

## Briefing for City Council Candidates

**Department:** Police

**Vision Statement-** Serving Together To Protect Our City

**Mission Statement-** To protect life and property through professional service and a proactive partnership with our community.

**Core Values** - Service, Honesty, Integrity, Excellence, Loyalty and Duty (SHIELD)

**Reports to:** Erin Leonhart, Interim City Manager

**Director:** Police Chief Ken Seuberlich

**Deputy Director:** Deputy Police Clint Beck

**Divisions within Department:** 4

- Operations - Captain Darrin Timpe and Captain Susy Johnson
- Investigations - Captain Mike Johnson
- Support Services - Manager Dave Schlaegel
- Risk Management - Captain Bryan Keller

**Number of Authorized Staff Members in Department:** 112 (77 commissioned officers)

**2021-2022 Department Budget:** \$33,311,725

### **Duties/Responsibilities of the Department:**

The primary mission of any law enforcement agency is the safety and security of its community. BPD must ensure we are continually pursuing and evaluating our efforts to reduce criminal activity and its impact on our residents, and ensure our activities are conducted in a fair, impartial and respectful manner, working in active partnership with our community members.

Police Administration provides strategic direction and policy implementation for the Police Department. Includes overseeing the operation of all PD divisions, developing and managing the budget, finalizing all hiring, promotions & discipline decisions and participating in collaborative efforts with local, state and federal law enforcement partners. Administrative staff oversee payroll and budget accounting functions, procure training and travel arrangements & other administrative duties.

Operations Division is the largest division of the Department, providing police officers over three shifts daily to ensure safety within the City of Bothell, 24 hours per day, 7 days per week. In addition to uniformed officers on patrol throughout the City, they assist with mutual aid to neighboring jurisdictions. The Operations Division includes the *Traffic Unit*, enforcing traffic laws,

investigating traffic accidents, and providing traffic safety through education, awareness, and enforcement. It includes the *K9 Drug Dog*, the *Detention and Corrections Section*, which processes and transports suspects to and from the police station to contracted jail facilities, *Animal Control Officer*, and our participation in multi-jurisdictional specialty teams including North Sound Metro SWAT and our *RADAR / Navigator Program* along with the levy funded *CCRT* (Community Crime Reduction Team) and the *CCRT Crime Analyst*.

Investigations Division's primary duty is to conduct secondary investigations for felony crimes. Examples include homicides, robberies, arson, prostitution, sexual assault, identity thefts, fraud and other complex investigations. Detectives also coordinate the registered sex offender notification and monitoring program, and conduct Adult as well as Child Protective Services referral investigations. The Investigations Division includes a School Resource Officer for Bothell High School, Campus Resource Officer for UW Bothell and Cascadia College. It also has a Crime Analysis/Digital Forensics Detective. Members of this division also participate in multi-jurisdictional specialty teams ICAC (Internet Crimes Against Children), ICART (Interagency Child Abduction Response Team) and SMART (Snohomish County Multiple Agency Response Team).

Support Services Division consists of *Communications*, responsible for all 911 calls and dispatching of police related calls for both Bothell and Lake Forest Park Police, and answering all business lines for the Bothell Police Department, 24 hours a day, 7 days a week; and *Records*, responsible for processing public records requests, police reports and maintaining the integrity of all police records. Staff also processes and enters all warrants, protection orders, SODA orders, process concealed weapons permits, take fingerprints, and are the first point of contact for community members coming into the Police Department.

Risk Management Division is comprised of the *Professional Standards Unit*, responsible for policy development and implementation, background & internal investigations, polygraph testing, audits, the Washington State accreditation process, complaint investigations, and review boards; and *Property and Evidence Unit*, responsible for processing and storage of police evidence in accordance with state laws. The Risk Management Division also includes a *Training Unit*, that develops the administration of department training programs and ensures the Department meets federal, state and local training mandates.

## **OBJECTIVES AND TASKS 2021-2022:**

### Impact Criminal Activity Through Data Analysis, Community Partnership and Proactive Policing

- Improve collaboration between officers and the crime analyst to identify crime trends, hotspots, and offenders in order to reduce, eliminate, or displace criminal activity.
- Partner with Local Hotels, business owners, and residents to reduce criminal behavior impacting our community.
- Create more opportunities for officers to build relationships in the community (e.g. Bike patrols, foot patrols, crime prevention meetings, Block Watch, and Safe Place)
- Implement the Safe Place program in partnership with local businesses to address situations in which hate and hate crimes occur.

#### Maintain and Continue to Increase the Community Trust

- Meet ongoing and updated Re-Accreditation standards, to include new and on-going trainings, as well as updated policies and procedures to meet ever changing legal requirements and best practices.
- Create opportunities for positive police/community interactions (e.g. Community Academy, Coffee with a Cop, Chat with a Chief, police ride-a-longs)

#### Hire Levy and Other Positions in Line with Organizational Goals/Values

- Hire the best possible talent available that best reflects the community we serve.
- Work with DEI consultant and staff to address diversity in hiring.
- With the assistance of DEI consultant and staff, identify alternative recruitment resources and methods for difficult to hire positions including police officers, dispatchers and police support officers.

#### Find Innovative Opportunities to Help those Impacted by Mental Health Challenges, Homelessness, and Drug Addiction

- Continue to expand the North Sound RADAR/Navigator program.
- Increase Navigator staffing as need increases.
- Work with King County to expand funding for local Mental health Triage Center to help address homelessness, drug addiction, and those in Mental Health Crisis.
- Continue Crisis Intervention Training (CIT) for commissioned staff and our communications center.
- Collaborate and develop partnerships in the region to address homelessness, drug addition, and Mental Health issues.

#### Ensure Employee Wellness, Support and Civility

- Focus on creating, maintaining, and improving a healthy working environment for employees.
- Focus on Department staffing efforts and analyses
- Provide training to PD personnel on workplace civility, cultural awareness, and bias.

#### **Links of interest related to the Police Department:**

- Bothell Police Twitter account is a great source for timely information for ongoing events. <https://twitter.com/BothellPolice>
- Bothell Police Facebook page. Another fun way to stay on top of current events related to the Police Department. <https://www.facebook.com/bothellpolice/>
- Bothell Police Instagram. Another way to see into the minds that make the Bothell Police Department. You will find photos of current events related to the Police Department. <https://www.instagram.com/bothellpolice/>