

PORT OF SEATTLE POLICE

2021 Annual Report





MISSION

In support of the Port of Seattle's mission, we:

- **Fight crime**
- **Protect and serve our community**

VISION

To be the nation's finest port police

GUIDING PRINCIPLES

- **Leadership**
- **Integrity**
- **Accountability**

Port of Seattle Commissioners and Executive Staff:

It is my pleasure to present to you the 2021 Port of Seattle Police Department Annual Report. This past year has brought many challenges that have tested our police department. We went into 2021 under the thorough evaluation of the Port Task Force on Policing and Civil Rights. Simultaneously the department underwent an extensive review by the Commission Accrediting Law Enforcement Agencies (CALEA) to re-accredit. The Washington State legislature passed multiple significant police reform bills that demanded immediate legal review and interpretation, policy rewrites, and retraining of officers and dispatchers. The agency saw continued increases in criminal activity in King County impact our properties. Staffing shortages which began in 2020 continued to stretch our personnel and impact service levels in 2021. The increase of persons experiencing homelessness further challenged our resources and resolve as a caring public safety agency.

The convergence of all the above placed stress upon all members of the department and the agency as a whole. However, the response to this stress proved the resilience and professionalism of the extraordinary persons in our police department. We scored high marks on both independent assessments. Several recommendations came forth that will make us even better and we obtained the gold-standard CALEA reaccreditation. We quickly adapted to the new reform police bills and trained all of our staff. We adjusted tactics to ensure compliance with the new laws, collaborated with SEA stakeholders to develop and implement strategies to reduce criminal activity, sought compassionate solutions to help those in crisis and experiencing homelessness, and worked tirelessly to recruit new talent into the department. Instead of collapsing under the stress, we pushed forward and stayed true to our vision to be the Nation's Finest Port Police.

You can be proud of the exemplary team of dedicated people who make up your police department. I am honored to serve with such a high quality and caring team.

As you view the pages to follow, I hope you enjoy learning more about the public safety professionals who serve our community.



A handwritten signature in blue ink, appearing to read "Mike Villa".

Mike Villa, Interim Chief

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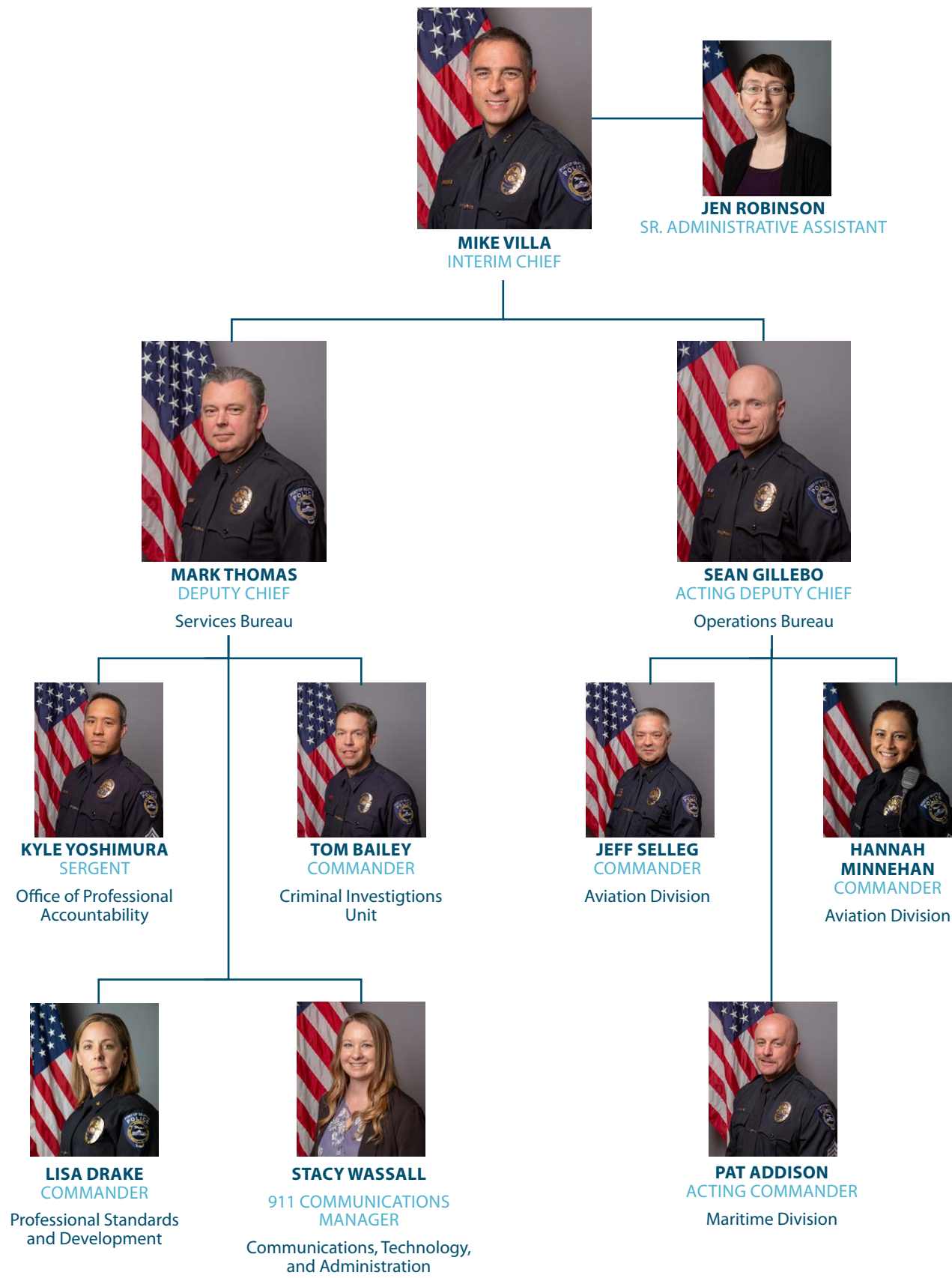
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PORT OF SEATTLE POLICE

2021 Annual Report



JURISDICTION

The Port of Seattle Police Department provides the primary law enforcement service to Seattle-Tacoma International Airport and the Port's seaport properties.

Seaport Properties

Port of Seattle seaport properties make up one of the region's most vital maritime hubs. The Port owns and operates Fishermen's Terminal, home of the North Pacific fishing fleet, public marinas, two cruise ship terminals, a grain terminal, and various real estate assets, and marine cargo terminals in partnership with the Northwest Seaport Alliance (NWSA).

The NWSA is a marine cargo operating partnership of the Port of Seattle and Port of Tacoma. It is the fourth-largest container gateway in North America. Under a port development authority, the ports manages the container, breakbulk, auto, and some bulk terminals in Seattle and Tacoma.

Airport Properties

With one of the best on-time performance records in the nation, a world-class passenger experience, and an important place in regional and global travel and commerce, Seattle-Tacoma International Airport stands apart. And always striving to improve.

A premiere transportation hub, with thousands of employees and its own police and fire departments, Seattle-Tacoma International Airport is like a small city.

SEAPORT UNITS

- Marine Patrol Unit
- Dive Team

AIRPORT UNITS

- Bomb Disposal Unit
- K-9 Unit
- Honor Guard
- Traffic Support Specialists
- Bike Team

PARTNERSHIPS

- Valley SWAT
- Crisis Negotiators
- Crowd Management Unit

PORT OF SEATTLE PROPERTIES

1. Salmon Bay Marina
2. Maritime Industrial Center
3. Smith Cove Cruise Terminal
4. World Trade Center
5. Bell Harbor Marina
6. Harbor Island Marina



CALEA ACCREDITATION

We are one of eight Commission on Accreditation for Law Enforcement Agencies (CALEA) accredited agencies in the State of Washington, and recently completed our fourth accreditation process. We received initial accreditation in 2011 and received reaccreditation in 2014, 2017, and 2021. CALEA states the purpose of accreditation is to establish a foundation within public safety agencies that focuses on achieving the best outcomes in the delivery of services. Consistent internal and external review, combined with third-party validation of an agency's policies and procedures, it is critical in the delivery of high-quality public safety services and promotes accountability.

CALEA is a continuous process entailing annual web-based assessments and an on-site evaluation every four years. Every year we are required to proof and maintain files for every standard and be ready for the annual compliance reviews. The site-based assessment is extensive. CALEA assessors hold public meetings, phone-in sessions, conduct interviews, make observations, and collect information from stakeholders to verify the agency's practices complement policies and achieve intended outcomes. Additionally, Site-Based Assessment Teams develop areas of focus that are linked to standards which are determined through consultation with the agency and CALEA staff.

There is tremendous value in maintaining CALEA accreditation. Throughout CALEA's standards manuals, there is a clear commitment to procedural justice, ethical policing, community trust and engagement, transparency in service delivery, appropriate organizational culture, fairness in systems and processes, and consistency in what citizens should expect from their law enforcement agency. It is a powerful example of a directed initiative to promote the adherence to the constitution and fairness in the application of justice. It includes employee recruitment and selection, management of internal and criminal investigations, promotion, evidence management, preparation for unusual occurrences, victim & witness support, engagement with at-risk and juvenile populations, contract, and administrative management, use of authority and force, and all aspects of operational activities.



OPERATIONS BUREAU

The Operations Bureau is the most visible representation of the department. Department members assigned to patrol form the foundation of the department's capacity to meet our mission of fighting crime, while protecting and serving our communities. These professionals patrol our airport and seaport jurisdictions developing creative solutions to secure safety for the traveling public, airline & seaport workers and fellow Port employees.



Patrol operations serve our community in many ways, including responding to 911 calls, assisting the public, providing proactive patrol, and facilitating the safe and efficient movement of traffic. Officers' day-to-day tasks run the gamut of responding to routine reports of a crime, to intervening in physical confrontations, to resolving a security breach within the airport, to responding and mitigating major scenes of violence and acts of terror and creating the ability to assist those suffering from a mental health crisis.

During 2021, the operations bureau responded to more than 98,113 calls for service and documented over 3,792 significant activities in criminal case reports. This included over 61,539 self-initiated contacts that included area checks, subject contacts, traffic stops, and checkpoint alarm checks.

Operations Bureau 2021

98,113 calls for service

3,792 significant activities

61,539+ self-initiated contacts

SPOTLIGHT



NICK BLEVINS

**PATROL OFFICER
2 YEARS WITH POSPD**

Tell us about your career as a veteran and transitioning into law enforcement.

I served in the U.S. Army for 21 years starting in March 1999. I was an enlisted Military Police soldier and attained every rank up to First Sergeant. I served in a variety of assignments to include deployments in Kosovo, Iraq, Afghanistan, and Ukraine. My transition took about 4 months and was smooth throughout the hiring process.

I always knew I wanted to continue serving in some capacity. I initially thought about going into teaching, but I knew ultimately, I really like helping people and problem solving. What excited me most about serving as a Law Enforcement Officer was you never know what people or problems are presented to you. That is why I love coming to work. Every shift I get to solve new problems and help/assist new people. Another big reason I choose this career field was the discipline and accountability you are required to have. I came from 21 years of maintaining solid Army values and built a strong work ethic, which for me, made my transition into law enforcement seamless.

What unique value does being a veteran lend to POSPD and the community?

Being a veteran at the Port of Seattle sets you up for success. It allows you to understand the how a command structure works, serving for a greater purpose and your able to use your real-life experiences to help people!

What's the most rewarding/interesting part of this job?

The most rewarding aspect of this job is serving with like-minded people. All my teammates at the Port have been amazing. From the Chief down to my squad, I enjoy working with everyone. The support from the agency as a whole, is unmatched.

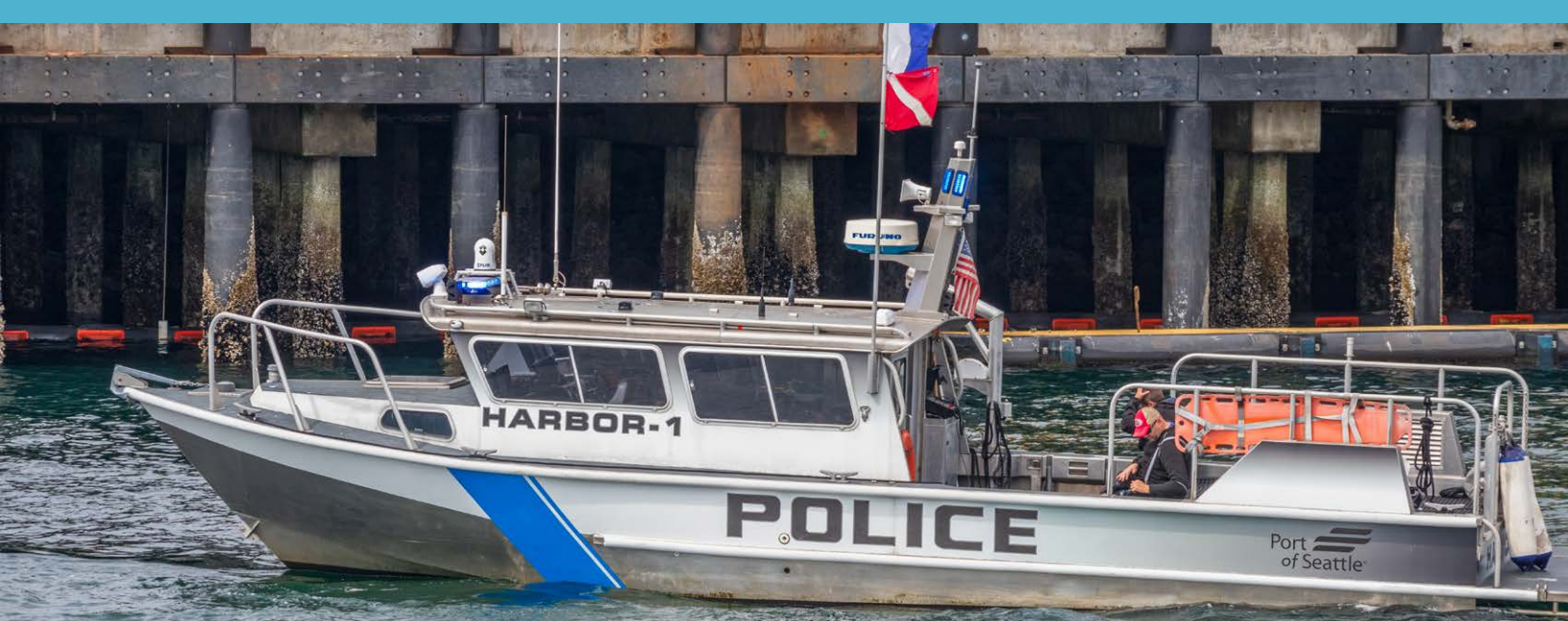
PORT OF SEATTLE SEAPORT 2021

Port of Seattle seaport properties make up one of the region's most vital maritime hubs. The Port owns and operates Fishermen's Terminal, home of the North Pacific fishing fleet, public marinas, two cruise ship terminals, a grain terminal, and various real estate assets, and marine cargo terminals in partnership with the Northwest Seaport Alliance (NWSA).

The NWSA is a marine cargo operating partnership of the Port of Seattle and Port of Tacoma. It is the fourth-largest container gateway in North America. Under a port development authority, the ports manages the container, breakbulk, auto, and some bulk terminals in Seattle and Tacoma.

- Container Volume: 3.7 Million TEUs through the Northwest Seaport Alliance
- Over 900,000 cruise passengers and 82 ship calls
- Each time a homeport ship docks, it contributes roughly \$4.2 million to the local economy
- 13 percent of the North American fish harvest is caught by fishermen based at Port facilities





MARINE PATROL UNIT

The Marine Patrol Unit operates a 37-foot vessel called Harbor 1. It patrols the waters of Elliott Bay as well as Shilshole Bay Marina, Fishermen's Terminal, and the Duwamish waterways. Harbor 1 will also respond at the request of the U.S. Coast Guard to other emergency situations on the waters of Puget Sound from Des Moines all the way to Ballard to include Seattle and Bainbridge Island. Due to COVID, the 2021 cruise ship season was cancelled and Harbor 1 did not have the opportunity to provide the critical waterside security. We are excited to provide this service again in 2022 when the cruise season return

Harbor 1 is equipped with a number of specialized pieces of hardware including night vision equipment, boat mounted thermal imagers and a remote operated vehicle (ROV). The ROV can be used to view hulls and piers remotely with its ability to descend nearly 1000 feet below the surface. Harbor 1 also carries other equipment to aid in the detection of other threats to the Puget Sound Region that may be transported through the waters of the Puget Sound.

During the 2019 FEMA Grant cycle the Port of Seattle Police Department submitted a request for funding of a new police boat. In 2020, the Port was awarded a grant for the new police boat. A competitive bid process was conducted, and the contract was awarded to SAFE BOAT International (local boat builder out of Port Orchard). Construction of the new boat began in early 2021 and the new boat is expected to be operational in 2022.

The new patrol boat "Harbor 2" will provide an additional waterside asset for patrolling the critical infrastructure of the Port of Seattle and NWSA properties. The patrol boat will also conduct security zone enforcement for the Ports cruise ship industry as required by the United States Coast Guard.

DIVE TEAM

The Police Dive Team works closely with the Port of Seattle Police Department's Marine Patrol Unit to accomplish their mission within the Puget Sound region. Police Dive Team members are trained in basic and advanced open water response and are rescue diver certified. They also complete a three-week Working Diver course conducted by the National Oceanic and Atmospheric Administration.

Divers use their specialized skills in underwater search and recovery of waterborne crimes and other events. These skills are also used during hull and pier sweeps as part of dignitary protection details and critical infrastructure security requirements designated by the U.S. Coast Guard.

The Police Dive Team also provides law enforcement services during special events such as the 4th of July, Seafair, and other Port of Seattle sponsored maritime events. In addition, the Police Dive Team provides waterside security to visiting cruise ships and works with other regional dive teams on large scale critical infrastructure inspections and searches in the Puget Sound and other surrounding bodies of water.



SEATTLE-TACOMA INTERNATIONAL AIRPORT 2021

With one of the best on-time performance records in the nation, a world-class passenger experience, and an important place in regional and global travel and commerce, Seattle-Tacoma International Airport stands apart. And we're always improving.

A premiere transportation hub, with thousands of employees and its own police and fire departments, Seattle-Tacoma International Airport is like a small city.

- 36.2 million total annual passengers
- 27 airlines operating
- Over 374,000 air operations (take-off and landings)
- Flights to 93 domestic and 23 international destinations
- Record year with more than 498,000 total metric tons of air cargo





BOMB DISPOSAL UNIT

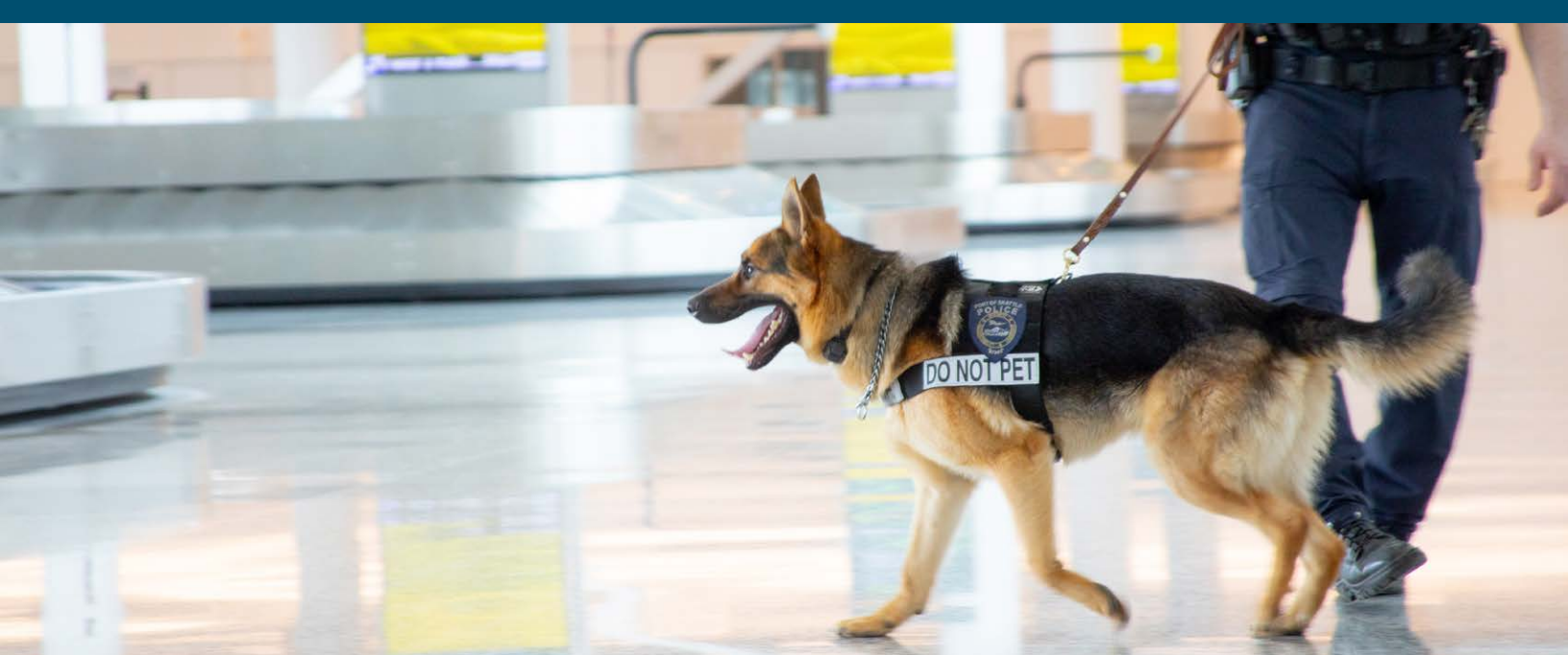
Established in the early 1970s, the Bomb Disposal Unit (BDU) protects port customers, employees, and property at SEA and the Port of Seattle seaport and serves as a regional asset by assisting surrounding Puget Sound communities.

In 2021, the Port of Seattle Bomb Technicians conducted 316 activities in 2021, including SWAT assists (40), training, ammo pickup, maintenance, and magazine inspections. The Unit responded to 70 incidents during the year for suspicious items, EDT alarms, pipe bombs, military ordinances, and IEDs. This number was greatly increased due to the new requirement of responding to EDT alarms at Smart Carte.

The Bomb Disposal Unit comprises six BDU Technicians: one Sergeant, one Officer Team Leader and four Officer Technicians. Our unit is one of approximately 450 accredited bomb squads in the country. Each bomb technician has other primary patrol responsibilities within the department and serve on BDU as a collateral duty. When deployed to a potential bomb threat, the first task is to safely evacuate the area and then inspect and, if necessary, render the suspicious device safe.

The highly trained technicians of the Bomb Disposal Unit have an arsenal of specialized equipment to assist them and keep them at a safe distance from the potential threat. The hazardous duty robots are part of the team. Equipped with cameras, sensors and extending arms, these robots can render a device safe while keeping police officers out of harm's way.





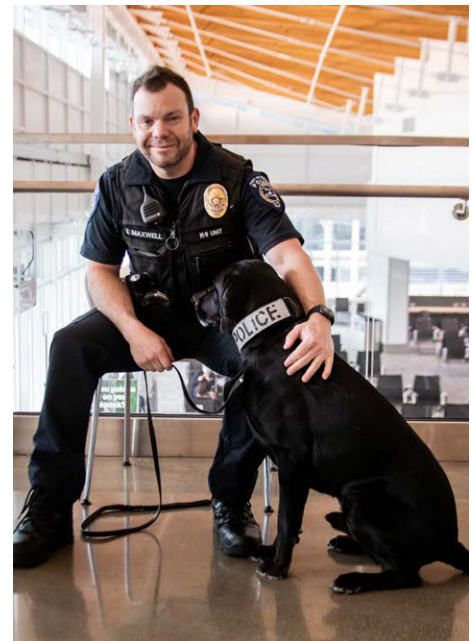
EXPLOSIVES DETECTION CANINE UNIT (K-9) UNIT

In 2021, the Port of Seattle Explosives Detection Canine Unit conducted 3,825 K9 emphasis patrols and 235 cargo sweeps and responded to 188 unattended items. The K9 Unit also responded to six bomb threats and 3 dignitary details.

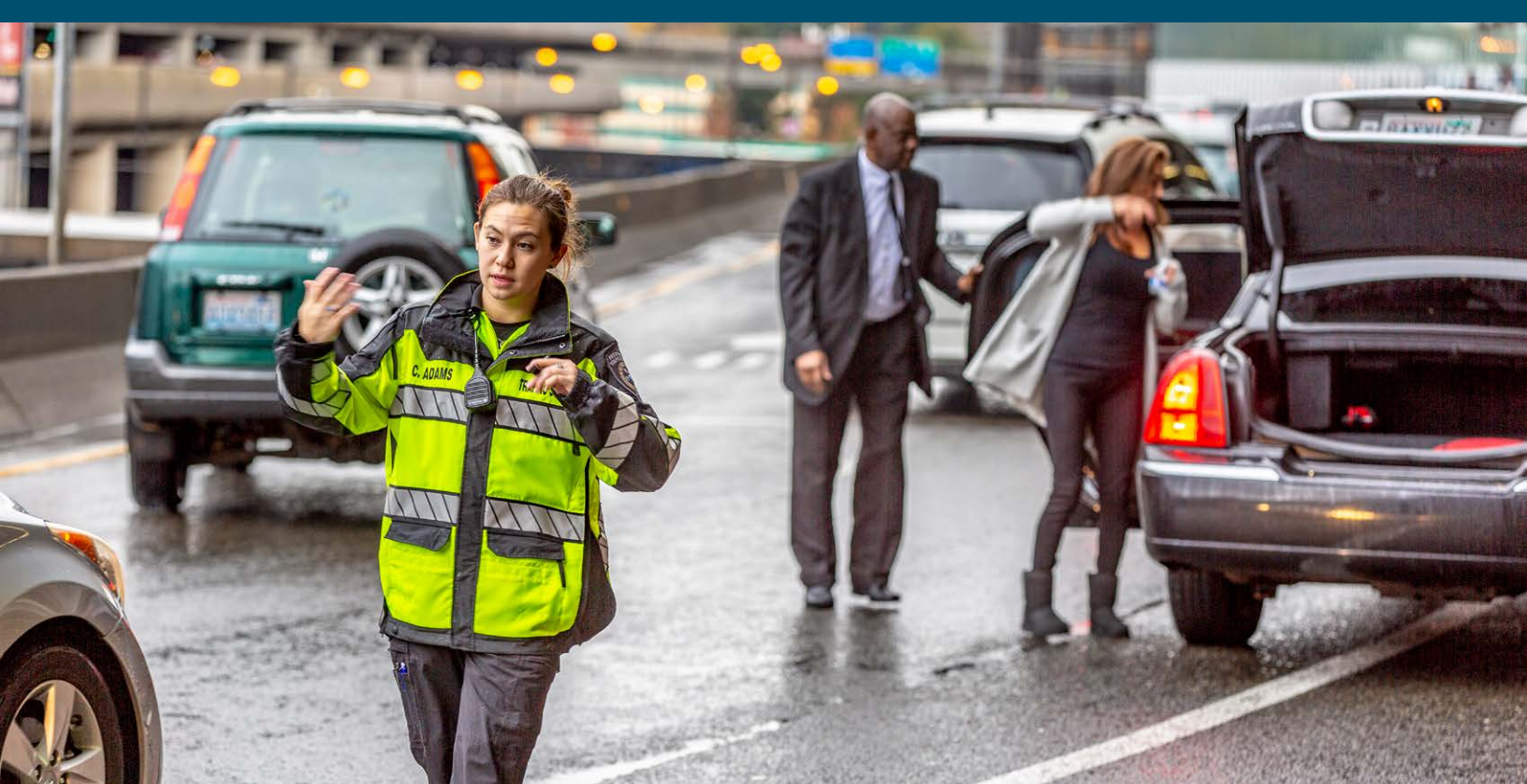
The Port of Seattle Police Explosives Detection Canine Unit is comprised of both Transportation Security Administration (TSA) canines as well as air scent canines. The teams undergo a strict annual certification process where the teams are tested in their ability to detect explosives' odors to source in various environments. The Port of Seattle Police Department is the first Law Enforcement Agency in the State of Washington to have certified working Air Scent Teams.

The Canine Program serves as a frontline defense on America's war on terror, plays a key role in keeping air transportation safe for travel and commerce. Canine's speed and flexibility in discovering the presence of explosives along with their ability to follow suspicious odors, give them a significant edge over currently available mechanical detection devices. In addition, the canine teams are very popular with airport employees and visitors.

The handlers and their dogs spend most of their time together on and off duty. Our canines live with their partners and become part of the family.



3,825
**K9 emphasis Patrols at
SEA Airport in 2021**



TRAFFIC SUPPORT SPECIALISTS

The Port of Seattle Police Department Traffic Support Specialists (TSS) support the mission of the Port of Seattle Police Department by providing vigilant and active presence on the arrival and departure drives of SEA Airport and by facilitating the movement of traffic on these busy drives.

In 2021, the TSS were staffed with 8 specialists. When fully staffed, this unit is comprised of 16 employees who typically undergo 40 hours of classroom training, as well as additional field training.

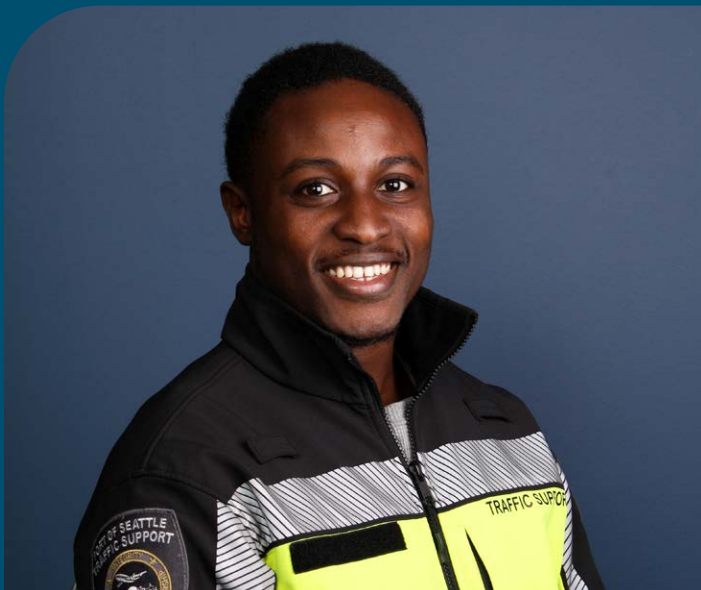
Traffic Support Specialists operate 365 days a year, between the hours of 4:00 a.m. to 1:00 a.m. Since the program's inception, they have aspired to support the Port of Seattle by providing excellent customer service, safely managing traffic on the arrival and departures drives, and being extra eyes and ears for officers assigned to the drives. As SEA continues to grow, so will the crucial role of our TSS employees.

During the unprecedented COVID-19 pandemic, the TSS were still on the frontline day in and day out. They took measures to ensure the traveling public was assisted with quality services. Several times over the year, TSS called on the radio to have officers and fire personnel respond to calls for service regarding disturbances and aid calls.

Had TSS not called on the radio, medical services could have been delayed and police assistance could have been postponed for several minutes. Having their extra eyes outside on the drives has proved to be very beneficial for spotting criminal activity and helping getting aid coming sooner than later for the traveling public.

The TSS have also incorporated the use of the Segway P-3 Patroller. Two P-3 Patroller units are currently being utilized to help facilitate the flow of traffic on the lower and upper drives. The ability for the TSS to respond quickly on the Segways has shown that productivity and efficiency has greatly increased while boosting their effectiveness.





TRIOMPHE MBALA

TRAFFIC SUPPORT SPECIALIST, 4 YEARS WITH POSPD

Tell us about your background/personal story.

My name is Triomphe Mbala. I was born in Kinshasa in the Democratic Republic of the Congo. I'm the eldest of four in my family. I lost my father to an illness when I was seven years old. My mother took great care of us and put us through school. After graduating high school, I wanted to pursue my education overseas, so I moved to Tacoma, WA in late 2011 as an international student at Tacoma Community College. When I came here, I didn't know any English. French was my first language. I studied at TCC for three years, and in 2015, I earned an Associate degree in Business Administration. In 2014, I met my wife Juliana while playing soccer, and we got married in 2017. A year later, I was hired at the Port of Seattle as a Traffic Support Specialist, and I've been here for almost four years.

What's the most rewarding/exciting part of being a Traffic Support Specialist?

The most rewarding part is, as a TSS, facilitating the flow of traffic and ensuring the safe movement of passengers in and out of the drives while being an extra set of eyes for the department; I get immediate feedback from the traveling public thanking me and showing appreciation for my work. It's very encouraging.

The most exciting part of my job is working with amazing people in a dynamic and diverse environment.

Tell us about your journey toward becoming a police officer and why it is your goal.

As a TSS, I have had the opportunity to research the position while working with Port of Seattle Police Officers. I have enjoyed working in the diverse atmosphere at the Port, where I have been able to utilize excellent communication skills, customer service, and patience while working in a fast-paced environment.

With encouragement from family, supervisors, and peers, I realized that I would be a good fit for a career in law enforcement. As a result, I decided to give it a try. I took the Public Safety test three times to apply to a few departments in the region. Ultimately, I decided to wait and keep trying for the department I was already working in. It took some time, but the longer it took, the more I felt that the Port of Seattle Police Department was the right place for me.

The TSS program has been an excellent entry point to becoming a Police officer. It's been instrumental and put me in the best position to learn and get a good sense of the day-to-day operations of police work.

I want to serve, protect, learn from others, and make a genuine and meaningful impact on people's lives. I want to be the change I want to see in my community and leave a legacy for the generations ahead. I am excited about the future, and I look forward to a fruitful and rewarding career as a police officer.

SERVICES BUREAU

The Services Bureau provides support to department operations and manages the administrative components, including training and development, policies and standards, records management, communication, and operational budget.

The Services Bureau consists of the following:

- Criminal Investigations Division
- Professional Standards and Development Division
- Administrative Services Division
- Communications Division
- Fleet and Supply





CRIMINAL INVESTIGATIONS DIVISION

The Port of Seattle Police Department Criminal Investigations Division (CID) is responsible for providing specialized investigations for crimes committed within the jurisdiction of the Port of Seattle. This division reports to the Services Bureau Deputy Chief. Under the supervision of a Commander, CID works closely with the Patrol Division Commanders. CID is comprised of a detective sergeant, is authorized five general investigations detectives but currently only has four, two drug interdiction detectives, a detective assigned to the FBI Joint Terrorism Taskforce (JTTF), a detective assigned as an evidence & Forensic Technician, a civilian part-time administrative specialist, and two drug sniffing K9's, Poncho and Demi. Additionally, POSPD CID is part of the Valley Independent Investigative Team, which investigates officer involved shootings and major uses of force in South King County.

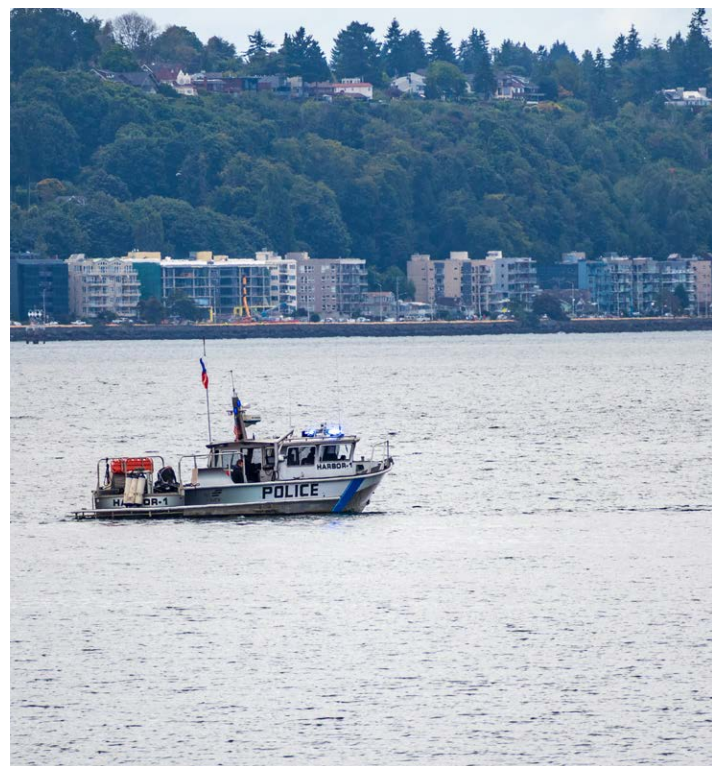
The unique mission of the Port of Seattle Police Department is reflected in the variety of duties and disciplines found specific to POSPD CID. From baggage thefts and underwater death investigations to threats against aviation and maritime security, CID provides the support services and special investigations necessary for crime detection and prevention within the Port of Seattle.

CID SPECIAL ASSIGNMENTS

- Evidence
- Identification Technician
- Crime Scene Specialist

This detective is responsible for the care and custody of all evidence and seized items as well as maintaining the evidence storage facility where this evidence is processed and stored.

The E/I Technician/Crime Scene Specialist provides technical assistance to detectives and patrol officers at crime scenes and throughout the investigation process. He/she also trains officers assigned as crime scene investigators.





CID ACCOMPLISHMENTS

- 56 background investigations were started in 2021, with 45 completed. Of the 45 completed backgrounds completed, we gave final job offers to eight candidates: five laterals, one entry level officer, and two communication specialists. Two lateral candidates who were given final offers withdrew prior to their start date for personal reasons. At the end of 2021, there were eleven candidates who were in the final stages of the hiring process. Of the remainder of the backgrounds, eleven candidates withdrew, and 26 were either permanently or temporarily disqualified.
- The Drug Interdiction Unit continued its work in 2021, resulting in numerous contacts of suspects and seizures of illegal drugs and contraband being trafficked through SEA.
- Continued participation on the Valley Investigative Team and FBI – CETF (Human Trafficking). Assisted in four Valley Investigative Team Investigations and three FBI – CETF sex trafficking operations.
- Detectives identified and charged several individuals in a ring responsible for fraudulently renting vehicles at the Rental Car Facility.
- Detectives investigated an in-progress kidnapping of a kidnapped 1 year-old child from baggage claim. Excellent and quick investigative work led to the safe recovery and the child being re-united with the mother who was a victim of human trafficking. The suspect was arrested, booked into jail, and held on \$2 million dollar bail pending multiple charges.

CID HIGHLIGHTS

- 2021 saw a rash of catalytic converter thefts nationwide, due to the increasing value of rare metals contained in them. Unfortunately, SEA was not immune. In response to the uptick in catalytic converter thefts, CID proposed and executed a bait car program in SEA Parking Garage. The operation resulted in two separate thefts of the catalytic converter from the bait car, resulting in the arrests of four suspects on numerous charges.
- The drug interdiction unit investigated a drug trafficking case between Seattle and Alaska that led to the arrest of 2 drug traffickers and the seizure of 2,923 fentanyl pills, 182.7 grams methamphetamine, 96.2 grams heroin, and \$23,749.
- POSPD JTTF Detective assisted in a federal investigation and arrest of an American citizen attempting to join ISIS.

DRUG INTERDICTION UNIT

POSPD drug interdiction detectives focus on domestic and international narcotics traffickers connected to the airport and seaport. These detectives investigate cases and leads to detect and monitor criminal organizations that may utilize the Port property or the transportation in and out of Port facilities for drug trafficking. This ensures a safe airport for the traveling public because a byproduct of illegal drugs is violence. To assist with these investigations, both detectives are also issued a drug detection K9 partner.



COMMUNICATIONS CENTER/DISPATCH

The Port of Seattle Police & Fire Communications unit is located at SEA and is staffed 24/7. The communications center is a primary public safety answering point (PSAP) and handles the police, fire, and medical requests for the Port of Seattle. All dispatchers complete 24 hours of training annually and are trained in police and fire dispatching/call taking as well as emergency medical dispatching and provide prearrival medical instructions to callers.

POLICE TRAINING OFFICER (PTO)

The Police Training Officer (PTO) program is responsible for the field training of all entry and lateral officers. PTO is built upon Adult Based Learning Principles and Problem Based Learning. The program is designed to encourage community-oriented policing and actively encourages officers to not just handle calls, but problem solve. A benefit of PTO is its flexibility based on the needs of the student officer. Entry-level officers spend 15 weeks and laterals spend on average 10 weeks completing the program. The student officer needs to demonstrate proficiency in 15 core competencies before being released to solo patrol. The PTO cadre is composed of one PTO Commander, one PTO Sergeant and 7 Officers. All PTOs attend and must successfully complete a weeklong PTO school.



MAJOR EVENTS/ACCOMPLISHMENTS

The Communications Center processed 52,453 police, fire and medical calls.

The Communications Center 2021 by the numbers:

- 13 full-time dispatchers
- 3 full time supervisors
- In 2021 we processed 52,453 dispatchable police and fire events
 - Total CFS: 98,113
 - Total Fire/Medical Calls: 5,385



SPOTLIGHT



LESLEY HESLIN

**PORT POLICE AND FIRE DISPATCHER
11 YEARS WITH POSPD**

Dispatcher Lesley Heslin brings her passion for training and her technology skills to work with her on a daily basis. Lesley, a veteran dispatcher with 24 years' experience trains with a balance of love for the industry and real-world experience. Having worked in multiple communication centers throughout the duration of her career Lesley is truly a subject matter expert in police, fire and EMS. She uses her vast amount knowledge and expertise to ensure both new and lateral dispatchers understand the skills needed to do this job. Lesley's passion for training is evident as she is constantly trying to find new ways to challenge, teach and inspire her trainees. Her calm, confident and positive demeanor round out the wonderful training environment that she creates.

Lesley is currently using her wealth of industry knowledge to aid the CAD RFP committee. She is an integral member of the team tasked with implementing a new CAD/RMS system for police, fire, and dispatch.

Lesley's experience includes 11 years at the Port of Seattle Communications Center, 9 years with the City of Puyallup as a police and fire dispatcher, 2.5 years at the city of Puyallup in the records department and 1.5 years at Valley Communications Center. This extensive knowledge of multiple CAD systems, records management & dispatching has directly impacted the team's success. Lesley is motivated and dedicated to improving CAD for her fellow dispatchers, police officers, and firefighters that she works with. Her personal commitment to improving technology for our department is unwavering and commendable.



POLICE SPECIALISTS

The Port of Seattle Police Department employs eight civilian Police Specialists. These specialists provide critical primary services to the department in important areas including records administration, payroll, crime analysis, police accreditation, scheduling, purchasing, fleet and supply and customer service. In addition, these specialists also provide vital assistance in fields relating to property and evidence support, patrol support, training, criminal investigations, budget management, personnel and public disclosure.

The behind the scenes work these dedicated professionals perform helps the Port of Seattle Police Department to operate effectively and efficiently while maintaining local, state and federal regulatory compliance with applicable laws and regulations as well as national accreditation standards.

PEER SUPPORT TEAM

The Port of Seattle Police Peer Support Team was formalized in 2016. The team is comprised of 8 members currently in 2021, but a process is underway to add more members to the team in 2022. Members are commissioned Law Enforcement Officers, Sergeants, Dispatchers and Civilian employees of the Port of Seattle Police Department, the team is supported by a certified Mental Health Professional (MHP). All team members are volunteers. Each member has been specially trained in critical incident stress management and crisis intervention techniques.

The purpose of the Peer Support Program is to prevent and/or lessen the potential negative impact of stress upon department members by providing emotional support, information, and assistance. The program provides the Port of Seattle Police Department personnel with psychological and emotional support through pre-incident education, family support, demobilization, post-incident defusing and confidential one-on-one interactions.

A critical incident can be defined as any event that has a stressful impact sufficient enough to overwhelm the usually effective coping skills of an individual.



SPOTLIGHT



MERSIHA BEGHANOVIC

POLICE SPECIALIST
16 YEARS WITH POSPD

Tell us about your background/personal story in coming to this county.

I am a first-generation immigrant from Bosnia and Herzegovina. My family of five emigrated to the United States, particularly the Seattle area in December of 1996. At the time Bosnia's ethnic war was ending and the Dayton Peace Agreement was signed, and my father decided that we needed to go in search of better opportunities. Our old house was not usable any longer and opportunities were scarce. My father had to make a difficult decision to go across the world to this unknown country that many called land of opportunity.

At the time I was a teenager, and I was not happy about it, but now being a parent myself I think about how difficult that decision might have been to decide to move to a country where you don't speak the language in your late thirties. It was a great decision as my two sisters, and I have utilized all the opportunities to educate ourselves and to make a better life for our families as well. Today I have two daughters, and I tell them about the difficulties that I went through as a child surviving an ethnic war and to be thankful for every opportunity that they are given because there are so many that don't get the same faith and freedom.

What's the most rewarding/interesting part of being a Police Specialist at the Port of Seattle?

The most interesting thing that I think people outside of our department do not realize about being a Police Specialist is that our positions are very specialized in their own areas of expertise. For example, I handle payroll/human resources related duties and my position within the department has grown over the years and does not match the original position I went into sixteen years ago.

One of the things that I love about our unit and our department is that we are family first, and this is something that has remained strong over the years. I also enjoy being part of the bigger picture at the Port, as I get the opportunity to participate in Employee Resource Groups (ERG) and be part of something bigger. One of the ERGs that I have enjoyed being on is VOICE (Voice of Immigrants Committed to Equity), although we are a fairly new ERG, we have been able to talk about so many things that I did not get a chance to participate in prior years. I enjoy being able to share my story and listen to others as well.

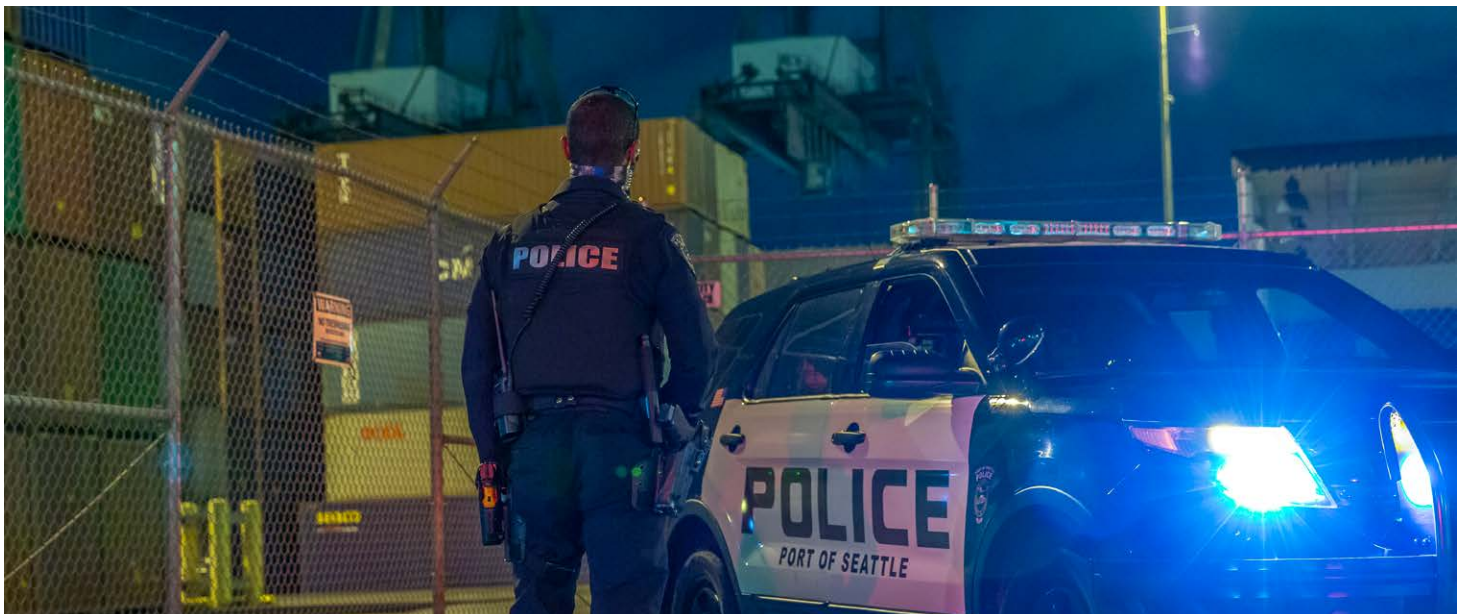


OFFICE OF PROFESSIONAL DEVELOPMENT

The Office of Professional Development (OPD) ensures all police department employees meet applicable, legislated training requirements, and have adequate training to perform their jobs effectively and efficiently. Washington State requires all commissioned officers attend at least 24 hours of in-service training each year and the officers collective bargaining agreement requires 40 hours. Entry level officers require approximately 720 hours of academy training as a new hire. Non-commissioned staff, Dispatchers, Police Specialists, and Traffic Support Specialists receive several hours of training annually as well.

The department generally exceeds these requirements, with each commissioned officer receiving an average of 90 hours of in-service and additional training.

OPD conducts a wide range of training to ensure our personnel are some of the best-trained in the state of Washington. This includes annual in-service training in firearms, legal updates, high-liability policies (use of force and pursuit), bias-based policing, interaction with persons in crisis, blood-borne pathogens, heat injuries, and other health and safety topics. Additional training is done on a regular basis in areas dealing with control devices, first aid, driver's training, and more. OPD also acts as our department's liaison with the Washington State Criminal Justice Training Commission (WSCJTC) in matters related to training, such as, the Basic Law Enforcement Academy (BLEA) for newly hired, entry-level police officers along with advanced instructor level courses for our various training cadre members. This has led to an extremely well - trained staff which continues to identify and respond to the needs of our community.





OFFICE OF PROFESSIONAL ACCOUNTABILITY

The Office of Professional Accountability (OPA) has a multitude of responsibilities which include conducting internal affairs, serving as the department liaison to Port Media Relations, and the oversight and release of police records through public disclosure requests. The OPA works closely with the Port of Seattle Legal Department, Human Resources and Workplace Responsibility, Labor Relations, Media and External Relations, and the Public Disclosure Department.

While the primary function of the OPA is conducting investigations of alleged employee misconduct, we also seek to identify potential issues, training needs, and opportunities to self-correct and to build community trust and relationships.

The OPA responded to 13 complaints generated by both citizens and internally that are broken down into three categories: major/moderate, minor, and inquiry. An inquiry about conduct or performance, if true, would not violate department policy or law. Inquiries are often resolved through clarification regarding policy or procedures. A minor complaint, if proven true, is typically a minor policy violation such as courtesy or rudeness. Major and moderate complaints are allegations that constitute more serious violations of department policies up to criminal acts and could lead to suspensions or termination. In 2021, we investigated eight inquiries, four minor complaints and one major/moderate complaints.

The use of force by law enforcement officers is another area of public concern which can lead to deteriorating relationships within our community when it is not accounted for. Therefore, OPA tracks all incidents where physical force is used by any of our officers to ensure we are acting within policy and law.

In 2021, the Port of Seattle Police Department initiated 34 use of force events and a total of 59 separate uses of force. Since 2017, the department has averaged 31 force events per year.

In comparison to 2020, the department saw an increase of two force events from 32 to 34 and an increase in total instances of force being used from 38 to 59. This is an increase of 6 percent and 55 percent respectively. Although there are several considerations to attribute to the rise in force being used, one of the primary factors has been the significant increase in total passenger volumes. In 2021, passenger traffic through SEA Airport increased by 80 percent from 20 million to more than 36 million.

2021 USE OF FORCE

Takedown	30
TASER	7
Strikes	1
VNR	0
Pointed Firearm.....	0
Impact Munitions	2
OC Spray	0
CS Gas.....	0
Impact Weapon.....	0
Leg Restraint.....	7
Gun Fire	0
Physically Restraining	11



OFFICE OF PROFESSIONAL STANDARDS

The Office of Professional Standards (OPS) serves as the department's central coordination point for policy/procedure development, manual updating, and directive/order creation and dissemination. OPS manages our agency's Lexipol-based policy manual system. Lexipol is a subscription service providing state-specific policies which are foundation for further OPS policy development and customization.

POSPD played a proactive role in bringing Lexipol to Washington State by assisting Lexipol in developing their initial draft policy manual and training related content to meet the unique needs of our state. Once the Lexipol Washington State master policy manual was ready, our agency quickly adopted and fielded our first, Lexipol-based policy manual in 2007. Through the years, under management of OPS, our Lexipol-based manual has allowed the department to successfully obtain, and maintain, first, state level, and then, international level accreditation.

In addition to accreditation and policy-related work, OPS also provides technical support to other agency entities to include: the Office of Professional Development (OPD) –ensuring training reconciles with policy and fulfills accreditation requirements, the Office of Professional Accountability (OPA) –responding to external policy /procedure related inquiries, and as requested by leadership, assisting with other special projects.



PUBLIC SAFETY PARTNERSHIPS



The Port of Seattle Police department is one of seven valley member agencies that make up a partnership between police agencies in the South King County Valley region. This partnership allows the Port of Seattle Police Department to align resources and facilitate the creation of special teams made up of valley agency personnel and resources. This partnership results in each valley agency having access to larger, highly trained, and well-equipped teams that specialize in Special Weapons and Tactics, Crisis Negotiations, Civil Disturbance and Special Investigations.

These participating Valley agencies consist of:

- Auburn
- Des Moines
- Federal Way
- Kent
- Renton
- Tukwila
- Port of Seattle Police Department

VALLEY HOSTAGE NEGOTIATIONS TEAM

The Port of Seattle Police Department's Crisis Negotiations Unit (CNU) contributes personnel to the Valley Hostage Negotiations Team (VHNT). This contribution consists of one commander, one sergeant and two officers who serve as negotiators. The VHNT provides trained negotiators to the Valley agencies when they experience high risk and stressful incidents that could involve hostage situations, domestic violence events, barricaded subjects, suicidal subjects, and subjects suffering from mental health issues. The goal is to use crisis communications and tactics to save lives and resolve crisis incidents while avoiding unnecessary risk to officers, citizens, victims, and others.

In 2021, VHNT responded to 20 separate events in which team members engaged in crisis communications to help bring safe resolution to these critical incidents.

PUGET SOUND JOINT TERRORISM TASK FORCE

The Puget Sound Joint Terrorism Task Force (PSJTTF) was formed in 2000. Participating agencies provide personnel to work with the FBI in conducting domestic and international terrorism investigations. The taskforce uses the skills, experience, and resources of local agencies to prevent and solve acts of terrorism and support cases nationally and internationally.

PUGET SOUND AUTO THEFT TASK FORCE

The Puget Sound Auto Theft Task Force (PSATTF) is a multi-jurisdictional team comprised of Washington State Patrol, Pierce County Sheriff's Office, King County Prosecutor's Office, and the Municipalities of Auburn, Bonney Lake, Federal Way, Lakewood, Puyallup, Redmond, Tacoma, Tukwila, and the Port of Seattle to effectively investigate and enforce the laws relating to auto theft.

In 2021, the PSATTF recovered 459 stolen vehicles, which averaged a little over \$7.93 million in value. Since its inception in 2017, the task force has recovered 1,759 vehicles, valued at \$24.46 million, as well as uncovered many theft rings, chop shops, and export operations, and have apprehended and charged many prolific offenders of auto theft in the region.





VALLEY INDEPENDENT INVESTIGATIONS TEAM

Valley Independent Investigative Team (VIIT, formed in 2012) investigates all officer involved shooting (OIS) or other Deadly Force that results in Great Bodily/Serious Bodily harm or Death.

- Consists of POSPD Criminal Investigations Division, along with detectives from Auburn, Des Moines, Federal Way, Kent, Renton, and Tukwila Police Departments.
- Based on foundational principles of Independence, Transparency, Communication, and Credibility.
- Since its inception in 2012, VIIT has investigated 48 officer involved shootings.
- Involved agency does not participate in independent investigation.
- This requires the Involved Agency and VIIT follow the LETSCA (Law Enforcement Training and Community Safety Act) and WAC Rules (WAC 139-12-020 and 139-12-030).

VALLEY SWAT

Valley SWAT maintains an excellent reputation across the region and the nation. The team facilitates the region wide Valley Active Shooter School, which trains the region's police officers in patrol-level active shooter response. Valley SWAT operates the region's best training and certification for explosive breachers, drawing in students from many states across the greater Pacific Northwest. SWAT officers from the Port of Seattle Police Department are many of the primary instructors in these schools as well as trainers and executive leaders for the Washington

State Tactical Officers Association. Additionally, the department maintains trainers with leadership roles in the National Tactical Officers Association and serve as committee members for various committees with the National Institute of Justice.

Valley SWAT is composed of six officers and one commander from each participating Valley agency. The team's mission is to save lives by providing stabilization and resolution to high-risk situations that are beyond the ability of standard police patrol units to resolve safely.

The large number of highly trained and well-equipped officers allows for:

- Safe and effective response to potentially volatile situations on all Port properties
- Access to the largest tactical team in the State of Washington
- Increased financial responsibility by spreading the costs of maintaining a team across six jurisdictions

Valley SWAT's primary duties focus on:

- High-Risk Warrant Service
- Dignitary Protection
- Armed Barricade Suspect Resolution
- Critical Infrastructure Protection
- Response to Coordinated Multi-Cell Terrorist Attacks
- Hostage Rescue



VALLEY CIVIL DISTURBANCE UNIT

The Port of Seattle Crowd Management Unit (CMU) includes 22 commissioned officers with specialized training in using bicycles as a crowd management tool. The CMU is a member of the Valley Civil Disturbance Unit (VCDU) and with its specialty in bikes, CMU is the main bike group for VCDU. The team also deploys as a regional asset for crowd management issues in the region.

The CMU unit is in place to provide crowd management in a way that protects the rights of individuals and groups to peacefully assemble and protest but also to discourage acts of lawlessness. The CMU unit deploys to a wide variety of events ranging from active riot situations to special events with large crowds.

To become a member of CMU, an officer must demonstrate their ability to make sound decisions under the most stressful of situations. Officers that are selected must also complete a 40-hour bike class which includes eight hours of bike crowd management.

The members of the POSPD Crowd Management Unit are the standard for professionalism, and proud to serve the Port and our community.



COMMUNITY ENGAGEMENT

As the world slowly returned to partial in-person events after COVID-19 restrictions began to lift, the Port of Seattle Police were able to participate in a couple community events. These were not at full capacity or as many as in previous years, but we are hopeful to return to more community events in 2022.

In 2021, POSPD participated in the annual Polar Plunge in support of Special Olympics and the SEA Charity Golf Tournament in support of the Highline Schools Foundation.

SEA CARES INITIATIVE

Several members of the Department collaborated with SEA leadership as part of the SEA Cares Team. Key objectives of SEA Cares is to:

1. Provide a safe and secure airport for employees and the public
2. Offer resources when applicable and be compassionate
3. Reduce the likelihood of a serious incident (assault/ use of force)
4. Understand the Airport's role and responsibility to the community

Several strategies were employed such as increasing lighting, adding trespassing signage, and limiting access points to the airport during specific times. Strategies going into 2022 included stakeholder training and implementation of co-responder teams.

The SEA Cares initiative is a model example of a multi-disciplinary intra-departmental approach to addressing a complex community public safety issue. We continue to learn from these efforts and adjust strategies to meet the objectives above.

BUSINESS PARTNER COLLABORATION

The Police Department strives to provide exceptional public safety services to the Port Business Units. In 2021, Police leadership conceptualized and initiated a collaborative process where we developed Service Level Agreements (SLA) with the aviation and maritime leadership. A key component for us was to listen to what services our customers want rather than us telling them what services we will provide. Recognizing that resources are not unlimited, it was critical for us to ensure good stewardship, allocation, and that we fund the right activities.

The end product was an agreement on the level and type of services that we would provide. It incorporated all our core law enforcement functions while adding some enhanced services. The agreement identified the required resources, and the funding was supported by Port Executives and the Commission. The process and establishment of the SLA is a great example of the relationship between the Police department and business partners here at the Port. It is one form of community policing at the Port of Seattle that improves overall safety and services to those utilizing our properties.



POLICING ASSESSMENT

In 2020, Port of Seattle Commissioners voted to hire an outside consultant to review policing practices within the Port of Seattle Police Department. The final selection was a team with 21CP Solutions. As pulled from the 21CP Solutions business page:

"21CP Solutions helps cities and communities effectively tackle the challenges of delivering safe, effective, just, and constitutional public safety services in the 21st Century. We empower communities across the country to develop and implement equitable and integrity-driven public safety – grounded in building trust and strengthening relationships."

The assessment conducted was a collaborative approach, involving police department members, Port of Seattle stakeholders, and community members. There were eight sections involved with the assessment: Training and Development, General Recommendations, Use of Force, Advocacy Recommendations, Diversity in Recruitment and Hiring, Mutual Aid Recommendations, Oversight/ Accountability/ Equity and Civil Rights, and Budget/ Roles and Equipment. Each of these sections had subject matter experts from the police department to provide greater insight and understanding. More importantly, in each of these sections, members of our community and stakeholders participated, providing valuable feedback. The collaborative approach allowed us to discover ways we could improve our services as a department.

At the conclusion of the assessment, 21CP Solutions provided the police department with 52 recommendations. The recommendations brought forward will help ensure the police department continues to provide exceptional service to the community, while always striving for our vision, "the nation's finest port police."

In December 2021, the Police Assessment Implementation Team (PAIT) was formed to collaboratively work together to prioritize and identify what resources would be needed to begin implementing the recommendations identified in the assessment. The PAIT consisted of members from Human Resources, Labor, Legal, Police Department, Office of Equity Diversity and Inclusion, Finance and Budget, and Office of Strategic Initiatives. Due to the collaborative approach with a cross section of employees and officers understanding the implications of these

recommendations, the team is close to having a report to provide the Commission on a plan and progress being made. While this will be a continuous work in progress, without the input from the community, the support of the Port of Seattle, and the willingness of police department members to get feedback, this assessment would not be successful. We look forward to the 2022 annual report where we can provide results seen from improvements made.

POLICE REFORM

There were several Police Reform bills that passed the State Legislature in 2021. The bills included changes to use of force, police pursuits, restrictions and definitions of military equipment, duty to intervene, police backgrounds and certifications, and recording of interrogations, amongst other bills. The department quickly responded to the reform. Policies were amended or added to ensure compliance with the new laws. Our training cadre developed new curriculum. Police leadership worked with our regional and state colleagues to ensure consistent interpretation and application of the laws. All commissioned staff were trained to ensure an operational understanding and implementation of the statutes.

We are pleased that we can report that the Port of Seattle officers and staff were exemplary in adapting to the reform. We recognize that we are public servants, and it is essential that we maintain public trust and legitimacy.



HONOR GUARD

The Port of Seattle Police Department's Honor Guard Team has been a proud tradition for many years. Members represent the Port of Seattle and the Police Department at many ceremonies and formal events, regardless of the hour, weather conditions, or venue. The Honor Guard presents and posts the American flag and State of Washington flag at Port events. In 2021 we attended the 9/11 Memorial Ceremony, the 9/11 20th Anniversary Stairwell dedication, the Behind the Badge Ball Auction and the Washington State Peace Officers' Memorial Ceremony.

Outside the Port of Seattle, the Honor Guard Team coordinates with other agencies to pay respects to fallen members of police, corrections, and fire departments at their memorial services. The Honor Guard's attendance at these events shows support for the families and recognition for the ultimate sacrifice made in the line of duty.

They also represent the Port of Seattle Police Department at the annual recognition of fallen officers at the State of Washington's Law Enforcement Memorial in Olympia every May.

In 2021, the Honor Guard represented the department and paid our respects at the memorial services for officers:

- Officer Kurt Engel
- Officer Lexi Harris
- Officer Charlie Cortez
- Officer Jay Hughes
- Sergeant Joe Deccio

**Membership requires devotion
and commitment to Honor
Guard standards of ethics,
honor, and integrity.**



STATISTICS, STAFFING UPDATES, AND AWARDS





STAFFING UPDATES

Officers

- 1 Chief
- 2 Deputy Chiefs
- 6 Commanders
- 19 Sergeants
- 89 Police Officers

Communications

- 1 Communications Manager
- 3 Communications Supervisors
- 17 Communications Specialists

Support

- 1 Sr. Administrative Assistant
- 9 Police Specialists
- 9 Traffic Support Specialists

Department Demographics (2021)

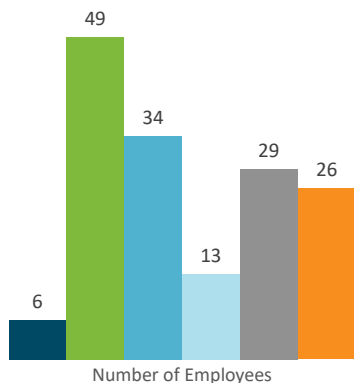
157 employees

117 Commissioned personnel

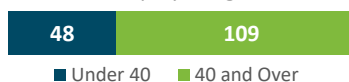
40 Civilian personnel

Tenure

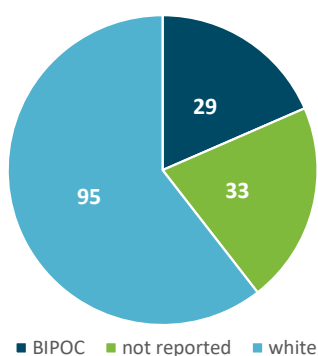
- > 1 year
- 1-4 years
- 5-9 years
- 10-14 years
- 15-19 years
- 20+ years



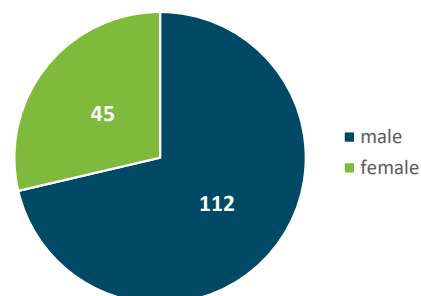
Employee Age



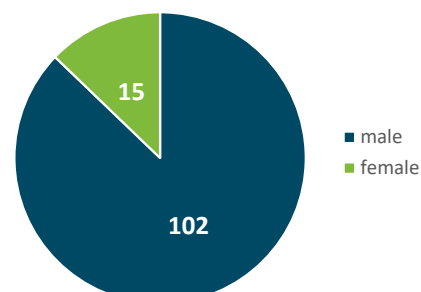
Ethnicity



Gender (Total)



Gender (Commissioned Officers)



DEPARTMENTAL HIGHLIGHTS

Officer of the Year



DAN BREED
SERGEANT

Also received a promotion to Sergeant in 2021

Promotion



ARMAN BARROS
SERGEANT

Promoted to Sergeant

Other Honors

Life-Saving

EMILY HOLDEMAN
OFFICER

Applied lifesaving resuscitation efforts for a passenger experiencing serious medical event / airport STS train

JERRED JONES
SERGEANT

DEREK SLOAN
OFFICER

Assisting occupants inside burning motorhome to safety near Shilshole Bay Marina



2021 PORT OF SEATTLE POLICE BUDGET

With an approved 2021 budget of \$28,317,096, the final year-end 2021 budget was \$28,682,172, resulting in a total difference of \$361,192.

2021 Approved Budget \$28,317,096
2021 Actual Budget \$28,682,172
Savings \$361,192

2021 EXPENSES

Salaries and Benefits	\$26,496,678
Equipment	\$109,458
Utilities	\$13,182
Supplies and Stock	\$410,323
Outside Services	\$551,778
Travel and Other Employee Expenses	\$94,776
Promotional Expenses	\$616
Telecommunications	\$109,989
Property Rentals	\$28,509
Worker's Compensation	\$293,718
General Expenses	\$573,145



2021 POLICE ANNUAL REPORT PRESENTATION



Watch the presentation of the Police Annual Report given to the Port of Seattle Commission on June 28, 2022.

- Get insights from Interim Chief Villa
- Listen to Commission questions and comments
- Learn about next steps



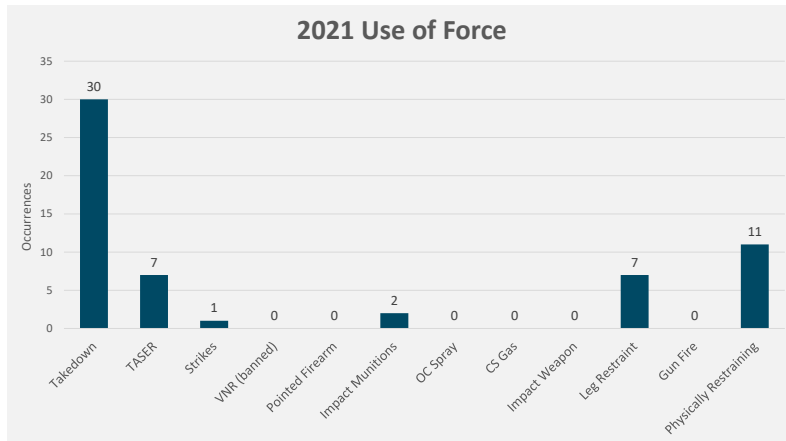
Use the QR Code to watch the presentation.

Direct link: https://meetings.portseattle.org/watch/meeting/2022_06_28_RM

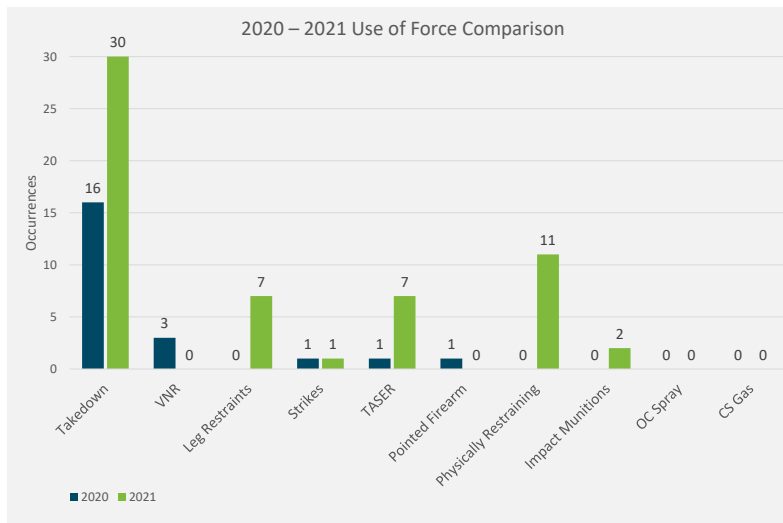
2021 PORT OF SEATTLE POLICE STATISTICS

USE OF FORCE

- Police Contacts 9,930
- Arrests 593
- 34 use of force events in 2021 (.1% of all contacts)
- Vascular neck restraint was removed from department policy in June 2020



34 Use of Force events 9,930 Police Contacts 593 Arrests



Takedown: A physical technique performed by the officer that involves using leverage and timing to knock a person off balance and bring them to the ground while under control to minimize injury.

Vascular Neck Restraint (VNR): Application of bilateral compression to the sides of the neck structure, impacting the circulatory system while leaving the airway unobstructed and protected during a confrontation. Removed from department policy in June 2020.

Leg Restraints: Physical restraints, typically made from nylon or plastic, that are applied to a person's lower legs. These types of restraints are used in conjunction with handcuffs to limit the subject from kicking aggressively and injuring himself or herself, the officers and bystanders, or destroying property.

TASER: Probe deployment involves the use of darts and does not require close quarter deployment. Drive-stun application is direct contact without the use of darts most commonly used in close quarters.

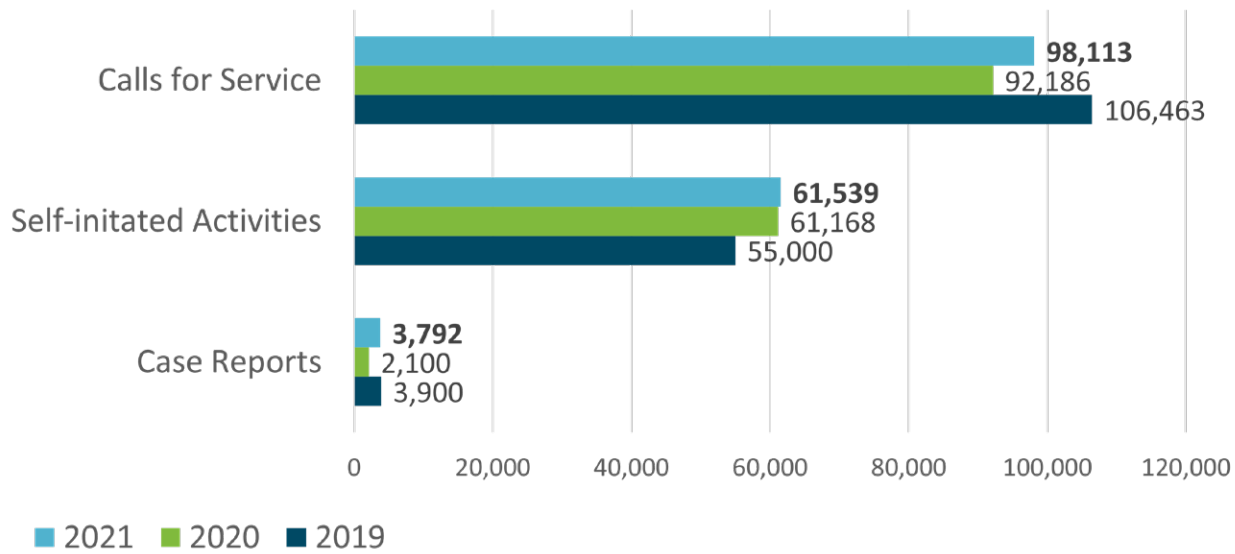
OC Spray: Oleoresin capsicum-similar to 'pepper spray' or 'mace' used to temporarily stun or incapacitate.

CS Gas: Compound 2- chlorobenzalmalononitrile, a form of tear gas used particularly in the control of riots.

Impact Munitions: A crushable foam or sponge material, less-lethal round. These munitions are designed to have consistent velocities for use in short and intermediate ranges. The nose of the munition may be loaded with CS powder to provide irritant effects to the threat.

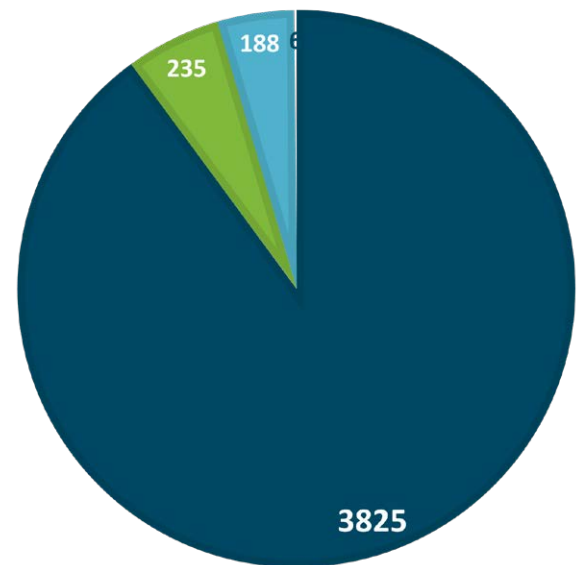
2021 PORT OF SEATTLE POLICE STATISTICS

PATROL TEAM

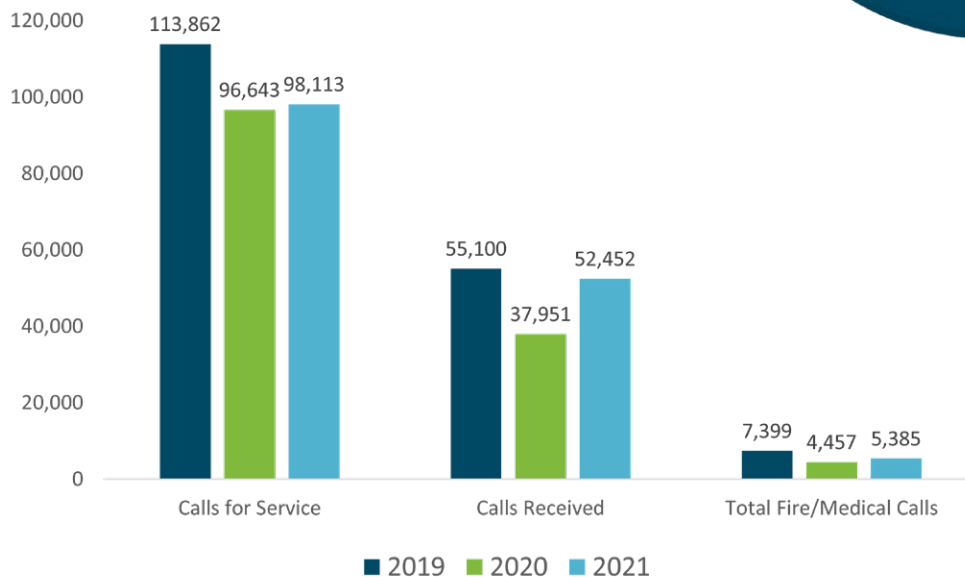


■ K9 Emphasis Patrols
 ■ Cargo Sweeps
 ■ Unattended Items
 ■ Response to Bomb Threat

EXPLOSIVES DETECTION CANINE (K-9) UNIT



911 POLICE AND FIRE COMMUNICATIONS TEAM







PORT OF SEATTLE

COMMISSIONERS

Ryan Calkins

Sam Cho

Fred Felleman

Toshiko Hasegawa

Hamdi Mohamed

EXECUTIVE DIRECTOR

Stephen P. Metruck

Port of Seattle

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