



**Public Safety Committee Agenda
City Hall Council Chambers
104 Bridge Street South
August 3, 2023 8:15 AM**

Tod Gunther, Co-Chair/Councilmember
Don Tracy, Co-Chair/Councilmember
Scott Larson, City Administrator
Devon Gabreluk, Police Chief
Kristin Wetzal, Orting Police

Call to Order

- Approval of July 2023 Minutes

Agenda

- Hiring & Recruiting Update
- Updated Speed Trailer Schedule
- Metro Cities SWAT Update
- 2024 Draft Budget Requests
- Monthly Crime Statistics
- 2022 WASPC Crime Reporting Statistics

Additional Comments/Good of the Order

Action Items

Adjournment

Next Meeting: *September 7, 2023 – 08:15 am*

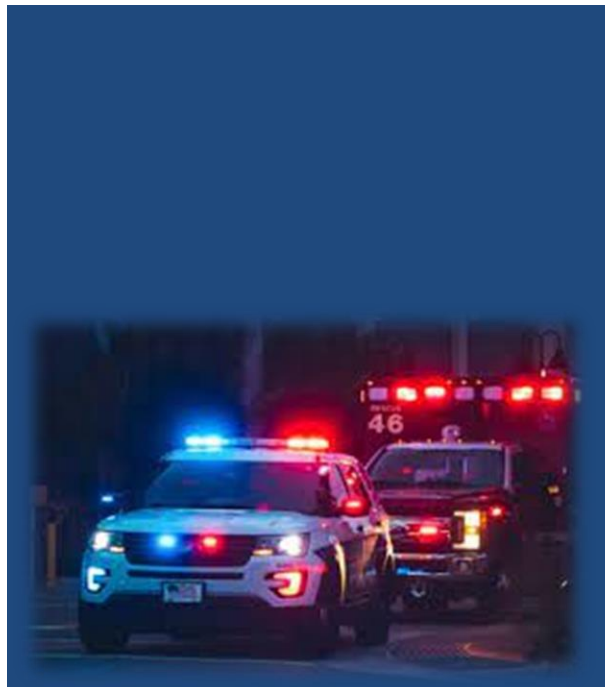


ORTING POLICE DEPARTMENT

Speed Trailer Schedule – 2023/2024

Month	Location
June 1, 2023	1100 Riddell NE
June 15, 2023	1400 Riddell NE
July 1, 2023	1400 Daffodil NE
July 15, 2023	1000 Daffodil NE
August 1, 2023	Williams BLVD NE @ Headley NW
August 15, 2023	Williams ST NW @ Headley NW
September 1, 2023	Nunnally NW @ Anderson NW
September 15, 2023	SR162 JWO Lane BLVD NW
October 1, 2023	Whitehawk BLVD NW @ Eldredge NW
October 15, 2023	Whitehawk Park
November 1, 2023	Eldredge NW at Calendar NW
November 15, 2023	Eldredge NW JNO Calistoga W
December 1, 2023	Calistoga ST W @ Deeded
December 15, 2023	Kansas ST SW @ Coe LN
January 1, 2024	Kansas ST @ Ford LN
January 15, 2024	400 Eldredge Ave SW
February 1, 2024	100 Eldredge AVE SW
February 15, 2024	Harman WY S @ Kansas SW
March 1, 2024	Harman WY S @ Beckett LN

Month	Location
March 15, 2024	Beckett LN @ Balmer
April 1, 2024	Balmer @ Koehler AVE SW
April 15, 2024	Grinnell AVE SW @ Skinner WY SW
May 1, 2024	Skinner WY SW @ Belfair SW
May 15, 2024	Grinnell AVE SW @ Icy ST
June 1, 2024	Grinnell AVE SW @ Kansas ST SW
June 15, 2024	Harman WY S @ City Limits
July 1, 2024	Washington Ave SE @ Brown
July 15, 2024	Varner @ Brown
August 1, 2024	Mill @ Bridge
August 15, 2024	Varner @ Bridge
September 1, 2024	River @ Train
September 15, 2024	Calistoga ST E JWO River
October 1, 2024	Calistoga ST E JEO Varner
October 15, 2024	Varner JSO Calistoga ST E
November 1, 2024	Varner @ Leber ST NE
November 15, 2024	300 Washington Ave N



FIRST RESPONDER PEER SUPPORT TOOLKIT



Published by:
SUMNER POLICE DEPARTMENT

This document is a collaborative project
between East Pierce County Law
Enforcement Peer Support Team, CODE 4
Northwest and Shift Wellness



FIRST RESPONDER PEER SUPPORT TOOLKIT

EAST PIERCE COUNTY PEER SUPPORT TEAM

ACKNOWLEDGEMENTS

We thank Shift Wellness, CODE 4 Northwest, Phoebe Mulligan LICSW and all contributing agencies and agency members of the East Pierce County Law Enforcement Peer Support Team for their support, contributions, and guidance in the development of this document.

Shift Wellness:

Dr Stephen Odom, PhD, LMFT

Tiffany Atalla, LMFT

CODE 4 Northwest:

Sgt (Ret.) Nick Bauer

We would like to also thank the following Police Chiefs for their support in the effort of this project:

- Brad Moericke (Sumner)
- Scott Engle (Puyallup)
- Bryan Jeter (Bonney Lake)
- Kurt Alfano (Buckley)
- Devon Gabreluk (Orting).

We thank all our first responders working every day on the frontlines for their dedication, sacrifice, and unconditional service to the communities they serve.

Creation of this toolkit and training provided to peer support team members was made possible by grants from the Washington Association of Sheriffs and Police Chiefs (WASPC) and the Washington State Criminal Justice Training Commission (WSCJTC).

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FIRST RESPONDER PEER SUPPORT TOOLKIT

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THE NEED FOR A FIRST RESPONDER APPROACH TO PEER SUPPORT

Our men and women who unconditionally serve their communities day in and day out as first responders, pour all their time and energy into helping others, yet often forget to help and pour back into themselves. As “helpers”, they are often the last to seek or ask for help. Unfortunately, this seems to be a cultural norm within agencies across the nation. The reality is first responders can experience more trauma in a single day than most will experience in a lifetime. However, they are humans with the same basic needs as everyone else, therefore they require as much or more support than the citizens they serve.

While first responders learn to conditionally adapt to the exposure of trauma and crisis, the effects on their physical, mental, and emotional wellbeing are inevitable, and become worse if not addressed appropriately. “I’m fine” is not fine. “I’m okay” is not okay. “I’m good” is not good enough.

So, why don't first responders reach out for the help and support they need?

First responders are often hesitant to come forward and get help because they **fear** people will look down on them as weak, they could lose their ability to carry a firearm, or they could even lose their job.

First responders need to know the **strict confidentiality** of peer support communication, which allows them to be vulnerable and share their thoughts, struggles, and concerns. The hard part is cultivating a level of **trust** within the department so that first responders have peers available who they know and can talk openly to. This is more than an employee assistance program provided through Human Resources, and instead attempts to create a frontline peer level support system that authentically and appropriately provides our first responders the help and support they need to destigmatize and normalize help seeking behavior.

What is the risk of not investing in peer support?

Not having a trusted support system can impact quality of life, and in the worst case, increases the risk of the loss of life. Too many first responders leave the profession prematurely because of the impacts of accumulating unresolved stress. According to the National Alliance on Mental Illness, nearly one in four police officers has thoughts of suicide at some point in their life. *In fact, more*

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police officers die by suicide than in the line of duty. This is an alarming fact that is unacceptable and deserves attention. Our first responders deserve better than this.

Through collaborative efforts to optimize a peer support program, leaders create an opportunity for struggling employees to get help and support before it is too late. A well-trained peer support team that is empowered and supported by leaders to show up for members of an organization during times of stress, can improve retention, morale, and safety.

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A PROACTIVE APPROACH TO FIRST RESPONDER RESILIENCY AND WELLNESS

A proactive approach to first responder peer support requires tact and trust to become effective and starts by removing rank and position. When combined with strict confidentiality, first responders who are seeking help, support or resources can feel safe reaching out for help without fear of judgment, retaliation, or discipline. The following recommendations are taken from [A Proactive Approach to First Responder Resiliency and Wellness](#) by Shift Wellness. Shift Wellness has a long history of working with first responders, focusing on proactive behavioral care of support at every level.

While the development of an effective peer support team starts from the top-down, it is most effectively built from the bottom-up, starting with trusted peers on the frontlines who are equipped and empowered by leadership.

STEP 1: Establish A Peer Support Team

- Recruit trusted, committed, and caring individuals for the peer support role.
- Send them to *Basic Peer Support Training*.
- Following Basic Training, send them to *Advanced Peer Support Training (Critical Incident Stress Management)*
- Implement quarterly peer support meetings with continuing education, role plays, vignettes, and case scenarios.
- Implement peer support consultations and candidate interviews with a culturally competent clinician.
- Provide them with the opportunity to attend a *Peer Support Team Retreat* and other ongoing training to develop their expertise as a peer supporter.



STEP 2: Make Critical Incident Stress Management (CISM) a Top Priority

Post incident stress can lead to physical and psychological disorders for public safety professionals. By implementing a CISM policy that includes structured Defusing and Debriefing conducted by qualified peers and culturally competent clinicians working together, the occurrence of Post-Traumatic Stress (PTS) and acute stress reactions can be significantly reduced.



CISM is an intervention protocol developed specifically for dealing with traumatic events. It is a formal, highly structured, and professionally recognized process for helping those involved in a critical incident to share their experiences, learn about stress reactions and symptoms, and to be given a

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referral for further help if required. Although it can be presented in different formats, the concept of CISM must focus on evidence-based practices.

In Washington State, RCW 5.60.060 prohibits a designated peer support group counselor from being compelled to testify about communication made to the counselor while providing counsel in response to an incident in which the client was acting in his or her official capacity. This “privileged communication” establishes protection beyond the confidentiality of all other communication with a peer supporter, specifically protecting communication that occurs during the CISM process.

The following are suggested best practices for CISM:

- Agencies should establish relationships and formal contracts with culturally competent clinicians to support agency members, qualified peer supporters, and the CISM process.
- The department should determine categories of calls that will trigger the need for a clinician and/or peer support response. Best practice is to have a plan in place in advance for these types of events and not just rely on the discretion of field supervisors.
- Ideally, within 8 to 12 hours of a critical incident, facilitate a peer support led defusing. The main purpose is to stabilize people affected by the incident, minimize stress, and identify resource needs.
- Ideally, within 48 to 72 hours, conduct a peer support led and mental health clinician supported debriefing with employees following a critical incident. Based on core principles of crisis intervention, the debriefing is designed to mitigate the impact of a critical incident and to assist in recovery from the stress associated with the event.
- Routine group debriefings should be held with units that are regularly exposed to high levels of stress and trauma.
- Support additional one-on-one follow-up meeting(s) with clinician and/or peer support as appropriate.
- Allow the affected member time to work with the clinician and peer supporter to develop a plan to prepare the member prior to a formal return-to-work meeting with a clinician (if required).

STEP 3: Offer Long Term Treatment Options

Agencies and peer support team members must develop relationships with trusted treatment organizations that focus exclusively on first responder cultural competency and care. This includes comprehensive inpatient and outpatient treatment services that peer supporters can refer members to in times of need.

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The organizations must be equipped to treat Post-Traumatic Stress, addiction, anxiety, and depression, utilizing a comprehensive approach at every level of care that considers physical, emotional, and mental health needs with the goal of helping each client learn coping skills, process trauma, and rediscover a life of lasting wellness.



The organization must operate licensed, accredited, and certified residential treatment programming; and accept insurance plans and workers' compensation.

STEP 4: Offer Peer Support Team Retreats

Retreats are a proactive measure that may help address wellness and should be collaboratively designed to provide departmental leaders or teams, individuals and even spouses, a holistic approach to wellness using evidence-based modalities.



STEP 5: Build a culture of wellness, trust, transparency, and support through specialized training and workshops for peer supporters, leaders, agency members, and first responder families.

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WHAT WE HAVE DONE TO DEVELOP A SUCCESSFUL PROGRAM

The cities of Puyallup, Sumner, Bonney Lake, Orting, and Buckley have a long history of collaboration to support police, fire, and emergency management programs and training in East Pierce County under existing agreements. Like most of Washington state, these medium and small sized communities must rely on each other to share personnel and resources to meet the needs of community members and first responders, particularly during events that strain or exceed capabilities of individual agencies. Peer Support and Officer Wellness programs in East Pierce County are lacking, and only a few agencies have members with training or certifications that meet requirements and provide the skills and support desperately needed to help their fellow officers with the increasingly complex mental and emotional challenges facing today's law enforcement. Even fewer regions have collaborative peer support teams with the required qualifications and designations to allow them to respond to support each other during major events.

The East Pierce County Peer Support Team (EPCPST) was formed in 2021 to begin to collectively address the support needs of the region's law enforcement. Not only does the collaborative nature of the regional model effectively leverage limited resources of time, personnel, and funding, but it creates social connectedness and organizational supports which are identified as critical protective factors in the 2021 Washington Law Enforcement Officer Mental Health & Wellness Task Force Report:

- Programming and services that support emotional wellness for LE personnel and families.
- Local comprehensive planning and implementation of data driven policies and procedures to increase LE personnel wellness, reduce suicide rate, and increase help-seeking behaviors.
- Expand behavioral health services tailored to LE.
- Increase lethal means safety and safety planning.
- Develop behavioral health and suicide research and data about LE sector.

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WASPC Grant

A Behavioral Health and suicide Prevention Grant was obtained from WASPC with the following objectives:

- Create a personalized “tool kit” that equips Law Enforcement agencies to develop collaborative teams that address risk factors impacting Law Enforcement personnel.
- Provide advanced training on peer support team best practices to members of the East Pierce County Peer Support Team to empower healthy individuals, families, and communities; connect with clinical and community prevention and treatment services; implement treatment and support services; and prevent suicide.
- Purchase equipment for participating agencies to help create a culture of self-care, wellness, and resiliency.

Members of EPCPST attended a three-day training on Comprehensive Peer Support, taught by Shift Wellness and funded by the WASPC grant, on May 18-20, 2022. During the first day of training, team members reviewed individual department policies, discussed emerging issues, determined a baseline of team member knowledge, and inventoried available resources. Team members worked collaboratively to create individual, team, and agency action plans to address obstacles to resilience. Members also received training on confidentiality and privileged communications. Agency leaders joined the EPCPST members to receive training on evolution of care and discuss best practices.

Training was provided to team members on the following topics:

- Developing and implementing a Peer Support Program
- Healthy Communication and Peer Support Skills
- Crisis Intervention- CISM/CISD and Disaster
- Grief and Loss
- Addiction and First Responders
- Mental Health and Suicide
- First Responder Family Life
- Stress, Self-care, and Trauma Response

Data on the following questions was gathered from participants via self-reflective journals:

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1. How do you describe “Officer Wellness”, in your own words?
2. What are the cultural barriers to wellness?
3. What are the organizational barriers to wellness?
4. What are the personal barriers to wellness?
5. What is your action plan to address these barriers?

From the data collected via participant journals, the following requests were made by team members to agency leaders:

- Establish contracts with culturally competent local MHP to support members during critical incidents.
- Provide regular training and check ins between peer supporters and command.
- Establish policy to support peer support team objectives.
- Improve trust between team members and leaders.

The following commitments were made by agency leaders to team members:

- Provide clarity on ground rules for debriefings.
- Follow through on commitment to support wellness.
- Intentionally collaborate to support wellness.
- Prioritize wellness.
- Provide staffing, time, and funding to support wellness programs.

Members of EPCPST reconvened on November 16-17, 2022, for a course on Advanced Crisis Management, specifically designed to address gaps identified in analysis of student self-reflective journals from the previous course of instruction. Members reviewed commitments made by agency leaders during the previous training and collaborated to address remaining program deficiencies. The following topics of training were provided:

- Progressive debrief with regulation strategies.
- How to identify when to seek further assistance.
- Learn the trifecta approaches to trauma treatment.
- Overview of EMDR and ART.
- How resilient responders can implement mindful living.

Remaining grant funds were used to purchase wellness related equipment for participating agencies to support members in building resilience, which was identified as a priority of department members.

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WSCJTC Grant

An additional Wellness Grant was obtained from WSCJTC with the following objectives:

- Thirteen members of the East Pierce County Peer Support Team (EPCPS) attended a first responder training retreat on May 4-6, 2023, hosted and presented by Shift Wellness/The Counseling Team International at their facility in Idyllwild, California.
- EPCPS members completed immersive clinically based treatment and training exclusively designed for East Pierce County first responders, led by subject matter experts, to address mental performance and wellness needs of EPCPS members.
- EPCPS members received training on implementation of evidence-based best practices to specifically address programming and services to support emotional wellness for law enforcement personnel and families, local comprehensive planning and implementation of data driven policies and procedures to increase wellness, reduce suicide and increase help seeking behaviors, expand behavioral health services to law enforcement, increase lethal means safety planning, and improve resilience.
- EPCPS members also participated in clinician-led group and individual counseling sessions and designed individual, team, and agency wellness action plans to help overcome barriers to resilience.

While attending the retreat, PCPST members were able to learn new skills to help build individual, team, and agency resilience; demonstrated understanding of those skills through completion of self-reflective journaling and team building exercises; and received direct feedback and coaching from clinicians on pre/post ProQOL (Professional Quality of Life) assessment scores.

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Results and Recommendations

Members of the EPCPST who received basic and advanced peer support training and attended the peer support team retreat have demonstrated an increase in interpersonal and professional collaboration between team members; have created individual, team, and agency wellness plans that they have an opportunity to take back to their agencies to continue improving the health and wellness of their agencies and members; and are producing a toolkit and leadership training to support agencies in implementing programs and policies to support what has been learned.

The following recommendations have been made by the group and will be shared with agency leadership:

1. Continue to improve resilience and life skills for coping with work-related stressors for all agency members by supporting EPCPST members with ongoing training and implementation of agency policy and procedure to support the team mission.
2. Continue to improve social connectedness and peer support for all agency members by providing agency leaders and team members with ongoing training and regular clinician-led check-ins.
3. Foster team and agency wellness by publishing toolkit, providing training, and creating resiliency focused cultures within involved agencies.

OUR STORY: THE VISION...

Efforts were made to educate agency leaders, city leaders, and the community about the work being done to support first responder wellness. Agencies presented information about the work being done by peer supporters at agency meetings, to agency leaders, to city councils, and shared successes with the local media.



Peer-support program being developed to help law enforcement in East Pierce County

BY ALLEN SIEGLER JUNE 05, 2022

Through an interagency partnership, six Pierce County police departments have received a grant to improve mental health resources for each jurisdiction's officers.

The grant, \$60,000 awarded by the [Washington Association of Sheriffs and Police Chiefs](#) (WASPC), is intended to help the Bonney Lake, Buckley, Orting, Puyallup, Puyallup Tribal and Sumner police departments develop a collective peer support network.

Sumner deputy chief Andy McCurdy applied for the grant earlier this year. When he worked for the King County Sheriff's Office, part of his responsibilities included supporting other officers through peer support after they experienced high intensity field incidents. When McCurdy was hired at the Sumner department, he noticed mental health resources were less accessible.

"In East Pierce County, there are a lot of smaller agencies that do a lot of work together," McCurdy said. "But there was an area that showed it needed a little more organization, and that's an area of wellness and peer support."

McCurdy said two of his priorities for the grant are to contract mental health providers familiar with law enforcement and to train wellness and support officers within each partners' police department. At an administrative level, he looks to teach East Pierce County decision makers, like police commanders, human resource designers and local elected officials, how mental health resources can improve officer well-being. In addition to developing a program for the partner departments, McCurdy is outlining these steps into a mental health resource toolkit to share with other small departments across Washington. WASPC projects and programs manager Jamie Weimer said that McCurdy's toolkit idea was unique among grant applicants.

"They are really looking as part of their work to develop a curriculum for peer support certification that could be used at other agencies," Weimer said. "So we're very interested to see the work that this group is able to put together using those grant funds."

According to a [WASPC news release](#), the grant is part of the state Legislature's \$587,000 effort to establish a behavioral health, support and suicide-prevention program. The release states that the funds aim "to leverage access to mental health professionals, critical stress management and resiliency training." According to McCurdy, his funds will last until at least July 2023.

Mental illness is one of the largest occupational hazards among police. [First H.E.L.P.](#), a non-profit that addresses mental health stigma among first responders, reported 177 suicides among U.S.

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law enforcement officers in 2021. The only cause of death that claimed more officer lives in the line of duty that year was COVID-19, according to the [Officer Down Memorial Page website](#).

Peer-support networks have had mixed results at reducing mental illness among police. A [2019 study](#) sponsored by the National Institute of Justice found that while these groups are common among law enforcement agencies, there is limited evidence that they reduce an officer's mental illness or increase use of mental health services.

Despite the statistics, McCurdy is confident that well-developed, well communicated peer-support services have positive impacts on police departments. When he or his coworkers sought help at the Kings County department, he noticed that they all seemed more satisfied with their work afterwards.

"I have had times when things like my sleep or my health have been compromised by the stressors on or off the job," McCurdy said. "I have experienced for myself how much it helps to know what resources are out there and to know that the resources are culturally competent to understand my needs as a law enforcement officer."

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PROGRAM IMPLEMENTATION & TRAINING

Agency leaders should receive training on peer support best practices, confidentiality vs privileged communication, and how to select and support wellness/peer support team members.

Once staff have been selected within the department to serve as members of the peer support team, they should be sent to Basic Peer Support Training, Advanced Peer Support Training (Crisis Management), and eventually attend a peer support retreat. This training should be provided by an organization with experience working with first responder communities and should include, at a minimum, CISM best practices and crisis intervention skills.

The following are a list of topics that are often included in basic and advanced peer support training:

Basic

Assisting Individuals in Crisis and Group Crisis Intervention (GRIN-CISM)

Evolution of Care and First to Respond, Last to Seek Help

Developing and Implementing a Peer Support Program

Healthy Communication and Peer Support Skills

Crisis Intervention-CISM/CISD & Disaster

Grief and Loss

Addiction & First Responders

Mental Health & Suicide

First Responder Family Life

Stress, Self-Care, and Trauma Response

Advanced

Advanced Assisting Individuals in Crisis and Advanced Group Crisis Intervention

Advanced Crisis Management

Evaluate the Functioning of Your Peer Support Team:

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History and Review of Current Crisis Management Models:

First Responder Resources and Supportive Referrals

Stress Effects and Management Tools

Post Traumatic Stress Injury Prevention and Mitigation

Peer Support Interventions and Strategic Planning

Trauma and Trauma Genesis

7 Stages of CISD

Enteroception and Incident Resolution Debrief

Resilient Responder and Post Traumatic Growth

NEXT STEPS...

Wellness and Peer Support is continuing to evolve and expand and throughout East Pierce County agencies, and positive results are being produced. All who are a part of this mission and program are committed and working diligently to integrate both proactive and reactive wellness solutions as a foundational element within the first responder community. It is our hope that in providing the right tools and resources, agencies will make wellness and peer support a top priority and show our valued first responders that they are cared for and supported, and that in optimizing their personal and professional wellness, they can begin to look at wellness as not just a goal to achieve, but as a new way of being.

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Nick Bauer with CODE 4 Northwest wrote the following recommendations for policy improvements regarding wellness and peer support to guide future program improvements:

Peer support team protocol for major incidents including OIS

The purpose of this worksheet is to discuss issues that have arisen during informal reviews of major incidents from the perspective of employee officers and some commanders. The need for an established protocol for peer support response to those incidents becomes clear. A protocol must be developed in the spirit of enhancing the outcomes of the investigations while helping to minimize, to the extent possible, the emotional impact on involved officers. Overall morale is also best served by having an established and agreed policy so that all involved are aware ahead of time. I am calling this a worksheet to convey that edits and input are strongly encouraged. I believe that the stakeholders, from command to line officers, are interested in outcomes that deliver thorough and accurate investigations that satisfy societal expectations of legitimacy and transparency, while also serving the personal, professional, and emotional needs of the involved employees.

About the author:

I am a recently retired police sergeant after 30 years of service at the Seattle Police Department. I held several assignments including patrol, property and person crime detective, major crimes task force assignment with several undercover and surveillance missions, Founding member of the departments' newly formed Force Investigation Team, and sergeant in EEO investigations sergeant, narcotics, and the wellness team. I have been involved in an OIS and have been a member of the peer support team since 2005. I am also a founding member and current director of Code 4 Northwest. I have serious incident experience from several angles including being involved, being a peer to the involved, and investigating OIS incidents. The formation and operation of Seattle Police FIT policy was monitored by the DOJ and monitoring team by way of a settlement agreement.

Concerns that officers have brought up from previous OIS incidents:

1. No initial deployment (or any deployment at all) of peer support personnel to scene or follow up location.

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2. Officers were held in remote areas with no offer of change of clothes, food, water, communication of status, or accompaniment by peer support personnel. Note that officers have been held while in wet or soiled clothing that occurred during the incident and not allowed to change while waiting to be interviewed or released from duty.
3. Officers not free to be released until giving an interview by investigators on the day/night of the incident.
4. Command unsure or ambivalent as to how or whether to provide peer support activities for officers involved in shootings.
5. Command unclear on parameters of necessity to maintain the integrity of the investigation, in balance with taking care of their officers personal and emotional needs post incident.
6. Lack of clear guidelines and established policy has caused substantial resentment and affected morale.

While not a comprehensive and final list of concerns, these are some of the most frequent and impactful. Several of the above concerns are addressed in the Tacoma-Pierce County peer support plan. Review GUIDELINES AND RULES OF OPERATION-SECTION 5 for policy relating to a critical incident of LODD, Disciplinary, and Conflicts of Interest. There are refinements to be made to the Tacoma-Pierce County plan, it is a well thought out document with plenty of information and guidelines. It seems that there is not a comprehensive understanding of this plan and/or best practices as it relates to peer support involvement in major incidents. Better understanding could be accomplished by providing training on the plan and by infusing a very similar version into individual department policy and procedure manuals. Otherwise, below are some suggested policy improvements to address the listed concerns:

1. *No initial deployment (or any deployment at all) of peer support personnel to scene or follow up location:*
 - a. Dispatch should be provided with an on-call list of available personnel, and ordered to notify peer support along with command, investigators, CSI (evidence units), to respond to the initial call out. They can deploy as ordered and needed once they arrive at the scene and/or follow up location(s).
2. *Officers were held in remote areas with no offer of change of clothes, food, water, communication of status, or accompaniment by peer support personnel. Note that officers have been held while in wet or soiled*

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clothing that occurred during the incident and not allowed to change while waiting to be interviewed or released from duty.

- a. Clear guidelines should be provided via policy in addition to the expectation that each peer support and involved officer/responder are familiar with state law regarding mandatory disclosure and what conversations are protected or not.
 - b. Concise guidance on limitations of topics talked about between involved and peer. Suggest “Do not talk about incident. Talk about emotional responses/needs, whether they need food/water, any notifications they need help in making to family”.
3. *Officers not free to be released until giving an interview by investigators on the day/night of the incident.*
 - a. Pierce FIT policy says that officers will likely be interviewed in days directly following the incident. This suggests that there are limited investigative reasons to hold them after the incident. Once immediate investigative needs are met (photos, public safety statement, evidence/gun exchange, determination of investigative direction (administrative, criminal, misconduct), involved should be assisted in returning home as soon as possible.
4. *Command unsure or ambivalent as to how or whether to provide peer support activities for officers involved in shootings.* Training should be provided to review policy and agree on new/augmented policy on how to address needs of involved and the investigation. Legal consultation on whether any peer support conversations present any risk of compromising the integrity of an investigation, keeping in mind that there is clear RCW law that defines confidentiality. Additionally, there is RCW policy that also protects conversations with members of separate crisis referral entities such as Code 4 Northwest. (See RCW 43.101.425)
5. *Lack of clear guidelines and established policy has caused substantial resentment and affected morale.*
 - a. Refine and clarify policy, then advise/train officers on new protocols.

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SUMNER PD WELLNESS / PEER SUPPORT 1 YEAR SUMMARY

Following the first year after the program was implemented, the following summary was authored by Sumner PD Officer Brandon Anderson, highlighting some of the of the positive impacts the program had made and was shared with agency members, agency leaders, and city leaders:

To whom it may concern,

*I would like to take a moment to summarize what the **Peer Support Team** has accomplished this past year (2022), with the hope to continue our forward momentum, progress, and growth. Below are 4 main areas that I believe have been positively impacted by the implementation of the Peer Support Team:*

HEALING CULTURE:

Since coming on board back in August of 2021, Deputy Chief Andrew McCurdy immediately began looking at ways to optimize health and wellness within the department and proposed the idea of developing a Peer Support Team. On January 5th of this year, he sent out an email looking for volunteers (frontline officers) to lead said team. The email itself presented a message of "care" and "support" amongst staff, which I heard firsthand speaking with fellow officers. This was a big first step of healing amongst our culture following a very difficult year filled with various challenges stemming from the pandemic, politics and other elements that affected morale.

Officer John Kaylor, Officer Marcus McDonald and I responded with sincere interest in being part of this team. All 3 of us have a heart focused desire to optimize culture, peer support and wellness. Prior to the email, we had all previously discussed different ways and ideas to promote wellness and support within the department, but it was the actual execution to develop a team that made it happen, and since then has only had positive implications.

*Deputy Chief McCurdy's support and plan of action created a breath of fresh air and healing within the organization, not only building trust between frontline staff and administration, but building relationships amongst partnering agencies throughout the region. We have now joined forces with other peer support team members, as the **East Pierce County LE Peer Support Team**. We work alongside*

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CODE 4 Northwest, Shift Wellness, and highly respected Therapist Phoebe Mulligan.

The regional team has now attended 2 separate blocks of training put on by Shift Wellness, the first being a 3-day course (24 hours) and the second/advanced training being a 2-day course (16 hours). Both courses were extremely educational and impactful, and the advanced class dove more into crisis and stress management, and peer support intervention and planning. Following the advanced portion of the peer support training, our team has moved from a developmental stage of forming, towards an applicational stage of performing. We are still actively learning and growing as a team, but with a better understanding in terms of the who, what and why of the program, we are now able to tailor to the specific operational needs of the officers we are here to serve and support. We now have a better understanding of our primary roles and responsibilities for when we are needed.

TRUST & RELATIONSHIPS:

Echoing from the above summary discussing healing culture, it is without question that the implementation of our Peer Support Team has not only promoted trust and relationships internally amongst our own family of officers and staff, but externally amongst other partnering agencies. The development of the regional team has partnered across the community working with other valued businesses and individuals like Shift Wellness, and this partnership and collaboration has created an active momentum of positive energy, optimism, and care. Not only is there much gratitude to be found in working with such a competent Peer Support Team, but within frontline operations there is a growing feeling of "care" and "support" that is present amongst fellow officers.

Our team put together a Peer Support flier and a Resiliency resource packet for staff which was presented and distributed at our most recent annual department meeting. To me it appeared that there was a different energy amongst staff during the meeting from last year's Zoom meeting, and while there may still be some skepticism and uncertainty for some, it is evident that there has been healing and progress over the past year, as well as awareness of a genuine and deliberate mission to support staff in any and every way we can. Trust and Relationships are a foundational element of a high performing team,

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and it is completely appropriate to say that the implementation of the Peer Support Team has been instrumental in moving toward that goal.

OPTIMISM & OPPORTUNITY:

As the department is seeing a new light of hope being instilled, both veteran officers of the department and new officers are starting to feel like their health and wellness is being invested in, instead of just operational tasks and business. There are 2 pillars of hope for staff, one being **Peer Support** in terms of care and support, and the other being **Wellness** in terms of health and wellbeing.

From the pillar of Wellness, several emails have already been sent out soliciting ideas and different ways to improve and optimize health and wellness within the organization. These ideas include new exercise equipment, a monthly coffee supply, a bigger fitness area, fitness incentives/memberships and the possibility of a wellness center. With these great ideas and the support from leadership above, it is only realistically optimistic to assume that what is possible is probable. Not only will trust and relationships continue to improve, but staff will have a spark of optimism to believe that their health and wellbeing absolutely matter, and that it is something worth investing in. It shows that with any vision accompanied by the discipline, focus and consistency to achieve your goal, there is always a chance for opportunity. For example, following the last email looking for ideas to promote wellness and update our fitness room/equipment, a response was sent back from Deputy Chief McCurdy advising that he is onboard with the idea, and asked our team to come up with a detailed plan including priorities, timelines, and costs, and that the idea of a "wellness center" for all city staff is a great idea. He advised that he would consult with city leadership to gauge how much support there is and how much cost would be needed. An idea sparked conversation, which sparked planning for implementation. And in the meantime, any additional budget remaining from the year will be used towards updating/upgrading several pieces of exercise equipment at the station and making better use of the space we have. This illustrates the power in perpetual optimism, and that a "no for now" is "not forever". When staff have trust, they have support. When they have support, they have hope. When they have hope, they have optimism, and when they have optimism, they have opportunity. It is as simple as knowing that there is no truly vested support if there is no true investment in wellness. We have learned this year that the peer

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support team is not only there to support peers/officers in hard times of need, but **all** the time.

EMPLOYEE RETENTION & HIRING

This past year in a half, several new officers were hired during the same time the Peer Support Team was implemented, and there were additional new officers hired afterwards that learned about the program during the annual department meeting. After the Peer Support / Wellness / Resiliency portion of the annual training, the newer officers with the department appeared to have a lot of interest and questions about the program. This is a very good thing in that it provides new officers with the idea that they are coming to a healthy culture/department, where relationships, health and wellness are a priority. This is attractive from a hiring standpoint for both entry level and lateral applicants and is vital to the retention of the staff we currently have and are continuing to invest in.

I am certain that there are some items I left out or forgot to include in summarizing the accomplishments over this past year, but hopefully it provides a good idea of where we were, where we are now, and where we are going to be.

With much respect,

Brandon Anderson

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RESOURCES

At Sumner PD, the peer support team presented an introduction to Peer Support at the annual department training for all staff.

POLICE CITY OF SUMNER WA EST. 1907 SUMNER

E.P.S. SUMNER POLICE EMPLOYEE PEER SUPPORT

MISSION
 Our team is dedicated to building a department with a peer-oriented approach to physical, mental, and emotional wellness; to offer hope, advocacy, and resources to those seeking help, support, or recovery; and to do so confidentially and without fear of judgement.

YOUR TEAM / ADVOCATES

Officer John Kaylor	253-961-7511
Officer Marcus McDonald 253	-405-2558
Officer Brandon Anderson 253	-720-9261

POLICE CITY OF SUMNER WA EST. 1907 SUMNER

E.P.S. SUMNER POLICE EMPLOYEE PEER SUPPORT

- HERE FOR YOU / WHAT DO YOU NEED FROM US?
- RESILIENCY HANDOUT
- HELP / CONTACT NUMBERS
- CONFIDENTIALITY

Everyone we meet is fighting a battle we know nothing about... Be Kind

What we see...

The reality...

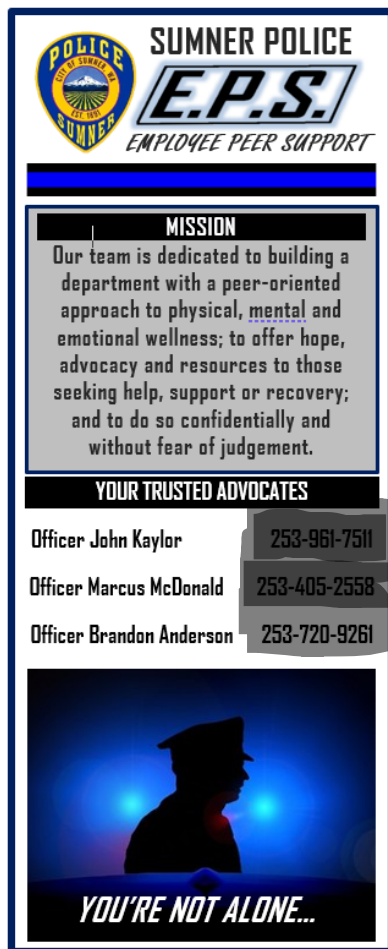
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The goal of this presentation was to make staff aware of the team mission, show that the Peer Support Team cares about all members, and convince members that the team is there for anyone who needs help or support. Confidentiality concerns were discussed and clarified, and an additional presentation on resilience and wellness was provided by Deputy Chief McCurdy and the team clinician, Phoebe Mulligan.

Staff were provided with the following resources:

Peer Support Pamphlet:



SUMNER POLICE
E.P.S.
EMPLOYEE PEER SUPPORT

MISSION
Our team is dedicated to building a department with a peer-oriented approach to physical, mental and emotional wellness; to offer hope, advocacy and resources to those seeking help, support or recovery; and to do so confidentially and without fear of judgement.

YOUR TRUSTED ADVOCATES

Officer John Kaylor 253-961-7511
Officer Marcus McDonald 253-405-2558
Officer Brandon Anderson 253-720-9261

YOU'RE NOT ALONE...

MANY OFFICERS ARE STILL HESITANT TO SEEK HELP


According to the [National Alliance on Mental Illness](#), nearly one in four police officers has thoughts of suicide at some point in their life. In fact, more police officers die by suicide than in the line of duty. This is not okay. We deserve better than this.

Officers and other first responders can experience more trauma in a single day than most people will experience in a lifetime. Despite this, first responders are often hesitant to come forward and get help because they **fear** people will look down on them, that they could lose their ability to carry a firearm, or even lose their job.

Our team is here to make sure you have a trusted person to come to and get whatever help or resources you need.

YOU CAN'T POUR FROM AN EMPTY CUP...

Officers can spend so much time and energy pouring themselves into someone having a mental health crisis, that their own personal mental and emotional energy is simultaneously being depleted without them realizing it. You are a hero, but you are human first, and your mental well-being is a priority. **Our team is here to meet you right where you are at!** We will **listen** to your needs, help you **identify** the right referrals and resources, and **follow up** to make sure your needs are met and taken care of.



SIGNS AND SYMPTOMS OF A MENTAL HEALTH CONCERN

We are dedicated to raising awareness about the early warning signs of a possible mental health concern. Those signs may include, but are not limited to:

- Lack of sleep/[nightmares](#);
- Sudden relationship [issues](#);
- Increase in reckless [behaviors](#);
- Loss of [appetite](#);
- Lack of [self-care](#);
- [Isolation](#);
- Anger/[rage](#)/change in [personality](#);
- Loss of interest in [activities](#);
- Increased alcohol consumption or substance use as a coping mechanism.

Some first responders mistakenly believe these symptoms will get better over time. The reality is that they typically only get [worse](#)

THE GOOD NEWS IS, THERE IS HELP!

Free Confidential Help:

CODE 4 NORTHWEST	425-243-5092
PEER SUPPORT HELP LINE or text COUNSELING to or text TREATMENT to	833-698-7864 833-698-7864 833-698-7864
SUICIDE PREVENTION LIFELINE	800-273-TALK
AMERICAN ADDICTION CENTERS	855-997-6542
CRISIS TEXTLINE.ORG	Text BLUE to 7 4 1 7 4 1
FIRSTHELP.NET (resource database)	
PHOEBE MULLIGAN	206-498-6998

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Sumner PD Peer Support Team Resiliency Handout, Officer Brandon Anderson:

INTRODUCTION



Today, stress is an unavoidable part of daily life, and in today's public safety environment, it's all about how well you handle it, both in the moment and over the long haul. Technically speaking, stress results from the way we perceive and respond to challenges to the body and mind. A manageable level of stress or challenge is not necessarily a bad thing. In fact, these are necessary for growth and optimal performance. When we must deal with demanding circumstances it can lead to quick, clear thinking and heightened energy, and it pushes us to higher levels of performance.

When stress piles up or reaches extreme levels, however, it becomes a liability, rather than an asset. It can chip away at our job performance, threaten our relationships at home and work and put our mental, emotional, spiritual, and physical health in jeopardy. We are working to safeguard you by helping you become more resilient, which is the ability to prepare for, recover from and adjust to life in the face of stress, adversity, trauma, or tragedy.

The tools and techniques in this guide are designed to help build resilient public safety professionals, families, and units, and to increase the acceptance of seeking help for stress-related injuries through education, training and communication. We want you to learn and utilize skills that will help you become more resilient and psychologically fit, and to know what to do if stress starts to become a problem. We are working hard to develop a culture that rewards preventative actions and recognizes that seeking help is a sign of wisdom, courage, and strength.

"Perpetual optimism is a force multiplier." Colin Powell

PROGRAM OBJECTIVES

This guide places special emphasis on understanding the benefits of being more coherent and composed, saving mental and emotional energy, and building resilience. It discusses the practical aspects of using HeartMath's energy self-regulation techniques for reducing the harmful effects of operational stress and

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increasing and sustaining cohesion and readiness. Learn to strengthen operational stress resilience through research-based tools that help you:

- Leverage your ability to think clearly under pressure.
- and discern appropriate solutions to problems.
- Increase your ability to maintain situational awareness.
- Diminish physical symptoms of operational stress such as
- sleep disturbance and fatigue.
- Improve reaction times and coordination.
- Increase personal resilience and stress tolerance.

"We have long been aware of the toll policing exacts physically and emotionally. That toll erodes our resilience and capacity to perform at sustained high levels. The-Resilience Advantage provides the learning and tools for officers to take charge of their emotions, store and recover energy, sustain health, and perform at their best. It is as essential to our survival as is mastering street survival tactics!" Cmdr. Michael J. Nila (Retired) Blue Courage, Aurora, Illinois

RESILIENCE

Resilience

The capacity to prepare for, recover from and adapt in the face of stress, challenge or adversity.

You can learn to build your resilience capacity and sustain your energy.

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The infographic features a central battery gauge with a needle pointing to the 'CHARGED' section. The gauge is labeled 'RE CHARGE' on the left, 'LOW' at the top, and 'CHARGED' on the right. Below the gauge are four batteries with different colored liquids inside: red, orange, yellow, and green. The background is a light blue grid pattern with a blue and red wave at the bottom.

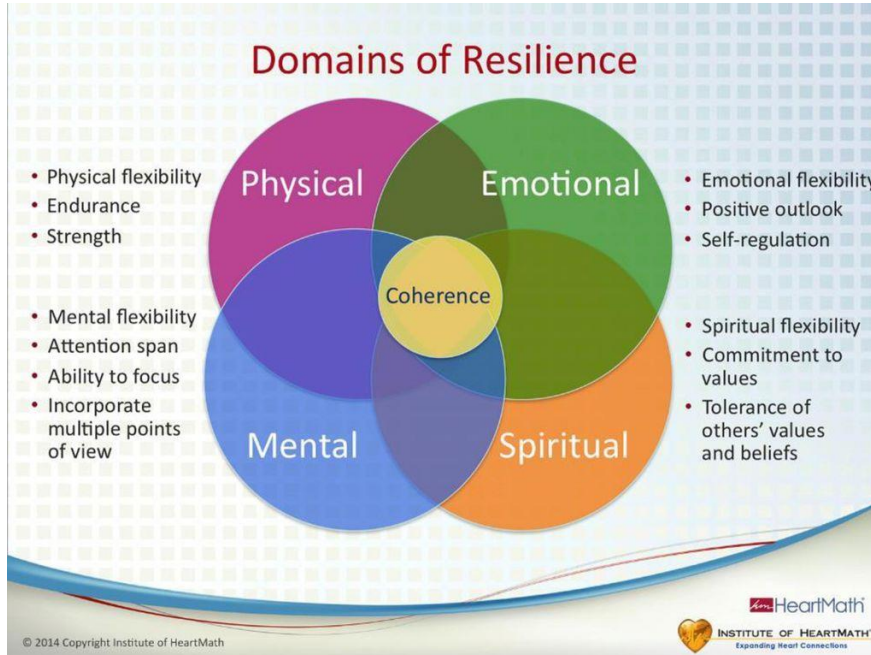
The capacity to prepare for, recover from and adapt in the face of stress, adversity, trauma, or tragedy. The skilled use of resilience is not just bouncing back and recouping after challenging situations. It's especially important for preventing stress accumulation during stressful and challenging situations.

Basically, we all are "energy systems" that expend and renew energy - physically, mentally, emotionally, and spiritually. Given the demands on public safety professionals, building, and sustaining resilience is more vital than ever

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and it is where much of the emphasis of "whole person wellness" should be placed.



Physical resilience is reflected in physical flexibility, endurance and strength.

Emotional resilience is reflected in our ability to self-regulate our emotions and reactions, our degree of emotional flexibility, our ratio of renewing to depleting emotions and the quality of our relationships.

Mental resilience is reflected in our attention span and ability to stay focused, our mental flexibility finding new or creative solutions to problems and our level of optimism.

Spiritual resilience is reflected in our core values, intuition and tolerance of others' values and beliefs.

You can think of "resilience capacity" as the amount of energy that can be stored in a battery. If you have a full charge, you are in a "ready" state and have the energy to deal with whatever comes your way. The demands of job assignments and short periods of stress can have an accumulated effect, depleting our levels of personal energy in any one or all four of the domains of resilience.

DEPLETION AND RENEWAL

Constant energy expenditures without the balance of adequate rest and recovery lead to burnout, errors, diminished performance, and health challenges. The most basic way the body restores its energy is through rest and sleep. Sleep disruption and fatigue are strong risk factors for developing more serious stress injuries such as PTSD.

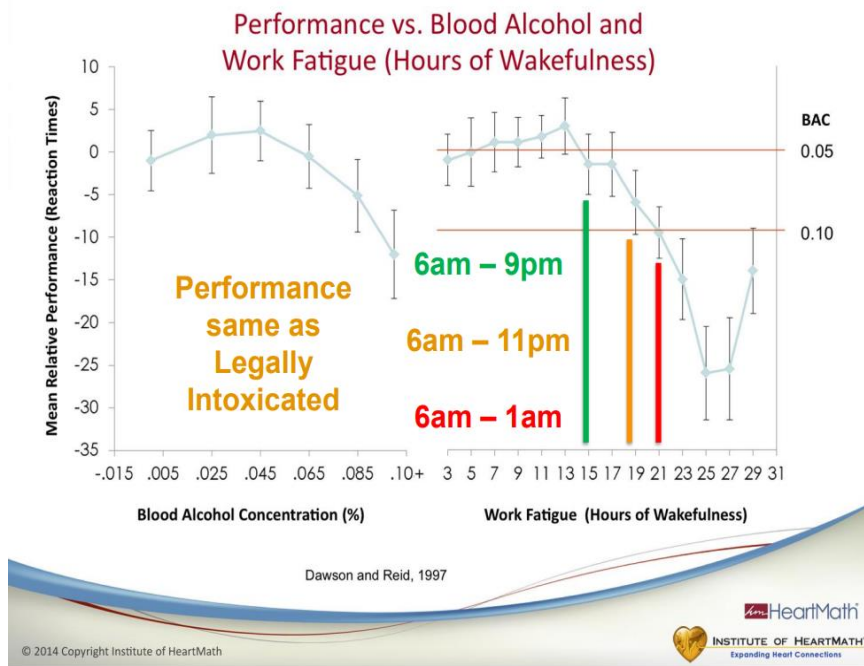
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SLEEP AND RESILIENCE

Common sense dictates that you should use the time you have available to rest wisely. It is well known that stress reactions during the day can disrupt sleep at night. Stress hormones have effects on your body that last many hours. Shifting into a coherent state for even a few minutes before going to bed can help align and boot up the body's regenerative process and help quiet down the mind and emotions. It only takes being awake 19 hours for our performance to be the equivalent of what it would be if we were legally intoxicated.

PERFORMANCE AND SLEEP



Researchers at Walter Reed Army Institute of Research studied how various amounts of sleep affected the performance of participant groups. The fewer hours each group was permitted to sleep, the lower their performance was. It is important to note that the sleep restricted participants took two full weeks to recover. Although we may think we can get

by with five hours of sleep each night and make it up on the weekends, research shows this is not the case. Another important finding was that the people in the study were not aware of their performance impairment. They thought they were good to go, while in reality their performance was highly impaired. This research clearly shows how our performance is reduced when our inner batteries or our resilience energy are drained.

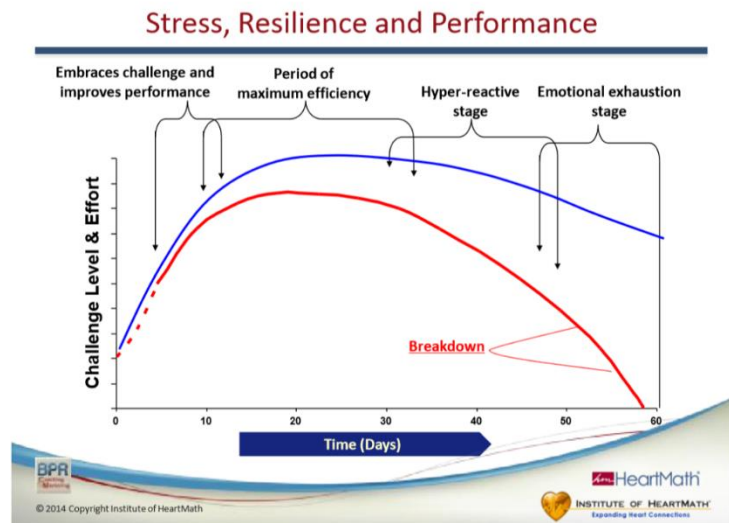
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STRESS, RESILIENCE AND PERFORMANCE

Common Sources of Depletion:

- Critical incident-related stressors
- Sleep disruption
- Uncertainty or unexpected change
- Pressures of missing family time and activities
- Fluctuating schedules and shift work for long periods of time
- Exposure to extreme temperatures and environment



Building and sustaining resilience is dependent on our ability to manage our energy expenditures and recharge more quickly more intelligently. To do this, we must become more aware of our energy expenditures.

This graph, from a military research study, shows how challenge/operational stress affects performance over time. The red line tracks performance levels through their peak during a period of sustained challenge and their decline over time. The blue line shows performance levels that remain higher in the face of sustained challenge. You can maintain a high level of performance and avoid the more serious stages of depletion when you engage in appropriate stress and energy management.

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THE POWER OF EMOTIONS

We experience a wide range of emotions every day. Some emotions deplete us and others renew us. Emotions supply an energetic power train that influences our major body systems. They determine our level of engagement in life's events, what motivates us and what we care about. Most of us do our jobs because we care about our communities and have the courage to do the job. Courage, dignity and honor are powerful emotions that provide a source of energy that enables us to do what needs to be done.

Depleting Emotions

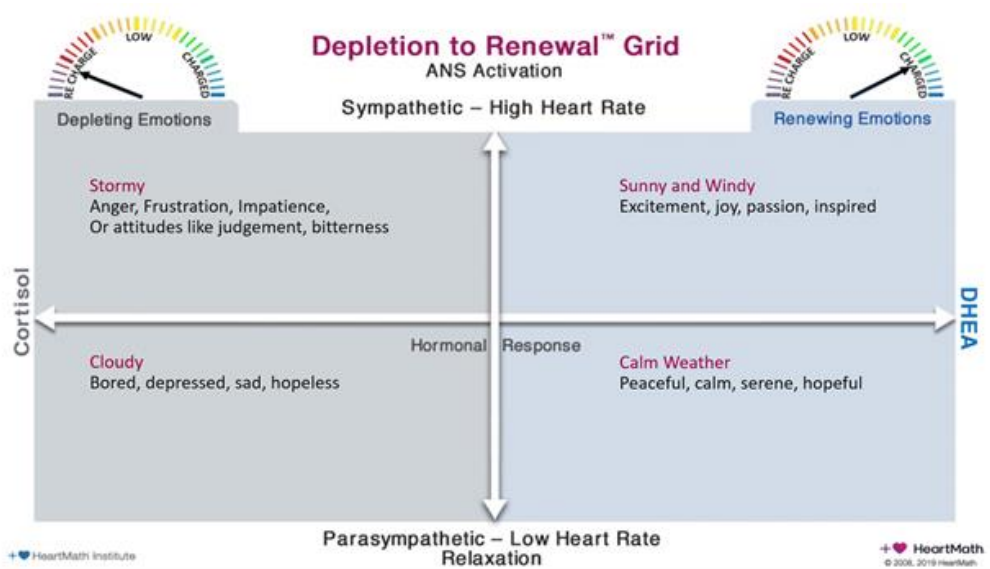
Emotions such as fear, frustration, impatience and anger have a toxic feeling and cause the release of stress hormones. This often results in:

- Reduced muscle mass
- Brain-cell death
- Impaired memory
- Accelerated aging
- Impaired mental function
- Diminished performance



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From an energy perspective, energy-draining emotions are costly and inefficient. Like a gas-guzzling car, they rapidly drink our energy reserves and pollute the environment for others. Our capacity to maintain resilience and composure is determined by our ability to self-regulate our emotions and stop energy leaks. "Taking Charge" of our emotional system is about the intelligent regulation of emotional energy for maintaining tactical stability, clarity and safety for self and others.



The Depletion to Renewal Grid shows the relationship between our emotions and the activity in our nervous and hormonal systems and thus, our energy,

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resilience and performance. Every emotion we feel causes changes in our body and our energy utilization. The vertical arrow indicates how emotions change the level of activity in our autonomic nervous system (ANS). Increased activity speeds up body processes and increases energy utilization. The more intense an emotion (renewing or depleting), the more activity it causes in the nervous system. The horizontal arrow indicates the activity in a key part of our hormonal system. The type of hormones released - those that deplete energy or those that renew it - are affected by both the intensity and quality of the emotion. Anger, impatience, frustration, etc. (left side), increase stress hormones such as cortisol that impact many aspects of our bodily functions, including metabolism, the immune system, sleep/wake cycles, etc.

Renewing emotions like courage, dignity, appreciation, etc. (right side), are associated with increased hormones such as DHEA that are associated with higher resilience. What are your typical emotional responses and their intensity? At the end of the day, what quadrant were you in most of the time?

COHERENCE: PHYSIOLOGY OF OPTIMAL PERFORMANCE

There's an important term that is fundamental to resilience, optimal functioning and being at our best. That term is coherence. There are times when we have experienced being in sync and flowing with a sense of ease through daily challenges. When we are in a coherent flow, things that come up don't seem to get under our skin. We achieve coherence when the heart, mind, emotions, and body are all working in sync. We are then able to "take charge" of ourselves and maintain our composure. We have more energy; time seems to pass by quickly and we seem to flow through or around issues. When challenges come up, we can think more clearly, handle a situation, and move on. We have increased energy and stability.

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THE HEART-BRAIN RELATIONSHIP

Heart-Brain Communication



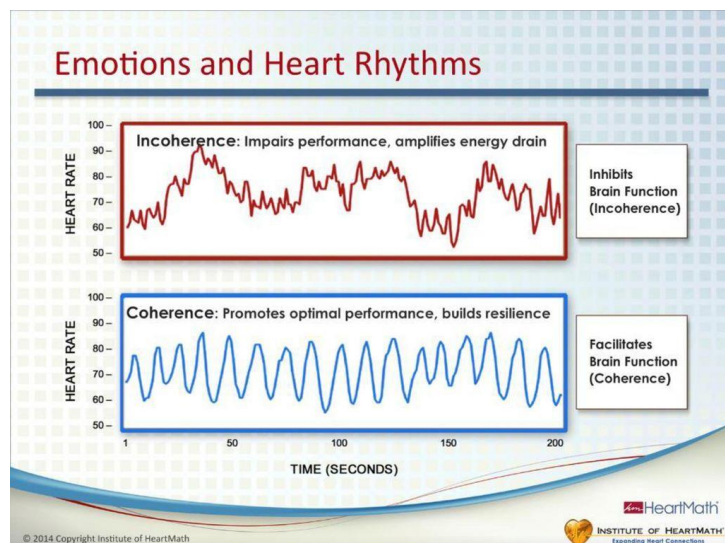
- The heart has its own complex nervous system: the “heart brain.”
- The heart sends far more information to the brain than the brain sends to the heart.
- Signals from the heart especially affect the brain centers involved in strategic thinking, reaction times and self-regulation.

The underlying activity occurring in our nervous system determines the quality and stability of the performance. Optimal function requires that the activity in the brain and nervous system be stable, synchronized, and well-coordinated. The feelings we experience as renewing reflect coherent and well-

coordinated nervous system activity in which the regulation and flow of inner processes are efficient and optimal.

EMOTIONS AND HEART RHYTHMS

These graphs indicate how stress reactions and positive states affect the nervous system and are reflected in our heart-rhythm patterns. The top graph shows the typical heart rhythm pattern that occurs when we are frustrated or stressed. The chaotic pattern indicates the signals in the nervous system are out of sync and inefficient. This negatively affects mental functions and reaction times. The bottom graph shows a coherent system that is in sync and enables optimal performance.



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Renewing Emotions

Renewing Emotions

Emotions and attitudes such as care, courage, tolerance and appreciation create neurochemicals that regenerate your system and offset energy drain, resulting in:

- Increased longevity
- Increased resilience to adversity
- Improved memory
- Improved problem-solving
- Increased intuition and creativity
- Improved job performance and achievement



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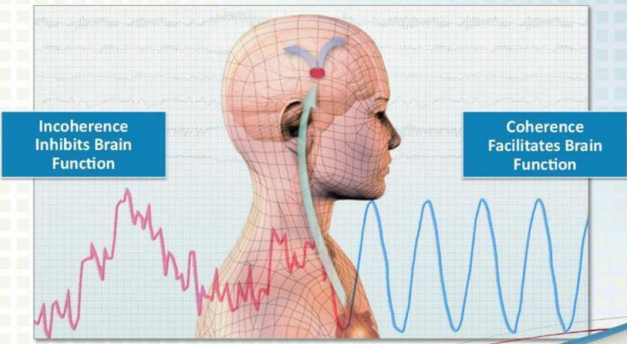
- Enjoyment
- Love of family, friends and country

Experiencing regenerative (positive) emotions and attitudes facilitates the maintenance of coherence and resilience. They create neurochemicals that regenerate your system and offset energy drain.

- Courage and nobility
- Dignity and honor
- Appreciation
- Adventure

Heart Rhythms Directly Affect Physical and Mental Performance

Heart signals affect the brain centers involved in decision making, reaction times, social awareness and the ability to self-regulate.



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Coherence Improves Brain / Mental Functions:

- Reaction times and coordination
- Situational awareness
- Ability to focus, process information, solve problems and make decisions
- Long-term and short-term memory

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“Put Your Heart Into It” - Why do people tell each other "put your heart into it" when trying to achieve something? Instinctively, people know putting your heart into a commitment often adds the extra strength needed to succeed.

INTELLIGENT ENERGY SELF-REGULATION TECHNIQUES

HEART-FOCUSED BREATHING TECHNIQUE:

Heart-Focused Breathing is an effective technique to take the charge out of a reaction and start the process of shifting into a more coherent state. It is a powerful and effective tool for self-regulation. It's the first step in shifting to a state of focused energy, alertness, and calm - all at the same time. It can help you maintain your composure in challenging situations. Focus your attention on your heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

Suggestion: Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable. Heart-Focused Breathing to calm the mind and emotions is critical: It helps activate the inner resilience needed to restabilize and move forward with what needs to be done.

Focusing your attention on your heart (center of your chest) is important because it can help shift the heart rhythms to a more coherent pattern, which signals the brain to calm down and become more synchronized, thereby improving mental capacities.

Benefits:

- Easy to learn and use to manage energy and build resilience.
- Quickly reduces feelings of anger, anxiety, overwhelm, dread, acute pain, etc.
- Calms stress reactions and takes out some of the significance and drama in the moment.

QUICK COHERENCE TECHNIQUE

Consciously and intentionally self-activate a positive or renewing feeling such as appreciation, compassion, courage, integrity, ease, patience, etc. It will take some practice, but with consistent and genuine effort, most people find they

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can effectively create or engage a regenerative feeling in a short period of time. When you engage positive feelings in the moment, you replace depleting emotions with ones that can help you add energy and remain calm and balanced in challenging or stressful situations.

Step 1: Use Heart-Focused Breathing. Focus your attention on your heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

Suggestion: Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable.

Step 2: Make a sincere attempt to experience a regenerative feeling such as honor or appreciation or care for someone or something in your life.

Suggestion: Try to re-experience the feeling you have for someone you love or a pet. You also can focus on feeling courage, dignity, honor, calm, or ease.

With practice, you often can do both steps in one breath. Shift your focus to your heart as you inhale and activate a regenerative feeling as you exhale. If it's hard for you to recall anything positive, think of any occasion when you felt an uplifting, renewing feeling. Even a sincere attempt to feel a positive emotion will reduce the drain and replenish your system.

Quick Coherence Quick Steps:

- Heart-Focused Breathing
- Activate a positive feeling

INNER-EASE TECHNIQUE

One of the most important steps in being able to stop energy drain and increase resilience is to begin identifying unnecessary energy expenditures. Shifting to Ease at the Onset of Stress Learning to shift to a state of inner ease at the onset of challenging situations can help prevent and eliminate many unwanted predicaments. This saves energy, making it easier to create a flow through challenges.

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- The state of ease is not about moving at the speed of a snail, nor is it a sleepy-time relaxation state. It's about slowing down our inner body language - the mechanical mental and emotional reactions that cause mistakes, compromise friendships, and create energy drain from frustration, impatience, anger, etc.
- The inner ease state is like the one cultivated in martial arts: It is a state of active calm in which your mental and emotional energies are balanced, but you're ready for intelligent action. Being in a state of ease doesn't mean you necessarily have to slow down your physical pace, but it can mean that at times.
- Cultivating a state of ease creates a time window or pause for deeper discernment and more competent, conscious, and wiser choices. Without discernment, we perpetuate many stress loops.
- Inner ease is an aspect of "stillness" that we can access while on the move.
- Ease creates sensitivity to the appropriate inner pace for handling each situation in life, a process that creates flow.

Step 1: Focus your attention on your heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

Suggestion: Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable.

This has been proven to help create coherent, or smooth wave patterns in your heart rhythm, which helps calm and balance your mental and emotional systems.

Step 2: With each breath, draw in the feeling of inner ease to balance your mental and emotional energy. A little practice can lead to quick results. It has been scientifically proven that practicing ease and coherence activates regenerative hormones, boosts your immunity, and creates stress resistance.

Step 3: Set a meaningful intent to anchor the feeling of inner ease as you engage in your projects, challenges, or daily interactions.

Remember, once you have calmed and balanced your mental and emotional nature, it's easier to find intelligent solutions for issues and situations.

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Inner-Ease Quick Steps:

- Heart-Focused Breathing
- Draw in the feeling of inner ease
- Anchor and maintain the feeling

With practice, you can shift to the attitude of ease by remembering to breathe it in.

3 STRATEGIES FOR BUILDING & SUSTAINING RESILIENCE

The following three strategies can help you effectively regulate your energy and increase your resilience capacity:

1. Prep to set the tone for the day.
2. Shift and Reset to a more coherent state.
3. Sustain your resilience throughout the day.

Understanding these three strategies can help you see when and where you can apply any of the energy-management techniques described in this guide.

1. Prep to set the tone for the day and before stressful events to sustain your composure and balance. Practice using a coherence technique to shift to a composed state before:

- Hot calls
- Tactical operations
- Entering dangerous environments
- Making decisions
- Communicating with others
- Engaging in important relationships

PREP TECHNIQUE

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Prep is a simple technique that prevents a lot of stress and energy drain and increases your ratio of positive outcomes. Elite athletes value prepping before events. They visualize the perfect moves and especially imagine themselves maintaining their emotional composure if they make mistakes or have setbacks. They realize the importance of staying calm, balanced, and focused to prevent energy drain and maintain clear discernment.

Step 1: Identify upcoming events, situations or interactions for which Prep would be effective.

Step 2: While doing Heart-Focused Breathing, project yourself into the upcoming event, situation or interaction. With genuine feeling, visualize being calm, balanced and resilient throughout.

Step 3: See yourself remembering to re-center in your heart and take charge of your feelings if you start to overreact or lose emotional composure. Genuine heartfelt commitment is the key to making this technique effective. It's not merely a mental exercise. It's not merely thinking about ease or calm. It's about breathing through the heart to create heart-rhythm coherence and then imagining staying calm, balanced and resilient throughout the event, situation, or interaction.

Prep Quick Steps:

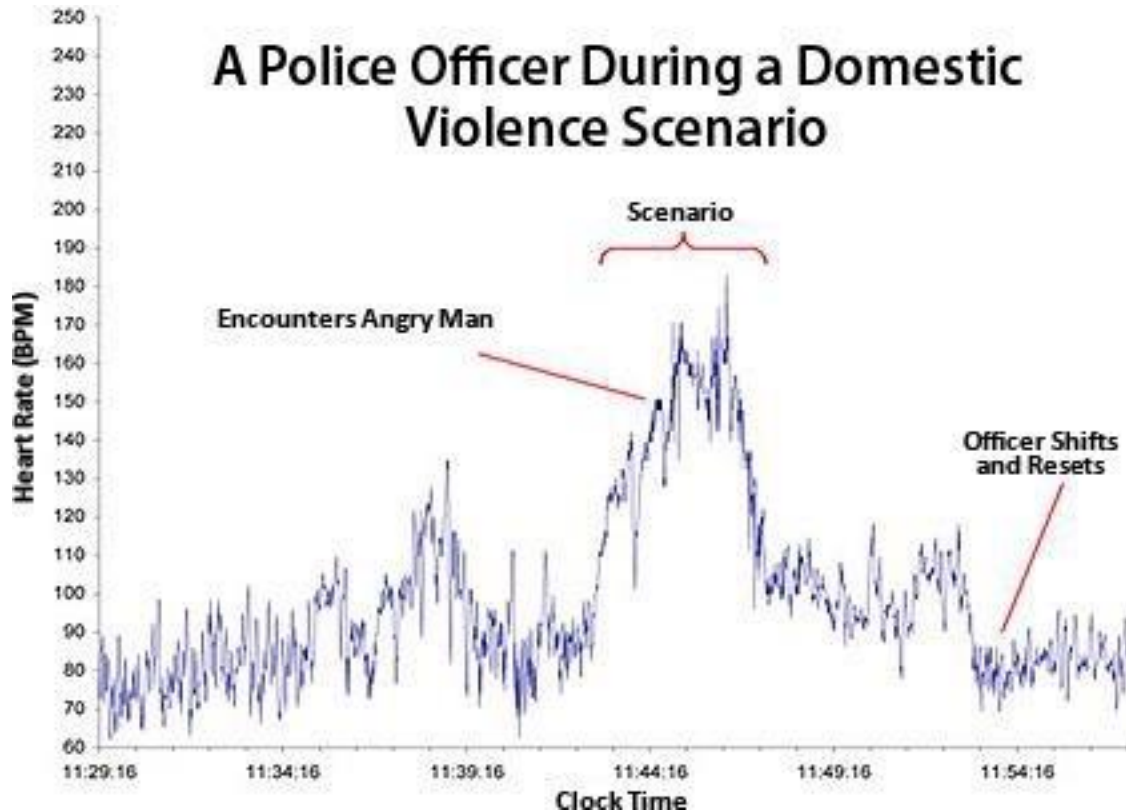
- Heart-Focused Breathing
- Visualize remaining calm and composed
- See yourself re-centering as needed

Shift and Reset to a more coherent state as soon as possible after a stress reaction to minimize energy drains. Other beneficial times are after a duty shift or before resting or sleeping to ensure you receive the maximum benefits.

When you find yourself challenged, use Heart-Focused Breathing or Inner-Ease as soon as you can to help shorten the time you are out of sync and losing energy.

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The graph above shows the heart rate of a police officer during a domestic violence scenario. Even though the officer is standing still, his heart rate is around 175 BPM while dealing with the situation. Before learning the energy self-regulation techniques, it took an average of two hours for the officer's heart rate to return to normal. By using a Resilience Advantage technique, he was able to shift and reset immediately after the event, saving a great deal of wear and tear on his body.

Sustain your resilience throughout the day by establishing regular practices and using the techniques between activities, like driving to and from a call, work, or home.

PRACTICAL INTUITION

Research results on the electrophysiology of intuition show that sometimes, if a future event is emotionally relevant, the heart can produce a signal that alerts

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you before the event takes place. This high-speed intuitive intelligence reacts faster than the mind can perceive and bypasses standard thought processes.

There are three types of intuition:

- **Implicit knowledge**, or implicit learning refers to something we learned in the past and either forgot or didn't realize we had learned. It also can be subconscious learning or knowledge we gain from past experiences. This fast type of "intuitive" decision-making or action results from the brain matching new problems or challenges with unconscious memories.
- **Energetic sensitivity** is our ability to sense environmental signals such as when we have the feeling someone is staring at us.
- **Nonlocal intuition** is the knowledge or sense of something that cannot be explained by past or forgotten knowledge or by sensing environmental signals. An example of this is someone sensing danger for no apparent reason and taking evasive action.

Keys To Accessing Practical Intuition:

1. Shift into a coherent, composed state to quiet down mental chatter and any emotional unrest. You have better access to all three types of your intuitive intelligence when you are coherent.
2. Pay attention to intuitive feelings and perceptions, which often are subtle. This is important because we only perceive something when we are paying attention to it.

FREEZE FRAME TECHNIQUE

The Freeze Frame Technique is a multipurpose technique for stopping energy drain and enhancing clarity and discernment. It helps balance your mind and emotions and results in a greater incidence of finding clearer and more effective choices. This technique helps you access higher mental functions, which are compromised during stress and reactive states.

Step 1: Acknowledge the problem or issue and any attitudes or feelings about it.

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Step 2: Heart-Focused Breathing: Focus your attention on the heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.

Suggestion: Inhale for 5 seconds and exhale for 5 seconds, or use whatever rhythm is comfortable.

Step 3: Activate a positive or renewing feeling: Make a sincere attempt to re-experience a regenerative feeling such as appreciation or care for someone or something in your life.

Step 4: From this more objective place, ask yourself what an efficient, effective attitude, action or solution would be.

Step 5: Quietly observe any subtle changes in perceptions, attitudes, or feelings. Commit to sustaining beneficial attitude shifts and acting on new insights.

If no insights come up, that's OK. Repeat the process later or the next day. Often, solutions are inspired through communicating with or getting input from others. Have a genuine "I mean business" attitude to truly shift into a more coherent state. For example, if you feel impatience or frustration, try replacing it with ease and tolerance.

Freeze Frame Quick Steps:

1. Acknowledge
2. Heart-Focused Breathing
3. Activate a positive or renewing feeling
4. Ask
5. Observe and act

GETTING IN SYNC FOR EACH SITUATION

Making sure we have the appropriate attitude for challenging situations gives us greater situational awareness and access to creativity and intuitive guidance on the best approach.

Getting in Sync is an "on the move" application of the Freeze Frame Technique that can save a lot of energy and help you respond to any situation with a more appropriate attitude and more intelligence. After getting into a coherent state,

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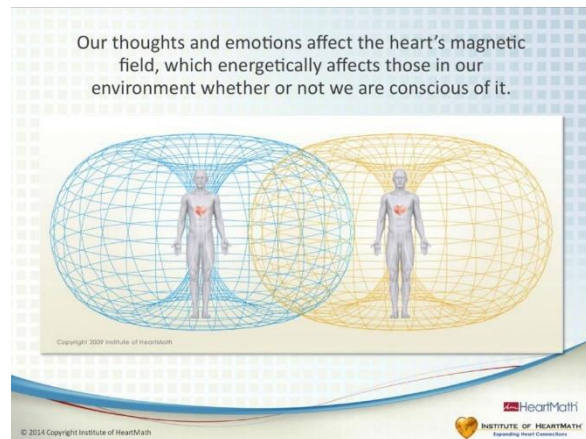
ask yourself what the most appropriate attitude would be for handling the situation.

RELATIONAL ENERGETICS

Each time the heart beats, a magnetic field is produced that travels out from the body. Scientists have shown that different thoughts, attitudes, and emotions create different signals that are broadcast by this field. This process of emotions influencing the heart's magnetic field is like how a radio or TV transmission works, with the sound or picture being carried by an electromagnetic wave.

The Magnetic Field of the Heart

Essentially, we broadcast information about how we are feeling whether we are conscious of it. When we shift into a coherent state, it helps others find their balance and composure more quickly.



COHERENT COMMUNICATION TECHNIQUE

The Energetic of Communication: Emotional energy transfers unspoken feelings, both depleting and renewing, and this colors our communications. The energetics of anxiety, fear, judgment, frustration, preconceptions, etc. can create incoherence in communication. Being genuine and authentic helps create coherent alignment in communication.

Step 1: Shift into a heart-coherent state before communicating to effectively share and receive information.

Suggestion: Set an intention to be respectful of others' views or situations.

Step 2: Listen for the essence of what is being said without prejudging or being pulled into drama before the communication is complete.

Suggestion: Remember to re-center your heart if you start to overreact or lose emotional composure. Speak in a genuine tone and consider what you are going to say and how it may affect others.

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Step 3: During important or sensitive communications, it's effective to confirm the essence of what you heard to ensure mutual understanding. Yet, when rushing communications, this is the step most of us forget.

Remember: Quieting the noise in the mind and emotions allows us to become more attuned to our own perceptions before we speak and to hear more genuinely what someone else is trying to say.

Coherent Communication Quick Steps:

1. Shift into heart coherence
2. Listen for the essence; speak with a genuine tone
3. Confirm mutual understanding

ACTION PLAN FOR PLUGGING ENERGY LEAKS

No matter how effective these techniques may be, their potential to increase resilience and operational readiness and reduce stress cannot be realized they are not used. As with any new skill, it takes practice and repetition or the new skill to become an automatic response, especially in challenging situations. Staying coherent requires effort, especially when first overcoming the inertia of our well-established habits.

Ongoing practice of the techniques, and when possible, use of the emWave® or Inner Balance™ Trainer facilitates a repatterning process in the brain and nervous system, where coherence - being calm and composed – becomes a new baseline or norm. Self-regulation then becomes increasingly familiar and automatic.

TAKE ACTION TO CHARGE YOUR INNER BATTERY AND ADD ENERGY TO YOUR SYSTEM:

- Prep with a coherence technique to set the tone for the day; use Heart-Focused Breathing.
- Take a few moments each day to practice Quick Coherence and breathe feelings like courage, dignity, honor, integrity, or any other renewing emotions.
- Use a coherence technique to deepen your composure and align.

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- with your self-security before challenging situations.
- Get adequate, renewing sleep.
- Appreciate something each day. Engage in an activity you enjoy.
- such as sports, a hobby or exercising.
- Prep with the Inner-Ease Technique before stressful interactions
- or communications to maintain judgment-free participation.
- Reset after a stressful interaction by practicing Heart-Focused Breathing or Freeze Frame.
- Commit to taking out the drama and not overreacting.
- Practice Coherent Communication in every interaction.
- Use your emWave or Inner Balance technology to help you.
- learn to sustain your coherence.



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Reference info:

Tacoma-Pierce County peer support plan.

https://www.piercecountywa.gov/DocumentCenter/View/87548/FINAL2_TPC-Peer-Support-Plan-v8_BASE

“PRIVACY, CONFIDENTIALITY, AND RECORDKEEPING

“All Peer Support personnel are required to maintain the highest levels of trustworthiness and confidentiality to the Peer Support programmatic guidelines. Those impacted by a traumatic/critical incident may find it difficult to open up and express themselves to those they do not trust, respect, or find credible. All program members must work to maintain themselves worthy of trust, both on assignment and in their professional day-to-day jobs. Peers who are trustworthy and demonstrate integrity and respect in what they do are the key element to assisting individuals in crisis.”

“Peer Support Team members are protected under state law. A peer supporter is privileged and not subject to disclosure in a judicial or administrative proceeding if the communication occurs during a peer support session whereas both parties are aware the peer is acting as a peer, and the person is recognized by the department as a peer. “

Pierce County FIT guidelines regarding employee rights/officer interviews:

SECTION 5.

EMPLOYEE RIGHTS/OFFICER INTERVIEWS

Law enforcement employees have the same rights and privileges regarding criminal interviews that any other citizen would have, including the right to remain silent, the right to consult with an attorney prior to an interview, and the right to have an attorney present during the interview.

Witness officers will be requested to either provide a written report or recorded interview as deemed appropriate by the Lead Investigator.

The Prosecutor’s Investigators will have the option to participate in whatever interviews they choose.

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Statements from the involved officer(s) usually occur in the days following the incident.

Statements from the involved officer(s) using force must be completely voluntary. Under no circumstances are investigators to take a compelled statement from the involved officer(s).

Dates and times of the involved officer(s) interviews will be scheduled through either the PCFIT Commander, Team Sergeant, and/or Lead Investigator in consultation with the involved officer(s) legal representative.

Interviews will be scheduled at a location chosen by investigators conducting the interviews.

All officer and witness interviews will be recorded and transcribed at the expense of the agency in which the interviewing investigator is a member of. If interviews are recorded on systems such as Case Cracker or similar, the PCFIT Commander and/or Lead Investigator will make certain copies of all interviews are retained on digital storage devices as opposed to a system server or computer network. The purpose of such is to establish a firewall to prevent agencies that house such recording systems from accessing content of the interviews themselves.





CITY OF ORTING BUDGET REQUEST

X	Capital Item	Change in Staff	New Program
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A budget request should be completed and submitted for any budget request. Please include all associated requests with your request including any additional capital costs that are associated with a new employee, for instance. Departments should prioritize their budget requests with "1" being the highest request, and no two requests within the same fund or department having the same priority number.

Title:		Department:		Fund:	
Police Radio Replacement Fund		POLICE		001-594-21-64-02 - Radios	
2024 Cost:		2025 Cost:		Priority:	
\$ 20,000.00		\$ 20,000.00		Department Contact: GABRELUK, DEVON	

Description of Request:
Multi-year Police Radio replacement program.

Justification of Request/Cost of Denial:
In 2011, Pierce County voters approved Proposition 1, a 1/10th of 1 percent sales tax to consolidate, purchase, acquire, and operate a single 911 center and radio communications network for Pierce County. A portion of these funds went towards acquiring the initial portable and mobile radios for use by Police and Fire agencies throughout the county upon a new county-wide digital radio system. These radios are currently 11 years old and have reached end of life. Existing radios will continue to operate on the Pierce County Digital System however these devices have reached End of Life status and Motorola no longer manufactures new parts and will not accept units for repair if damaged. A total of 15 Portable and 15 Mobile Police radios require replacement. A multi-year replacement plan is recommended to spread out replacement cost over multiple years. Funds requested will be reoccurring on an annual basis until all Police radios have been replaced.

Alternatives (Delayed Funding/Partial Funding):
The total cost of replacing all radios is approximately \$200,000. Much like our vehicle replacement program, spreading the total replacement cost out over the course of multiple years will allow the city to have a more predictable payment plan that is easier to manage year to year. Multiple radios will be purchased each year until all radios are replaced. If this budget request is not approved, Police will continue to use existing radios until they no longer function on the system or malfunction due to hardware failure. Police Radios are critical capital equipment items and are essential to department operations. Costs associated with unplanned radio replacements would likely require budget amendments for those years in which replacements occurred.

Cost Breakdown:

2023 Associated Cost		2024 Associated Cost	
Wages		Wages	
Benefits		Benefits	
Supplies		Supplies	
Other		Other	
Capital	\$20,000	Capital	\$ 20,000.00
Total	\$ 20,000.00	Total	\$ 20,000.00

One Time Expense	X	Continuous Funding Request
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Funding Source Description:
001-594-21-64-02 - Radios



CITY OF ORTING BUDGET REQUEST

X	Capital Item	Change in Staff	New Program
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A budget request should be completed and submitted for any budget request. Please include all associated requests with your request including any additional capital costs that are associated with a new employee, for instance. Departments should prioritize their budget requests with "1" being the highest request, and no two requests within the same fund or department having the same priority number.

Title:		Department:		Fund:	
Fingerprinting Equipment		POLICE		001-594-21-XX-XX	
2024 Cost:		2025 Cost:		Priority:	
\$ 10,000.00		\$ -		2	
		Department Contact:		GABRELUK, DEVON	

Description of Request:
 "Live Scan" Computerized Fingerprinting Machine

Justification of Request/Cost of Denial:
 Obtaining fingerprints from persons arrested serves multiple purposes. Not only does it assist with solving crimes committed by the same arestee at some point in the future, but they are also essential in identifying an arestee when their identity is unknown due to dishonesty or refusal to self-identify when being processed. Additionally, fingerprints are required at the time of arrest in order for criminal charges to be included upon a persons criminal history record. Over the course of the past 20 years, the Orting Police Department has relied on obtaining fingerprints from the jail or booking facility when an individual is booked for their crime. This results in most persons charged with crimes in Orting to go un-fingerprinted and thus, these charges do not get included upon the person's criminal history.

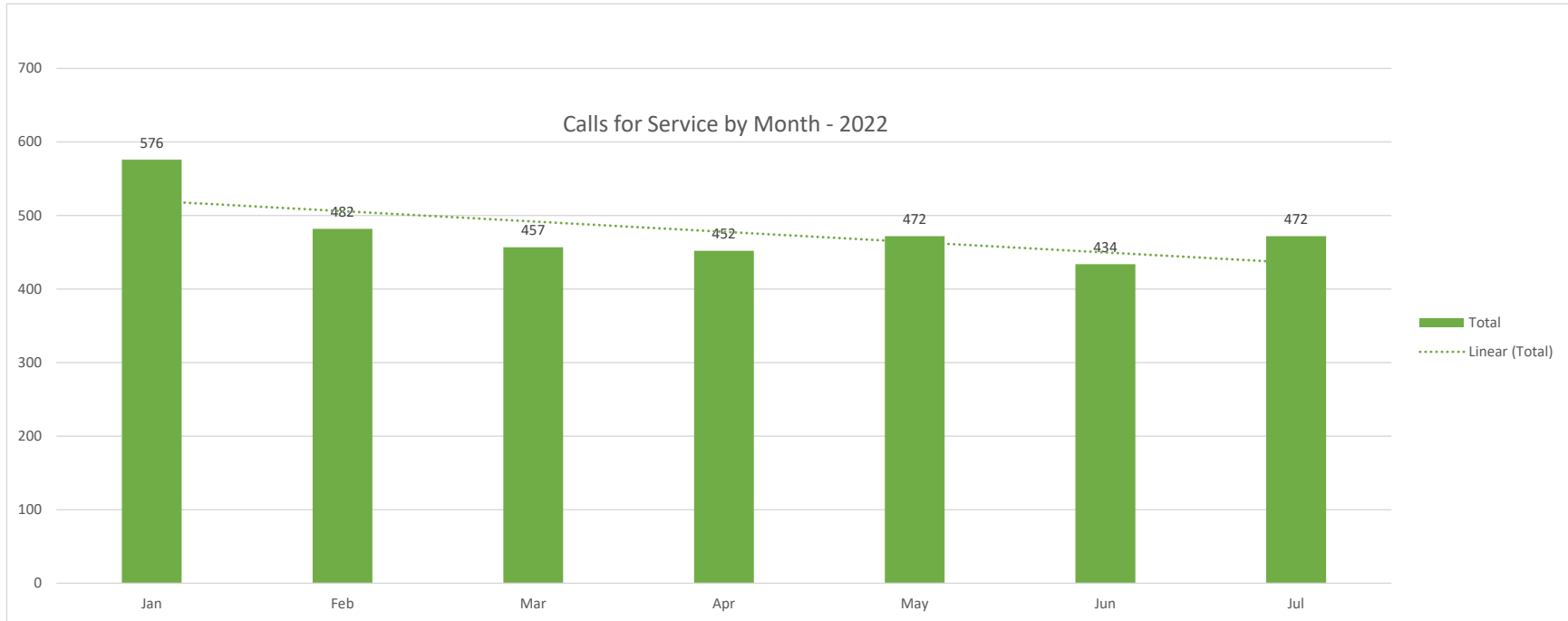
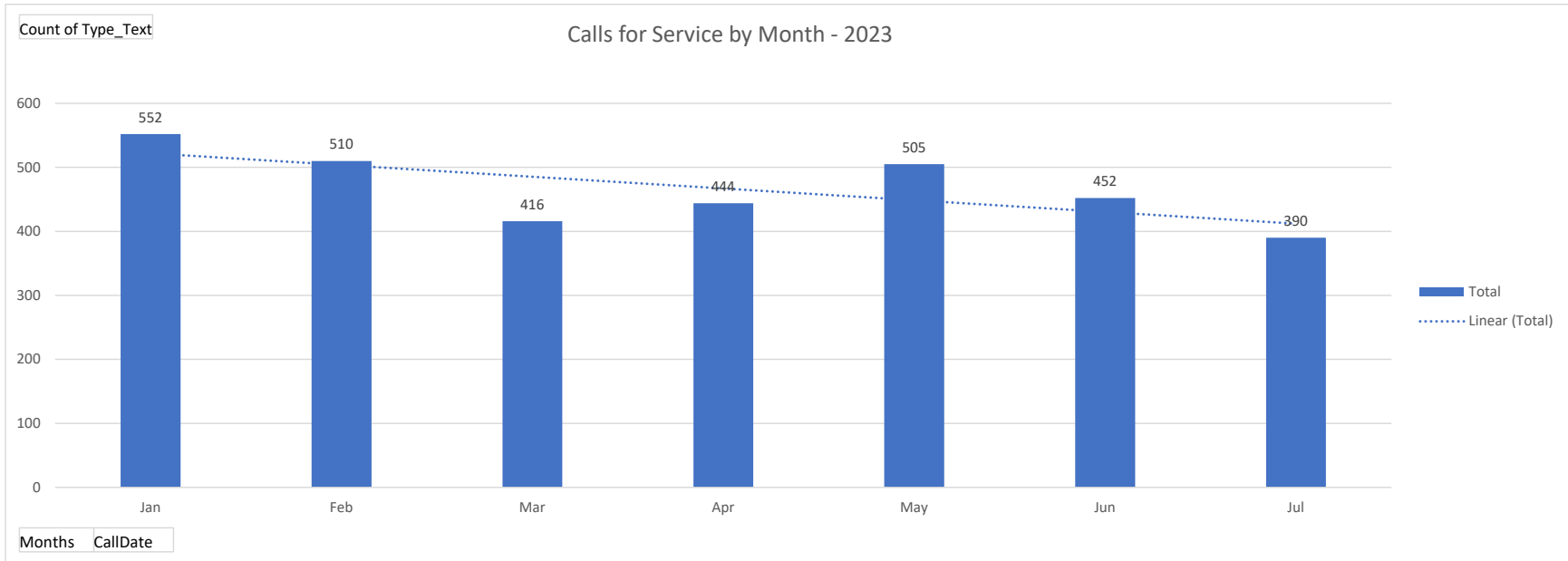
Alternatives (Delayed Funding/Partial Funding):
 The Orting Police Department should be fingerprinting all persons arrested and charged with crimes, not just those who are booked into jail. Continuing to only obtain fingerprints form a subset of those arrested does the entire criminal justice system a disservice as it reduces the amount of prints available to agencies throughout the entire country for use in comparison and ultimately reducing the number of potential solved crimes.

Cost Breakdown:

2023 Associated Cost		2024 Associated Cost	
Wages		Wages	
Benefits		Benefits	
Supplies		Supplies	
Other		Other	
Capital	\$10,000	Capital	\$ 10,000.00
Total	\$ 10,000.00	Total	\$ 10,000.00

One Time Expense	X	Continuous Funding Request
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Funding Source Description:
 001-594-21-XX-XX



Case Number	Subject	Occurred On	Role	M	H	Name	R	S	H	W
2318402332	Trespass Notification Shoplifting - Att Arrest	07/03/23	Arrested		X	Name 4	W	M	5'4"	130
2319402473	Trespass Notification Shoplifting Arrest	07/13/23	Arrested		X	Name 5	W	M	6'2"	212

Case Number	Subject	Occurred On	Role	M	H	Name/ID	R	S	H	W
2318401544	Suicide	07/03/23	Victim	X		Name 1	W	M	6'1"	195
2318701455	FIR	07/06/23	Suspect	X		Name 2	W	M		
2320502252	Trespass Notification	07/24/23	Other	X		Name 3	W	M	5'5"	150

IncidentNo	CallDate	CallTime	Type_Text
2318200008	7/1/2023	0:03:03	CITIZEN FLAG DOWN
2318200135	7/1/2023	1:22:22	PHONE MESSAGE FOR OFFICER
2318200155	7/1/2023	1:35:35	MVC - NON INJURY
2318200561	7/1/2023	8:57:57	DISORDERLY - FIGHT
2318200750	7/1/2023	10:44:44	WELFARE CHECK
2318201350	7/1/2023	15:16:16	ALARM OTHER
2318201433	7/1/2023	15:50:50	ALARM OTHER
2318201990	7/1/2023	19:49:49	ABANDONED VEHICLE
2318209066	7/1/2023	20:17:17	FIREWORKS CSS
2318202069	7/1/2023	20:18:18	OFF ROAD VEHICLE COMPLAINT
2318209067	7/1/2023	20:20:20	FIREWORKS CSS
2318209069	7/1/2023	20:28:28	FIREWORKS CSS
2318202209	7/1/2023	21:13:13	FIREWORKS
2318202224	7/1/2023	21:18:18	WELFARE CHECK
2318209084	7/1/2023	21:22:22	FIREWORKS CSS
2318209109	7/1/2023	21:59:59	FIREWORKS CSS
2318202506	7/1/2023	23:14:14	PARTY - UNK IF ADULT OR JUVENILE
2318202532	7/1/2023	23:26:26	TRAFFIC STOP
2318202538	7/1/2023	23:28:28	CITIZEN ASSIST
2318202557	7/1/2023	23:37:37	TRAFFIC STOP
2318300161	7/2/2023	1:36:36	SUSPICIOUS - VEHICLE
2318300177	7/2/2023	1:52:52	SUSPICIOUS - VEHICLE
2318300633	7/2/2023	9:23:23	UNWANTED PERSON
2318300641	7/2/2023	9:29:29	ASSAULT NO WEAPON ~ NOT IN PROGRESS
2318300766	7/2/2023	10:57:57	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318301220	7/2/2023	14:44:44	911 HANG-UP/OPEN LINE
2318301464	7/2/2023	16:22:22	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318301612	7/2/2023	17:20:20	RUNAWAY
2318302006	7/2/2023	20:13:13	ANIMAL COMPLAINT (GENERAL)
2318309040	7/2/2023	20:16:16	FIREWORKS CSS
2318309047	7/2/2023	20:48:48	FIREWORKS CSS
2318302120	7/2/2023	21:00:00	DISABLED VEHICLE IN ROADWAY
2318302247	7/2/2023	21:52:52	FIREWORKS
2318302336	7/2/2023	22:29:29	FIREWORKS
2318302357	7/2/2023	22:39:39	TRAFFIC STOP
2318302390	7/2/2023	22:54:54	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318302510	7/2/2023	23:54:54	WELFARE CHECK
2318400001	7/3/2023	0:01:01	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318400066	7/3/2023	0:41:41	SUBJECT STOP - SUBJECT IN VEHICLE
2318400367	7/3/2023	6:21:21	CITIZEN ASSIST
2318400612	7/3/2023	8:52:52	SUSPICIOUS - PERSON
2318401170	7/3/2023	13:14:14	FOLLOW UP
2318401181	7/3/2023	13:18:18	TRAFFIC STOP
2318401224	7/3/2023	13:37:37	DISORDERLY - VERBAL ALTERCATION
2318401544	7/3/2023	15:38:38	DEATH - SUICIDE
2318401721	7/3/2023	16:44:44	WELFARE CHECK

2318401882	7/3/2023	17:48:48	FOLLOW UP
2318402019	7/3/2023	18:46:46	911 HANG-UP/OPEN LINE
2318409069	7/3/2023	19:14:14	FIREWORKS CSS
2318402178	7/3/2023	19:43:43	CITIZEN ASSIST
2318402209	7/3/2023	19:57:57	WELFARE CHECK
2318402264	7/3/2023	20:16:16	FOLLOW UP
2318409085	7/3/2023	20:18:18	FIREWORKS CSS
2318402332	7/3/2023	20:46:46	PERSON WITH WEAPON
2318409097	7/3/2023	21:04:04	FIREWORKS CSS
2318402433	7/3/2023	21:28:28	FIREWORKS
2318402464	7/3/2023	21:40:40	FIREWORKS
2318402546	7/3/2023	22:02:02	FIREWORKS
2318402583	7/3/2023	22:13:13	FIREWORKS
2318402605	7/3/2023	22:17:17	FIREWORKS
2318402648	7/3/2023	22:29:29	FIREWORKS
2318402658	7/3/2023	22:32:32	FIREWORKS
2318402684	7/3/2023	22:42:42	FIREWORKS
2318402694	7/3/2023	22:46:46	CITIZEN FLAG DOWN
2318500703	7/4/2023	9:44:44	ATTEMPT MOTOR VEHICLE THEFT
2318500767	7/4/2023	10:20:20	SUBJECT STOP - SUBJECT IN VEHICLE
2318500910	7/4/2023	11:29:29	PARKING PROBLEM
2318501043	7/4/2023	12:25:25	911 HANG-UP/OPEN LINE
2318501290	7/4/2023	14:06:06	911 HANG-UP/OPEN LINE
2318509059	7/4/2023	14:14:14	FIREWORKS CSS
2318501477	7/4/2023	15:13:13	UNKNOWN TROUBLE
2318501517	7/4/2023	15:24:24	FOUND PROPERTY
2318501942	7/4/2023	18:03:03	HARASSMENT
2318502023	7/4/2023	18:34:34	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2318502028	7/4/2023	18:35:35	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2318502261	7/4/2023	19:39:39	911 HANG-UP/OPEN LINE
2318502564	7/4/2023	21:01:01	TRAFFIC STOP
2318504038	7/4/2023	23:45:45	911 HANG-UP/OPEN LINE
2318504075	7/4/2023	23:47:47	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2318504084	7/4/2023	23:48:48	911 HANG-UP/OPEN LINE
2318504087	7/4/2023	23:48:48	911 HANG-UP/OPEN LINE
2318504116	7/4/2023	23:51:51	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2318504118	7/4/2023	23:51:51	911 HANG-UP/OPEN LINE
2318504124	7/4/2023	23:51:51	911 HANG-UP/OPEN LINE
2318504129	7/4/2023	23:52:52	911 HANG-UP/OPEN LINE
2318504134	7/4/2023	23:52:52	911 HANG-UP/OPEN LINE
2318504157	7/4/2023	23:54:54	911 HANG-UP/OPEN LINE
2318600001	7/5/2023	0:00:00	911 HANG-UP/OPEN LINE
2318600006	7/5/2023	0:00:00	911 HANG-UP/OPEN LINE
2318600042	7/5/2023	0:03:03	911 HANG-UP/OPEN LINE
2318600221	7/5/2023	0:20:20	SHOTS FIRED - NO KNOWN VICTIMS
2318600307	7/5/2023	0:27:27	911 HANG-UP/OPEN LINE
2318600565	7/5/2023	1:06:06	FIRE (CALL TRANSFERRED TO FIRE PSAP)

2318600844	7/5/2023	4:10:10	911 HANG-UP/OPEN LINE
2318601348	7/5/2023	9:21:21	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318601653	7/5/2023	11:21:21	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318601760	7/5/2023	12:03:03	LOST PROPERTY
2318601869	7/5/2023	12:41:41	ASSAULT NO WEAPON ~ NOT IN PROGRESS
2318602452	7/5/2023	16:03:03	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2318602667	7/5/2023	17:20:20	911 HANG-UP/OPEN LINE
2318602803	7/5/2023	18:13:13	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318602824	7/5/2023	18:20:20	911 HANG-UP/OPEN LINE
2318602841	7/5/2023	18:29:29	WARRANT SERVICE/SUBJ WITH WARR
2318602924	7/5/2023	19:02:02	SECURITY CHECK
2318603118	7/5/2023	20:26:26	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318603559	7/5/2023	23:14:14	TRAFFIC STOP
2318603581	7/5/2023	23:26:26	SECURITY CHECK
2318700115	7/6/2023	1:33:33	ALARM OTHER
2318700717	7/6/2023	9:17:17	WELFARE CHECK
2318701223	7/6/2023	12:39:39	PHONE MESSAGE FOR OFFICER
2318701455	7/6/2023	14:06:06	CITIZEN FLAG DOWN
2318701503	7/6/2023	14:22:22	CITIZEN FLAG DOWN
2318701512	7/6/2023	14:24:24	FOLLOW UP
2318701739	7/6/2023	15:51:51	TRAFFIC COMPLAINT (RECKLESS VEHICLE)
2318701948	7/6/2023	17:13:13	DVV - VERBAL DOMESTIC
2318702198	7/6/2023	18:56:56	BURGLARY ALARM - COMMERCIAL
2318702275	7/6/2023	19:20:20	CITIZEN ASSIST
2318702469	7/6/2023	20:37:37	CIVIL CHILD CUSTODY
2318702549	7/6/2023	21:12:12	PARKING PROBLEM
2318702601	7/6/2023	21:30:30	CITIZEN ASSIST
2318702831	7/6/2023	23:19:19	DVV - VERBAL DOMESTIC ~ NOT IN PROGRESS
2318800300	7/7/2023	4:11:11	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2318800748	7/7/2023	9:41:41	MVC - INJURY OR UNK INJURY
2318800754	7/7/2023	9:42:42	MVC - INJURY OR UNK INJURY
2318801083	7/7/2023	12:22:22	FOLLOW UP
2318801295	7/7/2023	13:42:42	DISORDERLY - VERBAL ALTERCATION
2318801348	7/7/2023	14:01:01	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318801448	7/7/2023	14:43:43	FOLLOW UP
2318801536	7/7/2023	15:25:25	FOLLOW UP
2318801537	7/7/2023	15:26:26	FOLLOW UP
2318801557	7/7/2023	15:38:38	TRAFFIC STOP
2318801588	7/7/2023	15:47:47	RAPE ~ NOT IN PROGRESS
2318801671	7/7/2023	16:17:17	WELFARE CHECK
2318801760	7/7/2023	16:50:50	PHONE MESSAGE FOR OFFICER
2318801918	7/7/2023	17:57:57	INFORMATION FOR POLICE
2318801952	7/7/2023	18:11:11	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318802018	7/7/2023	18:35:35	PHONE MESSAGE FOR OFFICER
2318802021	7/7/2023	18:36:36	WELFARE CHECK
2318802243	7/7/2023	20:16:16	FOLLOW UP
2318802501	7/7/2023	22:09:09	MVC - INJURY OR UNK INJURY

2318900198	7/8/2023	3:18:18	SECURITY CHECK
2318900216	7/8/2023	3:42:42	SECURITY CHECK
2318900250	7/8/2023	4:11:11	FOLLOW UP
2318900253	7/8/2023	4:20:20	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318900271	7/8/2023	4:46:46	ABANDONED VEHICLE
2318900435	7/8/2023	7:46:46	ABANDONED VEHICLE
2318900630	7/8/2023	9:56:56	CITIZEN ASSIST
2318900676	7/8/2023	10:21:21	ANIMAL AT LARGE
2318901192	7/8/2023	14:38:38	SUSPICIOUS - VEHICLE ~ NOT IN PROGRESS
2318901344	7/8/2023	15:51:51	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318901630	7/8/2023	17:51:51	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318901758	7/8/2023	18:34:34	TRAFFIC STOP
2318901817	7/8/2023	19:01:01	TRAFFIC STOP
2318901919	7/8/2023	19:35:35	MVC - HIT & RUN
2318901949	7/8/2023	19:49:49	DVV - VERBAL DOMESTIC
2318901955	7/8/2023	19:53:53	911 HANG-UP/OPEN LINE
2318902041	7/8/2023	20:27:27	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2318902096	7/8/2023	20:56:56	TRAFFIC STOP
2318902145	7/8/2023	21:12:12	FOLLOW UP
2318902163	7/8/2023	21:19:19	UNKNOWN TROUBLE
2318902381	7/8/2023	22:35:35	SECURITY CHECK
2319000006	7/9/2023	0:01:01	MISSING AT RISK INDIVIDUAL
2319000062	7/9/2023	0:40:40	TRAFFIC STOP
2319000569	7/9/2023	8:52:52	MVC - HIT & RUN
2319000633	7/9/2023	9:35:35	ANIMAL COMPLAINT (GENERAL)
2319000666	7/9/2023	9:55:55	CITIZEN ASSIST
2319001192	7/9/2023	14:28:28	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319001295	7/9/2023	15:07:07	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319001345	7/9/2023	15:20:20	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319001383	7/9/2023	15:31:31	SECURITY CHECK
2319001686	7/9/2023	17:53:53	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319001738	7/9/2023	18:20:20	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2319001768	7/9/2023	18:30:30	MVC - HIT & RUN
2319002188	7/9/2023	21:33:33	TRAFFIC STOP
2319002232	7/9/2023	21:55:55	TRAFFIC STOP
2319002322	7/9/2023	22:34:34	DISORDERLY - VERBAL ALTERCATION
2319002381	7/9/2023	22:58:58	SUSPICIOUS - VEHICLE
2319100778	7/10/2023	10:26:26	SUSPICIOUS - VEHICLE
2319101277	7/10/2023	14:00:00	IDENTITY THEFT
2319101512	7/10/2023	15:21:21	CITIZEN FLAG DOWN
2319101835	7/10/2023	17:30:30	SECURITY CHECK
2319101892	7/10/2023	17:54:54	WELFARE CHECK
2319102522	7/10/2023	22:56:56	TRAFFIC STOP
2319102548	7/10/2023	23:07:07	SUSPICIOUS - VEHICLE
2319102567	7/10/2023	23:21:21	TRAFFIC STOP
2319200229	7/11/2023	3:38:38	BURGLARY ALARM - COMMERCIAL
2319200249	7/11/2023	3:48:48	BURGLARY ALARM - COMMERCIAL

2319200264	7/11/2023	4:05:05	BURGLARY ALARM - COMMERCIAL
2319200629	7/11/2023	9:02:02	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319200936	7/11/2023	11:27:27	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319201185	7/11/2023	13:10:10	SUSPICIOUS - VEHICLE
2319201520	7/11/2023	15:29:29	FOLLOW UP
2319201652	7/11/2023	16:20:20	CIVIL ISSUE
2319201653	7/11/2023	16:20:20	CIVIL ISSUE
2319202012	7/11/2023	18:23:23	SECURITY CHECK
2319202238	7/11/2023	19:50:50	WELFARE CHECK
2319202254	7/11/2023	19:58:58	WELFARE CHECK
2319202347	7/11/2023	20:40:40	TRAFFIC STOP
2319202363	7/11/2023	20:49:49	DV - PHYSICAL
2319202366	7/11/2023	20:50:50	FOLLOW UP
2319202567	7/11/2023	22:20:20	SHOPLIFT ~ NOT IN PROGRESS
2319301006	7/12/2023	11:39:39	SUICIDE THREAT
2319301222	7/12/2023	13:15:15	ANIMAL COMPLAINT (GENERAL)
2319301239	7/12/2023	13:21:21	FOLLOW UP
2319301333	7/12/2023	14:00:00	ANIMAL COMPLAINT (GENERAL)
2319301354	7/12/2023	14:07:07	WARRANT SERVICE/SUBJ WITH WARR
2319301463	7/12/2023	14:51:51	CITIZEN ASSIST
2319301618	7/12/2023	15:43:43	911 HANG-UP/OPEN LINE
2319302180	7/12/2023	19:41:41	FOLLOW UP
2319400327	7/13/2023	5:00:00	WELFARE CHECK
2319400606	7/13/2023	8:17:17	SUSPICIOUS - VEHICLE
2319400653	7/13/2023	8:40:40	NARCOTICS ACTIVITY
2319401260	7/13/2023	13:06:06	911 HANG-UP/OPEN LINE
2319401615	7/13/2023	15:16:16	DVV - VERBAL DOMESTIC
2319401620	7/13/2023	15:18:18	DVV - VERBAL DOMESTIC ~ NOT IN PROGRESS
2319401690	7/13/2023	15:42:42	SHOPLIFT
2319401831	7/13/2023	16:40:40	WELFARE CHECK
2319401845	7/13/2023	16:51:51	FOUND PROPERTY
2319401924	7/13/2023	17:23:23	DVV - VERBAL DOMESTIC
2319402203	7/13/2023	19:12:12	SECURITY CHECK
2319402327	7/13/2023	20:05:05	911 HANG-UP/OPEN LINE
2319402421	7/13/2023	20:36:36	HAZARD - MISCELLANEOUS
2319402473	7/13/2023	20:57:57	SUSPICIOUS - PERSON
2319500157	7/14/2023	2:13:13	ABUSE - CHILD OR ADULT
2319500334	7/14/2023	5:15:15	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319500721	7/14/2023	9:04:04	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319500737	7/14/2023	9:13:13	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319500762	7/14/2023	9:24:24	WELFARE CHECK
2319501025	7/14/2023	11:22:22	ANIMAL COMPLAINT (GENERAL)
2319501563	7/14/2023	15:08:08	BURGLARY ALARM - COMMERCIAL
2319501667	7/14/2023	15:40:40	WELFARE CHECK
2319501678	7/14/2023	15:46:46	911 HANG-UP/OPEN LINE
2319501756	7/14/2023	16:18:18	THREATS
2319501880	7/14/2023	17:06:06	911 HANG-UP/OPEN LINE

2319501890	7/14/2023	17:10:10	WELFARE CHECK
2319502026	7/14/2023	18:07:07	CITIZEN ASSIST
2319502057	7/14/2023	18:18:18	911 HANG-UP/OPEN LINE
2319502067	7/14/2023	18:23:23	911 HANG-UP/OPEN LINE
2319502373	7/14/2023	20:21:21	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319502415	7/14/2023	20:32:32	CITIZEN ASSIST
2319502417	7/14/2023	20:34:34	911 HANG-UP/OPEN LINE
2319502423	7/14/2023	20:36:36	FOLLOW UP
2319600062	7/15/2023	0:34:34	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319601128	7/15/2023	13:08:08	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319601665	7/15/2023	16:25:25	CITIZEN FLAG DOWN
2319601858	7/15/2023	17:33:33	FOOT PATROL
2319602064	7/15/2023	19:03:03	TRAFFIC STOP
2319602308	7/15/2023	20:58:58	TRAFFIC STOP
2319602342	7/15/2023	21:11:11	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319602435	7/15/2023	21:41:41	TRAFFIC STOP
2319602562	7/15/2023	22:31:31	SUSPICIOUS - VEHICLE
2319602597	7/15/2023	22:40:40	SUSPICIOUS - VEHICLE
2319700334	7/16/2023	4:10:10	911 HANG-UP/OPEN LINE
2319700810	7/16/2023	10:44:44	FOLLOW UP
2319701103	7/16/2023	13:10:10	STALKING
2319701816	7/16/2023	18:22:22	SECURITY CHECK
2319701875	7/16/2023	18:43:43	SECURITY CHECK
2319702024	7/16/2023	19:41:41	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319702150	7/16/2023	20:41:41	TRAFFIC STOP
2319702265	7/16/2023	21:41:41	TRAFFIC STOP
2319702319	7/16/2023	22:05:05	DISABLED VEHICLE IN ROADWAY
2319702434	7/16/2023	22:51:51	TRAFFIC STOP
2319702441	7/16/2023	22:58:58	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319800298	7/17/2023	4:35:35	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319800314	7/17/2023	4:55:55	TRAFFIC STOP
2319800572	7/17/2023	8:09:09	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319801232	7/17/2023	13:04:04	MOLESTATION/GROPING ~ NOT IN PROGRESS
2319801816	7/17/2023	16:31:31	MVC - NON INJURY
2319802220	7/17/2023	18:51:51	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319802650	7/17/2023	22:04:04	911 HANG-UP/OPEN LINE
2319802725	7/17/2023	22:35:35	WELFARE CHECK
2319802813	7/17/2023	23:15:15	SECURITY CHECK
2319802825	7/17/2023	23:22:22	AGENCY ASSIST
2319900045	7/18/2023	0:40:40	SUSPICIOUS - VEHICLE
2319900048	7/18/2023	0:46:46	PARKING PROBLEM
2319900655	7/18/2023	9:13:13	SECURITY CHECK
2319900993	7/18/2023	11:40:40	TRAFFIC STOP
2319901181	7/18/2023	12:53:53	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319901319	7/18/2023	13:51:51	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2319901722	7/18/2023	16:23:23	CITIZEN ASSIST
2319902090	7/18/2023	18:56:56	CIVIL ISSUE

2319902180	7/18/2023	19:34:34	CITIZEN ASSIST
2319902474	7/18/2023	21:40:40	TRAFFIC STOP
2319902595	7/18/2023	22:31:31	TRAFFIC STOP
2319902622	7/18/2023	22:42:42	DISORDERLY - VERBAL ALTERCATION
2319902707	7/18/2023	23:24:24	TRAFFIC STOP
2320000171	7/19/2023	2:13:13	911 HANG-UP/OPEN LINE
2320000857	7/19/2023	9:58:58	HAZARD - MISCELLANEOUS
2320001260	7/19/2023	12:41:41	ABUSE - CHILD OR ADULT
2320001422	7/19/2023	13:40:40	FOUND CHILD
2320001782	7/19/2023	16:10:10	DISABLED VEHICLE IN ROADWAY
2320002054	7/19/2023	18:03:03	VANDALISM
2320002263	7/19/2023	19:33:33	NOISE COMPLAINT
2320002297	7/19/2023	19:50:50	CITIZEN ASSIST
2320002450	7/19/2023	20:51:51	NOISE COMPLAINT
2320002784	7/19/2023	23:33:33	SECURITY CHECK
2320002808	7/19/2023	23:49:49	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320002811	7/19/2023	23:52:52	DUI
2320100263	7/20/2023	3:31:31	WELFARE CHECK
2320100742	7/20/2023	9:18:18	JUVENILE PROBLEM (GENERAL)
2320100988	7/20/2023	11:03:03	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2320101330	7/20/2023	13:34:34	ANIMAL COMPLAINT (GENERAL)
2320101945	7/20/2023	17:04:04	FRAUD/FORGERY
2320101989	7/20/2023	17:23:23	MOLESTATION/GROPING ~ NOT IN PROGRESS
2320102041	7/20/2023	17:46:46	VEHICLE RECOVERY
2320102099	7/20/2023	18:05:05	911 HANG-UP/OPEN LINE
2320102193	7/20/2023	18:45:45	DISABLED VEHICLE IN ROADWAY
2320102196	7/20/2023	18:46:46	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320102471	7/20/2023	20:42:42	PARKING PROBLEM
2320102517	7/20/2023	21:07:07	ABANDONED VEHICLE
2320102766	7/20/2023	22:58:58	SUSPICIOUS - PROWLER
2320102849	7/20/2023	23:36:36	SECURITY CHECK
2320201007	7/21/2023	11:56:56	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2320201907	7/21/2023	18:12:12	SECURITY CHECK
2320202005	7/21/2023	18:43:43	DV - PHYSICAL
2320202112	7/21/2023	19:34:34	FOLLOW UP
2320202344	7/21/2023	21:20:20	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320202423	7/21/2023	22:01:01	SUSPICIOUS - PERSON ~ NOT IN PROGRESS
2320202547	7/21/2023	23:01:01	NOISE COMPLAINT
2320202587	7/21/2023	23:26:26	PARKING PROBLEM
2320202605	7/21/2023	23:32:32	PARKING PROBLEM
2320300006	7/22/2023	0:01:01	WELFARE CHECK
2320300122	7/22/2023	1:15:15	911 HANG-UP/OPEN LINE
2320300426	7/22/2023	6:52:52	DVV - VERBAL DOMESTIC
2320300531	7/22/2023	8:20:20	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320300793	7/22/2023	10:41:41	MVC - NON INJURY
2320300898	7/22/2023	11:30:30	ANIMAL AT LARGE
2320301258	7/22/2023	14:29:29	911 HANG-UP/OPEN LINE

2320301618	7/22/2023	17:12:12	TRAFFIC STOP
2320301900	7/22/2023	19:14:14	TRAFFIC STOP
2320301934	7/22/2023	19:24:24	FOLLOW UP
2320301952	7/22/2023	19:31:31	SUSPICIOUS - VEHICLE
2320301951	7/22/2023	19:31:31	TRAFFIC STOP
2320301955	7/22/2023	19:32:32	911 HANG-UP/OPEN LINE
2320302060	7/22/2023	20:09:09	TRAFFIC STOP
2320302190	7/22/2023	20:59:59	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320302260	7/22/2023	21:28:28	FOLLOW UP
2320302319	7/22/2023	21:49:49	TRAFFIC COMPLAINT (RECKLESS VEHICLE)
2320302334	7/22/2023	21:58:58	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320400008	7/23/2023	0:06:06	JUVENILE PROBLEM (GENERAL)
2320400547	7/23/2023	8:45:45	DISABLED VEHICLE IN ROADWAY
2320401071	7/23/2023	13:44:44	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320401335	7/23/2023	15:57:57	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320401562	7/23/2023	17:48:48	UNWANTED CUSTOMER
2320401929	7/23/2023	20:37:37	SECURITY CHECK
2320402223	7/23/2023	22:25:25	TRAFFIC STOP
2320402270	7/23/2023	22:50:50	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320500114	7/24/2023	1:37:37	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320500164	7/24/2023	2:30:30	SUSPICIOUS - VEHICLE
2320500654	7/24/2023	9:34:34	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320500704	7/24/2023	9:54:54	CITIZEN FLAG DOWN
2320500747	7/24/2023	10:14:14	INFORMATION FOR POLICE
2320500867	7/24/2023	11:07:07	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320501291	7/24/2023	14:21:21	HARASSMENT
2320501424	7/24/2023	15:16:16	FOLLOW UP
2320501817	7/24/2023	18:04:04	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320502011	7/24/2023	19:30:30	TRAFFIC STOP
2320502122	7/24/2023	20:11:11	TRAFFIC STOP
2320502161	7/24/2023	20:25:25	TRAFFIC STOP
2320502181	7/24/2023	20:35:35	TRAFFIC STOP
2320502238	7/24/2023	21:01:01	TRAFFIC STOP
2320502240	7/24/2023	21:03:03	TRAFFIC STOP
2320502252	7/24/2023	21:10:10	UNWANTED LOITERER
2320600664	7/25/2023	9:18:18	THEFT
2320600792	7/25/2023	10:12:12	FOLLOW UP
2320601789	7/25/2023	16:58:58	OFF ROAD VEHICLE COMPLAINT
2320601895	7/25/2023	17:41:41	CITIZEN ASSIST
2320601925	7/25/2023	17:51:51	FOLLOW UP
2320602301	7/25/2023	20:48:48	FOLLOW UP
2320602398	7/25/2023	21:25:25	TRAFFIC STOP
2320602438	7/25/2023	21:47:47	TRAFFIC STOP
2320602475	7/25/2023	22:09:09	TRAFFIC STOP
2320602514	7/25/2023	22:30:30	TRAFFIC STOP
2320700626	7/26/2023	8:48:48	INFORMATION FOR POLICE
2320701301	7/26/2023	13:24:24	FOUND NARCOTICS

2320701554	7/26/2023	15:09:09	ANIMAL COMPLAINT (GENERAL)
2320701619	7/26/2023	15:38:38	WARRANT SERVICE/SUBJ WITH WARR
2320701992	7/26/2023	18:06:06	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320702086	7/26/2023	18:39:39	CIVIL CHILD CUSTODY
2320702169	7/26/2023	19:18:18	MISSING CHILD
2320702193	7/26/2023	19:27:27	FOLLOW UP
2320800745	7/27/2023	9:31:31	FRAUD/FORGERY
2320801361	7/27/2023	13:21:21	MVC - INJURY OR UNK INJURY
2320801671	7/27/2023	15:24:24	WELFARE CHECK
2320801703	7/27/2023	15:36:36	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320801810	7/27/2023	16:22:22	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320802032	7/27/2023	17:47:47	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)
2320802552	7/27/2023	21:28:28	FIRE (CALL TRANSFERRED TO FIRE PSAP)
2320802607	7/27/2023	21:56:56	911 HANG-UP/OPEN LINE
2320900259	7/28/2023	4:30:30	MEDICAL AID (CALL TRANSFERRED TO FIRE PSAP)

Officer	Total Training Hours	Required	Percent of Required
BOND	63.00	24.00	263%
KENYON	105.00	24.00	438%
GABRELUK	51.25	24.00	214%
TURNER	25.00	24.00	104%
J. PALOMBI	3.00	24.00	13%
G. PALOMBI	2.00	24.00	8%
J. GIBBS	49.00	24.00	204%
POWERS	15.00	24.00	63%
BOONE	65.00	24.00	271%
HATTAWAY	9.00	24.00	38%
Total	387.25	240.00	161%

Statewide Crime Profile

The following section provides statewide offense counts for Crimes Against Persons, Crimes Against Property, and Crimes Against Society. These numbers are derived from monthly National Incident-Based Reporting System (NIBRS) submissions by Washington State law enforcement agencies.

Facts at a Glance

- The total population for the State of Washington is **7,865,768**.
- In 2022, there were **204** agencies that reported two consecutive years of NIBRS data. Of these agencies, there were **527,124** Group A offenses reported in 2022; compared to **485,826** Group A offenses reported in 2021. This resulted in an *increase* of **8.5%** in Group A offenses reported.
 - In 2022, Crimes Against Persons showed an *increase* of **4.9%** with **109,963** offenses reported; compared to 2021 offenses reported of **104,842**.
 - In 2022, Crimes Against Property showed an *increase* of **9.8%** with **400,304** offenses reported; compared to **364,614** offenses reported in 2021.
 - In 2022, Crimes Against Society showed an *increase* of **3.0%** with **16,857** offenses reported; compared to **16,370** offenses reported in 2021.
 - In 2022, Violent Crimes showed an *increase* of **8.9%** with **32,397** offenses reported; compared to **29,750** offenses reported in 2021.
- There were **394** murders in 2022; this is an increase of **16.6%** compared to **338** murders in 2021. This number reflects the late submission data as of June 27th, 2023, and included in the Facts at a Glance. The number reflected in the CIW report is as of March 22, 2023, and will be updated in future revisions of the whole report.
- In the category of Crimes Against Property, the three offense types with the highest percentage are Larceny-Theft with **44.5%**, Destruction of Property with **21.5%**, and Motor Vehicle Theft with **11.8%**.
- Group A offenses were cleared by arrest or exceptional means **19.5%** of the time.
- The crime rate (per 1,000 in population) for Group A offenses was **67.5**.
- The total arrest rate per 1,000 in population was **17.10**.
- Juveniles comprised of **4.6%** of the total arrests.
- Domestic Violence offenses made up **45.9%** of all Crimes Against Persons and **2.7%** of all Crimes Against Property.
- A total of **22,085** persons were arrested for DUI, including **115** juveniles.

Facts at a Glance

- A total of **544** hate crime incidents were reported.
- There were a total of **2375** assaults on law enforcement officers and **two** officers killed in the line of duty.
- Full-time law enforcement employees totaled **15,604**; of these **10,666** were commissioned officers.
- There were **1,444** arrests for Drug/Narcotic Violations; of that number **11.6%** were persons under 18 years of age.
 - Possessing/concealing of marijuana constituted **7.1%** of the total drug abuse incidents; the distributing/selling of marijuana accounted for **1.1%** of incidents (*type of criminal activity can be entered three times in each incident*).
 - Possessing/concealing of heroin constituted **3.1%** of the total drug abuse incidents; the distributing/selling of heroin accounted for **1.5%** of incidents (*type of criminal activity can be entered three times in each incident*).
- The weapon type of “Personal Weapons” (hands, fists, or feet) was reported in **49,684** incidents; firearms were reported in **12,591** incidents (*up to three weapons can be reported in each incident*).
- There were **5,788** sexual assault (forcible and non-forcible) incidents reported in 2022. There was a total of **5,788** victims in these incidents; with a total of **4,694** offenders.
- There was a total of **61,682** domestic violence incidents reported; **14,553** of these incidents were Violations of Protection or No Contact Orders.



Crime Clock

One Crime Against Persons
every **4.8** minutes

Murder
every **22.8** hours

Manslaughter
every **7.0** days

Rape
every **3.4** hours

Forcible Sex Offense
(excluding Rape)
every **3.0** hours

Aggravated Assault
every **26.5** minutes

Simple Assault
every **10.5** minutes

Intimidation
every **37.4** minutes

Kidnapping/Abduction
every **5.5** hours

Non-Forcible Sex Offenses
every **1.4** days

Human Trafficking Offenses
every **6.5** days

Violation of No Contact/Protection Order
every **27.6** minutes

One Crime Against Property
every **1.3** minutes

Robbery
every **1.3** hours

Burglary
every **11.8** minutes

Larceny/Theft Offenses
every **2.9** minutes

Motor Vehicle Theft
every **11.1** minutes

Arson
every **5.7** hours

Destruction of Property
every **6.1** minutes

Counterfeiting/Forgery
every **2.4** hours

Fraud Offenses
every **22.9** minutes

Embezzlement
every **1.5** days

Extortion/Blackmail
every **10.2** hours

Bribery
every **17.4** days

Stolen Property Offenses
every **59.4** minutes

One Crime Against Society
every **30.2** minutes

Animal Cruelty
every **1.0** days

Drug/Narcotic Violations
every **1.3** hours

Drug Equipment Violations
every **3.9** hours

Pornography/Obscene Material
every **14.0** hours

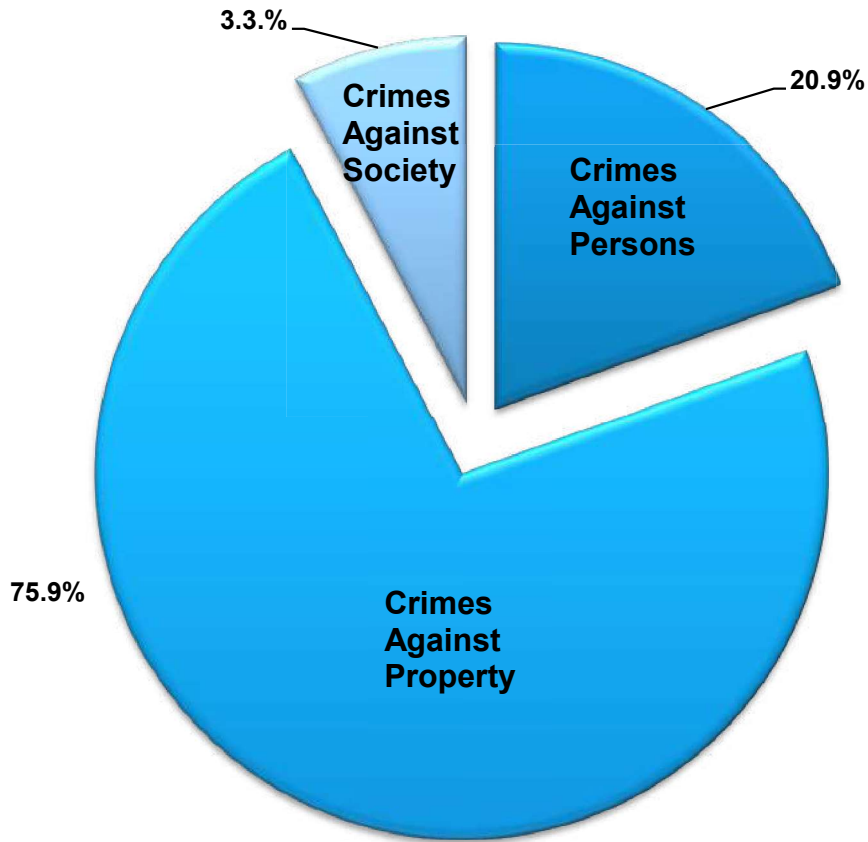
Prostitution Offenses
every **1.6** days

Weapon Law Violations
every **1.3** hours

Gambling Offenses
every **11.1** days

The crime clock should be viewed with care. Being the most aggregate representation of the NIBRS data, it is designed to convey the annual reported crime experience by showing the relative frequency of occurrence of Group "A" offenses. This mode of display should not be taken to imply regularity in the commission of the offenses; rather, it represents the annual ratio of crime fixed time intervals.

Group “A” Offenses



Crimes Against Persons

- Murder
- Negligent Manslaughter
- Rape
- Sodomy
- Sexual Assault w/Object
- Fondling
- Aggravated Assault
- Simple Assault
- Intimidation
- Kidnapping
- Incest
- Statutory Rape
- Human Trafficking Offenses*
- Violation of Protection/No Contact Order

Crimes Against Property

- Robbery
- Burglary/Breaking & Entering
- Larceny/Theft Offenses*
- Motor Vehicle Theft
- Arson
- Destruction of Property
- Counterfeiting/Forgery
- Fraud Offenses*
- Embezzlement
- Extortion/Blackmail
- Bribery
- Stolen Property Offenses

Crimes Against Society

- Animal Cruelty
- Drug/Narcotic Violations
- Drug Equipment Violations
- Gambling Offenses*
- Pornography
- Prostitution Offenses*
- Weapon Law Violations

* Specific offenses exist within the crime category

2022 Washington Statewide NIBRS Profile

Offense by Category

Offense	Reported in 2022	Percent of Category	Offenses Cleared	Percent Cleared	Rate per 1,000
Murder	384	0.3%	184	47.9%	0.0
Manslaughter	52	0.0%	29	55.8%	0.0
Rape	2,606	2.4%	588	22.6%	0.3
Sodomy	340	0.3%	38	11.2%	0.0
Sexual Assault w/Object	109	0.1%	29	26.6%	0.0
Fondling	2,479	2.2%	463	18.7%	0.3
Aggravated Assault	19,804	17.9%	8,855	44.7%	2.5
Simple Assault	49,998	45.2%	26,057	52.1%	6.4
Intimidation	14,049	12.7%	3,945	28.1%	1.8
Kidnapping	1,582	1.4%	870	55.0%	0.2
Incest	36	0.0%	11	30.6%	0.0
Statutory Rape	218	0.2%	48	22.0%	0.0
Human Trafficking Offenses	56	0.1%	10	17.9%	0.0
Viol No Contact/Protect Order	19,013	17.2%	10,860	57.1%	2.4
Crimes Against Persons Total	110,726	20.9%	51,987	47.0%	14.1
Robbery	6,849	1.7%	1,791	26.1%	0.9
Burglary/Breaking & Entering	44,669	11.1%	5,566	12.5%	5.7
Larceny/Theft Offenses	179,343	44.5%	16,554	9.2%	22.8
Motor Vehicle Theft	47,448	11.8%	1,830	3.9%	6.0
Arson	1,531	0.4%	340	22.2%	0.2
Destruction of Property	86,420	21.5%	9,583	11.1%	11.0
Counterfeit/Forgery	3,634	0.9%	489	13.5%	0.5
Fraud Offenses	22,994	5.7%	1,360	5.9%	2.9
Embezzlement	251	0.1%	61	24.3%	0.0
Extortion/Blackmail	861	0.2%	27	3.1%	0.1
Bribery	21	0.0%	9	42.9%	0.0
Stolen Property Offenses	8,851	2.2%	5,431	61.4%	1.1
Crimes Against Property Total	402,872	75.9%	43,041	10.7%	51.2
Animal Cruelty	365	2.1%	104	28.5%	0.0
Drug/Narcotic Violations	6,995	40.2%	3,353	47.9%	0.9
Drug Equipment Violations	2,275	13.1%	1,392	61.2%	0.3
Gambling Offenses	33	0.2%	4	12.1%	0.0
Pornography/Obscene Material	625	3.6%	100	16.0%	0.1
Prostitution Offenses	223	1.3%	110	49.3%	0.0
Weapon Law Violations	6,880	39.5%	3,387	49.2%	0.9
Crimes Against Society Total	17,396	3.3%	8,450	48.6%	2.2
Total Group "A" Offenses	530,994		103,478	19.5%	67.5

2022 Washington Statewide NIBRS Profile

Usage of Drugs and/or Alcohol

5.1% of the total Group "A" incidents reported in 2022 indicated drug and/or alcohol usage during the commission of a crime.

Percentage of Use



Reported Group "A" Incidents in which the Offender was Suspected of Using Drugs and/or Alcohol in the Commission of the Crime.

Note: There can be more than one occurrence per offense.

Group "A" Offenses	2022 Incidents	Incidences of Suspected Usage		Total Incidences of Suspected Usage	Suspected Usage %
		Alcohol	Drugs		
Murder	384	20	33	53	13.8%
Manslaughter	52	18	9	27	51.9%
Rape	2,606	269	172	441	16.9%
Sodomy	340	33	38	71	20.9%
Sexual Assault w/Object	109	9	2	11	10.1%
Fondling	2,479	96	47	143	5.8%
Aggravated Assault	19,804	1,464	934	2,398	12.1%
Simple Assault	49,998	5,301	1,986	7,287	14.6%
Intimidation	14,049	647	600	1,247	8.9%
Kidnapping	1,582	149	116	265	16.8%
Incest	36	3	1	4	11.1%
Statutory Rape	218	8	9	17	7.8%
Human Trafficking Offenses	56	0	8	8	14.3%
Viol No Contact/Protect Order	19,013	611	777	1,388	7.3%
Robbery	6,849	169	311	480	7.0%
Burglary	44,669	402	878	1,280	2.9%
Larceny/Theft Offenses	179,343	865	2,267	3,132	1.7%
Motor Vehicle Theft	47,448	81	309	390	0.8%
Arson	1,531	27	52	79	5.2%
Destruction of Property	86,420	1,486	1,242	2,728	3.2%
Counterfeiting/Forgery	3,634	6	76	82	2.3%
Fraud Offenses	22,994	37	206	243	1.1%
Embezzlement	251	0	4	4	1.6%
Extortion/Blackmail	861	7	4	11	1.3%
Bribery	21	2	0	2	9.5%
Stolen Property Offenses	8,851	85	1,207	1,292	14.6%
Animal Cruelty	365	12	13	25	6.8%
Drug/Narcotic Violations	6,995	89	3,576	3,665	52.4%
Drug Equipment Violations	2,275	18	1,301	1,319	58.0%
Gambling Offenses	33	0	0	0	0.0%
Pornography/Obscene Material	625	9	8	17	2.7%
Prostitution Offenses	223	3	9	12	5.4%
Weapon Law Violations	6,880	359	710	1,069	15.5%

Violent Crime

Violent Crime

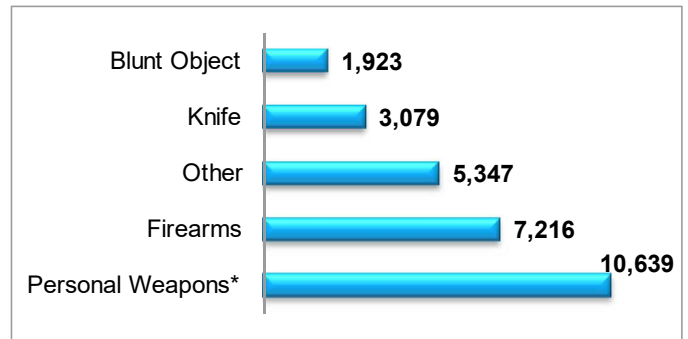
Offenses reported	32,571
Rate per 1,000	4.1
Total Arrests	9,731

Category	Distribution
Murder	1.2%
Forcible Sex Offenses	17.0%
Robbery	21.0%
Aggravated Assault	60.8%

47.2% of violent crimes were committed against female victims.

16.1% of violent crimes were committed against victims under the age of 18 years.

2022 Violent Crime Incidents By Types of Weapon Used



* Personal Weapons are defined as "Hands, Fists, Feet etc."

The most frequent month of crime occurrence was **July**; the least frequent was **December**.

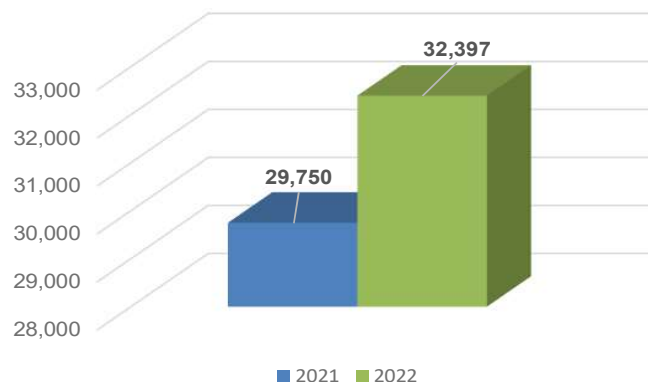
Relationship of Victim to Offender

Stranger	56.2%
Intimate Partner	12.6%
Acquaintance	9.9%
Otherwise Known	9.2%
Family Relationship	9.0%
Friend	2.3%
Victim was Offender	0.9%

"Top Five" Locations of Violent Crimes

Residence	40.3%
Highway/Road	20.3%
Parking Lot/Garage	7.5%
Grocery/Supermarket	2.9%
Department/Discount Store	2.6%

Two-Year Violent Crime Comparison



* Comparison of 204 agencies with two full years of submissions.

Crimes Against Persons

The following section provides information on Assault Offenses, Homicide Offenses, Human Trafficking Offenses, Kidnapping/ Abduction, Sex Offenses, and Violations of No Contact/Protection Order. Each victim equals one offense. These numbers are derived from National Incident-Based Reporting System (NIBRS) submissions by Washington State law enforcement agencies, unless otherwise notated.

2022 Washington NIBRS Crimes Against Persons

Statewide Profile

The data represent the number of victims within a reported incident.

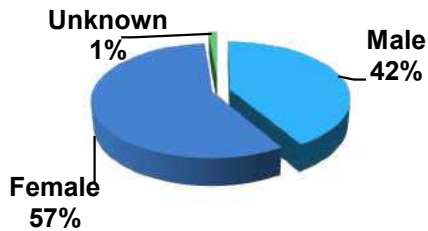
Crimes Against Persons

Offenses Reported	110,726
Rate per 1000	14.08
Total Arrests	41,306

Percentages of Crimes Against Person by Category

Offenses	Distribution
Simple Assault	45.15%
Aggravated Assault	17.89%
Viol of No Contact Order	17.17%
Intimidation	12.69%
Rape	2.35%
Fondling	2.24%
Kidnapping	1.43%
Murder	0.35%
Sodomy	0.31%
Statutory Rape	0.20%
Sexual Assault w/Object	0.10%
Human Trafficking	0.05%
Manslaughter	0.05%
Incest	0.03%

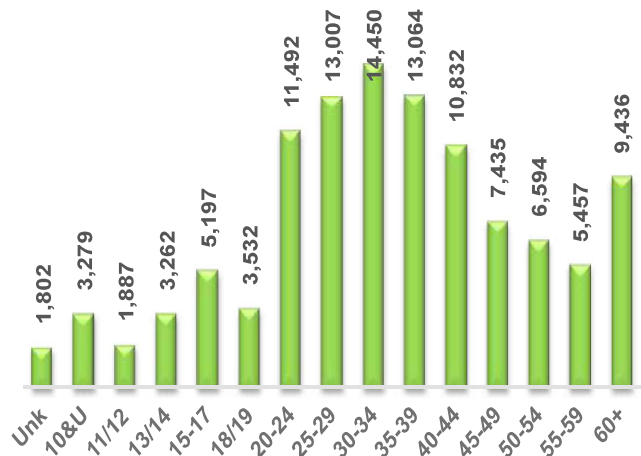
Crimes Against Persons 2022 Victim Gender Comparison



12.3% of victims of Crimes Against Persons were under 18 years of age.

The most frequent month of Crimes Against Persons occurrence was **July**; the least frequent was **December**.

Victims of Crimes Against Persons By Age in 2022



2022 Washington NIBRS Crimes Against Persons

Victims by Age and Gender

Age	Murder	Man-slaughter	Rape	Sodomy	Sexual Assault w/Object	Fondling	Kidnap	Agg. Assault	Simple Assault	Intimidation	Incest	Stat. Rape	Human Traffick	Viol No Contact/Protect Order	Total
10 & Under															
Male	6	3	13	42	2	165	61	352	527	92	2	12	1	255	1,533
Female	5	3	142	22	9	519	69	243	295	106	8	25	2	249	1,697
11/12															
Male	0	0	2	5	1	43	9	142	447	116	2	1	0	47	815
Female	0	0	75	12	3	201	27	107	396	123	8	24	1	72	1,049
13/14															
Male	0	0	13	8	0	29	13	206	690	179	0	6	0	70	1,214
Female	1	1	255	15	8	326	33	178	777	229	2	81	4	108	2,018
15															
Male	3	0	7	6	2	20	6	135	380	89	0	3	0	42	693
Female	0	0	151	10	1	143	18	98	414	108	0	42	6	79	1,070
16															
Male	5	0	3	3	1	17	7	157	337	93	1	4	1	33	662
Female	3	0	154	10	7	118	13	91	417	84	3	7	6	125	1,038
17															
Male	6	0	7	4	0	18	5	184	319	86	0	1	1	19	650
Female	0	0	132	6	3	102	18	119	419	93	1	4	4	128	1,029
18/19															
Male	11	4	6	7	0	9	9	356	613	187	1	1	0	63	1,267
Female	6	0	161	8	1	84	68	322	983	252	1	1	3	348	2,238
20-24															
Male	22	5	14	21	1	21	31	1,170	2,325	543	1	0	0	194	4,348
Female	8	0	295	23	14	121	210	1,061	3,126	763	3	0	8	1,409	7,041
25-29															
Male	40	2	14	13	1	12	42	1,351	2,813	675	0	0	0	289	5,252
Female	3	2	239	17	10	87	180	1,072	3,354	845	0	0	2	1,847	7,658
30-34															
Male	49	3	7	11	1	12	32	1,527	2,812	762	0	0	0	439	5,655
Female	13	0	251	18	12	70	171	1,157	3,530	977	0	0	1	2,491	8,691
35-39															
Male	39	5	9	8	0	13	28	1,340	2,487	710	0	0	0	517	5,156
Female	4	3	178	12	3	52	131	946	3,262	918	0	0	4	2,277	7,790
40-44															
Male	27	0	3	13	1	2	23	1,076	2,114	649	0	0	1	440	4,349
Female	7	0	151	8	9	46	99	805	2,692	808	0	0	1	1,818	6,444
45-49															
Male	14	3	2	4	0	8	20	810	1,587	502	0	0	0	316	3,266
Female	5	1	101	9	4	31	65	522	1,829	534	0	0	0	1,025	4,126
50-54															
Male	20	6	0	3	0	3	17	690	1,497	481	0	0	0	346	3,063
Female	8	0	56	2	4	22	44	417	1,597	482	0	0	0	868	3,500
55-59															
Male	11	3	1	2	1	2	10	599	1,300	393	0	0	0	309	2,631
Female	6	0	53	2	1	16	30	306	1,261	410	0	0	0	632	2,717
60+															
Male	35	5	3	4	1	8	24	842	2,334	661	0	0	1	819	4,737
Female	18	2	60	2	5	60	42	469	2,185	595	0	0	0	1,197	4,635
Unk. Age															
Male	5	0	2	6	1	11	8	264	298	85	0	0	0	26	706
Female	2	0	38	1	1	55	9	85	140	77	0	5	2	28	443
Total															
Male	293	39	106	160	13	393	345	11,201	22,880	6,303	7	28	5	4,224	45,997
Female	89	12	2,492	177	95	2,053	1,227	7,998	26,677	7,404	26	189	44	14,701	63,184

Note: Chart does not reflect 1545 victim counts due to "gender unknown".

2022 Washington NIBRS Crimes Against Persons

Type of Weapon Used in Commission of Crime

	Murder	Neg. Manslaughter	Rape	Sodomy	Sex Assault w/Object	Fondling	Aggravated Assault	Kidnapping/Abduction	Viol.No>Contact/Protection Order	Simple Assault	Human Trafficking	Total
Handgun	146	3	39	5	3	4	3,425	152	0	17	0	3,794
Automatic Handgun	4	0	3	0	0	0	46	3	0	0	0	56
Rifle	7	0	0	0	0	0	255	14	0	3	0	279
Automatic Rifle	0	0	0	0	0	0	12	1	0	0	0	13
Automatic Firearm	0	0	0	0	0	0	0	0	0	0	0	0
Shotgun	5	0	0	0	0	0	113	3	0	1	0	122
Automatic Shotgun	0	0	0	0	0	0	0	0	0	0	0	0
Other Firearm	109	0	19	2	1	6	2,756	64	0	9	1	2,967
Other Automatic Firearm	2	0	0	0	0	0	20	0	0	0	0	22
Firearm (unk. type)	0	0	0	0	0	0	0	0	0	0	0	0
Explosives	0	0	0	0	0	0	6	1	0	0	0	7
Knife	36	0	42	7	1	7	2,710	71	0	32	0	2,906
Blunt Object	17	0	11	1	1	10	1,799	28	1	15	0	1,883
Vehicle	11	36	0	0	0	0	989	13	0	1	0	1,050
Personal Weapon	28	2	1,504	214	71	1,608	5,410	815	41,949	518	3	52,122
Poison	1	0	1	0	0	1	32	0	0	0	0	35
None	0	0	622	72	18	640	408	353	3,775	3,306	42	9,236
Fire/Incendiary Device	1	0	0	0	0	0	51	5	0	0	0	57
Drug/Narcotic	12	5	42	8	0	3	29	2	0	0	2	103
Asphyxiation	5	1	28	0	3	1	782	23	0	0	0	843
Other	3	4	77	13	10	37	2,147	55	3,923	37	2	6,308
Unknown	15	1	283	27	7	170	305	58	676	57	8	1,607

Up to three (3) different types of weapons can be entered for each reported offense.

2022 Washington NIBRS Crimes Against Persons

Relationship of Victim to Offender(s) by Offense

Relationship	Murder	Man-slaughter	Rape	Sodomy	Sexual Assault w/Object	Fondling	Kidnap	Agg. Assault	Simple Assault	Intimidation	Incest	Stat Rape	Human Traffick	Viol No Contact /Protect Order
Spouse	21	1	76	1	1	11	111	631	3,972	287	0	0	0	1,824
Parent	9	0	1	0	1	1	35	415	3,473	441	0	0	0	1,477
Sibling	5	0	53	15	1	131	14	313	1,937	222	10	3	0	356
Child	15	6	109	14	4	305	54	622	1,620	165	11	17	4	882
Grandparent	4	0	0	0	0	0	1	33	254	38	0	0	0	91
Grandchild	0	0	19	2	2	79	6	32	83	4	3	4	0	17
In-law	1	0	3	0	0	4	2	60	271	57	0	0	0	67
Step-parent	1	1	5	0	0	13	1	51	285	27	0	0	0	68
Step-child	2	0	31	6	1	120	3	64	217	19	2	5	0	52
Step-sibling	0	0	13	9	1	32	2	13	46	12	1	2	0	8
Other Family	4	2	109	19	0	260	12	194	1,035	175	6	10	0	277
Acquaintance	86	5	557	60	21	350	154	1,926	5,414	1,661	0	38	12	795
Friend	19	5	202	27	11	107	35	362	1,040	287	0	6	1	92
Neighbor	1	0	31	3	1	41	12	412	1,115	985	0	1	2	793
Babysittee	0	0	5	4	0	11	0	9	12	1	0	1	0	0
Boy/Girlfriend	15	2	220	17	5	46	416	2,079	9,045	475	0	24	3	3,900
Child of Boy/Girlfriend	2	1	16	2	3	41	9	68	155	20	1	5	0	96
Ex-Relationship	5	0	189	21	9	34	205	906	2,772	1,025	0	5	0	5,449
Ex-Spouse	0	0	14	1	1	3	24	74	299	122	0	0	0	1,246
Employee	1	0	6	0	0	6	1	25	78	40	0	0	0	6
Employer	0	0	2	0	0	2	2	7	32	68	0	0	0	6
Otherwise Known	34	1	225	35	8	281	142	1,691	5,304	2,070	0	42	2	1,146
Unknown	212	10	394	75	33	279	272	6,619	6,498	2,886	0	50	24	633
Stranger	39	20	197	20	11	185	284	4,421	6,602	1,954	0	11	11	117
Victim is Offender	3	0	3	2	0	2	11	298	1,744	111	0	0	0	172

Count represents the victim's relationship to single or multiple offenders within each incident.

2022 Washington NIBRS Crimes Against Persons

Victims by Race

Offense	White	Black or African American	American Indian/Alaskan Native	Asian	Native Hawaiian/Pacific Islander	Unknown
Murder	232	84	9	25	7	27
Manslaughter	45	3	1	2	0	1
Rape	1,918	220	74	65	7	322
Sodomy	225	30	10	15	1	59
Sexual Assault w/Object	71	14	2	5	0	17
Fondling	1,683	169	32	78	11	506
Aggravated Assault	12,527	3,223	366	798	134	2,745
Simple Assault	36,512	5,577	894	1,968	268	4,761
Intimidation	9,497	1,426	175	486	70	2,393
Kidnapping	1,147	162	28	62	10	173
Incest	24	2	0	0	0	10
Statutory Rape	135	24	2	6	1	50
Human Trafficking Offenses	28	15	1	1	0	11
Viol No Contact/Protect Order	14,763	1,820	391	547	82	1,410

There were **31** blank race codes

2022 Washington NIBRS Submission Agencies

ORTING PD

Pierce County

Population: 9,055
Months Reported: 12

Offense Overview

Offense Total 311
of Cleared Offense 87
Percent Cleared 28.0%

Group A Arrest Overview

Arrest Total 64
Adult Arrest Total 61
Juvenile Arrest Total 3

Group A Offenses	Reported 2021	Reported 2022	% of Change	Crime Rate per 1,000	Total Arrests	DV Offense Totals
Murder	0	0		0.0	0	0
Manslaughter	0	0		0.0	0	0
Rape	5	0	-100.0%	0.0	0	0
Sodomy	0	0		0.0	0	0
Sexual Assault w/Object	0	0		0.0	0	0
Fondling	5	4	-20.0%	0.4	0	2
Aggravated Assault	16	14	-12.5%	1.5	7	4
Simple Assault	56	53	-5.4%	5.9	21	27
Intimidation	6	2	-66.7%	0.2	0	1
Kidnapping	0	2		0.2	1	1
Incest	0	0		0.0	0	0
Statutory Rape	1	0	-100.0%	0.0	0	0
Human Trafficking Offenses	0	0		0.0	0	0
Violation of No Contact/Protect.	18	21	16.7%	2.3	8	17
Robbery	0	1		0.1	0	0
Burglary	14	19	35.7%	2.1	3	2
Larceny-Theft Offenses	77	81	5.2%	8.9	8	1
Motor Vehicle Theft	18	19	5.6%	2.1	2	0
Arson	6	2	-66.7%	0.2	0	0
Destruction of Property	54	40	-25.9%	4.4	6	6
Counterfeiting/Forgery	3	2	-33.3%	0.2	0	0
Fraud Offenses	18	26	44.4%	2.9	1	1
Embezzlement	0	0		0.0	0	0
Extortion/Blackmail	1	2	100.0%	0.2	0	0
Bribery	0	0		0.0	0	0
Stolen Property Offenses	4	6	50.0%	0.7	3	0
Animal Cruelty	1	2	100.0%	0.2	0	0
Drug/Narcotic Violations	8	9	12.5%	1.0	1	0
Drug Equipment Violations	3	1	-66.7%	0.1	2	0
Gambling Offenses	0	0		0.0	0	0
Pornography	0	0		0.0	0	0
Prostitution Offenses	0	0		0.0	0	0
Weapon Law Violations	9	5	-44.4%	0.6	1	0
Grand Total	323	311	-3.7%	34.3	64	62

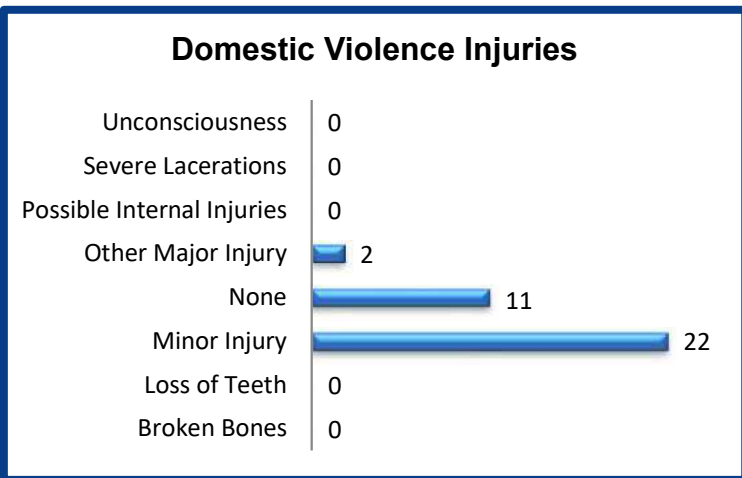
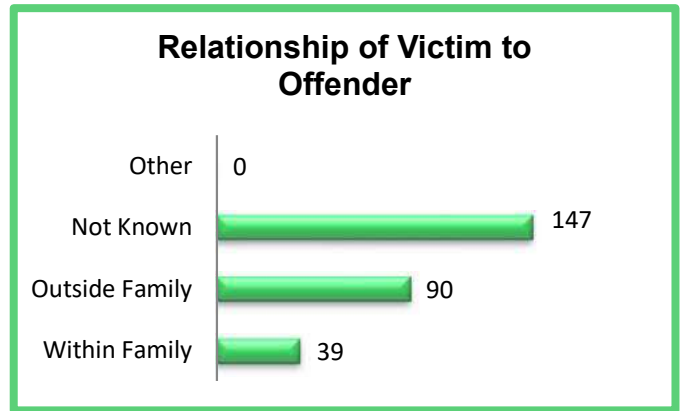
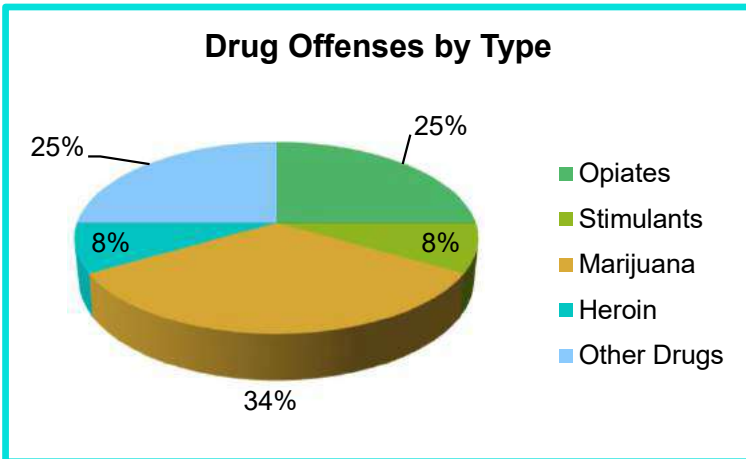
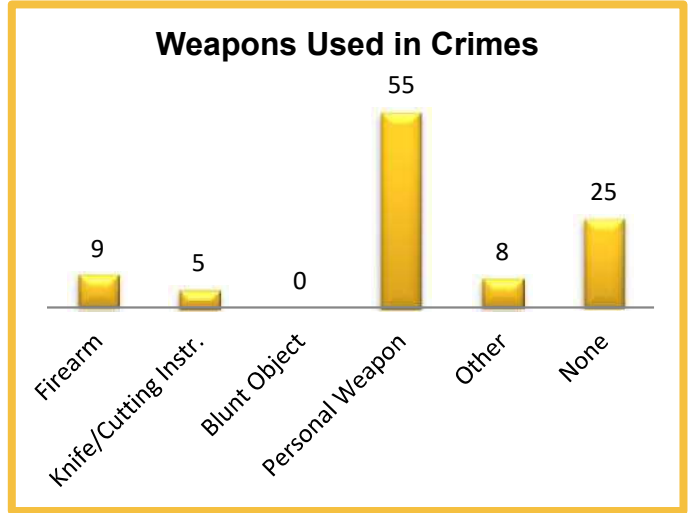
2022 Washington NIBRS Submission Agencies

ORTING PD

Continued

2022 Group B Arrests

Offense	Adult	Juvenile
Bad Checks	0	0
Curfew/Vagrancy	0	0
Disorderly Conduct	1	0
Drunkenness	0	0
DUI	10	0
Family Offenses	1	0
Liquor Law Violations	1	0
Peeping Tom	0	0
Trespass	3	0
All Other Offenses	51	0
Total	67	0



2022 Property Values by Type

Type	Value
Seized	\$10
Burned	\$2
Counterfeited/Forged	\$3
Destroyed/Damaged	\$185,665
Recovered	\$44,588
Stolen	\$364,932
Total	\$595,200

Orting Public Safety Committee Meeting
City Hall Council Chambers
July 6th, 2023

ATTENDANCE Tod Gunther, Chair/Councilmember
 Don Tracy, Chair/Councilmember
 Scott Larson, City Administrator
 Chief Devon Gabreluk, Orting Police Dept.
 Kristin Wetzel, Orting Police Dept.

Call to Order at 8:15 AM

AGENDA ITEMS

Approval of June 2023 Minutes

Ordinance No. 2023-1108 Burn Bans

- The committee discussed an ordinance that would grant the Mayor the authority to declare a fire danger emergency and impose a ban on all burning within the City limits when necessary to protect the City from the dangers posed by uncontrolled fires or extreme weather event. The item was recommended for study session review.

Ordinance No. 2023-1109 Updates to Emergency Management Plan

- The committee discussed a proposed ordinance that would amend the City's Municipal Code Title 1, Chapter 8 (Emergency Services Department adopting the National Incident Management System (NIMS) which provides a consistent nationwide approach to prevent, prepare for, respond and recover from emergency incidents. This item was recommended for study session review.

Speed Trailer Deployment Calendar

- Chief Gabreluk presented a proposed speed trailer calendar. The trailer would rotate every 15 days and will be placed in the areas of the City with the highest levels of traffic.

Prosecutor Contract

- Scott Larson, City Administrator, reported that Karen Lentz will be the contracted City Prosecutor beginning this August.

Hiring Update

- Chief Gabreluk reported that the department's newest recruit, Brandon Mitchels, will begin the police academy on Jul 11th. His slated graduation date will be November 14th. The police department is actively recruiting. Several interviews will take place in the next two weeks.

Monthly Crime Statistics

- The committee reviewed all of the police crime statistics for the past month. July 4th police activities were also discussed. Chief Gabreluk highlighted that an individual did receive an infraction for fireworks violations.

Meeting Adjourned at 9 AM