

# **PORT OF SEATTLE POLICE**

# 2022 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 Police Chief Mike Villa:**

It is my pleasure to present to you the 2022 Port of Seattle Police Department Annual Report.

This past year the Port of Seattle Police Department was stretched and challenged by increased demands and a lack of staffing. However, our team members worked together to ensure travelers, visitors, and employees were safe at the airport and seaport during 2022. A THANK YOU goes out to each of them for the outstanding commitment that they brought to work each day and the support that you provided during the year.

There were several notable events and accomplishments in 2022. This was our first full year of partnering with SeaTac Municipal Court. It has been a critical resource to enhance public safety at Seattle-Tacoma International Airport (SEA). The Port of Seattle Police Marine Unit acquired Harbor 2, a new boat funded in large part through a 2020 FEMA grant. We created a dedicated Recruitment Team that helped recruit and hire 17 officers during 2022. President Biden arrived and departed through SEA on Air Force One. Our team did a phenomenal job with very short notice to coordinate with others and ensure a smooth and secure operation. The department was featured as a destination agency at the International Associations of Chiefs of Police Annual Conference in Dallas, Texas. The Department celebrated its 50-year anniversary in October with Executive Director Steve Metruck and Commission Vice President Toshiko Hasegawa as keynote speakers. We were progressive in creating a new mental health professional position to assist us in responding to persons in crisis. The above are just samples of the accomplishments and activities of 2022.

Finally, I was very fortunate and honored to be appointed in August as the Port of Seattle Police Chief. I am thankful to be able to continue to work with such a talented and dedicated team here at the Port of Seattle.

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



Chief Mike Villa





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# PORT OF SEATTLE POLICE 2022 Annual Report





COMMAND TEAM



MIKE VILLA  
INTERIM CHIEF



JENNIFER ROBINSON  
SR. ADMINISTRATIVE ASSISTANT



MARK THOMAS  
DEPUTY CHIEF

Services Bureau



SEAN GILLEBO  
ACTING DEPUTY CHIEF

Operations Bureau



KYLE YOSHIMURA  
SERGEANT

Office of Professional  
Accountability



TOM BAILEY  
COMMANDER

Criminal Investigations  
Unit



DARIUS ALDRIDGE  
COMMANDER

Aviation Division



HANNAH  
MINNEHAN  
COMMANDER

Aviation Division



LISA DRAKE  
COMMANDER

Professional Standards  
and Development



STACY WASSALL  
911 COMMUNICATIONS  
MANAGER

Communications, Technology,  
and Administration

JURISDICTION

The Port of Seattle Police Department provides the primary law enforcement service to SEA Airport and the Port of Seattle’s seaport properties.

Seaport Properties

The Northwest Seaport Alliance is a marine cargo operating partnership of the Port of Seattle and Port of Tacoma. We are the fourth-largest container gateway in North America. Under a port development authority, the ports manage 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, SEA Airport stands apart. And we’re always improving.

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

- 46 million total annual passengers in 2022
- 31 scheduled passenger airlines
- 120 connections from SEA to 92 non-stop domestic and 28 international destinations
- More than 456,000 total metric ton of air cargo in 2022

SEAPORT UNITS

- Marine Patrol Unit
- Dive Team

AIRPORT UNITS

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

PARTNERSHIPS

- FBI Joint Terrorism Task Force
- Valley SWAT
- Crisis Negotiators
- Crowd Management Unit
- Valley Independent Investigation Team (VIIT)



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, have completed four accreditation processes, and are into the first year of our fifth. 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, 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 and 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 and 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' tasks run the gamut of responding to routine reports of a crime, intervening in physical confrontations, resolving a security breach within the airport, assisting those suffering from a mental health crisis, and if necessary, responding and mitigating major scenes of violence and acts of terror.

During 2022, the Operations Bureau recorded more than 84,288 calls for service and documented over 4,050 significant activities in criminal case reports. This included over 50,938 self-initiated contacts that included area checks, subject contacts, traffic stops, and checkpoint alarm checks.

# SPOTLIGHT JERRED JONES

## SERGEANT, PATROL DIVISION 20 YEARS WITH POSPD

*A lot has changed in the world of law enforcement in twenty years.*

*When I attended the police academy in 2003 I was the only black person in my class.*

*We were learning how to do "high risk" traffic stops and I volunteered to play the role of the driver of the suspect vehicle. As the exercise went on eventually I was called out of the car and handcuffed.*

*The INSTRUCTOR told the other officers this is not the time to celebrate or start doing high fives because "WE GOT THE BLACK GUY!" He saw the look on my face and said, "Sorry Jones. I'm just keeping it real."*

*I was afraid of retaliation if I filed a complaint or made waves. I kept it to myself. I had a one year old daughter and my wife depending on me to graduate from the academy. Fortunately, that is the only story in my entire career where I have experienced any type of racial ignorance from the law enforcement side. I've been called the "N" word regularly by our clients we serve and protect. I have said it many times that the Port of Seattle Police Department is one of the most diverse agencies in the United States of America. When I was hired it was that way and I'm proud to say we still are.*

*In 2005, while working as a patrol officer for the Port of Seattle, I participated in an assessment to become a member of the Valley Special Response Team aka S.W.A.T. At this time, Chief Villa was working for the City of Tukwila and he was the Valley team commander. I spent seven years on the team. My primary function for four years was that of a breacher. Breachers get the team inside the structure. I usually used a ram to open the door. I enjoyed this position because it allowed me to utilize my HULK like rage to open the door for the team. The scary part was I was the first guy up to the door and both my hands were needed to hold the ram.*



*My gun was in my holster. I had to depend on my teammates for protection. However you'd be surprised how many drug dealers leave their doors unlocked. I learned to try the doorknob first!*

*In 2013, I was promoted to the rank of sergeant. I've enjoyed working with so many talented and hard working officers. They all take so much pride in their work. I have especially enjoyed seeing the empathy and compassion they show to people. I've seen our officers go to their lockers and give away their clothes and shoes to people in need. I've seen officers pull money out of their wallets to feed families and pay their parking fees to exit the garage.*

*On Halloween, I was given authorization to wear my uniform and take a patrol car to a Trunk or Treat event. I had multiple children of all colors and genders telling me they wanted to be a police officer when they grew up. I can't tell you how much joy that brought to my heart. (if need more space, you can leave this out)*

*Many times police officers don't get the opportunity to speak with people unless something is wrong. At the Port that isn't the case. I can talk to anyone in the terminal or on the drives. Many times people are absolutely shocked that I talked with them. By doing so, my hope is to remind them we're people too.*





## PORT OF SEATTLE SEAPORT

### MARINE PATROL UNIT

The Marine Patrol Unit operates a 37-foot vessel Harbor 1, and our new 35-foot vessel, Harbor 2. Harbor 2 became operational this year after a 3-year procurement and construction process. A 2020 FEMA grant provided 75% of the funding for the boat. The new boat provides an additional waterside asset for patrolling the critical infrastructure of the Port of Seattle and NWSA properties. The patrol boat also conducts waterside security during the Cruise Ship season as required by the United States Coast Guard.

These vessels patrol the waters of Elliott Bay as well as Shilshole Bay Marina, Fishermen's Terminal, and the Duwamish waterways. They 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, including Seattle and Bainbridge Island.

The boats are equipped with several 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. They also carry other equipment to aid in the detection of other threats that may be transported through the waters of the Puget Sound.

In 2022, the MPU team conducted 95 deployments for cruise ship operations, performed rescues, inspected critical infrastructure on several Coast Guard regulated facilities within our jurisdiction, removed navigational hazards from the waterway, and contacted suspicious and/or derelict vessels at or near our Port properties.

### DIVE TEAM

The Police Dive Team works closely with the Port of Seattle Police Department's Marine Patrol Unit. 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, investigation of waterborne crimes, and to conduct hull and pier sweeps. The Dive Team provides law enforcement services during special events such as the 4th of July, Seafair, and other Port of Seattle-sponsored maritime events. In addition, they provide waterside security to visiting cruise ships and work with other regional dive teams on large scale critical infrastructure inspections and searches in the Puget Sound and other surrounding bodies of water.

In 2022, the Dive Team conducted 13 pier sweep dives checking the critical infrastructure of piers, checking for suspicious devices, or anything that would bring a concern of safety and security within Port of Seattle jurisdiction.



## SEA AIRPORT DIVISION

### BOMB DISPOSAL UNIT

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

In 2022, the Port of Seattle Bomb Technicians conducted 287 activities, including SWAT assists (38), training, ammo pickup, maintenance, and magazine inspections. The Unit responded to 48 incidents during the year for suspicious items, Explosive Detection Testing (EDT) alarms, pipe bombs, military ordinances, and improvised explosive devices (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, inspect and, if necessary, render the suspicious device safe.

A highlight of 2022 was taking possession of our newest bomb disposal robot. The Spartan Two is the new standard bearer for bomb disposal work and provides the latest technology in safety. With only 28 currently in service worldwide our unit had the privilege of being one of the first to have a Spartan deployed. 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 2022, the Port of Seattle Explosives Detection (ED) Canine Unit conducted 3,794 K9 emphasis patrols and responded to 359 unattended items and 64 requested cargo sweeps. The K9 Unit responded to four bomb threats, 12 dignitary sweeps, and one team provided K9 sweeps at the Super Bowl in California.

The Port of Seattle ED 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, and 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.



## TRAFFIC SUPPORT SPECIALISTS

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

In 2022, the TSS were staffed with five to six specialists. When fully staffed, this unit is comprised of 16 employees who 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. They provide excellent customer service, safely manage traffic on the arrival and departures drives, and provide extra eyes and ears on the drives. Their presence has proved very beneficial in spotting criminal activity and helping get aid to the traveling public faster.

The TSS incorporate 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 increased productivity, efficiency, and effectiveness. As SEA continues to grow, so will the crucial role of our TSS employees.





# SPOTLIGHT



**WAI CHEUNG**  
**TRAFFIC SUPPORT SPECIALIST**  
**1 YEAR WITH POSPD**

*I worked as an airline agent at this airport for 6 years. After the pandemic, I had a feeling that it was time for a change. When I went to the Port website and I saw the position was hiring, I decided to apply.*

*The part of the job I feel is most rewarding is the fact that I have the opportunity to serve the public with great team members. Even the minor tasks involved on the job like giving passengers simple directions to the check-in area or assisting them to the ride-share pickup area, we pride ourselves on enhancing a traveler's experience.*

*The most interesting part of our job, I think most people do not realize is, how many difficulties a Traffic Support Specialist has to deal with on a daily basis. For example, the SeaTac Airport recently had a record-breaking day on Jul 26 where 73,651 passengers were screened at the checkpoints. Roughly, that could account for interactions with as many as 220K, or more, on a daily basis.*

*With the strong demand for traveling and the airlines increasing the size and number of flights at the airport, it is causing extreme congestion. The airport drives have largely remained unchanged over the years. It would seem that we are kind of playing an endless puzzle on the drive, which ensures the job will not get boring anytime soon.*

## POTUS VISITS

President Biden came through SEA on Air Force One in April. Our team, led by Acting Deputy Chief Gillebo, did a phenomenal job with very short notice to coordinate and plan with a plethora of entities to ensure a smooth and secure operation. Thank you Command Team for pulling together and making this happen.





# SERVICES BUREAU

The Services Bureau is responsible to perform all the non-uniform functions of the Police Department. These include criminal investigations, 911 Fire and Police communications, and administrative requirements such as training and development, policies and standards, records management, fleet and supply, and finance and budget. Deputy Chief Mark Thomas oversaw and led the Services Bureau during 2022.

The Services Bureau consists of the following:

- Criminal Investigations Division
- Communications Division
- Administrative Services Division

## 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. Under the supervision of a Commander, CID works closely with the Patrol Division Commanders. CID is comprised of a detective sergeant, and is authorized five general investigations detectives, two drug interdiction detectives, a detective assigned to the FBI Joint Terrorism Taskforce (JTTF), a detective assigned as an evidence and 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.

The Evidence and Identification Technician/Crime Scene Specialist provides technical assistance to detectives and patrol officers at crime scenes and throughout the investigation process. He also trains officers assigned as crime scene investigators. This year, Detective Donlan, our evidence tech, was featured in a National Geographic Documentary series "Inside Airport Lost and Found" for the work he does reuniting owners with their lost and stolen property.

## 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. To assist with these investigations, both detectives are also issued a drug detection K9 partner.



## CID HIGHLIGHTS

- In February of 2022, FBI JTTF, assisted by POSPD Detectives, arrested a human trafficking suspect who arrived at the airport to pick up who he believed was an underage female.
- 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 two 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.
- Assisted in three FBI Child Exploitation Task Force (CETF) sex trafficking operations.
- Detectives investigated an in-progress kidnapping of a one 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.





## POLICE AND FIRE COMMUNICATIONS CENTER/DISPATCH

The Port of Seattle Police and 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.

### MAJOR EVENTS/ACCOMPLISHMENTS

The Communications Center processed 52,909 police, fire, and medical calls.

- 13 full-time dispatchers
- 3 full time supervisors
- In 2022 we processed 52,909 dispatchable police and fire events
  - Total CFS: 90,353
  - Total Fire/Medical Calls: 6,398



## ADMINISTRATIVE SERVICES DIVISION

### ADMINISTRATIVE SERVICES DIVISION 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 of training. 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.





# SPOTLIGHT



## NARI SHIN

**TRAINING OFFICER  
3 YEARS WITH POSPD**

*I have been a police officer for 14 years and worked at two different police departments prior to working for the Port of Seattle Police Department. Throughout my 14-year career I have served in a variety of assignments to include patrol, community response team, Special Victims Unit detective, Police Training Officer / Field Training Officer, investigator for the Solicitor's Office, and currently as a training officer at POSPD.*

*The most rewarding part for me is the ability / opportunity to build positive relationships within our community.*

### 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 lateral officers spend an average of 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 PTO Officers. All PTOs attend and must successfully complete a weeklong PTO school.

### 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, 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 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. A process is underway to add more members to the team in 2023. 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



## VIKTORIYA ROSSIYTSEVA

MENTAL HEALTH PROFESSIONAL  
1 YEAR WITH POSPD

My career as a Mental Health Professional started in 2016. After graduating with my Masters in Social Work, I began working as a child therapist but quickly transitioned into crisis work. I was drawn to helping people who are experiencing acute mental health issues and started working in hospital emergency rooms. In 2020 I transitioned to working with Law Enforcement, responding to 911 calls with a mental health component alongside officers. This is what I currently do at the Port of Seattle. My role includes responding with officers to calls that have a mental/emotional component and following up with people who need resources or services.

The most rewarding and interesting part of my job as a Mental Health Professional is the opportunity to make a significant positive impact on people's lives during some of their most vulnerable moments. My work involves providing support, understanding, and compassion to individuals who may be going through mental health crises or facing emotional challenges while at the airport. The novelty of each day also adds to the interesting aspect of my job. Since no two situations are the same, I have the chance to encounter a wide range of experiences and interact with and learn from different individuals. Collaborating with law enforcement officers allows us to work as a cohesive team to provide a well-rounded response to those in need.



### 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 foundational 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, including 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.







### 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.

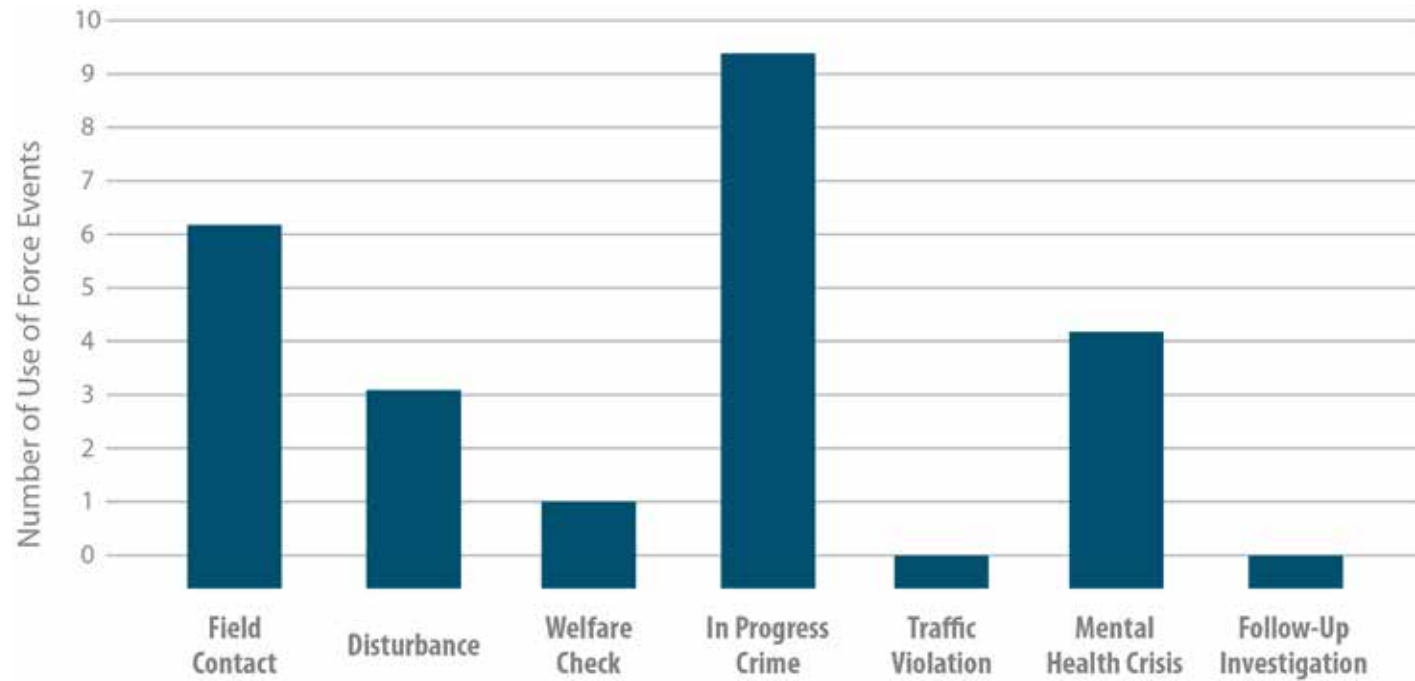
The use of force by law enforcement officers is another area of public concern which can lead to deteriorating relationships within our community when it is not accounted for. Therefore, OPA tracks all incidents where physical force is used by any of our officers to ensure we are acting within policy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

In 2022, the Port of Seattle Police Department initiated 30 use of force events and a total of 54 separate uses of force.

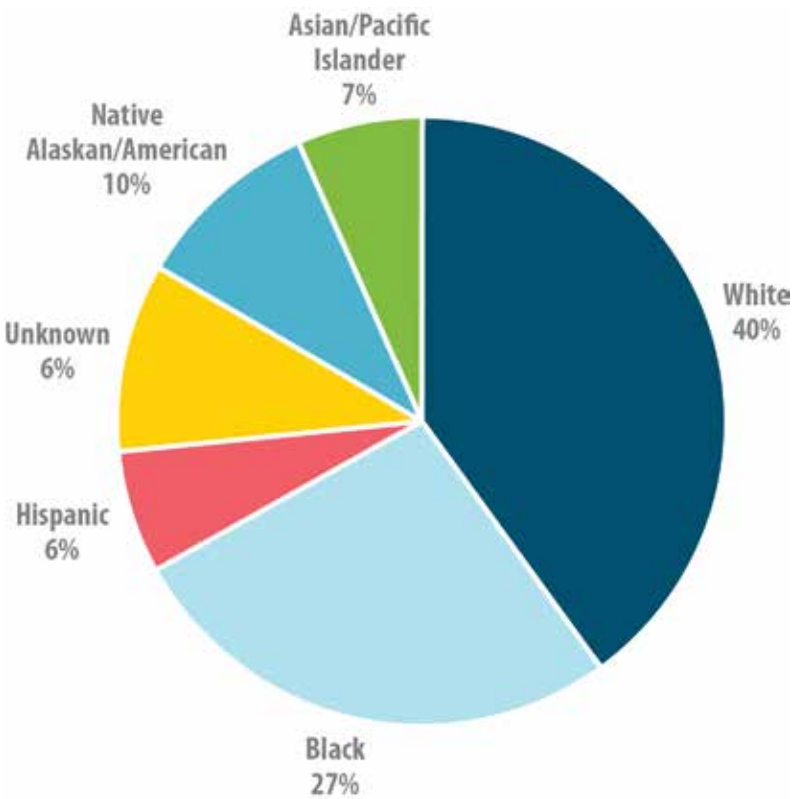
### REPORTABLE FORCE EVENTS

	2018	2019	2020	2021	2022
Reportable Force Events	33	30	32	34	30
Takedowns	22	24	16	30	23
TASER	2	2	1	7	4
Strikes	1	3	1	1	1
Vascular Neck Restraint	2	7	3	BANNED	BANNED
Pointed Firearm	4	1	1	0	0
40mm Impact Munitions	0	0	4	2	1
OC Spray	0	0	10	0	0
CS Gas	0	0	2	0	0
Impact Weapon	0	0	0	0	0
Leg Restraints	2	5	0	7	7
Gun Fire	0	0	0	0	0

### 2022 USE OF FORCE BY SERVICE TYPE



### 2022 USE OF FORCE BY SUBJECTS BY RACE





# 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

## PUGET SOUND JOINT TERRORISM TASK FORCE (PSJTTF)

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.



## VALLEY INDEPENDENT INVESTIGATIONS TEAM

Valley Independent Investigative Team (VIIT, formed in 2012) investigates all officer-involved shootings (OIS) or other deadly force that results in great bodily/serious bodily harm or death.

These participating Valley agencies consist of:• Consists of POSPD Criminal Investigations Division, along with detectives from Auburn, Des Moines, Federal Way, Kent, Renton, and Tukwila Police Departments.

- 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).

In 2022, POSPD Detectives were the Valley Independent Investigative Team primary investigating agency for 2 officer-involved shooting incidents. POSPD Detectives responded to assist in several other Valley Independent Investigative Team callouts in 2022.



## VALLEY SWAT

Valley SWAT maintains an excellent reputation across the region and the nation. SWAT officers from the Port of Seattle Police Department serve as instructors and in leadership roles in both for the Washington State and National Tactical Officers Associations. They also serve as committee members for various committees with the National Institute of Justice.

The team facilitates the region wide Valley Active Shooter School, which trains the region’s police officers in patrol-level active shooter response. Commander Aldridge, Sergeant Leavengood, and Officer Wiggum collaborated with the Emergency Management Team and co-hosted an Active Shooter Training event for Port of Seattle stakeholders, airline employees, outside law enforcement agencies, Medic-1, and the Port of Seattle Fire Department to name a few. Such training better prepares us and our LE partners to neutralize active killer threats, our EMS partners to ensure trauma care to victims, and other stakeholders to mitigate and recover from these types of extraordinary events.

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

During 2022, Valley SWAT completed 66 tactical missions that included high-risk search warrants, narcotics enforcement, barricaded subjects, and hostage rescue details. Port members of Valley SWAT conduct most dignitary protection details at SEA. Port of Seattle Police VSWAT members served as the tactical support team for the POTUS visit in 2022, which included developing a tactical response plan in the event a critical incident occurred.





## VALLEY CIVIL DISTURBANCE UNIT

The Port of Seattle Crowd Management Unit (CMU) includes 19 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.



## 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 2022, VHNT responded to over 20 separate events in which team members engaged in crisis communications to help bring safe resolution to these critical incidents.





# COMMUNITY ENGAGEMENT

## 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 forward 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.

As part of this initiative, a Mental Health Professional position was created at the end of the year and has paired up with our Crisis Coordinator Officer and gotten off to a fast start in assisting with these objectives.

## 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 featured 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 completing 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 receive feedback, this assessment would not be successful.

Upon completion of the PAIT review, documents providing their insights and feedback were submitted to the Executive Director in April 2022.



The PAIT's review uncovered that:

- The majority of the highest priority recommendations are already underway or complete by POSPD initiative
- There are multiple recommendations that will require collaboration with HR and Workplace responsibility amongst others
- Progress will likely be steady but will be impacted by resource constraints Port-wide

## SEATAC MUNICIPAL COURT

We began utilizing SeaTac Municipal Court at the end of 2021. This was our first full year. The combination of SeaTac and SCORE increased our budget, but also given us necessary tools to enhance public safety. Aviation Leadership supported this additional expenditure and members of our department worked hard in the transition from King County Court and jail to SeaTac and SCORE.

## 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.

In 2022, the Police Department worked closely with Port of Seattle Legal to ensure the Department's policies were within the scope and expectations of these requirements. On December 15, 2022, the Port of Seattle completed the large policy update and is now available via the Port of Seattle Police Department website for the public to view.

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 2022 we attended the 9/11 Memorial Ceremony, the Behind the Badge Ball Auction, the Washington State Peace Officers Memorial Ceremony, and the Canadian Law Enforcement Memorial Ceremony. We also presented the flags at the Port’s Memorial Day event in May, the meeting of the American Association of Airport Executives in Seattle in June, and the Port’s Veterans Day event in November.

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 2022 the Honor Guard represented the Department and paid our respects at the memorial services for officers:

- [Officer Dom Calata](#)
- [Officer Jordan Jackson](#)
- [Officer Dan Rocha](#)
- [Constable Yang \(British Columbia\)](#)
- [c \(bagpiper\)](#)
- [Retired State Supreme Court Justice Anderson and WWII veteran \(bagpiper\)](#)

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

### RECRUITING

We ramped up our recruiting efforts through the creation of a dedicated recruitment team. This team helped us recruit and hire 17 officers during 2022. This highly dedicated team consists of eight members. The goal of the Port of Seattle Police Department Recruitment Plan is to attract the highest qualified individuals to pursue a career with the Port of Seattle Police Department. Our vision is to develop a team that is fully staffed, maintains national standards of professional law enforcement, mirrors the diversity of our community, and increases trust and credibility for the law enforcement profession.

The recruitment team and others identified “process” as one of our barriers to recruitment. While we have more work in that area, the Department proposed a dedicated Talent Acquisition (TA) position for the Police Department, and with support from Executive Leadership, a TA assigned to PD and Fire was approved.

In addition, our detectives have conducted numerous thorough background checks. We are seeking collectively to only bring those to the Department who model our values and will truly contribute to our team.

**Featured Department at IACP:** The POSPD was one of only a handful of agencies featured at the International Associations of Chiefs of Police Annual Conference. If you have not already seen the video shown at the conference, you can check it out here [POSPD IACP Video](#)

### 50-YEAR ANNIVERSARY

The department celebrated its 50-year anniversary in October 2022. Over 100 people, including about 30 retirees, attended the event at the Hilton Conference Center.



### COMMUNITY EVENTS

- Polar Plunge in support of Special Olympics
- Torch Run in support of Special Olympics
- SEA Charity Golf Tournament in support of the Highline Schools Foundation
- Shop with a Cop returned



# BUDGET AND STAFFING

## 2022 BUDGET NUMBERS, PORT OF SEATTLE POLICE

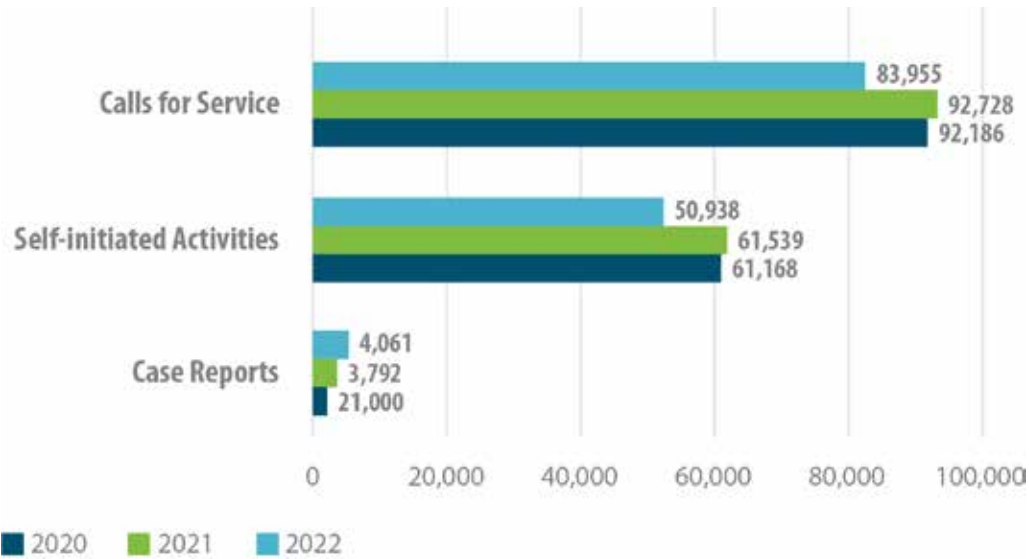
TYPE OF EXPENSE	EXPENDITURE
Salaries and Benefits	\$28,773,498
Equipment	\$432,567
Utilities	\$12,969
Supplies and Stock	\$407,207
Outside Services	\$1,667,603
Travel and Other Employee Expenses	\$163,345
Promotional Expenses	\$2,453
Telecommunications	\$105,967
Property Rentals	\$35,295
Worker's Compensation	\$217,406
General Expenses	\$1,670,458

With an approved 2022 Approved Budget of \$32,745,843 our final year-end 2022 expenditure was \$33,488,768, resulting in a total difference of \$742,925.



## 2022 PORT OF SEATTLE POLICE STATISTICS

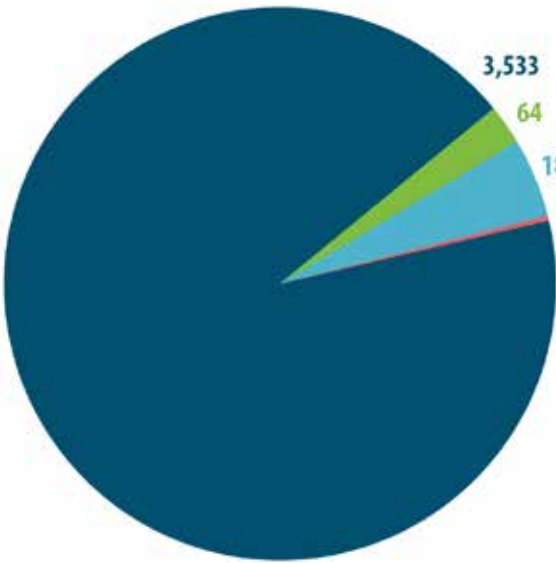
### PATROL TEAM



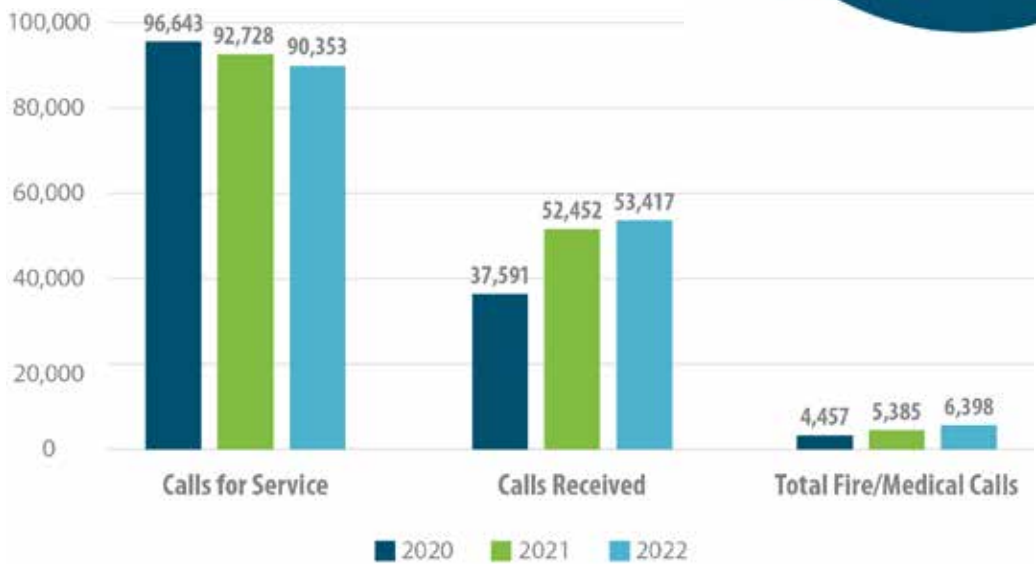
### EXPLOSIVES DETECTION CANINE (K-9) UNIT



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



### 911 POLICE AND FIRE COMMUNICATIONS TEAM







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

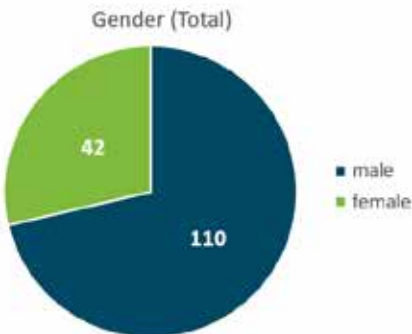
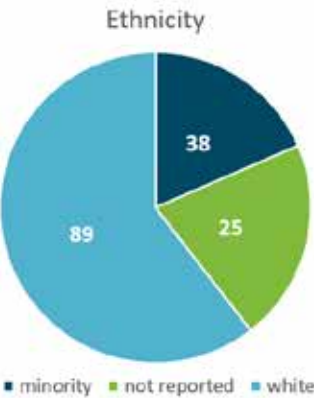
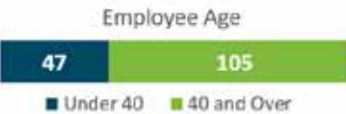
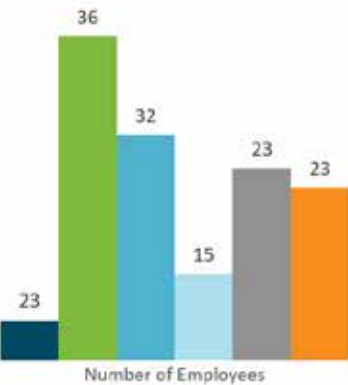
Department Demographics (2022)

152 employees

106 Commissioned personnel  
46 Civilian personnel

Tenure

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



STAFFING UPDATES AND AWARDS

Officer of the Year



MICHELLE BREGEL  
OFFICER

Promotions

MIKE VILLA PROMOTED TO CHIEF  
DARIUS ALDRIDGE PROMOTED TO COMMANDER  
ANDREW NEISINGER PROMOTED TO SERGEANT  
ANDREW HEUETT PROMOTED TO SERGEANT

Life-Saving

OFFICER ROSA & OFFICER KALAHUI October 27, 2022: De-escalating a suicidal person on the fifth floor / Rental Car Facility

OFFICER CHARTRAND November 11, 2022: Applied lifesaving resuscitation efforts for a passenger experiencing serious medical event / Airport Drives

OFFICER ARNESON & OFFICER DOLL November 16, 2022: Applied lifesaving resuscitation efforts for a passenger experiencing serious medical event / Airport Terminal

PASSING OF OFFICER MCCARTHY

Tragically and unexpectedly we lost one of our own during the year. Officer McCarthy was a valued member of the department from 2006 until his death on May 31, 2022. He is missed by his many close brothers and sisters here at POSPD.







# DO YOU HAVE WHAT IT TAKES?

If you do, join us. Apply to join the  
Finest Port Police in the nation.

[www.portseattle.org/careers](http://www.portseattle.org/careers)







**PORT OF SEATTLE  
COMMISSIONERS**

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Sam Cho

Fred Felleman

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Hamdi Mohamed

**EXECUTIVE DIRECTOR**

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Sept. 2023