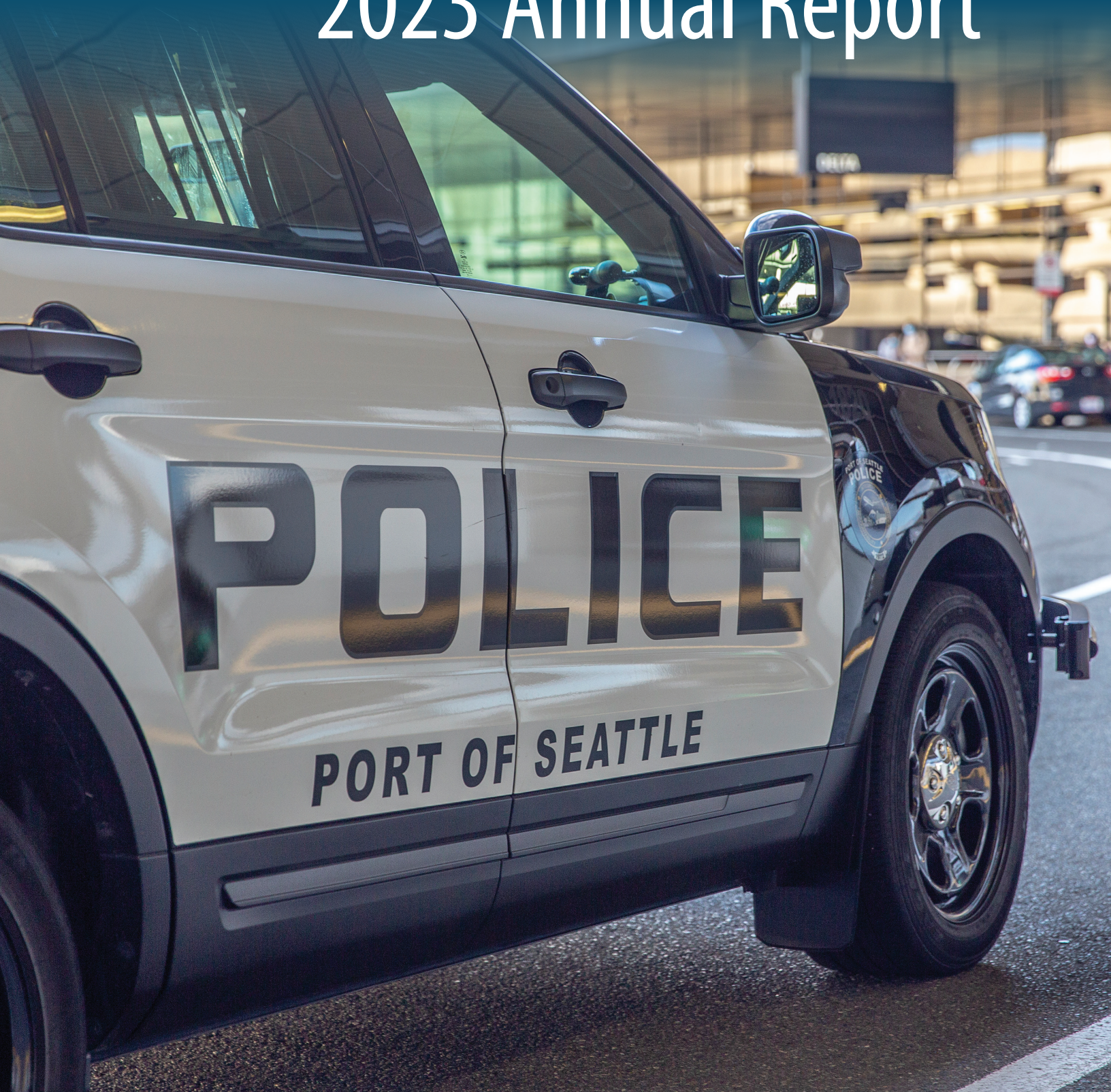


PORT OF SEATTLE POLICE

2023 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 Director Metruck:

Director Metruck and Port of Seattle Commissioners,

It is my pleasure to present to you the 2023 Police Department Annual Report. As you will see in this report the department continues to perform as the Nation's Finest Port Police. We collaborated with numerous stakeholders to develop a three-year, 2024-2026, comprehensive strategic plan. The plan incorporates the Task Force on Policing and Civil Rights recommendations, service level expectations from our airport and seaport business partners, and employee input. After engaging in a robust iterative process with Strategic Initiatives, Port staff, and Executives, the plan was finalized in December of 2023.



While the strategic plan was in development, we continued to seek and implement process improvements. Some of those improvements include selection of a new combined Computer Aided Dispatch (CAD) and Records Management System, initiating an assessment of our counter-terrorism preparedness, selecting a Commander to lead our new Homeland Security Division, creating an employee wellness cadre, and implementing body-worn cameras.

This past year we succeeded in completing almost 50% of the Task Force recommendations, we increased overall staffing (reducing a 22.8% vacancy rate down to 15.2%), completed year two of our trespass reduction plan and our first full year with a crisis coordinator and mental health professional who helped 480 people.

One often underreported success is that the Port of Seattle Police Department, working closely with our security partners, ensured that there were no significant acts of violence on our properties or disruptions of operations. The visibility, professionalism, and expertise of our team provided public safety and security critical to the successful operations of the Port in 2023.

Thank you for all your support during the year and I hope you enjoy browsing the pages of our 2023 annual report.

Sincerley,

Mike Villa,
Port of Seattle Chief of Police



Ryan Calkins, Toshiko Hasegawa, Sam Cho, Hamdi Mohamed, Fred Felleman and Stephen P. Metruck

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COMMAND TEAM



MIKE VILLA
CHIEF OF POLICE



JENNIFER ROBINSON
SR. ADMINISTRATIVE ASSISTANT



MARK THOMAS
DEPUTY CHIEF
Services Bureau



SEAN GILLEBO
DEPUTY CHIEF
Operations Bureau



APRIL DOYLE
SERGENT
Office of Professional
Accountability



ULLIYA QURESHI
ADMINISTRATIVE ASSISTANT
OPERATIONS BUREAU



JENNIFER CRIPPEN
POLICE RECORDS MANAGER



TOM BAILEY
COMMANDER
Criminal Investigations
Unit



DARIUS ALDRIDGE
COMMANDER
Maritime Division



HANNAH MINNEHAN
COMMANDER
Aviation Division



LISA DRAKE
COMMANDER
Professional Standards
and Development



STACY WASSALL
911 COMMUNICATIONS
MANAGER
Communications, Technology,
and Administration



ANDREW DEPOLO
COMMANDER
Aviation Division



KYLE YOSHIMURA
COMMANDER
Aviation Division

JURISDICTION

The Port of Seattle Police Department provides the primary law enforcement service to Seattle-Tacoma International Airport (SEA) and the Northwest Seaport Alliance's seaport properties.

Seaport Properties

The Northwest Seaport Alliance (NWSA) 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:

- 50.9 million total annual passengers in 2023
- 35 scheduled passenger airlines
- 123 connections from SEA to 93 non-stop domestic and 30 international destinations
- More than 417,052 total metric tons of air cargo in 2023

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 and have completed four accreditation processes and are into the third year of our fifth. We received initial accreditation in 2011 and received reaccreditation in 2014, 2017, and 2021. As CALEA states, the purpose of accreditation is to improve the delivery of public safety services by maintaining a body of standards by establishing 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.

Specifically, CALEA's goals are to:

- Strengthen crime prevention and control capabilities|
- Formalize essential management procedures
- Establish fair and nondiscriminatory personnel practices
- Improve service delivery
- Solidify interagency cooperation and coordination and
- Increase community and staff confidence in the agency

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 to be prepared for the annual compliance reviews. Currently there are 165 standards, 130 of which contain written directives that are reviewed and replaced with each policy manual update and well over 500 proofs are entered each year. The site-based assessment is extensive. CALEA assessors hold public meetings, phone-in sessions, conduct interviews, review proofs of compliance, 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.



HIGHLIGHTS AND ACCOMPLISHMENTS



EDI (EQUITY DIVERSITY AND INCLUSION)

LUNCH AND LEARN — POSPD COMMUNITY ENGAGEMENT: ADDRESSING RACIAL DISPARITIES: November 7th, 2023 (Lead by Acting Cmdr. Barros, Arman)

EDI Lunch and Learn hosted by the Port of Seattle Police Department and the Office of Equity, Diversity, and Inclusion. During this in-person event, participants heard from Dr. Karin Martin, Associate Professor at the University of Washington's Evans School of Public Policy, about racial disparities created and perpetuated in the criminal justice system. The second guest speaker that participants heard from was Pat McGregor, Diversity, Equity, and Inclusion staff with the Washington State Patrol, about his work to help advance equity, diversity, and inclusion in the Washington State Patrol.



EDI SPOTLIGHT

ANTHONY KALAHUI SERGEANT



Repatriation celebration: Stolen Native Hawaiian remains greeted at SEA on their way home

"On January 23rd, I quietly assisted and facilitated protocol at SEA for the return of five remains recovered from the University of Oregon."

Anthony Kalahui is walking around the tarmac at SEA Airport, where it's loud and fumes from the jet engines linger. But the rain helps clear the air a little. Holding a wooden bowl filled with water, steeped with salt and seaweed, he's cleansing the area where a plane will eventually park. Around 40 people, including singers, dancers, and musicians are here as well, waiting to greet the plane — or more importantly, what it's holding. This will be the final stop before the last leg home for the remains of 54 Native Hawaiians. They had been stolen from Hawaii by explorers, anthropologists, and scientists during the early colonization of the Hawaiian Islands. The remains and other artifacts, including an eight-foot-long spear, had been held for decades in collections in Germany, Holland, and Austria. In Hawaiian, the remains are called "iwi kūpuna."

Malama Maui: Maui Fire Emergency Relief Efforts Donation Drive (August 2023)

"At the start of the week, in partnership with both Hawaiian and Alaska Airlines, we were able to send 4,809.5 pounds of much needed relief supplies donated by our community and Native Hawaiian non-profit partner, Ke'ala 'O Kamailelauli'ili'i Foundation (Federal Way, WA)."

- Within a week they were able to collect: 7,099.4 lbs*



COMMUNITY EVENTS

Torch Run:

Each year, the Port of Seattle Police Department joins law enforcement agencies from across the state to participate in the Law Enforcement Torch Run. Members of the police department run a designated route while carrying the torch as it makes its way for the opening ceremonies. Money is raised and all proceeds go to support the athletes of the Special Olympics. The LETR has become the largest public awareness and fundraising group for Special Olympics.

Coffee with a Cop:

Coffee with a Cop began in 2011 and is typically held in October across the country. Port of Seattle Police participate in this community event both at SEA Airport and at the waterfront. Officers get an opportunity to buy the community coffee while engaging in conversation. This is a great opportunity for the public to learn about us and the officers to learn about the public. The mission of Coffee with a Cop is to break down the barriers between police officers and the citizens they serve.

Shop with a Cop:

Each year, the Port of Seattle Police partners with neighboring law enforcement agencies during Christmas time to shop with young children. The children are given a specified amount of money to buy Christmas gifts for their families. The officers are with the child all the way until the gifts are wrapped. The experience is just as rewarding for the child as it is for the officer.

Polar Plunge:

There is no better way to support the Special Olympics than plunging into 40-degree water during a February in Seattle. Each year officers join agencies from across WA State, jumping into the frigid waters at Alki Beach. All the money raised goes to support the athletes of the Special Olympics.

National Night Out (NNO):

This is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie. This occurs on the first Tuesday of every August and has been happening since 1970. The Port of Seattle Police coordinate NNO at Shilshole Bay Marina each year. Working in partnership with the community, the police department brings out equipment representing their special teams and spends time engaging with the community over meals. In 2023, for the first year, the police department provided a food truck for the residents of Shilshole Bay Marina. The event was a huge success!

Seattle Chinatown International District Event:

The Port of Seattle Police Department was invited to join in the Seattle Chinatown International District Event (CID) in 2023. The event is a day full of multicultural entertainment, activities for family and kids, raffles, games and more! The Port of Seattle Police had a booth to provide the opportunity to engage with the community and share recruitment material for anyone interested in a job in law enforcement.



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, 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, to intervening in physical confrontations, to resolving a security breach within the airport, to assisting those suffering from a mental health crisis, and if necessary, responding and mitigating major scenes of violence and acts of terror.



SPOTLIGHT

KALI MATUSKA OFFICER



Officer Kali Matuska, a graduate of the Air Force Academy. Officer Matuska is a trailblazing law enforcement professional who is shattering glass ceilings as the agency's first female bomb technician. She joined the unit 10 years ago and continues to pave the way for women in a traditionally male-dominated field. Despite the high-stakes nature of her job, Officer Matuska is also a devoted mother to her six-year-old son, balancing the demands of her career with the joys of family life.

"I began my law enforcement career to help others and serve my community and those are still my favorite parts of each day. I work with an amazing team and enjoy seeing the positive impact we can have. I am fortunate to have made lifelong friends here who share my values and can bring joy to each day at work."

I have had some truly amazing leaders at every level in my time with the Port of Seattle Police Department. I appreciate what each of them has done for me to shape the trajectory of my career. I wanted to get promoted to Sergeant so I would be able to support officers the way I was supported. This department has some of the greatest police officers in the state and I am fortunate to have the opportunity to lead here.

When I entered police work, I was worried that it would be hard to balance a family and such a demanding job, but I have had nothing but support from the POSPD. While working here, I have gotten married and grown my family through international adoption with nothing but support from my leadership team.

During my time at POSPD, I have worked for and been inspired by women who are wives and mothers at every level of leadership from the Chief down. This department can give you the opportunity to thrive at work without sacrificing at home.



PORT OF SEATTLE SEAPORT DIVISION

MARINE PATROL UNIT

The Marine Patrol Unit (MPU) operates a 35-foot Safe Boat, Harbor 2. A 2020 FEMA grant provided 75% of the funding for the boat. The boat provides a 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 season as required by the United States Coast Guard to enforce security zones around the cruise ships.

The vessel patrols the waters of Elliott Bay, Shilshole Bay Marina, Fishermen's Terminal, the area around the Hiram Chittenden Locks, 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 to include Seattle and Bainbridge Island.

The boat is 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 a thousand feet below the surface. They also carry other equipment to detect other threats that may be transported through the waters of the Puget Sound.

In 2023, the MPU team conducted 61 deployments and 312 critical infrastructure checks concerning infrastructure vital to continuity of commercial operations within Puget Sound and Elliott Bay. The MPU Team conducted 46 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, contacted suspicious and/or derelict vessels at or near our Port

properties, and performed area familiarization exercises for visiting delegations and Port of Seattle stakeholders.

The MPU team took part in the Parade of Ships marking the beginning of Seafair in which ships from the U.S. Navy, U.S. Coast Guard, and Canadian Coast Guard arrive in port.

The MPU Team was present at National Night Out, providing a chance for people to come aboard Harbor 2 and go on a ride to see its capabilities.

The forecasted passenger volume for the 2023 cruise ship season was estimated to be about 1.4 million passengers passing through our Terminal 91 and Pier 66 cruise ship terminals, respectively. However, by mid-October, that number surpassed 1.7 million passengers. MPU operates within a high-density populated commercial and tourist area to provide support to patrol units and safety for the people.

Our MPU team facilitated the safety and security of these ships while in port and responded to calls for service from the United States Coast Guard, and other vessels indicating signs of distress. MPU removed navigational hazards from our navigable waterways and helped ensure the safe travel of commercial vessel traffic.



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 SCUBA diving, among other advanced training.

Divers use their specialized skills in underwater search and recovery, investigation of waterborne crimes, conduct hull and pier sweeps, and locate underwater navigational hazards. One example of this was during Fishermen's Memorial Safety Fair. A safety sweep was conducted for underwater hazards before the start of survival suit training. A large metal structure was located, which was believed to be some type of platform that had come off a boat. The metal structure appeared to not have been in the water very long due to the lack of sea life attached to it. Another item discovered was about a six-foot metal rod with a block of wood attached to it.

The Dive Team provides law enforcement services during Port-sponsored maritime events, and other events such as the Fishermen's Fall Festival and as mentioned above the Fishermen's Memorial Safety Fair. The Dive Team was present for National Night Out showing those in the community our capabilities, and the Seattle Boat Show where Dive Team members helped vendors retrieve their signs that blew into the water and sank due to high winds.

In addition, the Dive Team provides waterside security to cruise ships in port and work with other regional dive teams on large scale critical infrastructure inspections and searches in Puget Sound and other surrounding bodies of water.

The Dive Team conducted pier sweeps checking the critical infrastructure of piers, 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 customers, employees, and property at Seattle-Tacoma International Airport (SEA) and the Port of Seattle seaport and serves as a regional asset by assisting surrounding Puget Sound communities.

In 2023, the Port of Seattle Bomb Technicians conducted 265 activities, including SWAT assists (41), training, ammo pickup, maintenance, and magazine inspections. The Unit responded to 29 incidents during the year, 19 of which were on our premises for suspicious items, explosive detection testing (EDT) alarms, pipe bombs, military regulations, and improvised explosive devices (IEDs).

The Bomb Disposal Unit is one of approximately 450 accredited bomb squads in the country. 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.

A highlight of 2023 was receiving authorization to increase our number of certified technicians. We currently have two officers on the waiting list to attend Hazardous Devices School.



EXPLOSIVES DETECTION CANINE UNIT (K-9) UNIT

The Port of Seattle Explosives Detection Canine Unit (K9 Unit) is a piece of the strategic plan enacted by the Port Police maintaining airport operations, safe employees, and happy passengers by providing a physical and psychological deterrence. The K9 Unit does this by conducting directed and variable canine sweeps on airport properties and areas with high passenger volumes or areas of key infrastructure. The K9 Unit is comprised of both Transportation Security Administration (TSA) canines as well as Port- owned and operated Air Scent Canines. All teams undergo a strict 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 Canine teams. Because SEA Airport hosts many heads of state, high ranking government officials, and other VIPs requiring heightened protective measures, the K9 Unit provides sweeps of motorcades to enhance safe travel. In addition, the K9 Unit is seen as a regional expert; they are called upon by other police agencies to assist with searches during heightened security events effecting our region.

In 2023, the Port of Seattle K9 Unit performed the following:

- 2,611 K9 Emphasis patrols of high passenger volume areas at SEA Airport
- 9 Callouts/Bomb Threats. Threat situations where K9s are utilized to sweep large areas prior to resuming normal operations
- 38 Requested K9 sweeps. Generally, these sweeps are requested during other threats like breaches or assists to cargo facilities, or when the POSPD Bomb Squad requests assistance searching additional areas or items.
- 274 Unattended Items on Port of Seattle properties

The canine program serves as a frontline defense on America's war on terror, plays a key role in keeping air transportation safe, and maximizes commerce at Port-owned facilities. The K9 Unit's speed and flexibility in detecting the presence of explosives along with their ability to quickly search large areas, gives them a significant edge over currently available technology. In addition, the canines 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 handlers and become part of the family.





TRAFFIC SUPPORT SPECIALISTS

The 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. TSS assisted with traffic flow of 14,225,708 vehicles during 2023.

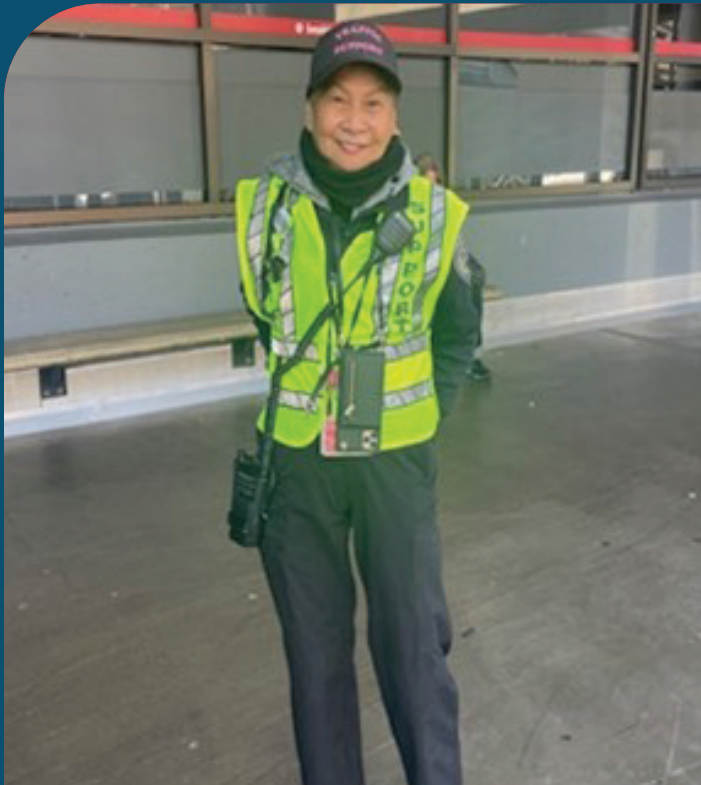
Team members undergo 40 hours of classroom training and additional field training.

Traffic Support Specialists operate 365 days a year. They provide excellent customer service, safely manage traffic on the arrival and departure drives, and provide extra eyes and ears on the drives while providing world class customer service. Their presence has spotted criminal activity and provided efficiently and immediate aid to the traveling public.

The TSS incorporate the use of the Segway P-3 Patroller. Two P-3 Patroller units are currently being utilized to keep traffic moving 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



MARIA VINLUAN-STOLTENBERG

TSS

I retired from Delta Airlines as a Supervisor in 2012. In 2012, I also suffered the unfortunate loss of my husband, Port of Seattle Fire Department Officer Terry Stoltenberg, whom I met working at the Port of Seattle. After grieving his loss, I volunteered at the Point Defiance Zoo for five years. In 2017, I started working again part-time for the Port of Seattle in the toll plaza as a cashier and as a cruise transportation coordinator. In 2021, I met Commander Minnehan who told me about openings for the Traffic Support Specialist.

After speaking to Commander Minnehan, I took the opportunity to apply as a Traffic Support Specialist to continue the legacy of service (as my husband had) to serve the community of the Port of Seattle. On December 5th, 2022, I started my employment as a Traffic Support Specialist.

The most rewarding aspect of my job is serving the public and the stakeholders of the Port of Seattle. I like to educate the drivers about the rules of the drives and have opportunities to make the traveling experiences for customers memorable and pleasant experience. One of my favorite areas to work is international arrivals, where my goal is to allow customers to have a smooth transition from the entry of the airport to their final destinations.

I have the opportunity to interact with thousands of people a day and am excited about the great work the Traffic Support Specialists are doing on the drives.

SERVICES BUREAU

The Services Bureau is responsible to perform all the non-uniformed 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 2023.

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, 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 specific to CID. From baggage thefts and underwater death investigations to threats against aviation and maritime security, CID provides the support services and special investigations needed to detect and prevent crime at Port facilities.

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.

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

- Investigated a drug trafficking case that led to the arrest of a drug trafficker and the seizure of 50 pounds of methamphetamine
- Investigated a case that led to the arrest of a drug trafficker and the seizure of 34 pounds of fentanyl pills (154,000 pills)
- Followed up on a prolific bag theft resulting in five misdemeanor charges and one felony charge for theft of a firearm
- Completed over 100 pre-employment background investigations that contributed to the hiring of 17 Police Officers, 6 Traffic Support Specialists, and 5 other non-commissioned positions



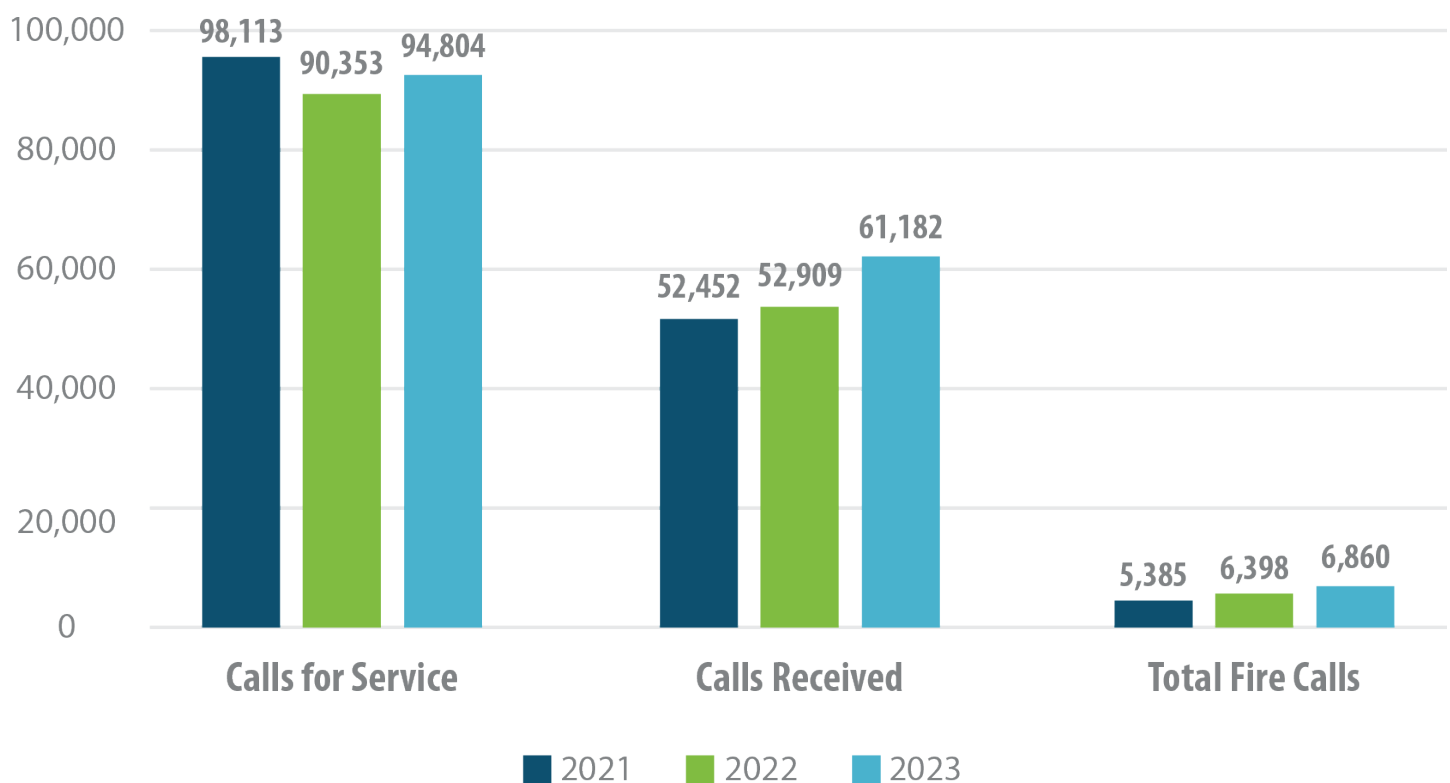
POLICE AND FIRE COMMUNICATIONS CENTER/DISPATCH

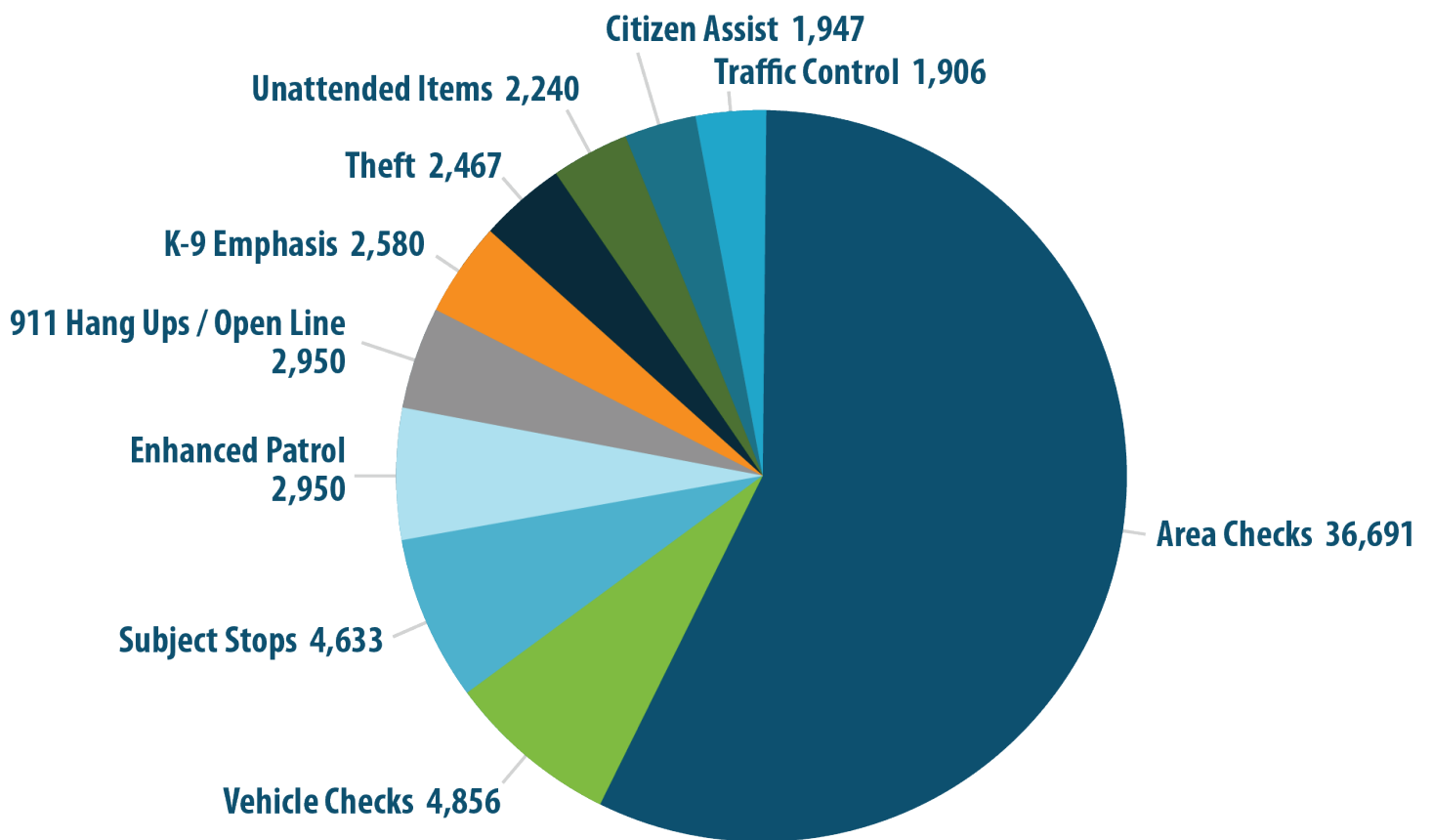
The Port of Seattle Police and Fire Communications unit is located at SEA Airport and is staffed 24/7. The communications center is a primary public safety answering point (PSAP) and handles the police, fire, and medical requests for the Port of Seattle. All dispatchers complete 24 hours of training 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 61,182 police, fire, and medical calls.

- 17 full-time dispatchers
- 2 full time supervisors
- In 2023 we processed 61,182 dispatchable police and fire events
 - Total CFS: 94,804
 - Total Fire/Medical Calls: 6,860







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. 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



MELINDA DRAGNICH

Melinda Dragnich began her career as a 911 dispatcher with the Port of Seattle in April of 1997. Back then, nearly every aspect of 911 dispatching was different than it is today, and virtually none of it was automated. When Melinda was hired, 911 dispatchers didn't use a computer aided dispatch system (CAD) as they do today; all records were kept by hand in logbooks. Running a name or a license plate in State ACCESS required a lengthy code, and the dispatchers had to memorize a complicated string of fields, abbreviations, and periods as space holders to complete this task. Our process is now very automated, but still to this day Melinda can cite a warrant entry string from memory! 911 phone calls were primarily made from landlines, as cell phones were still in their infancy. Additionally, the 911 Communication Center was located inside the Police Department and Melinda often speaks fondly of her friendships with the "old guard" due in part to the proximity with the rest of the police department.

As a senior member of our department Melinda constantly models the positive impact of being involved. She frequently volunteers to represent the Port 911 Communication Center in department and industry-wide events. Most recently, Melinda volunteered at the Shilshole Boatfest and National Night out and she was on the team that decorated the backup 911 center for the POSPD Halloween trick or treat. While at work, Melinda is the consummate professional, volunteering to host new police officers for their dispatch sit ins so she can introduce them to our work and our culture. Conversely, she also proudly represents our team by providing Port of Seattle police officers and firefighters with a final sendoff radio messages when they call out of service for the last time before retirement. Melinda is first to celebrate her coworker's birthdays, accomplishments, and other life joys and models daily the importance of showing up for her coworkers and friends. She understands the value of retirement parties, BBQs, funerals, and social functions and makes it a priority to attend.

After 27 years in the 911 industry, Melinda decided to officially join the team of dispatchers who train new employees and made an immediate impact. Melinda strikes the right balance between caring and pushing trainees to improve each day. She is constantly self-evaluating and growing in her own skills even as she is teaching others in this job. She is willing to try different techniques to better support each individual adult learner, flexing her training style to what the trainee needs so that they can be successful. Melinda's tenure in our department is a gift to our new lateral dispatchers, the history and perspective she offers give her instant credibility and they know that they can trust what she's telling them.

Melinda has three adult daughters who are her pride and joy. Their families all live locally, and they are an extremely close-knit family.

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 solve problems. 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.

The Police Training Officer (PTO) program is responsible for the field training of all entry and lateral officers. During 2023, the PTO Cadre trained approximately 20 new officers.

PTO is built upon Adult Based Learning Principles and Problem Based Learning. The PTO Model believes in incorporating each individual's life experience into the training program, as there are many ways to reach solutions to issues at hand. In addition, the program is designed to encourage community-oriented policing and actively encourages officers to problem solve, not just handle calls.

During 2023, due to the large number of new hires, the PTO Cadre grew to nine officers. In order to serve in the role as a PTO, the officer must complete a weeklong training program covering all aspects of the program.

POLICE SPECIALISTS

The Port of Seattle Police Department employs nine 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 Peer Support Team was formalized in 2016. Members are commissioned Law Enforcement Officers, Sergeants, Dispatchers and Civilian employees of the Port of Seattle Police Department. And 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 or lessen the potential negative impact of stress upon department members by providing emotional support, information, and assistance. The program provides 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.

In 2023, the Peer Support Team began to collaborate with the Department's newly created Employee Wellness Program. The two teams are working together to bring more support and wellness opportunities to the department members.



SPOTLIGHT



TIMOTHY DAHLSTROM

Tim Dahlstrom joined the Police Department in June 2022 as a patrol officer, transferring from the King County Sheriff's Office. He was drawn to law enforcement as a way of giving back to the community after completing a Master's in Clinical Mental Health Counseling specializing in crisis and trauma care. Prior to entering law enforcement Tim was a High School teacher and school counselor for ten years and spent nearly half his life overseas living in Italy, South Korea, and Germany.

He and his wife, a Seattle native, met in Germany and they have been married for ten years. Most of his free time is spent with his five- and eight-year-old daughters growing vegetables, hiking around the Cascade Mountains, and chasing their two corgis. Secretly Tim loves to read, is an avid doodler, aspires to get a Ph.D., and loves to sing loudly in the car which his kids have expressly forbidden.

In addition to working with the POSPD Tim has served as a Major in the Air Force Reserve for 11 years. He has been the Deputy Wing Chaplain for the 446 Airlift Wing at Joint Base Lewis-McChord, WA since 2018; this Spring his Reserve duties will be transferred to Travis Air Force Base, CA where he will step in to help lead the largest Reserve unit in the Air Force.

During the Spring of 2023 Tim deployed to Al Udeid Air Base, Qatar in support of Operations Enduring Sentinel, Spartan Shield, and Inherent Resolve managing a \$375k budget and support to 7.1k personnel. In his time with the Air Force Reserve, Tim has earned the Armed Forces Service Medal for service during the COVID-19 crisis. As a Virginia native, he would say the crowning achievement in his career was being selected to represent the Air Force during a live telecast of the Nationals baseball game while deployed. Tim returned to the Port in March 2024 and is excited to get back to work.

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.

EMPLOYEE WELLNESS PROGRAM

In June of 2022, Chief Villa requested to have a department member create a comprehensive Wellness Program for all employees at the Port Police Department. In January of 2023, Officer Cat Citron was selected to lead this initiative.

The purpose of developing the Wellness Program was to give each member the tools and resources needed to deal with the stresses of the policing profession. The average person will experience 1.5 to 2 legitimate critical incidents in their lifetime. The average police officer, over a 20-year career, will experience 800 critical incidents. Our goal is to improve lives, on and off duty and after a law enforcement career.

In April of 2023, we developed and launched our POSPD Wellness SharePoint page. Each section focuses on Partnerships and each of the 7 Dimensions of Wellness:

- Emotional
- Physical
- Financial
- Social/Cultural
- Environmental
- Spiritual
- Academic/Career

This program is developed by members, for members. Our members sent us their requests and suggestions, shared links to articles, videos, audio files, and helpful websites that related to the 7 Dimensions of Wellness.

Budget: In 2024, we were granted a \$20,000 budget to fund the Wellness Program.

- Operational Expenses: for items like posters and expenses involved with group activities we planned for employees and their families
- Training and Travel Budget: for sending Employee Wellness Program team members to training
- Memberships: for each of us to have an annual membership to International Association of Chiefs of Police (IACP). They host a great training for wellness annually and have continued emails/newsletters with valuable information

Finally, Officer Citron worked to get the grant funded Cordico App, a wellness app for first responders deployed to our department phones. The application provides confidential resources and tools for officers on various aspects of wellness. Employees can access the application anonymously to help encourage employees to utilize tools when they may be struggling in any of the seven dimensions of wellness.





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 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.



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.

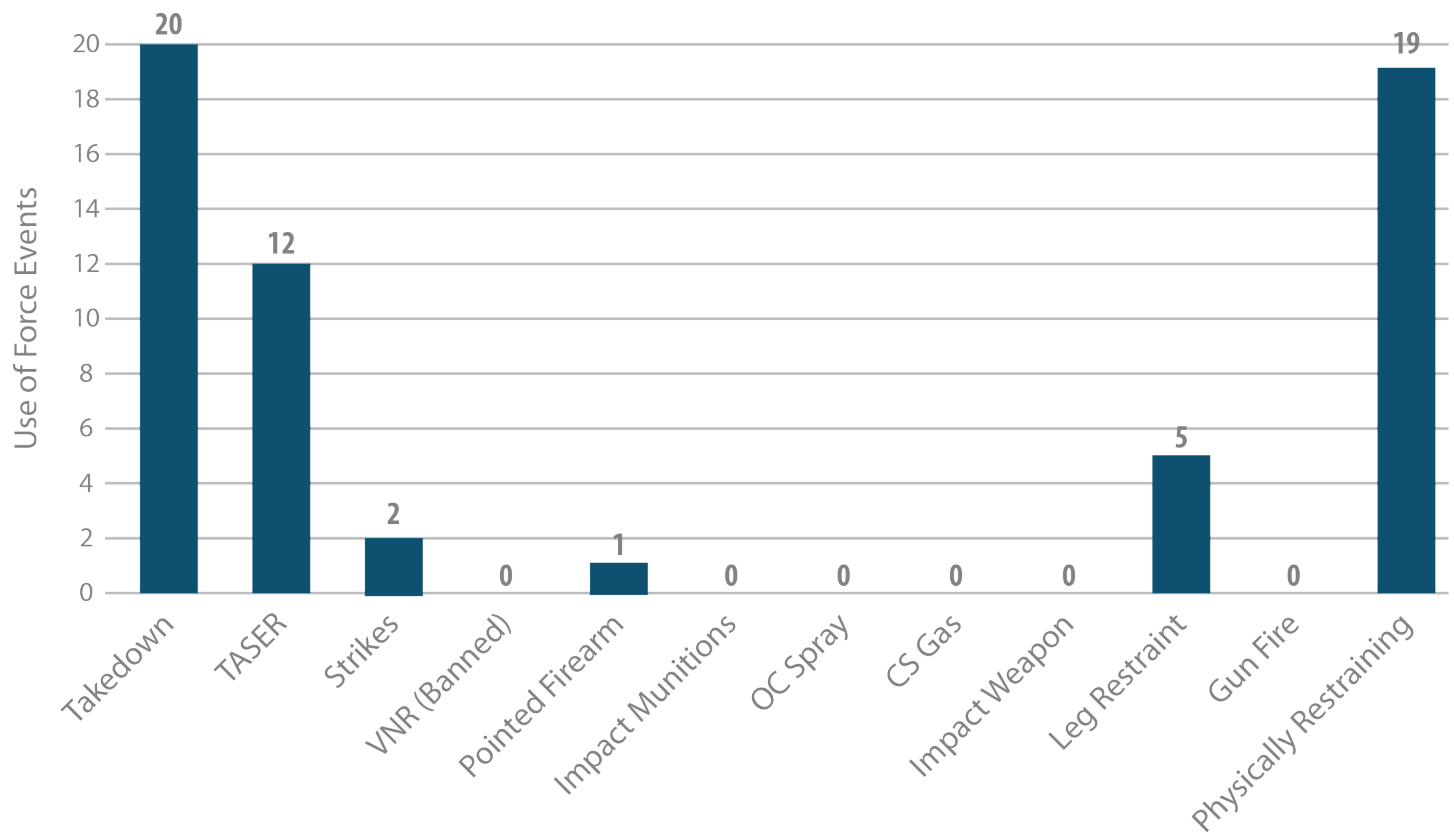
The use of force by law enforcement officers is another area of public concern which can lead to deteriorating relationships within our community when it is not accounted for. Therefore, OPA tracks all incidents where physical force is used by any of our officers to ensure we are acting within policy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

In 2023, the Port of Seattle Police Department initiated 23 use of force events and a total of 59 separate uses of force.

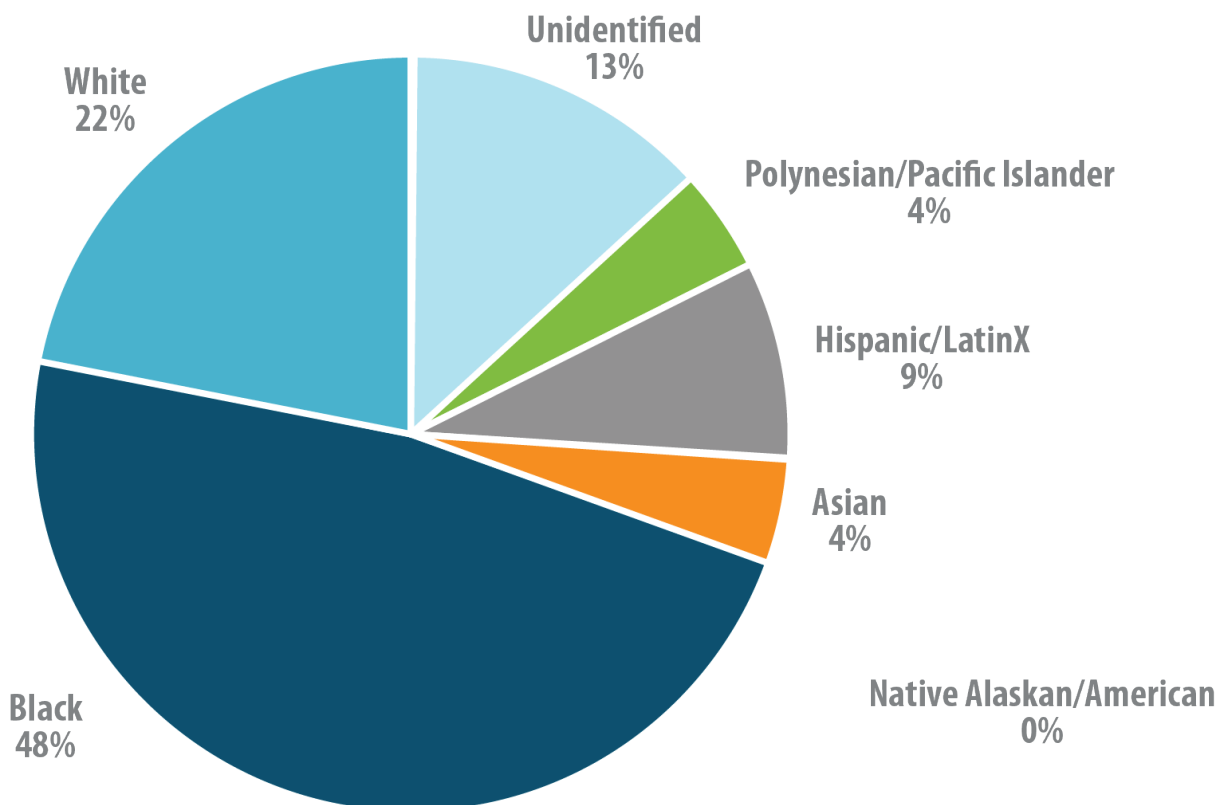
REPORTABLE FORCE EVENTS

	2020	2021	2022	2023
Reportable Force Events	32	34	30	23
Takedowns	16	30	23	20
TASER	1	7	4	12
Strikes	1	1	1	2
Vascular Neck Restraint	3	BANNED	BANNED	BANNED
Pointed Firearm	1	0	0	0
40mm Impact Munitions	4	2	1	0
OC Spray	10	0	0	0
CS Gas	2	0	0	0
Impact Weapon	0	0	0	0
Leg Restraints	0	7	7	5
Gun Fire	0	0	0	0
Other Physical Control (e.g., pinning, joint manipulation)	0	11	18	19
Citizen Complaints from Force Used	0	0	0	0

2023 USE OF FORCE BY SERVICE TYPE



2023 USE OF FORCE BY SUBJECTS BY RACE



PUBLIC SAFETY PARTNERSHIPS



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 Federal Bureau of Investigation (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 PARTNERSHIPS



The Port of Seattle Police department is one of seven partner agencies in the South King County Valley region. This partnership allows the Department to align resources and facilitate the creation of special teams made up of 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. Chief Villa has served as the chair of both the Valley CDU and Valley SWAT Executive Boards since 2020 and 2021 respectively.

These participating Valley agencies consist of:

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

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, King County Sheriff Office, and Tukwila Police Departments
- Based on foundational principles of Independence, Transparency, Communication, and Credibility
- Since its inception in 2012, VIIT has investigated over 70 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 2023, POSPD Detectives were the Valley Independent Investigative Team primary investigating agency for 1 officer-involved shooting incident. POSPD Detectives responded to assist in several other Valley Independent Investigative Team callouts in 2023.

VALLEY SWAT

Valley SWAT (VSWAT) 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.

The team facilitates the region wide Valley Active Shooter School, which trains the region's police officers in patrol-level active shooter response and provided active shooter response training to Port of Seattle stakeholders. 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 one sergeant, five 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 2023 Valley SWAT completed 83 tactical missions that included high-risk search warrants, narcotics enforcement, barricaded subjects, and hostage rescue details. Port members of Valley SWAT conducted over 60 dignitary protection details at SEA. In 2023 VSWAT trained approximately 200 officers at its regional active shooter class. VSWAT completed a total of 7,260 training hours and provided instruction as a member of the Washington State Tactical Officers Association. The POSPD members of Valley SWAT are highly regarded in the tactical community and provide POSPD with an increased capability to respond to critical incidents which could occur at SEA or other Port facilities.



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) which is comprised of over 100 officers and command personnel. The Port team specializes in bike deployment and is the main bike group for VCDU. The team also deploys as a regional asset for crowd management issues in the region and is known as one of the premier crowd management teams in the state.

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 Hostage Negotiation Team (HNT) contributes personnel to the Valley Hostage Negotiations Team (VHNT) and is fully integrated with Valley SWAT. This contribution consists of one commander, one Team Leader, and three officers. 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 2023, VHNT responded to 15 or 20 VHNT events separate events in which team members engaged in crisis communications to help bring safe resolution to these critical incidents.



COMMUNITY ENGAGEMENT

OFFICE OF PROFESSIONAL STANDARDS

The SEA Cares initiative was put in place beginning in 2022 as an immediate step to ensure the safety of travelers and airport employees while developing a long-term strategy for responding to and assisting people in crisis. The Department collaborated with SEA leadership as part of the SEA Cares Team and served as a model example of a multi-disciplinary intra-departmental approach to addressing a complex community public safety issue. Since then, we continue to learn from these efforts and adjust strategies to meet the objectives below:

- 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 or use of force)
- 4) Understand the Airport's role and responsibility to the community

As part of the original initiative, a Mental Health Professional position was created and paired up with our Crisis Coordinator Officer to establish the POSPD Crisis Response Team.



Crisis Coordinator Michelle Bregel is trained to respond to people needing specialized assistance and is deeply engaged with regional organizations to provide direct assistance to people in distress. Previously, Bregel led a social services team at King County’s Department of Community and Human Services, providing emergency financial assistance, employment assistance, housing and emergency shelter assistance, crisis intervention services, connections to resources, and multiple other services to veterans experiencing homelessness in King County.

Bregel, a certified Crisis Intervention Specialist II and Advanced Crisis Negotiator, monitors radio traffic, responds to crisis calls, and serves as a key resource for police officers, local outreach organizations, and community programs. She works directly with people in need and develops follow up plans to help them get the help they need. By responding to crisis calls, she frees up patrol officers to respond to other priority calls. Bregel can also help identify when additional police response is necessary.

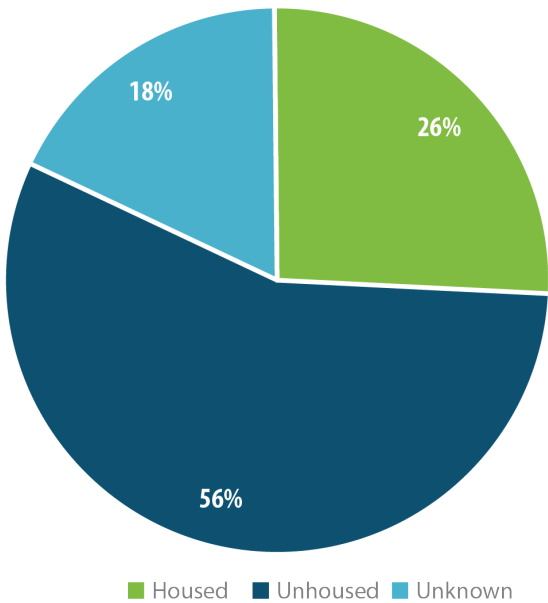


Mental Health Professional (MHP) Viktoriya Shook has a Master’s degree in social work and a longtime passion for helping people who are experiencing acute mental health issues. She has had experience working in hospital emergency rooms and alongside law enforcement as well. Her role with POSPD includes responding with officers to calls that have a mental/emotional component and following up with people who need resources or services.

The work of an MHP can make a significant positive impact on people’s lives during some of their most vulnerable moments. Providing support, understanding, and compassion to a wide range of individuals who may be going through mental health crises or facing emotional challenges while at the airport is key. Collaborating with law enforcement officers allows the MHP to work as a cohesive team to provide a well-rounded response to those in need.



2023 CRISIS RESPONSE TEAM DATA



- 480 Encounters
 - 317 of the 480 encounters received a form of assistance or referral
 - 438 of the 480 encounters resolved without an arrest
- Note: Numbers are based on tracking manually inputted after each encounter and actual count may be slightly higher*



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 provide greater insight and understanding. More important, 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."

The police department continues to be proactive in the implementation of the 52 recommendations provided by the 21CP Solutions assessment conducted in 2021. To validate the recommendations being submitted were being properly implemented, the Port Commission approved a contract with 21CP to review and evaluate such recommendations. By the end of 2023, 21CP reviewed 20 recommendations (37% percent of the total recommendations) and found that 19 of the 20 recommendations had been satisfactorily met. After completing the next review in early 2024, 21CP Solutions' report indicated that 27 of the 52 recommendations (or 52%) had been implemented.

The next review period is scheduled for early 2025 with the goal of implementing a total of 75% of the recommendations. The process continues to be a collaborative approach and the police department is committed to have all 52 recommendations implemented by the end of 2026.

POLICE REFORM

On the heels of the December 15, 2022, policy manual update and the incorporation of the Washington State Attorney General's Model Use of Force Policy, the Port of Seattle Police Department (POSPD) published department directives/orders that addressed legislative changes involving drug laws, traffic citations, and vehicle pursuits in 2023. Prior to directive/order dissemination, the POSPD's Office of Professional Standards (OPS) worked diligently with in-house subject matter experts and Port of Seattle Legal to vet policy changes, assuring alignment with the legislative changes.

The POSPD Office of Professional Development (OPD) developed new curricula that addressed the legislative changes. Police leadership continued to work with our regional and state partners to ensure consistent interpretation and application of the laws. All commissioned staff were trained to ensure an operational understanding and implementation of the revised laws. Corresponding directives/orders were included in the policy manual after the October 23, 2023, manual update, available on the public facing POSPD website.





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 2023, the Port of Seattle Police Department's Honor Guard Team participated in several significant events providing bagpipe performances to include memorials for retired Seattle Police Officers and retired WA State Supreme Court Justice James Anderson.

They also contributed to the Memorial Day Ceremony at SEA Airport, the 9/11 Memorial Event, POSPD awards, and other notable gatherings honoring law enforcement and community service throughout the year.

Flag Presentations and Honor Guard service included:

- The Port of Seattle's Memorial Day recognition event
- Peace Officer Memorial / Medal of Honor Ceremony for the State of Washington
- The Port of Seattle's 9/11 Memorial event
- The Behind the Badge Foundation's Annual Ball and Auction



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 2023. This highly dedicated team consists of 8 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, the hard work of our detectives have conducted numerous thorough backgrounds. We are seeking collectively to only bring those to the department who model our values and will truly contribute to our team.



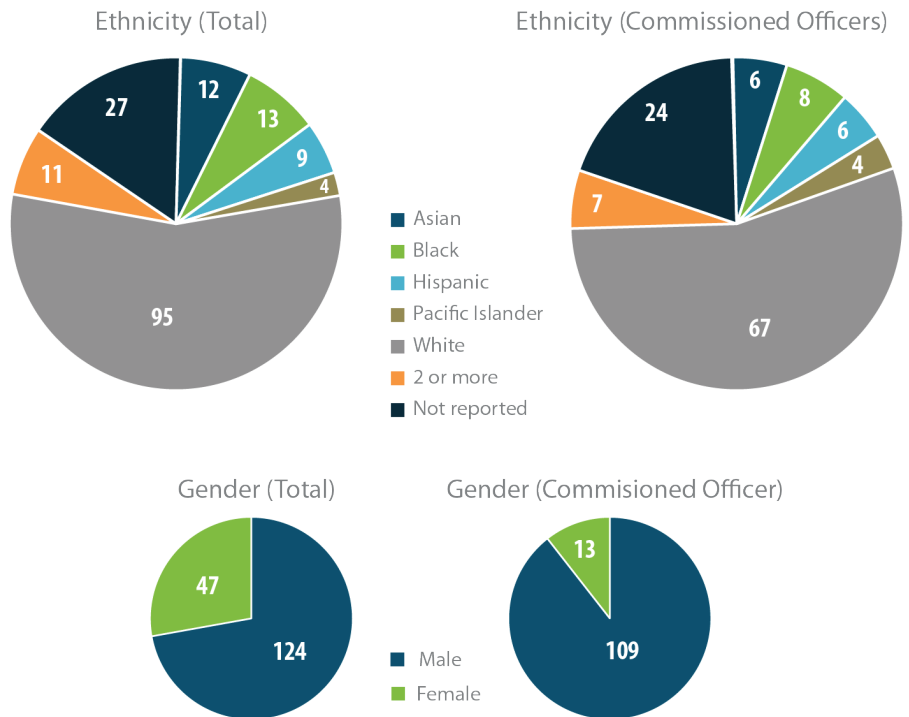
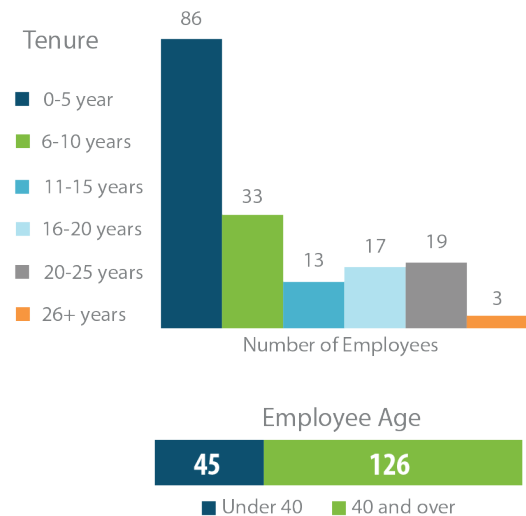
STATISTICS

DEPARTMENT DEMOGRAPHICS (2023)

171 employees*

122 Commissioned personnel

49 Non-Commissioned personnel



STAFFING - FILLED POSITIONS FOR 2023

Officers

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

Communications

- 1 Communications Manager
- 2 Communications Supervisors
- 17 Communications Specialists

Support

- 1 Police Records Manager
- 1 Non-Sworn Administrative Supervisor
- 1 Sr. Administrative Assistant
- 1 Administrative Assistant
- 1 Mental Health Professional
- 9 Police Specialists
- 12 Traffic Support Specialists



PROMOTIONS

- **Sean Gillebo** – promoted to Deputy Chief
- **Kyle Yoshimura** – promoted to Commander
- **Andrew Depolo** – promoted to Commander
- **Michael Nhoksayakham** – promoted to Sergeant
- **Tony Kalahui** – promoted to Sergeant
- **Kali Matuska** – promoted to Sergeant
- **Adam Merritt** – promoted to Sergeant
- **Jennifer Crippen** – promoted to Police Records Manager
- **Angela Artura** – promoted to Police Specialist Non-Sworn Supervisor

AWARDS

2023 Officer of the Year: **Alan Baalaer**

2023 Non-Sworn Employee of the Year: **Laurie Taylor**

Spirit of the Vision: **Cat Citron**

Soldiers of the Mission:

- **Mike Nhoksayakham**
- **Scott Colby**
- **Dan Breed**
- **Maria Vinluan-Stoltenberg**
- **Dena Silberberg**

LIFESAVING

February 12, 2023 — applied lifesaving resuscitation efforts for a person experiencing serious medical event in the airport terminal

- **Officer Nick Blevins**
- **Officer Tanner Enter**
- **Officer Molly Donahue**
- **Officer Timothy Dahlstrom**
- **Officer Jesse Petersen**

July 8, 2023 — applied lifesaving resuscitation efforts for a person experiencing serious medical event on the Airport drive

- **Officer Trevor Freutel**

September 15, 2023 — applied lifesaving resuscitation efforts for a person experiencing serious medical event at the airport terminal

- **Officer Renfred Kapule**



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**PORT OF SEATTLE
COMMISSIONERS**

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Fred Felleman

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**PORT OF SEATTLE
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