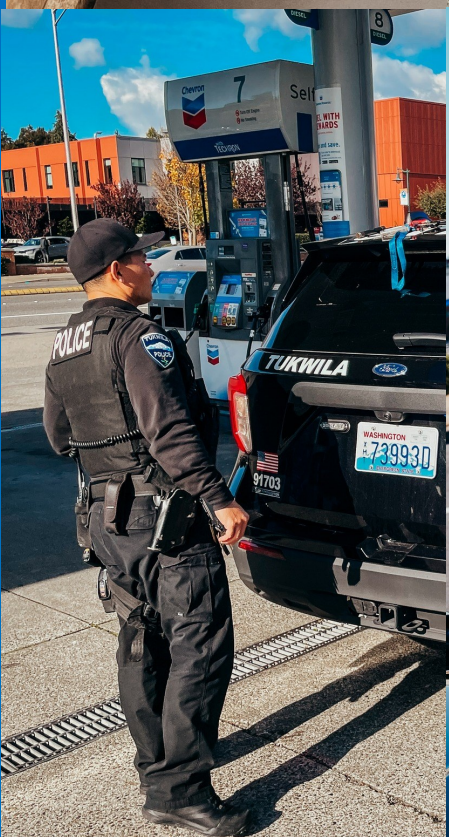
On behalf of the members of the Tukwila Police Department, thank you for your continued support as we worked together to celebrate successes and addressed the challenges related to public safety in our community during 2023. For 2022 we reported being down 20% of our staff, which had a huge impact on the services that we could provide to the community. With 2023 concluded, I am glad to share that, thanks to the support of the community and Council providing us with the resources to recruit and be competitive with other agencies, your police department ended the year with job offers out to all budget positions within the department. In other words, we are fully staffed. An incredible undertaking for just one year, and our thanks go out to the incredible Police Department recruitment team and our partners in Human Resources. It will take through the end of 2024 to have all those new members of our Tukwila family complete training and become fully deployable; however, we will see the restoration of services grow as we move forward into 2024. A quick recognition to our Field Training Officers (FTOs), as with new staff comes the requirement to train them. Our FTOs have been working non-stop to make sure that we set up all our new staff for success and provide the best possible service to the community. With all the great hiring that has been done, the FTOs will still be working throughout 2024 to see that same level of training go into the remaining recruits. Thank you to all our FTOs for the great accomplishments and hard work in 2023 and for the accomplishments and hard work yet to be done in 2024. With our first full year after recovering from the pandemic and the addition of our Community Engagement Coordinator position, we saw our community engagement opportunities grow in 2023. Beginning with bringing back the Police Community Academy, where community members and business members of Tukwila get to go through several weeks of training and information sharing on how the different divisions/units

## CHIEF'S MESSAGE

within the Police Department conduct their operations. We created the City's first SAFE PLACE program (modeled after Seattle Police Department's SAFE PLACE program), where businesses volunteer and receive training as a safe place for victims of hate crimes and harassment. Night Out Against Crime had the largest attendance and participation from neighborhood groups in City history. All our community's favorite events were in full swing and full attendance as we continued with Coffee with a Cop, Touch a Truck, Chief's Community Town Hall, Community Safety Briefs and Gatherings, Shop with a Cop, Battle of the Badges, and other engagement as we served the community each day. The Department continued its conversations with stakeholders about restoring the School Resource Officer program at Foster High School and Showalter Middle School. In partnership with the Tukwila School District, discussions in 2023 laid the foundation for an agreement in early 2024 where we will have this valuable resource for the scholars/students and community back in the Tukwila schools for the 2024-2025 school year. Our Mental Health Professional Co-Responder program, in partnership with Sound Health, established proof of concept in 2023, allowing the department to add a second co-responder position with funding from the AWC Alternative Response Team Grant, broadening our coverage of this service for the community. Our Co-Responders provide assistance to those in crisis and also offer aid with providing resources to our homeless population. Your Police Department remained dedicated to transparency and accountability throughout 2023. We continued our programs of including community members in our processes. Community members participated with our Use of Force Review Board, Hiring Process, Independent Investigation Team, and our Strategic Planning Committee. As we move into 2024, we will continue to find processes where we can include the community. The members of the Tukwila Police Department continue to work hard to provide the Tukwila community with the level of service that it deserves. It is an honor to be a part of the community, and we look forward to continuing to evolve as a department as we strive to meet our community's public safety needs.



# PATROL



In 2023, the Tukwila Police Department Patrol Division grappled with persistent challenges from 2022, but a positive trajectory emerged as the year unfolded. The most significant impediment to the division's efficiency remained staffing issues from the preceding years. To address this, a major and unprecedented staffing adjustment was implemented, marking a pivotal move to ensure adequate coverage.

The "Power-Shift" initiative was introduced, reassigning detectives from the Traffic Unit and Community Police Team to bolster the Patrol Division's staffing. The dedicated individuals, part of the Power Shift, took the lead in covering patrol shortages while diligently maintaining their commitment to tasks such as enforcing traffic laws and addressing homeless encampments. Concurrently, patrol officers willingly undertook substantial overtime hours, sacrificing personal time off to ensure public safety.

By September 1, 2023, the police department successfully reinstated detectives to their respective specialty units, allowing the patrol division to operate independently. As 2023 drew to a close, staffing conditions showed consistent and positive future forecasting. The positive forecast is being facilitated by the unfreezing of positions and the resumption of hiring for roles previously frozen during the peak of the COVID pandemic.

Throughout the year, patrol officers remained the cornerstone of the Tukwila Police Department, responding adeptly to over 34,000 911-generated calls for service. Moreover, the patrol division welcomed new Mental Health Professionals, who respond to relevant calls seven days a week, compared to only several days a week during the previous year. Their presence has significantly contributed to connecting those in need with essential resources.

As the Patrol Division gears up for a substantial transition, with upcoming retirements and movement to specialty positions, a considerable number of recruits will transition from the academy to active duty in the field. To offset the loss of experience, multiple lateral hires are also underway, ensuring a commitment to delivering the highest quality of service. Undoubtedly, the dedicated individuals in the Patrol Division will persist in offering caring, professional, and responsive service, maintaining the standard they have consistently upheld.



# DIVISION





# SUPPORT SERVICES DIVISION





The Support Operations Division of the Tukwila Police Department in 2023 continued to excel in providing essential services to residents, visitors, court staff, and officers. Here's a summary of their achievements:

**Service Excellence:** The team's dedication and compassion ensured that family members were connected, lost property returned, stolen items properly documented, and various issues resolved promptly.

**Records Unit Achievements:**

Processed 8,133 in-person and 1,389 online police reports.

Handled records retention and provided statistical data for the National Incident-Based Reporting System (NIBRS).

Administered 242 concealed pistol licenses, 389 firearm transfers, and three dealer licenses.

Processed 4,460 records requests.

**Evidence Unit Contributions:**

Ensured proper security and chain of custody for 12,509 items of evidence and property.

Facilitated destruction, donation, conversion, or auctioning of 3,337 items.

Participated in the National Integrated Ballistic Information Network (NIBIN), leading to the matching of 127 leads to other agencies from Tukwila with casings from other crime scenes in various locations, aiding in case resolution.



**Training Initiatives:**

Records Unit staff participated in quarterly public records training and attended orders to vacate and disposition training.

Evidence Unit staff completed various courses provided through Tri Tech Forensics to include Introduction to Genetic Genealogy, Forensic Biology and DNA, Bone or Stone, Collecting and Preserving Entomological Evidence. The Unit also completed the required test to continue to be certified to enter casings into the NIBIN database through the ATF.

These accomplishments demonstrate the division's commitment to professionalism, efficiency, and continuous improvement in serving the community and supporting law enforcement efforts.



# Investigations Divi



The Major Crimes Unit was staffed with five detectives and one sergeant. Due to personnel shortages, personnel from the Traffic Unit and the Tukwila Anti Crime Team were temporarily reassigned to augment the Major Crimes Unit, who's staffing was authorized for 10 detectives, two sergeants, and one support specialist. Personnel from the Major Crimes Unit are responsible for the investigation of felony crimes that occur within the city, including homicide, sexual assault, robbery, assault, theft, fraud, forgery, domestic violence, and crimes against children and the elderly. Additionally, they are also responsible for investigating missing persons, and monitoring registered sex offenders.



# sion



In addition to their duties as Major Crimes Unit detectives, personnel from the unit also serve as members of various multi-agency specialty teams in the region including the Valley Civil Disturbance Unit (VCDU), Valley Special Weapons and Tactics (VSWAT), Valley Hostage Negotiations Team (VHNT), and the Valley Independent Investigative Team (VIIT). Personnel from the unit are on call 24 hours a day and respond to callouts for in-progress incidents and crime scene investigations. Between their normal daily duties and the regional teams, personnel from the Major Crimes Unit responded to more than 100 callouts during 2023, including two homicides that occurred within the City.



# PROFESSIONAL STANDARDS



## 2023

JOINTUKWILAPD.COM

# TUKWILA POLICE

### TEST DATES

JAN 4	WRITTEN/PAT	MOUNT VERN
JAN 5	WRITTEN/PAT	LYNNWOOD
JAN 9	WRITTEN/PAT	OLYMPIA
JAN 10	WRITTEN/PAT	TUKWILA
JAN 21	WRITTEN/PAT	LYNNWOOD
JAN 22	WRITTEN/PAT	AUBURN
JAN 25	WRITTEN/PAT	TUKWILA
JAN 28	WRITTEN/PAT	OLYMPIA
JAN 29	WRITTEN/PAT	ANACORTES
JAN 30	WRITTEN/PAT	LYNNWOOD

## \$90,561 STARTING SALARY

TAKE HOME CAR PROGRAM

490 HOURS PAID TIME OFF PER YEAR

WORKOUT ON DUTY

    @TUKWILAPD

VISIT [PUBLICSAFETYTESTING.COM](https://publicsafetytesting.com) TO APPLY



# Division

The Professional Standards Unit (PSU) consists of a commander, sergeant, training officer and a recruiter/public information officer. The PSU is tasked with purchasing equipment, internal investigations, and conducting initial training to prepare new officers of the department for field training. The training officer and training sergeant work together to coordinate training, make travel arrangements, purchase equipment, and make sure the department maintains the required number of hours of training. In 2023, all members of the Tukwila Police Department achieved 24 hours of in-service training required by Washington State law. The Department's instructors/trainers attend training to maintain their certifications in order to bring the

most up to date information and tactics for the Tukwila Police Department staff. This has led to an extremely well-trained staff that continued to identify and respond to the needs of our community. The PSU also maintains and updates the department policy manual called Lexipol. Lexipol provides updates based on legal decisions, state and federal law, and best practices.

The Tukwila Police Department experienced a staffing shortage during and post COVID. The PSU was tasked with increasing the department's recruiting efforts. The goal was to be fully staffed by the end of 2023. Due to the team's effort, the department was able to meet this goal. The increase in personnel meant numerous officers coming through the PSU for training prior to attending the Basic Law Enforcement Academy and/or entering the Field Training Program. Seven entry level officers were trained in PSU pre and post academy prior to entering the Field Training Program. One certified entry officer and four lateral officers were hired and trained in PSU prior to beginning field training.

The PSU division worked throughout the year on maintaining accreditation through the Washington Association of Sheriff's & Police Chiefs (WASPC). In 2024 PSU will be working toward all accreditation standards being proofed for reaccreditation in the spring of 2025. Reaccreditation will ensure that the Tukwila Police Department continues to meet the highest standards and remain in line with state and national policies and laws. It will not only guarantee quality service but helps with funding opportunities through grants.

PSU worked with the Puget Sound Emergency Radio Network (PSERN) in testing the regional preventative maintenance program allowing departments to stay in compliance with our digital radio warranties. In 2023 all officers were issued new portable digital radios through PSERN.

Developing a comprehensive Reality-Based Training program continues to be a significant goal for the training cadre. The cadre continues to evaluate and develop ways to implement this type of training in our yearly training schedule. Reality-based training prepares officers for real-life situations more effectively than theoretical or classroom-based training. This promotes increased situational awareness and confidence for our officers when managing the different types of calls they may encounter.





# Special Operations



The Community Police Team (CPT) continued to play an integral part throughout the City and region. They worked closely with local and regional partners to target hot spots within the city. The Team continued their partnerships with Tukwila businesses and community members as they navigate through the different challenges throughout 2023. One of the challenges they faced was the continuation of the rising homeless population and criminal activity occurring in the vicinity of the homeless camps. Despite the challenges, the CPT diligently worked with the regional partners such as the Salvation Army, Catholic Community Services and the mental health co-responders to obtain resources to help this population towards becoming self-sufficient.

The Community Engagement Coordinator (CEC) hosted our Community Police Academy again from 4/18/23-6/20/23 after being absent for a few years due to the pandemic. She continued to have regular meetings with the different watch groups such as SHAG, Confluence Apartments, Mariblu At Southcenter, etc. to address safety concerns and provide solutions. She coordinated community events such as Resource Fair at Thorndyke Elementary, Touch A Truck, Gun Lockbox Giveaway, "Back to school" haircuts, etc. The CEC also coordinated National Night Out Against Crime that took place on August 1, 2023. This year, there were 19 parties throughout the City, which is the highest number of National Night Out parties that has taken place in Tukwila.

The Traffic Unit remained operational, however, due to staffing shortages within the Patrol and Investigation divisions, Traffic Officers were tasked to assist those divisions in order to maintain the appropriate level of service to the community. Additionally, they continued to manage the school zone speed cameras deployed near Foster High School and Showalter Middle School. In 2023, the total speed zone tickets issued was 2,646.

In addition to the day-to-day duties, personnel assigned to the Special Operations Division are also active members of the Valley Civil Disturbance Unit (VCDU), and instructional cadre for department training teams including Firearms, Defensive Tactics, and the Emergency Vehicle Operators Course (EVOC).



# DIVISION





Emergency Management prepares for, responds to, and assists in the recovery of disasters. This is accomplished by:

1. Preparing the city to respond to a disaster through the development of plans, training, and exercises.
2. Preparing the community to respond to a disaster through preparedness education and outreach.
3. Building relationships with community organizations, other governments, and private entities through engagement, training, and expanding knowledge.

### **Preparing the City to Respond to an Emergency or Disaster**

Building from best practices and work accomplished last year, in 2023 Emergency Management facilitated the development of the City's Continuity of Operations Plan (COOP). The plan ensures that departments can continue to provide critical services following a major disruption to government. In collaboration with Parks and Recreation, they prepared the City for emergency sheltering by providing shelter supplies, training, and exercise to City staff. They also purchased a second shelter cargo trailer so supplies are portable, as well as emergency hygiene kit components that were assembled at an event they hosted for the seniors of Tukwila.

Emergency Management also facilitated two

table-top exercises with the City's Leadership Team.

# EMERGEN

### **Preparing the Community to Respond to an Emergency or Disaster**

In 2023, the Team attended over 20 community events to hand out preparedness information and kit supplies. They launched an Emergency Management Book Club, continued their Preschool Preparedness Program at Tukwila Community Center, and launched two preparedness campaigns – a spring campaign related to emergency communications and a fall campaign about general preparedness. The Emergency Management Team applied for and was awarded a grant that allowed them to build 185 emergency preparedness kits for low income and limited English proficiency families in the Tukwila School District. From the high school interns

that assisted in building the kits, the partnership with the school district, and Lowe's (a generous community donor), this project would not have been a success without the help of the entire community. Emergency Management partnered with King County Emergency Management to build a booklet entitled, "Get Ready King County." This guide was created to provide step-by-step instructions for individuals and families to prepare for any disaster.

### **Building Relationships & Expanding Knowledge**

Every year, relationships are the cornerstone of everything the Team does in Emergency Management. To further their relationships with the community, they grew their social media presence by creating a profile, Tukwila EM, and developed relationships with the Administrators of Tukwila's Facebook Groups (Tukwila Talk, Tukwila Real Talk, Tukwila Neighborhood, and Allentown Advocates). Developing these relationships has allowed Emergency Management to be accepted as a trusted source of information where our residents are having conversations on social media. Outside of Tukwila, Emergency Management lent their subject matter expertise to the region by partnering to develop a curriculum "Integrating Access and Functional Needs into Emergency Management". They hosted student interns interested in getting hands-on experience. They're looking forward to a busy and productive 2024 as they continue to build community partnerships and serve this amazing community.







# CY MANAGEMENT





EMPLOYEE OF THE YEAR  
Detective Ryota Akimoto



EMPLOYEES



*Deni Delic  
Detective*



*Jermaine Castillo  
Officer*



*Danielle Burnett-Roberts  
Evidence Technician*



*Ryota Akimoto  
Detective*





DISTINGUISHED SERVICE MEDAL  
30 Years Of Service  
Sergeant Phil Glover



OF THE QUARTER



*Dakota Hodgson  
Officer*



*Justin Wilson  
Officer*



*Elias Hiatt  
Officer*



*Teresa Hinson  
Disp. Research Specialist*



## BUDGET

POLICE DEPARTMENT EXPENDITURES			
Expenditures	2023 Expenses	2022 Expenses	2021 Expenses
Police Operations	\$ 18,597,042	\$ 16,453,228	\$ 15,485,743
Jail	\$ 996,081	\$ 1,104,288	\$ 1,276,212
Dispatch	\$ 1,430,699	\$ 1,202,737	\$ 1,160,308
King County Animal Control Services	\$ 156,198	\$ 108,265	\$ 99,017
<b>Total Expenditures</b>	<b>\$ 21,180,021</b>	<b>\$ 18,868,518</b>	<b>\$ 18,021,280</b>
ONLY INCLUDES GENERAL FUND			
Revenue Category	2023 Revenue	2022 Revenue	2021 Revenue
Contracted Services	\$ 406,658	\$ 429,300	\$ 373,188
Grants	\$ 178,215	\$ 134,755	\$ 27,605
Response Generated	\$ 37,463	\$ 64,866	\$ 194,895
<b>Total Revenues</b>	<b>\$ 622,336</b>	<b>\$ 628,921</b>	<b>\$ 595,688</b>
POLICE DEPARTMENT BUDGET			
Budget Category	2023 Budget	2022 Budget	2021 Budget
Police Operations	\$ 20,214,598	\$ 17,412,014	\$ 15,927,973
Jail	\$ 1,005,192	\$ 1,087,076	\$ 1,087,076
Dispatch	\$ 1,428,971	\$ 1,169,251	\$ 1,133,816
King County Animal Control Services	\$ 119,182	\$ 144,700	\$ 137,800
<b>Total Budget (Post Amendment)</b>	<b>\$ 22,767,943</b>	<b>\$ 19,813,041</b>	<b>\$ 18,286,665</b>



## CRIME IN TUKWILA

	2023	2022	2021
<b>Population</b>	21,200	22,402	21,299
<b>Calls For Service</b>	33,352	33,078	29,985
<b>Crimes Against Persons</b>			
<b>Murder</b>	2	4	2
<b>Rape</b>	33	20	25
<b>Robbery</b>	97	90	77
<b>Aggravated Assault</b>	55	55	72
<b>TOTAL CRIMES AGAINST PERSONS</b>	187	169	176
<b>Crimes Against Property</b>			
<b>Arson</b>	2	4	16
<b>Burglary</b>	305	319	220
<b>Larceny</b>	2736	3184	2,573
<b>Auto Thefts</b>	921	932	609
<b>TOTAL CRIMES AGAINST PROPERTY</b>	3964	4439	3,418

*The Tukwila Police Department submits its crime data through the Washington Association of Sheriffs and Police Chiefs (WASPC). WASPC then sends the state's crime data to the FBI. The FBI has mandated that all reporting starting in 2021 is done via the National Incident-Based Reporting System (NIBRS) rather than the Uniform Crime Reporting (UCR) standards. In previous annual reports, UCR data was reported, but in compliance with the FBI, we are now reporting NIBRS data. The numbers reported here are pulled from the WASPC website; additional data points are researched for analysis.*

## COMPARATIVE TOTALS WITH 3-YEAR COMPARISON

	2023	2022	2021
<b>Population</b>	21,200	22,402	21,299
<b>Budget</b>	\$21,180,021	\$18,868,518	\$18,021,280
<b>Police Staff:</b>			
<b>Commissioned</b>	77	77	78
<b>Non-Commissioned</b>	24	24	21
<b>Calls For Service</b>	33,352	33,078	29,985
<b>Traffic Citations/Infractions Issued</b>	374	737	586
<b>Reported Vehicle Accidents:</b>			
<b>Injury</b>	153	169	154
<b>Fatal</b>	2	0	2
<b>Non-Injury (not including hit-and-run)</b>	369	438	383
<b>Injury hit-and-run</b>	12	17	17
<b>TOTALS</b>	536	624	556





IT IS AN HONOR TO BE A  
PART OF THE COMMUNITY!















As I go about my duty, God,  
Every step along the way,  
Help me make a difference  
In this world each passing day,  
Give me a heart to be concerned,  
A mind that knows what is right,  
Give me the eyes and ears to see and hear  
The truth as in Your sight.  
Give me protection from things unseen,  
Strength to face each test,  
Help me to stand for law and order,  
To daily do my best.  
Give me the courage to defend the weak,  
Compassion for those oppressed,  
Help me lift up the ones who've stumbled,  
Give a hand to those who are distressed,  
Give me grace to face my final hour,  
To give my life in service,  
Let your strong hand and loving heart  
Protect the ones that I hold dearest.





## **2023 City Council**

**Council President Cynthia Delostrinos Johnson**

**Council Member Kathy Hougardy**

**Council Member De'Sean Quinn**

**Council Member Kate Kruller**

**Council Member Thomas McLeod**

**Council Member Mohamed Abdi**

**Council Member Tosh Sharp**



## **Police Administration**

**Eric Drever, Chief of Police**

**Eric Lund, Deputy Chief**

**Todd Rossi, Commander**

**Kraig Boyd, Commander**

**Dale Rock, Commander**

**Andi Delic, Commander**

**Rebecca Hixson, Senior Manager**