

KENT POLICE DEPARTMENT ANNUAL REPORT 2022



WE ARE COMMITTED TO **PROTECTING & CARING** FOR
OUR COMMUNITY BY PROVIDING **QUALITY POLICE SERVICE**
& BEING ADAPTABLE TO THE **NEEDS OF OUR DIVERSE CITY.**



TABLE OF CONTENTS

Chief's Message	2
Vision/Mission Statement.....	3
National Police Week	XX
Award Recipients	XX
Calls for Service and Crime Statistics	XX
Intelligence Led Policing.....	XX
Patrol Division	XX
Investigations Division.....	XX
Support Services Division.....	XX
Community Outreach & Events.....	XX





A MESSAGE FROM THE CHIEF

Thank you for taking the time to read the Kent Police 2022 Annual Report. As you read through the report, you will see we are committed to protecting and caring for our community by providing quality police service and adapting to the needs of our diverse City. We work tirelessly to live up to our values of Service, Professionalism, and Integrity. We also place a strong emphasis on establishing and strengthening genuine relationships with the community and embracing our opportunities to enhance the quality of life of everyone we encounter.

In 2022, our department made significant progress in overcoming the challenges from 2021. The gains we made in 2022 speaks to our culture of adaptability and resiliency.

Some of the highlights this year include:

- Completed the Kent Police Community Immersion for Law Enforcement Pilot Program, where new officers are assigned to work with community service providers, serving our BIPOC community and youth directly. We now have over 30 new officers who have graduated from the program.
- Adopted the WA State Attorney General's Model Use of Policy. I am proud to note that our prior use of force policy and practice on use of force was already consistent with the model policy. At the same time, we took the opportunity to elevate our protocols and I am pleased with the changes that were made.
- Re-designed our recruiting and hiring process and saw incredible success with filling our police officer vacancies. We are one of very few departments in the country that overcame the incredible challenge of recruiting new officers and filled our vacant positions. At the same time, we made significant gains in terms of the diversity of those we hired.

I am grateful for the immense work performed by the KPD Family. We have moved from a year where it was a struggle to maintain essential core services, to a place where we are innovating and increasing our effectiveness.

I give all the credit to our staff. The strength of our department is and has always been our people. They are why we continue to be an exceptional law enforcement organization, and why I continue to be the proudest chief anywhere. I hope you find the annual report informative. Please contact my office if you have any questions or comments.

Warm regards.

Chief Rafael Padilla





VISION STATEMENT

The Kent Police Department is committed to providing the highest level of law enforcement service and improving the lives of its community members

MISSION STATEMENT

We are committed to protecting and caring for our community by providing quality police service and being adaptable to the needs of our diverse City.

VALUES

Service, Professionalism, and Integrity.

PRINCIPLES

Accountability, Respect, Inclusion, and Innovation.

KENT FACTS

2022 Population
136,588

Sixth Largest City
in Washington State

Area of Kent
21,400 acres
34 square miles
404 acres of parks
725 lane miles

Kent Police Department
220 Fourth Ave South
Kent, WA 98032
KentWA.gov/police

-  /KentPoliceDepartment
-  @KentPD
-  @KentPoliceWA
-  @OurFutureCops
-  KentWA.gov/TheKPDWay
-  KentPoliceRecruiting.com

AWARD RECIPIENTS



The department's Awards Committee receives nominations from employees throughout the year. Following the award policy guidelines, nominations are considered and recommendations are made to the Chief of Police for approval. The following were awarded in 2022:

Lifesaving Medal:

Sergeant Dan Koehler
Officer Vincent Alatorre
Officer Taylor Burns
Officer Justin Campbell
Officer Brian Cortinas
Officer Matt Fisher
Officer Geoff Lai
Officer Jason Nixon
Officer Chelsea Pribble

Chiefs Award of Exceptional Duty:

Sergeant Dan Butenschoen
Sergeant Jeremiah Johnson
Officer Matt Flesher
Officer Clark Holloman

Chiefs Award of Distinguished Service:

Allyson Miller
Commander Rob Scholl

Chiefs Award of Professional Excellence:

Commander Josh Bava

Chiefs Award of Citizen Commendation:

(given to non-employees)
Jerry Cortez
Scott Kober

Chief's Award of Devoted Service

Sergeant Dan Koehler
Sergeant Mel Robinson *(retired)*
Officer Dan Brom
Officer Tom Burnside *(retired)*
Officer Will Davis *(retired)*
Officer Adam Ferguson
Officer Tami Honda *(retired)*
Officer Matt Kilner *(retired)*
Officer Briann Knott
Officer Joe Johnson *(retired)*
Officer Eric Moore *(retired)*
Officer Jen Prusa *(retired)*
Officer Doug Westcott *(retired)*
Officer Trevor Wolcott
Corrections Officer John Morasco
Corrections Officer Ken Holifield
Code Enforcement Officer Doug Garrett
Allyson Miller
Abbie Taylor

Officer of the Year

Officer Eric Steffes

Corrections Officer of the Year

Corrections Officer Roshni Anderson

Civilian Staff of the Year

Leanne Hobbs

CITY OF KENT 2022 EMPLOYEE OF THE YEAR



J. Bava

March 2022 Employee of the Month

CITY OF KENT 2022 EMPLOYEES OF THE MONTH



L. Brandeberry

October 2022



C. Chapman

November 2022

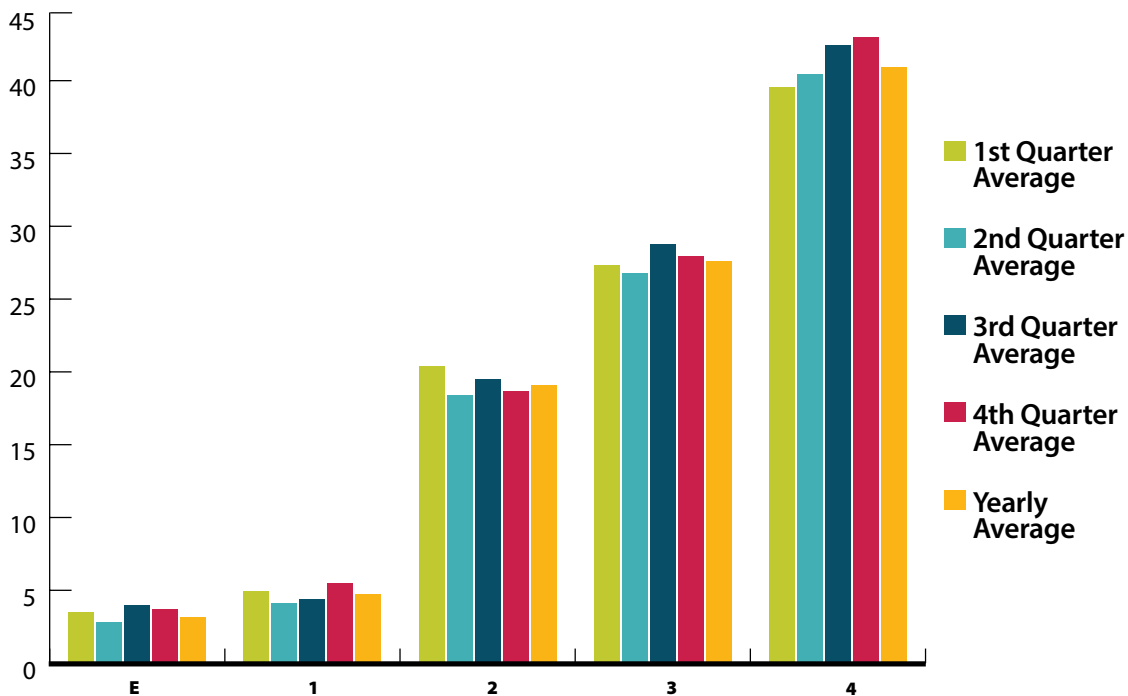
CALLS FOR SERVICE AND CRIME STATISTICS

An important goal of the Kent Police Department is the timely response to 911 calls for service. The following data show our response time (in minutes) to calls from emergency (E) calls through priority (4) or routine calls for service.

- **Priority E** is the highest priority. This category represents a confirmed emergency, which could result in extensive loss of life and/or property. This category represents the greatest potential for officers to encounter immediate danger.
- **Priority 1** represents a potential emergency which could result in loss of life and/or property; personnel safety may be at risk or seriously jeopardized.
- **Priority 2** represents a minimal hazard with considerably less potential for life and/or property loss and minimal risk to officers.
- **Priority 3** represents a low hazard, non-life threatening situation with minimal risk of property loss.
- **Priority 4** represents police reports or cold calls which require a non-code response.

2021	1st Qtr Average	2nd Qtr Average	3rd Qtr Average	4th Qtr Average	Yearly Average
E	3.76	3.46	3.90	3.86	3.75
1	4.95	4.32	4.62	5.47	4.84
2	20.64	18.03	19.48	18.41	19.14
3	27.96	27.52	29.47	28.59	29.38
4	39.51	40.95	43.02	43.74	41.80

Average Response Times 2022

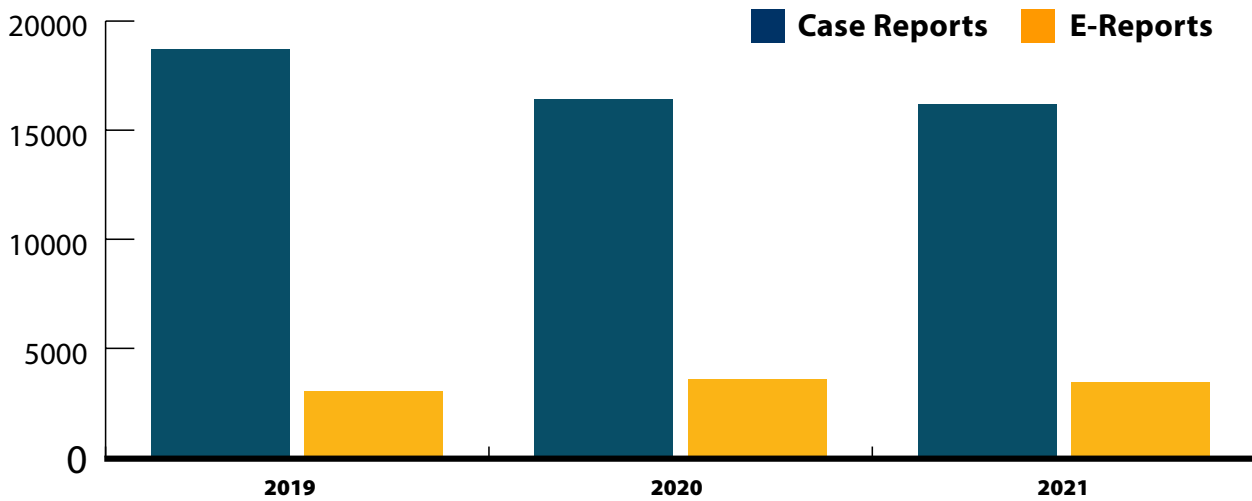


Intelligence Led Policing (ILP)

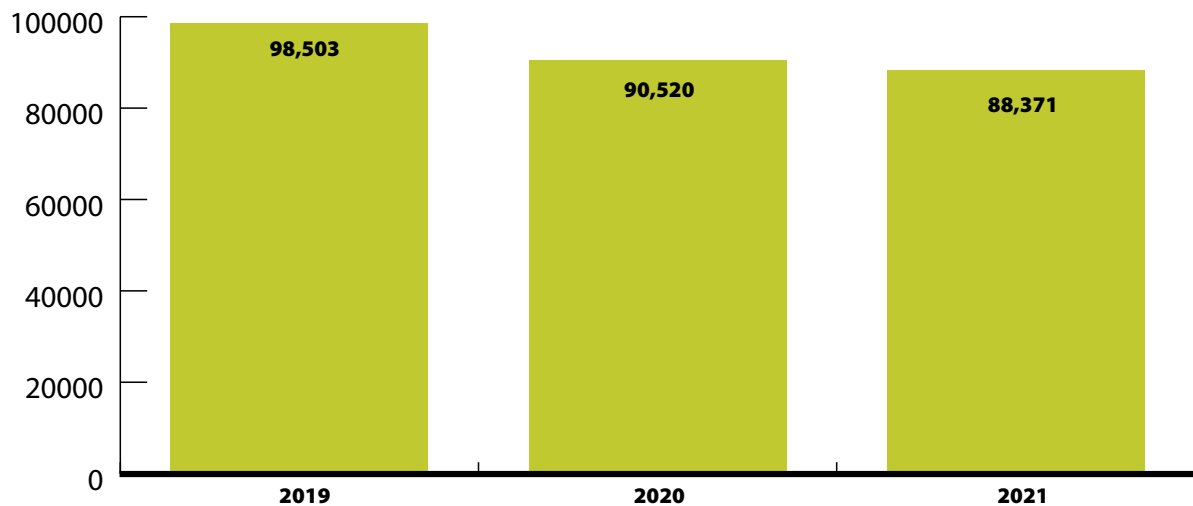
The below Intelligence Led Police (ILP) crime yearly totals and crime rates show some very dramatic increases, especially in property crimes, as law enforcement has dealt with major societal changes over the past few years. COVID booking restrictions in jails, the nationwide anti-police sentiment and legislative changes at the state level which precludes officers from interacting with criminal suspects in ways that were commonplace in prior years, have led to an atmosphere where criminals have little fear of police interdiction and subsequent incarceration, especially for non-violent property crimes.

In 2022, Kent PD generated 17,194 case reports and from online reporting, 4,438 e-reports. Kent Officers responded to 89,882 calls for service in 2022. Below are comparisons to 2020 and 2021.

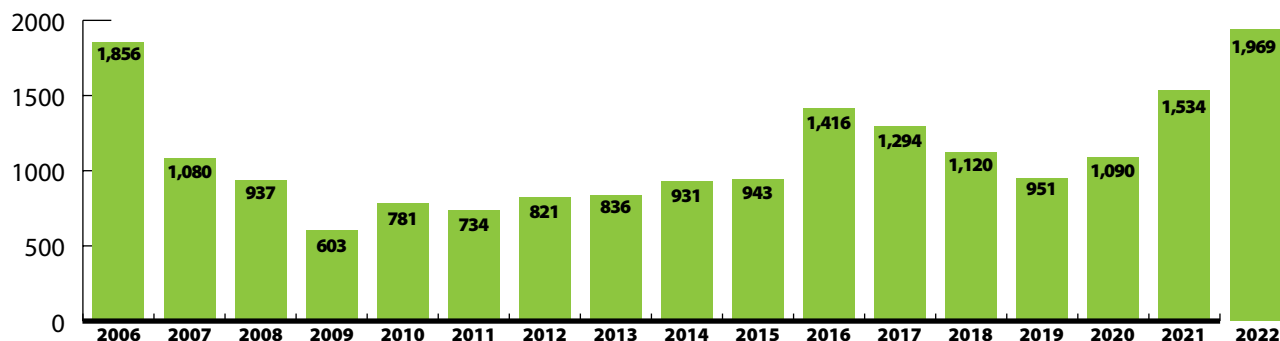
2020 – 2022 Case Reports and E-Reports



2020 – 2022 Dispatched Incidents

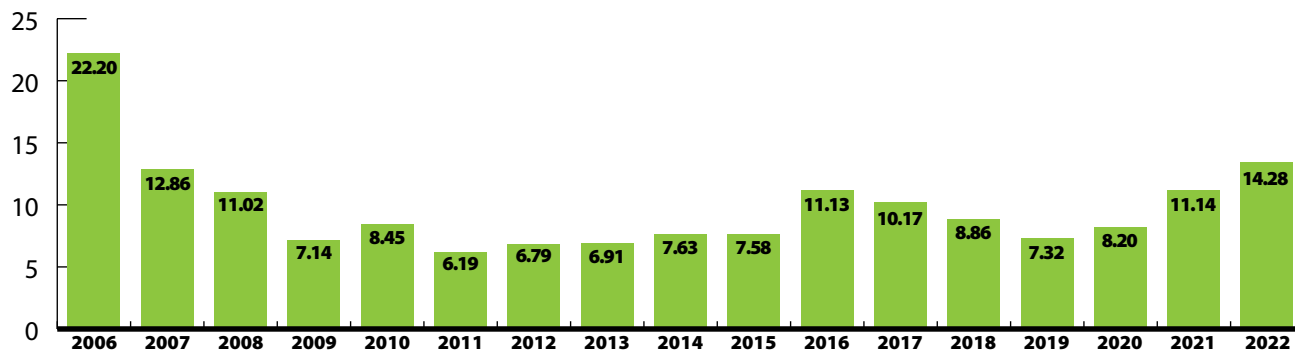


2006-2022 Vehicle Thefts



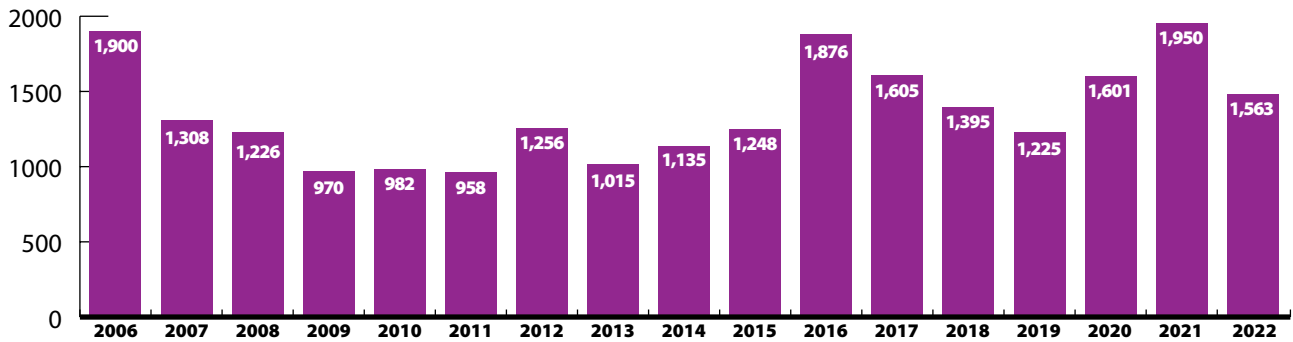
After a steady 4-year decline in the number of vehicle thefts between 2016 – 2019, the past three years have seen steady and sizeable increases. The year to year increases since 2019 have been +14% in 2020, +40% in 2021 and +28% in 2022. Since 2019, the annual totals for Vehicle Thefts has increased 107%. The crime rate has also nearly doubled in that time and is now at levels not seen since the pre-ILP days (prior to 2008).

2006-2022 Vehicle Thefts Crime Rate

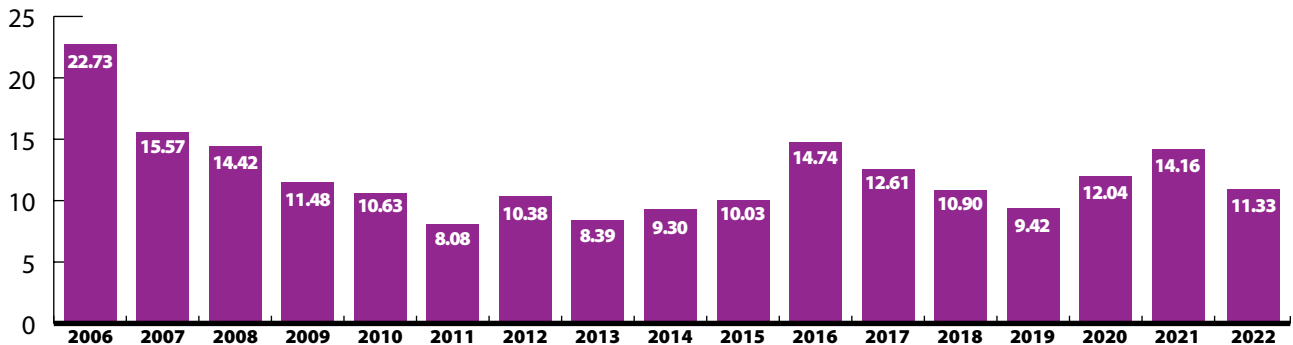


Kent PD saw a 30% increase in vehicle prowls in 2020, followed by a further 22% increase in 2021. But in 2022, we saw a nearly 20% decrease in the number of reported Vehicle Prowls.

2006-2022 Vehicle Prowls

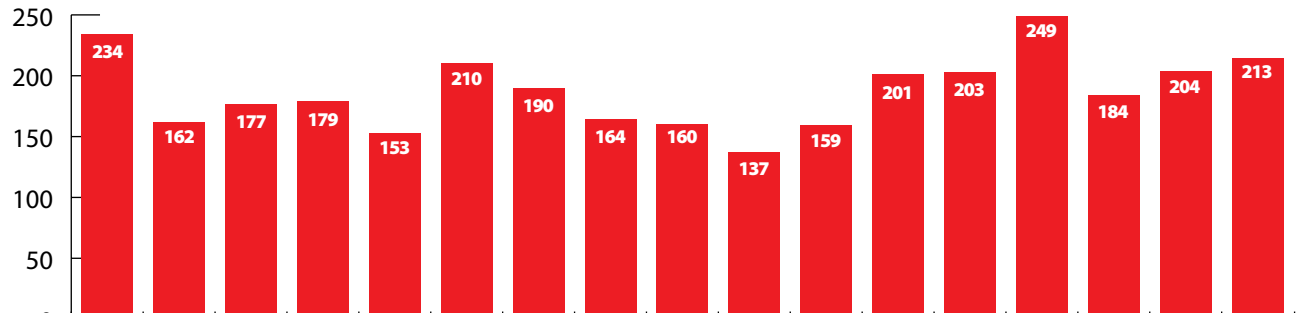


2006-2022 Vehicle Prowls Crime Rate

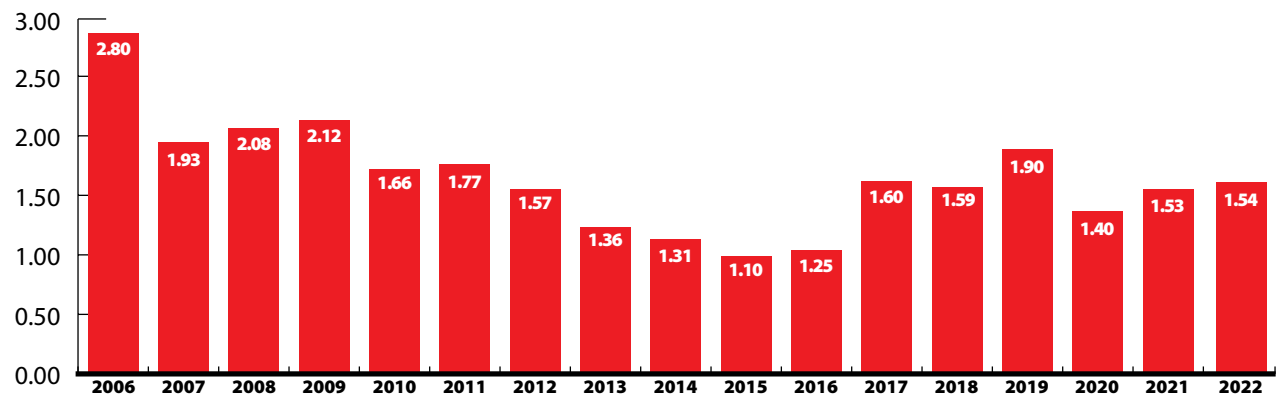


In 2022, Kent PD had a slight 4% increase in the number of Robberies.

2006-2022 Robberies

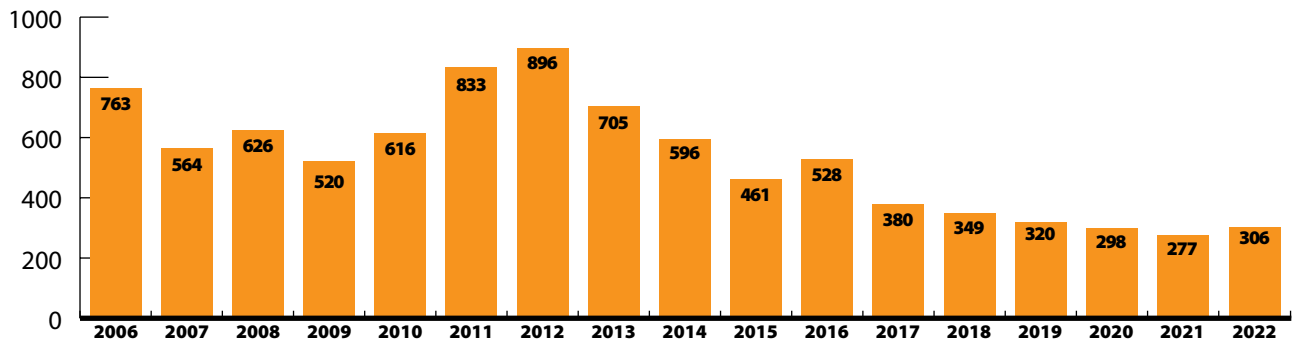


2006-2022 Robberies Crime Rate

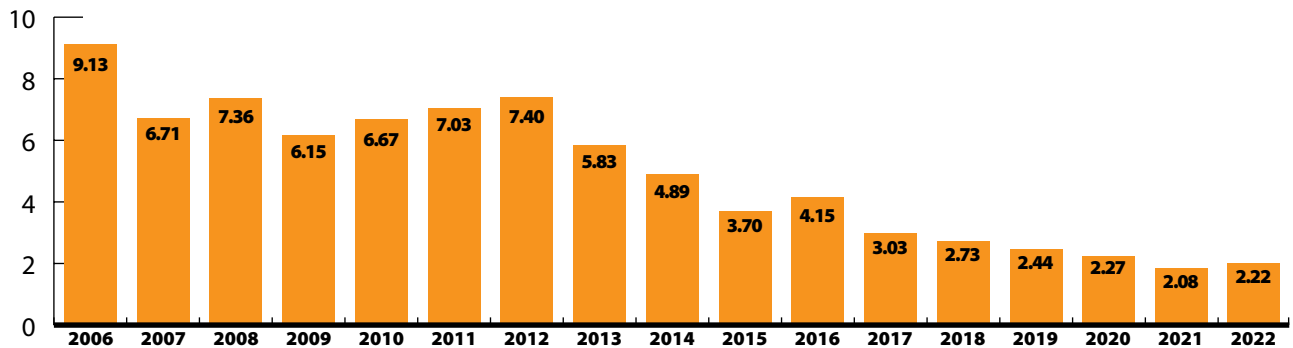


Since 2012, residential burglaries have been on a steady decline for all but one year (2016). While all other property crimes were seeing dramatic increases over the past few years, residential burglaries continued to drop. In 2022, we had a small 10% increase in the number of residential burglaries. However, the yearly total of 306 was still the third lowest total in the past 17 years.

2006-2022 Residential Burglaries

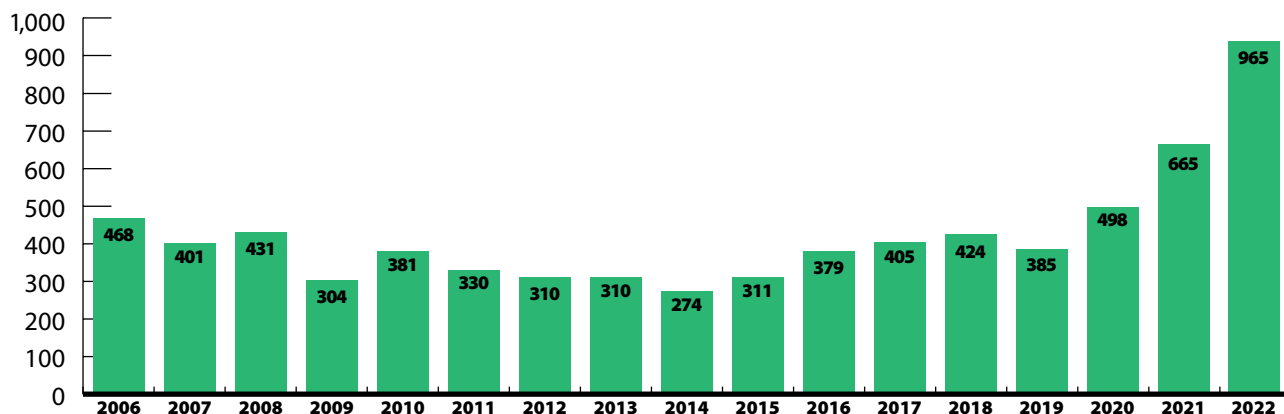


2006-2022 Residential Burglaries Crime Rate

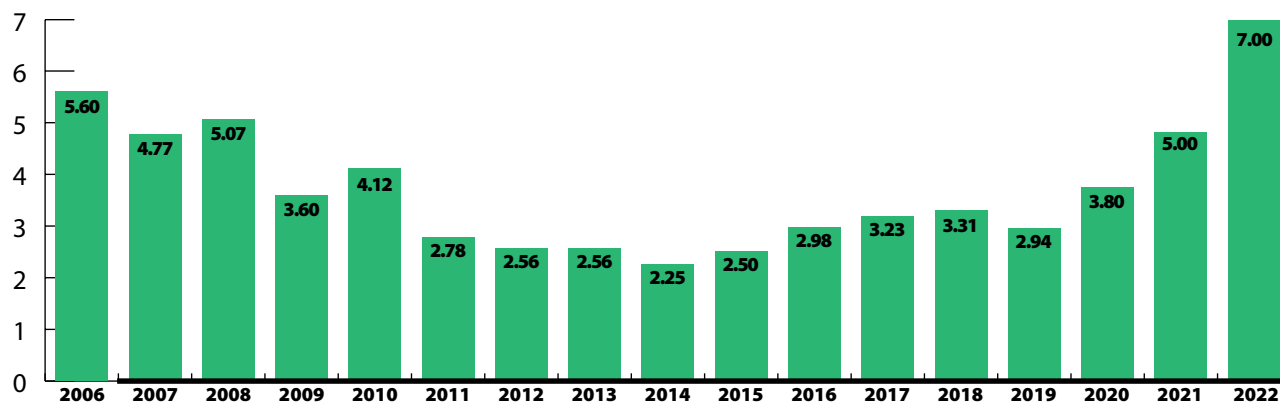


After a drop encountered in 2019, commercial burglaries saw dramatic increases over the past three years. In 2022, we had a huge 45% increase in Commercial Burglaries over 2021. Over the past three years, coinciding with large societal and legal changes, Kent PD had a 150% increase in the number of Commercial Burglaries. Each of the past three years also represent the highest yearly totals we have ever encountered.

2006-2022 Commercial Burglaries



2006-2022 Commercial Burglaries Crime Rate





PATROL DIVISION

The Patrol Division is largely comprised of the uniformed officers who respond to 911 dispatched calls and conduct community-based preventative patrols. They are the most visible division of our department and have the most interaction with our community. Patrol officers perform a complex balance of diligently pursuing criminals while being engaged with the community to build stronger relationships and increase public trust.

The primary functions of the Patrol Division are to respond to emergency calls, general calls for service, conduct investigations, traffic enforcement and proactive patrol. The Kent Police Patrol Division is currently authorized 96 sworn personnel and 3 civilians. This includes 1 Assistant Chief, 3 Commanders, 11 Sergeants, 83 Officers, 2 Parking Enforcement Officers, and an Administrative Assistant. This division is comprised of traditional uniformed police units, including the Traffic Unit (which includes parking enforcement), the K-9 Unit, School Resource Officers, SWAT and the Civil Disturbance Unit (CDU). Additional operations that are run out of the Patrol Division include the Explorers, Honor Guard, and Traffic School.

This was a challenging year for the Patrol Division. The top priority for the division and the department was to stabilize staffing, with Patrol Officer positions being the top priority. While we realized great success in our hiring efforts, hiring over 30 new officers, most of those officers remained in training and were not deployable until 2023. To make sure we have enough officers on the street to accomplish our department's mission, we continue to work through the changes to our staffing models from working 10-hour shifts to working 12-hour shifts.

The Patrol Division also had to make numerous alterations in our response to day-to-day operations. These changes resulted from our adaptation to new legislative bills that were passed and went into effect. The new legislation focused on changes that were intended to improve the police profession. While some of the legislation helped initiate change that was needed, there have also been some unforeseen issues stemming from those changes. These issues directly impacted how the police approached the enforcement of laws and how they are able to assist the community. We are hopeful for additional legislative changes to clarify the laws enacted in 2021 and 2022.



K-9 Unit

The Kent Police K-9 Unit consists of four generalist teams. The generalist teams are used for a variety of applications; however, they are primarily used to locate suspects. This is accomplished by tracking the suspects from crime scenes, performing building searches, or searching areas. These generalist teams are also able to locate evidence that would have otherwise gone undetected. The use of generalist K-9s also increases the safety of our officers.

The use of police dogs in any of these roles greatly enhances the ability of the Kent Police Department to aggressively fight crime. Our unit's approximate 30% success rate in locating suspects is outstanding and higher than the industry average.

In 2022, we selected two new K-9 teams for our department. Officer Tudor and his K-9 partner "Franklin" and Officer Flesher and his K-9 partner "Gambit", both certified in the early months of 2023.

Our K-9 teams participated in community demonstrations, assisted with the Community Police Academy and numerous other events highlighting the teams' capabilities.

K-9 Unit 2019 Stats	
Applications	79
Captures	24
Training Hours	606

Traffic Unit

The Traffic Unit is tasked with providing safe and efficient vehicular and pedestrian movement throughout the City. The unit works to prevent and reduce injury and death related to vehicle collisions through aggressive traffic enforcement and education. The unit utilizes marked and unmarked traffic vehicles to conduct enforcement, respond to collisions and other traffic/parking related calls for service. The officers, who also serve as members of our Collision Analysis and Reconstructive Squad (CARS), respond to collisions that result in life threatening injuries or death. They utilize advanced investigative techniques and equipment to complete these complex investigations.

The Traffic Unit is actively engaged in community presentations, meetings and partners with the City's traffic engineers to address road design issues. The Traffic Unit partners with the Washington Traffic Safety Commission and neighboring agencies to conduct various traffic emphases, including DUI and speed patrols, illegal street racing, pedestrian safety, seatbelt enforcement and others.

The unit has an authorized strength of one sergeant, eight officers, and two parking enforcement officers. In 2022, Traffic responded to 32 call outs, took 1,580 collision reports, and wrote 2,355 infractions/citations. Notably, as a result of routine patrols and participation in emphasis patrols, the Traffic Unit made 69 DUI arrests.

Target Zero

The Kent Police Department is a member of the King County Target Zero Task Force. Target Zero is a strategic plan developed by the State of Washington to eliminate all fatality and serious injury collisions by 2030. The Washington Traffic Safety Commission provides grant funding to member agencies, including the Kent Police Department, to support the goal of Target Zero, through education, enforcement, and engineering. In 2022, the Kent Police Department (primarily the Traffic Unit) worked in support of Target Zero through multiple emphasis patrols targeting impaired drivers, distracted drivers, and unbelted drivers and passengers.

Kent's Phlebotomy Program was launched in 2019 and funded by the Washington Traffic Safety Commission. The program has been in successful operation since its origin and has performed numerous blood draws.

Civil Disturbance Unit (CDU)

The Kent Civil Disturbance Unit (CDU) is made up of 17 officers, two sergeants and a commander. The unit is trained to effectively deal with large crowds and minimize criminal behavior during civil unrest. The unit is a part-time team made up of officers from different divisions of the police department and includes all of the Special Operations Unit.

Kent CDU is part of the regional Valley Civil Disturbance Unit (VCDU) which consists of teams from the Renton, Tukwila, Federal Way, Auburn, and Port of Seattle police departments. With this partnership, VCDU brings over 90 officers together when needed for any event when there is a threat of civil unrest.

VCDU is comprised of a command element, line officers, bike officers, and a CUT team (specially equipped and trained to safely cut or dismantle protestor devices and chains). VCDU also partners with other police agencies in the region.

CDU officers attended annual training with the entire VCDU at Camp Rilea Armed Forces Training Center. During 2022, CDU responded to events at SeaTac Airport and Green River College for President Biden's visit to the campus. In all situations, the team was successful in maintaining order and keeping the public safe.





Kent Police Honor Guard 2022

Commander Scott Rankin, Officer John Waldo, Officer Garth Corner, Officer Justin Davis, Officer Chellsy James, Corrections Sergeant Mike Armstrong

The purpose of the Kent Police Honor Guard is to provide a specialized ceremonial unit capable of performing a multitude of challenging assignments. These details range from honoring comrades lost in the Line of Duty to funeral details for former retirees and dignitaries to civic events, such as the Cornucopia Days Parade and Relay for Life.

Mission: To honor the life and memory of the loved and the lost

There is no greater purpose or honor than to pay respect to a fallen comrade and their family for their ultimate sacrifice.

The vision for the future of the Kent Police Honor Guard is to be a leader in the region, partnering with other agencies in the valley to work cooperatively at providing training and supporting the needs of each community.



The events of 2022 have continued to be very difficult on many levels. COVID-19 and recent legislation has added to historic levels of officers retiring or leaving law enforcement. We have felt the effects of this in our efforts to maintain our team.

The Kent Police Honor Guard continues to be dedicated to the core values of Honor, Courage, and Commitment. The Kent Police Honor Guard attended five events in 2022:

- March 24th Mayor’s State of the City Address
- May 5th Washington State Peace Officer Memorial in Olympia
- May 13th Law Enforcement Memorial Week wreath laying presentation Kent PD
- May 10-16..... Law Enforcement Memorial Week Washington, DC
- June 4th Relay for Life at Kent YMCA



SWAT

The Kent Police Department participates in a regional SWAT team with six other agencies from the South King County area. Partners in the Valley SWAT team (VSWAT) include Renton PD, Tukwila PD, Federal Way PD, Auburn PD, Des Moines PD, and Port of Seattle PD.

Regional participation allows Kent PD to have access to one of the largest, best equipped, and well-trained teams in the state. VSWAT is comprised of six officers from each agency, except for Des Moines PD, for a total of 38 tactical officers. Each agency also provides a commander for oversight and leadership. Des Moines PD does not have their own commander and their officers are supervised by the commander from the Port of Seattle PD.

VSWAT operates with 34 entry personnel and 4 marksmen. One Kent K-9 team also trains with the team and responds to calls for service. Combined with a Crisis Communications Team (negotiators), VSWAT is a full-service unit. The team has two armored vehicles that are used for safety and as rescue vehicles. The team is a state leader in high energy breaching and provides training to other teams in this expertise. Members of the team are carefully selected and must continuously pass high standards in physical fitness and firearms proficiency and must show good judgment and decision making in training and on missions.

VSWAT had 66 operations in 2022, responding to all six agencies calls for both pre-planned and in progress incidents. Team members receive a minimum of 30 hours of training every month. The regional team concept is less costly for each agency and creates a larger candidate pool to draw from. VSWAT is recognized as one of the very best tactical units in Washington State.

In addition to SWAT, Kent PD officers participate in the Valley Hostage Negotiators Team (HNT), a pool of officers who are specially trained in crisis communications and dealing with subjects who may be subjects of SWAT's missions. At least two negotiators accompany SWAT on every planned mission and HNT also responds to each in-progress mission.

Unmanned Aerial Systems (Drones)

The Kent Police Department utilizes unmanned aerial system (UAS) platforms in much of its day-to-day work. The UASs, commonly referred to as “drones,” are utilized under policies and guidelines which are currently posted on the department’s website for public viewing.

The UASs are used by police officer pilots for numerous purposes including crime scene reconstruction, traffic collision investigation and reconstruction, searching for dangerous hidden subjects, search and rescue functions, and community demonstrations. Each flight is logged and the FAA is notified each month of the UAS usage by the department. The department maintains its own UAS license, referred to as a Certificate of Authorization, and each individual pilot also has a personal license. Each pilot is authorized to fly under the department’s Certificate after significant training.

The department has five UAS platforms at this time and each UAS is equipped with camera and video capability. The use of UAS technology has allowed us to document crime and collision scenes much more quickly and efficiently than in the past, which in turn allows roadways to be opened sooner. This has also reduced overtime costs for the investigating officers.

In 2022, Kent Police pilots flew a total of 89 UAS missions with almost 11 hours of flight time.

Body Worn Cameras

The Kent Police Department developed a body worn camera program in 2019. The program started as a pilot and after six months of evaluation, cameras were issued for all uniformed staff in the Patrol Division, Traffic Unit, Special Operations Unit, and Neighborhood Response Team. Today, all commissioned officers at Kent PD are issued a body worn camera.

The body worn camera used by the department is the Body 3 camera made by Axon. The cameras were chosen for their low light high-definition capabilities. The Axon Body 3 camera is designed to record events for secure storage, retrieval, and analysis to the Axon Evidence (Evidence.com) service. Capturing an improved 146-degree field of vision, the cameras have up to 70 hours of recording time and a 12-hour battery life. All activity for digital evidence items can be tracked by user ID, capturing the date, time, number of views, and what (if any) footage was redacted. Following the success of the Body Worn Camera Program, KPD is budgeted to expand the program to include Axon Fleet for in-car video in 2024.

The body worn camera program has delivered several positive outcomes. The cameras allow for easy resolution of citizen complaints. They provide a record of our interactions with the public. They allow our supervisors to review all uses of force and the cameras have improved criminal cases allowing for easier prosecutions. The camera footage has also provided excellent training videos for use during various department and supervisor trainings throughout the year.





The Investigations Division currently consists of an Assistant Chief, two Commanders, four Detective Sergeants, and 25 Detectives. The division has the authorized staffing strength of 33 detectives including one six-month rotating detective position that is staffed by a patrol officer. The division is divided into four work groups.

The Homicide and Violent Crime Unit consists of one detective sergeant and seven detectives responsible for investigating major felony violent crimes against persons including homicide, assault, robbery, kidnap, and missing persons.

The Major Crimes Unit consists of one detective sergeant and seven detectives. They are responsible for investigating in custody referrals, felony crimes against persons and serious felony property crimes which includes serial cases, high profile organized retail theft, and/or where high value loss or impact occurs within the community.

The Special Investigations Unit consists of one detective sergeant and four detectives. They are responsible for providing technical and operational support for high priority investigations through the use of technology, surveillance and apprehension.

The Special Assault Unit consists of one detective sergeant and six detectives. They are responsible for investigating felony crimes against children and vulnerable victims involving sex crimes, domestic violence, APS/CPS referrals, ICAC referrals, and human trafficking situations.

One detective is assigned to the Valley Narcotics Enforcement Team taskforce in partnership with the Drug Enforcement Administration and another detective is a member of the FBI's Safe Streets Task Force.

Currently two detectives from the Major Crimes Unit are computer forensic detectives who assist with city and regional investigations involving computers, cell phones, and other media.



The rotating detective position is often utilized for all types of investigations and gives patrol officers experience in handling cases on a more in-depth level than is possible while working in a patrol environment. The rotating detective then returns to their patrol crew and can help teach their co-workers the advanced investigative techniques they learned.

The Investigations Division investigated 1,341 cases in 2022. This included 10 homicides, 196 robberies, 14 suspicious deaths, 192 DV cases, 168 in custody filings and 130 CPS/APS cases. The division was also called out 63 times during the year for major cases.

Members of the Investigation Division are also part of the Valley Independent Investigative Team (VIIT) which is comprised of several agencies in the region to conduct independent investigations when officers are involved in deadly force incidents, as well as deaths in police custody; or if a Chief determines an independent team is necessary for an investigation.



Valley Narcotics Enforcement Team (VNET)

The Valley Narcotics Enforcement Team (VNET) is a full-time multi-jurisdictional drug and gang task force with a primary emphasis of targeting regional drug-trafficking/criminal gang organizations for interdiction, dismantling and prosecution of mid to upper level drug trafficking organizations.

VNET operates with a unique combination of state, local and federal law enforcement agencies. The eight state and local law enforcement jurisdictions include: Auburn, Federal Way, Kent, Renton, Seattle, Tukwila and the Washington State Patrol. The two federal agencies include: the Drug Enforcement Agency (DEA) and the Bureau of Alcohol, Tobacco, Firearms & Explosives (ATF).

VNET staffing is made up of one DEA Group Supervisor, three DEA Special Agents, one ATF Special Agent, eight Task Force Officers, one Support Staff, and one King County Prosecutor.

Total number of 2022 cases started: 18

Total number of cases closed this year:
 # of cases with no arrest 5
 # of cases with one arrest 4
 # of cases with multiple arrests 2

Search Warrants:
 # of state search warrants served 10
 # of federal search warrants served 4
 # of cases w/ N/A or Buy Bust status -
 (no search warrant needed)

Arrests:
 VNET case arrests 16

Convictions:
 Convicted/Plead *State 2* *Federal 2*
 Declined *State 0* *Federal 0*
 Dismissed *State 0* *Federal 0*
 Acquitted 0
 Not Filed 0

Drugs removed: (WSIN Values)

Type	Street Value
Scheduled Drugs	
Cocaine..... 14,316.5..... GR	\$572,660.00
Crack 25.0..... GR	\$1,000.00
Oxycotin..... -..... DU	-
Oxycodone..... -..... DU	-
Diverted pharmaceuticals..... -..... DU	-
Hallucinogens..... -..... GR	-
Heroin..... 53,236.4..... GR	\$2,395,638.00
Heroin-Fentanyl..... -..... GR	-

Marijuana
 Marijuana (bulk) -..... GR -

Meth & Club Drugs	
Methamphetamine..... 47,842.0..... GR	\$956,840.00
Methamphetamine crystal (ICE) 20,695.4..... GR	\$413,908.00
Ephedrine -..... GR	-
Pseudoephedrine -..... GR	-
MDMA (Ecstasy)..... -..... DU	-
Fentanyl pills..... 10,503.1..... DU	\$36,760.85
Fentanyl pills (powder) 55,485.1..... DU	\$1,664,553.00
Benzo pills 74.4..... GR	\$2,232.00
Other drugs/unknown (liquid)..... 38.1..... GR	\$1,143.00
MDMA pills -..... DU	-
Other drugs/unknown 2,432.9..... GR	\$2,140.95

TOTAL DRUGS: **\$6,046,875.80**
 # of eradicated MJ plants - Plants -

TOTAL DRUGS & PLANTS: **\$6,046,875.80**

Seizures & Forfeitures: (may not reflect true assets)

Cases (#) with seizures..... 6	
Number of items seized..... 6	
Value of seized assets.....	<i>State</i> \$30,331.00
	<i>Federal</i> \$52,714.00
Cases (#) with forfeiture..... 3	
Number of items forfeited..... 2	
Value of forfeiture assets.....	<i>State</i> \$30,331.00
	<i>Federal</i> \$69,688.20

Weapons Seized: 6

Weapons Forfeited: 0

Total paid to Washington State:
 10% on actual seizures/forfeitures: \$3,033.10
 10% on seizures/forfeitures kept by TF..... -
\$3,033.10

King County Regional AFIS Statistics

We partner with the King County's Automated Fingerprint Identification System (AFIS) program for enhanced forensic services. This regional program provides criminal identification technology for criminal justice purposes. Services include identifying "wanted" offenders before they are released from jail and recovering fingerprints from major crime scenes. The AFIS Program aids in solving crimes throughout the county and contributes to the safety of both residents and officers. AFIS is funded by a property tax levy which is approved by voters every six years. More information can be found at KingCounty.gov/AFIS.

KENT PD AFIS PROCESSING UNIT USAGE	
CASE TYPE	# OF SCENES IN 2022
Auto Theft	257
Res. Burg	38
Comm. Burg	136
Carjacking	3820
Death Inv.	8
Kidnapping	3
Rape	2
Assault	18
Home Invasion	5
Hit & Run Injury	2
Hit & Run Property	10
HARASSMENT	3
ID Theft	1
Robbery	28
PSP	3
Arson	1
Veh. Prowl	9
Eluding	1
UPFA	2
Mal. Misch.	4
TRESPASSING	2
Other	9
Total	569

Average response time:	18 minutes
Average on-scene time:	32 minutes
Average Kent requests per day:	1.61

Next closest usage:

- KCSO with 387
- Renton with 269

Kent accounts for 26.6% of our workload

79.27% of the cases had prints of value recovered
(officers typically are at about 59%)

69.7% of the 3,042 lifts recovered were comparison
value (officers typically are at about 41%)

59.26% of the cases had suspect IDs
(officers typically see about 15%)

1,056 Individuals identified

SUPPORT SERVICES DIVISION

Records

The Records Unit currently has two supervisors and eight specialists, and they are the “keepers of data.” From protection orders to warrants, collision reports to concealed pistol licenses, fingerprinting to updating criminal histories with disposition information, Records enter, retrieve, and verify data and then relay that information to support different operations.

In 2022, the Records Unit fielded 55,080 phone calls, with 35,324 of those from the public. Records collaborate with officers and detectives, city personnel, outside law enforcement agencies, courts, other state agencies, and the public to provide requested information. Additionally, Records conduct quality assurance checks for all police reports to ensure they are NIBRS (National Incident Based Report System) compliant and maintain the supportive documentation that is added to cases per the retention schedule. In 2022, there were 17,194 original reports written, 4,438 online reports created, and a total of 36,558 reports (originals and supplements) reviewed. Every one of those reports was also reviewed by Records personnel to check for NIBRS compliance.

Here’s a snapshot of the amount of data received by the courts that the Records Unit entered throughout 2022:

Total entries of protection orders into WACIC	5,218
Total entries of warrants into WACIC	4,316
Total entries of temporary felony warrants into WACIC	132

Here is a snapshot of the amount of data received by the officers, impound companies, and repossession companies that the Records Unit entered throughout 2022:

Total number of police-initiated impounds	4,755
Total number of stolen vehicles	5,621
Total number of wanted vehicles	34
Total number of private impounds	6,420
Total number of repossessed vehicles	1,045

When it comes to guns, we processed the following amount of pistol transfer applications (backgrounds for gun purchases) and CPLs (concealed pistol licenses). Each background involves checks in at least seven databases and often includes additional clarification follow-up from other agencies, in-state and out-of-state:

Total number of pistol transfer applications processed	4,980
Total number of concealed pistol licenses processed	1,717

When it comes to orders, along with entering orders into our Washington and national database for other agencies to see, Records also facilitate preparing “orders for service” for officers to serve respondents and then communicating the court when we have a “return of service” brought back by an officer showing whether or not service of the order was successful. This is how many were processed last year:

Total Number of Orders Prepared for Service for Officers	615
Total Number of Returns of Service Sent to Court	369

This year, Records Specialist Leanne Hobbs was awarded the 2022 Civilian of the Year.



Special Operations Unit (SOU)

The Special Operations Unit is a team of Bicycle and Boat Officers. The unit specializes in tackling issues and situations that are not as accessible to regular patrol officers in vehicles. These areas include bike trails, city parks, and business venues. They also conduct proactive patrols in the downtown core and hot-spot locations throughout the city.

Additionally, the team addresses homeless issues. They work closely with downtown businesses, the Kent Parks and Kent Public Works Departments, and Kent Corrections to clean up areas of camps and dumped garbage. The team partnered with multiple community organizations including Catholic Community Services, Union Gospel Mission, and Sound Health to provide resources to the homeless. Their area of focus on bike patrols is usually in the downtown core of the city focusing on enforcement of criminal behavior and quality of life issues.

In addition to their bicycle patrols, SOU is the primary team that works on the police patrol boat and in the park at Lake Meridian during the summer months. They provide marine enforcement and conduct safety inspections on Lake Meridian to educate the public and promote safe boating practices on the water.

However, in 2022, due to critical patrol staffing issues, this team shifted to assist the core mission of the Patrol Division. We are now in the process of incrementally re-staffing the SOU rank and file as new officers complete their initial training and join the Patrol Division.

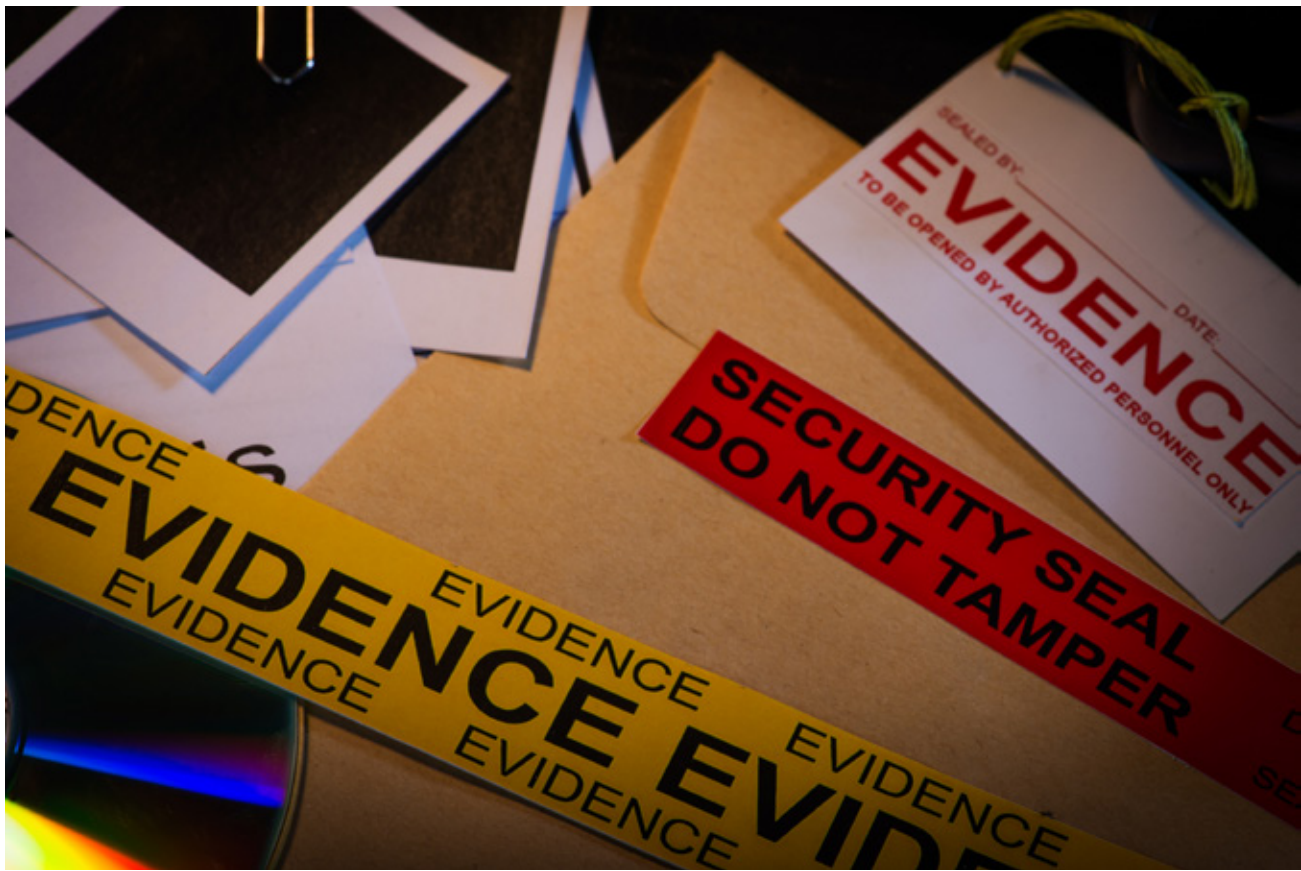
Co-Responder Unit

In an effort to continually evolve and find ways to solve problems that don't necessarily involve a criminal investigation, Kent PD conducted research into creating a Co-Responder Unit. A team like this pairs police officers with social workers who connect with those dealing with behavioral health issues, drug/alcohol addiction, homelessness, etc., in order to guide them towards the resources they need to get out of their circumstance.

Creating a team like this de-escalates a situation and connects a Co-Responder team that has the time and resources to assist a person in crisis. This ultimately frees up patrol officers to be able to respond to 911 calls for services more quickly.

Kent PD connected with the Puget Sound Regional Fire Authority's (PSRFA) CARES Unit. The CARES Unit is comprised of a nurse and social worker and was already an established team. We developed an interlocal agreement with the PSRFA, trained the CARES Unit on how to best partner with our police officers, and provided training to our officers on the program and how to request the assistance from the Co-Responder Unit.

The program went live in 2023 and we're excited to see our partnership grow in the years to come.



Evidence

The Evidence Unit currently has three Evidence Custodians. The evidence/property function is a critical part of our organization. Evidence personnel are responsible for tracking the receipt, storage, safekeeping, release, and disposal of all evidence and property our agency possesses. They also ensure that evidence is preserved and safeguarded in accordance with laws and department policies and procedures to protect the integrity of evidence throughout the judicial process. In addition, they return safekeeping property to rightful owners and transport evidence to the crime laboratory.

In 2022, the Evidence Unit took in 8,493 pieces of new evidence and disposed of 6,357 pieces of evidence. However, this number doesn't completely capture the work that goes into maintaining each piece of evidence that they store. For example, if a piece of evidence needs to be checked out to an officer, detective, lab, or city attorney, custodians must record and log each transaction. Similarly, custodians must record and log each transaction for when evidence is being checked back in for storage. For items that have a "location change," that change means that custodians must research and document every step of that movement to show why it is being moved (typically occurs in the cases of preparing evidence for release or disposal), and this research can take hours for each piece of property, particularly in the case of firearms.

Disposal also doesn't necessarily mean "destroyed," although it can include that option. Here is a breakdown of the main categories of what happened with the property that was "disposed of": closed file (property is stored until it reaches the end of its retention period), destroyed, released to owner, released to other, or auctioned. Other disposal categories include the following: King County AFIS, appropriated, city attorney/court, deposited to general fund, deposited to KPD Narcotics seized pending account, donated, King County prosecutor/court, other, US Secret Service, and trade for credit.

Fiscal Unit

The Fiscal Unit is comprised of two financial analysts who maintain, monitor, and document the financial elements of the police department. They create and maintain accounts payable (A/P) and receivable (A/R) for the department, ensure our accuracy and compliance via audits, prepare and disseminate reports and information to command staff, reconcile balances for various invoices, and much more. From requisitions and purchase orders, to grants and contracts, to training requests and Procurement Card (PCard) purchases, they track, record, and report the information to the financial department of the city.

Here's a breakdown of some of the tasks that they have processed over the year:

Estimated Total # of Requisitions	1,448
Estimated Requisitions for PO's	383
Estimated Requisitions for Pcards	1,065
Total # of Pcard Statements	641
Estimated Number of PO's processed	623
Estimated Number of Lines on processed PO's	3,174
Estimated Total # of Travel Advances	69
Estimated Total # of A/R invoices processed	199
Estimated total A/P Invoices	1,479
College Tuitions Reimbursements Processed	13
Total Refunds (Reports/Copy) Processed	540

In addition to their own strong comradery, they work with administrative assistants, the community education unit, command staff members, and the City Finance department to ensure that our processes and procedures are effective and efficient and accurately capture the information needed to better inform our command staff about the financial status of our department.



Administrative Assistants

We ended 2022 with three administrative assistants (Admins) who work with our command staff: one supporting Patrol/Investigations, one supporting Patrol/Support Services, and one supporting Corrections. During 2022, we had one administrative assistant resign for a new career adventure, and the hiring process for two new admin assistants (Support Services and Training) is scheduled for 2023. While the primary function of our Admins is processing payroll for their workgroups, this team is a jack-of-all-trades in what they accomplish for their teams and the department. Payroll is an undertaking, with the nuances of shift work, specialties, rotations, and unions, and they must record, track, maintain, and monitor details for every individual in the department to ensure that their pay and schedule are accurate. This year was especially challenging in that Telestaff was not operational starting mid-December. The admins worked through the Telestaff outage and managed expertly the changes that had to be implemented, which included moving all payroll functions to a paper system.

Additionally, they each support either an assistant chief or a commander and may be asked to do a variety of tasks, including gathering documentation, statistics, and other types information for presentations and reports; updating and tracking training records; maintaining reports and statistics from various documents through the course of the year for command staff; and helping facilitate communication between the police department and other departments in the city in order to get tasks accomplished.

Their tasks are challenging to quantify, so here are some examples of a small portion of the tasks and projects they have worked on over the year:

1. Collaborated with work groups to create new or improve existing tracking mechanisms, from FTO and CDO calendars to onboarding/role change/off-boarding.
2. Triaged the myriad of requests and changes involved with onboarding, off-boarding, promotion changes, and division changes for personnel.
3. Audited the position control to ensure that positions were linked to correct accounts.
4. Tracked medical costs for the jail.
5. Tracked the jail budget and processed accounts payable and receivable.
6. Assisted the training commander with accreditation and organizing/collecting data and proofs as needed.
7. Honed processes in PowerDMS and continued reorganizing courses, documents, and people to create more efficient and effective workflows for uploading and disseminating training/policy changes.
8. Worked with the Support Services Manager on matters related to public records requests, discovery requests, and records retention.
9. Actively tracked and reported On the Job Training hours to Veterans Affairs for those using their GI Bill benefit.
10. Continually provided quality assurance checks, service, and support for functions to including training requests, Use of Force data entry, Early Warning System entries, and much more.



Community Education Unit (CEU)

Crime prevention is a vital component of the Intelligence Led Policing (ILP) approach to law enforcement. Community Education Coordinators work closely with the Neighborhood Response Team focusing on crime prevention and quality of life issues. Providing police services outside of traditional methods, the unit focuses on crime prevention, community engagement, traffic safety education, youth outreach, drug/alcohol prevention, and other problem-solving strategies. The unit works with community members, neighborhood Block Watches, businesses, and schools to solve problems and enhance the effectiveness of the police department. They also coordinate Kent PD community events such as "Coffee with the Chief". These community partnerships improve communication and increase awareness, resulting in a reduction of crime.

Some of the outreach programs facilitated by CEU include Business Watch, which allows for business summit meetings providing information on crime trends, prevention, and legal updates. CEU also incorporates Crime Prevention Through Environmental Design surveys when working with businesses. CEU works with the Kent Chamber, Kent Downtown Partnership, and other business organizations to reach as many businesses as possible to promote programs such as the trespass program and graffiti removal efforts. CEU also facilitates programs with neighborhoods, including apartment complexes. CEU hosts Block Watch 101 classes, neighborhood meetings, and apartment manager summits. CEU oversees the Volunteer In Police Services program, the Kent Police Student Board, Community Police Academy, and the King County Target Zero Traffic Safety program.

Every year, CEU coordinates several annual events. The first Tuesday in August is National Night Out. The purpose of National Night Out is to bring residents, the police and other city departments together. In 2022, we were awarded 8th in the nation for cities with similar population. Our Kent Police Student Board coordinates an annual youth conference for Kent middle and high schools every December. CEU organizes the Community Police Academy twice a year delivering a series of classes that offer straight-forward, candid information regarding daily and specialized operations of the police department. During 2022, over 60 participants completed the course this year creating strong, educated supporters for the department.





TRAINING

The Training Unit includes one sergeant, one officer, and a range master who provide training and maintains training records for more than 192 sworn and civilian employees. The Training Unit also maintains multiple cadres of instructor officers that teach as an auxiliary function to their daily jobs.

The Training Unit conducts around 15 in-service training days per year. These consist of state required training classes such as first aid and working with the mentally ill. Also offered is specific training such as EVOC (Emergency Vehicle Operations Course), PIT (Precision Immobilization Technique), Defensive Tactics, Taser, Peer Fitness, Firearms training, Use of Force Decision making, Crisis Intervention and De-escalation, and Collision Investigation.

In addition, officers attend elective training that is geared toward their career path or goals.

Kent also participates in regional training, such as active shooter, SWAT, and civil disturbance.

The Kent training facility hosts regional training. Agencies from all around Washington and surrounding states come to attend classes taught by national training instructors. The courses range from interview and interrogation techniques to a variety of leadership courses.

The facility houses a five-lane indoor shooting range where all sworn employees are required to pass a variety of courses in both handgun and rifle ranges at a level 10% higher than state standards.

Training Stats

Every officer attended three in-service training classes and had at least 24 hours of training for the year. The training center facilitated over 900 firearms-related qualifications.

The Training Unit also provides pre and post academy training for newly hired officers and newly hired lateral officers.

Kent police officers are often members of regional teams and are required to attend additional training throughout the year. Regional/Team training hours per team member:

- **Special Weapons and Tactics (SWAT) – 368**
- **Civil Disturbance Unit (CDU) – 30**
- **Hostage Negotiations Team (HNT) – 24**



Patrol Tactics

In 2022, all Kent police officers took a 24-hour Patrol Tactics course required by Washington State. The course includes a written and practical exam composed of vehicle contacts, person contacts, and structural clearing. Participants also demonstrate skills in:

- Threat recognition, prioritization and response
- High risk handcuffing
- Legal authority
- Contact and cover
- Equipment management
- Care after fire
- Angular evaluations on vertical edges
 - Structures and vehicles

Kent PD has a cadre of certified patrol tactics instructors who work to keep the department and other officers around the region up-to-date on the latest tactics and techniques.

Also, during 2022, personnel received various training hours addressing diversity and inclusion, new legislation, and emotional intelligence.



Recruitment

The department has taken several steps to pursue high-quality police candidates to fill vacant positions due to retirements, attrition, and city growth. The Recruiting Unit had a banner year in 2022, hiring 36 new officers. This achievement was attained through enhanced community engagement, customer service, personal contact, and social media messaging.

The Recruiting Unit, in partnership with Kent's Multimedia staff, maintained "Our Future Cops" on Instagram in an effort to broaden the agency's social media reach. The unit has continued to review its hiring and training practices in order to attract and retain well-qualified candidates. We maintained a focus on enhancing the agency diversity and our partnership with various community groups has been an integral part of attracting ethnically and culturally diverse candidates. The department continues to hire both lateral experienced police and corrections officers and entry-level police and corrections officers to help maintain balanced levels of experience.

Are you interested in a career as a law enforcement officer or corrections officer with the Kent Police Department? If so, please contact Recruiting Sergeant Eric Tung by phone at 253-856-5831 or email ETung@KentWA.gov.

Accreditation

In November 2019, our department was awarded state re-accreditation through the Washington Association of Sheriffs and Police Chiefs (WASPC). Accreditation requires compliance with over 140 standards based on law enforcement best practices and governs everything from records management to evidence to use of force to patrol to investigations. We have a comprehensive policy manual which is updated two times per year in response to state legislation, local needs, and updates to WASPC standards.

In 2022, we remained in the re-accreditation process required every four years of policy and practice compliance with the 140 WASPC standards. In 2023, we plan to present our compliance to the WASPC Professional Standards Board.

Neighborhood Response Team (NRT)

The Neighborhood Response Team is comprised of four commissioned officers, a civilian crime analyst and a sergeant. Their primary function is to address crime trends and neighborhood problems by partnering with community members, landlords, businesses and other city and law enforcement entities. NRT members also partner with community members, Code Enforcement, and Kent's Legal Department to deal with public nuisance problems in neighborhoods.

In 2022, due to critical patrol staffing issues, the team was reduced from four NRT officers to just one NRT officer to support Patrol staffing. We are now in the process of incrementally re-staffing the NRT rank and file as new officers complete their initial training and join the Patrol Division.

NRT officers routinely attend community meetings, and co-host Block Watch classes in collaboration with the Community Education Unit. These events allow community members to get to know members of the police department in a low-pressure setting. These meetings focused on residential and business areas.

Code Enforcement

The Code Enforcement function for the City of Kent is housed within police department. Made up of two Code Enforcement Officers and an Administrative Assistant, the unit receives multiple reports of code violations weekly. They work with property owners to bring code violations into compliance following Kent's City Code rules and regulations. They work closely with NRT officers and report to the NRT Sergeant.



The City of Kent Correction Facility opened in 1986 with just 48 beds and in 1991 expanded to 96 beds, by double bunking the cells. The jail typically has an average population of over 120 inmates, which includes offenders serving on programs: home detention, work release and work crew.

The City of Kent Correction Facility houses misdemeanor offenders arrested by Kent police officers and contracts with Maple Valley and Federal Way Police Departments to house some of their offenders.

In 2020, the local community was fully experiencing the fear and restrictions of the COVID-19 pandemic. The administration responded by lowering the jail population by more than 50%, bringing the average daily population to just 46 inmates. In 2022, the facility is still working under the Department of Health mandates that require corrections facilities to operate under the guidelines of a health facility; symptom screening, masking, social distancing, frequent cleaning, and testing for COVID-19. Virtual options for daily operations such as court and mental health evaluation quickly became a normal process for the facility. In 2022, the jail expanded the booking criteria, which afforded the opportunity to increase the average population to 67.

The Jail's budget and staffing levels have not yet returned to pre-pandemic levels. The facility population management funding was eliminated in 2020 and is slated to partially return in 2023. This funding enables the facility to reduce population by housing inmates at an off-site County Corrections Facility. Additionally, the Programs sergeant position was eliminated and filled with an additional corrections officer.

The City of Kent Corrections Facility now employs 28 staff members, which includes a commander, six sergeants, 20 officers and one civilian. In addition, they contract six staff members for medical and food services.

In 2022, the facility booked in-custody 2,169 offenders for misdemeanor offenses. The average daily population was 67 inmates, and the average length of stay for an offender was 11 days. The corrections facility annual operations budget was \$5.3 million dollars.

The City of Kent Corrections Facility first became accredited in 2017 through the Washington Association of Sheriffs and Police Chiefs (WASPC). Kent was the first municipal agency in Washington to be recognized as dual accredited by successfully completing the accreditation requirement for both Police Operations and Jail Management. The Corrections Facility obtained re-accreditation in 2021.

The purpose of law enforcement agency accreditation is to professionalize the law enforcement industry by providing a review process for agencies to be certified as operating under industry best practices and standards. Law enforcement agencies seeking state accreditation in Jail Management must gain compliance with 156 jail standards.

The City of Kent Correction Facility partners with several community members from local churches, Alcoholics Anonymous and Narcotics Anonymous to offer support and services to offenders.

In 2020, all community volunteer programs had to be put on hold and remained on hold in 2021 due to the pandemic. In 2022, the jail was able to reinstate jail visitation and social work options through glass visitation. Several of our community volunteers have been graciously giving their time for years to help make a difference in offenders' lives and continued to keep in contact. We are truly grateful for all our volunteers who generously donate their time.

Additionally, inmates are afforded volunteer opportunities to work inside the facility. They are medically screened, issued a work assignment, complete training, keep time sheet logs, while performing daily operation tasks. The participants are issued community service hours, in lieu of payment, that can be applied toward their court fines, which convert to \$15.00 an hour. The work training is invaluable experience for the participants who logged 13,648 hours in 2022.

The facility also offers a reentry program for individuals leaving our jail who have behavioral health conditions and need assistance getting connected to community resources. The King County Behavioral Health and Recovery Division and Reentry Services team oversees the REACH program and assists with systems coordination.

The program offers interim housing options, case management capacity, prescription assistance, culturally responsive services, transportation, and outreach during non-traditional hours to include evening and weekends. Referrals for the program are initiated by corrections staff, medical staff, and self-referral. The six staff members of the REACH program have jail clearance to meet with offenders and start efforts prior to the offender's release.

- **Average daily population 2022 - 67**
- **Average length of stay 2022 – 11 days**
- **Total bookings 2022 – 2,169**
- **Average programs population 2022 – 10**
- **Annual Operations Budget – 5.3 million**

Inmate Programs

In 2022, the Programs Corrections Division was able to add an addition corrections officer position to their team. The department currently operates with three officers who assist with screening and supervision of inmate programs. Alternatives to incarceration include work release, electronic home detention, and a variety of work crews.

The work release program continues to be on hold but has been slated to reopen in 2023. This program allows inmates to leave to work at their personal job and return to the facility during non-work hours. The work release program will be offered to offenders with misdemeanor sentences from Kent Municipal Court.

Supervised work crew inmates are supervised by a corrections officer who clean garbage from roadways, remove graffiti, and clean up homeless camps within the community. Due to the pandemic, most of these opportunities were placed on hold but are slowly being reinstated.

Prior to 2020, other work crew inmates were assigned to work at local non-profit organizations and were supervised by employees of the non-profit. The participating non-profits included the Tahoma National Cemetery, Kent Police Department, Kent and Auburn Food Banks, and the Kent Senior Center. Last year the work crews performed 3,296 community service hours.

Inmates on electronic home detention are restricted to their homes except to work and to attend court-ordered treatment and are subject to monitoring via GPS and alcohol and drug testing.

All inmates submit to a thorough screening process before being accepted to participate in any of the alternatives to incarceration options.

2022 work crew hours: 3,296



COMMUNITY OUTREACH

The Kent Police Department has been involved in a number of community outreach events, which allow officers and staff to build relationships with the public, as well as mentor youth to keep them from following the wrong path in life.

Explorer Program

The purpose of Kent Police Department Explorer Program is to provide young adults who may be interested in a career in law enforcement with a comprehensive program of training, competition, service, and practical experiences. Character development, physical fitness, good citizenship and patriotism are integral components of the overall program. Through their involvement in the program, Explorers develop an awareness of the purpose, mission and objectives of law enforcement and the Kent Police Department. The support of City Leaders, the Chief of Police and Command Staff, and the Kent Community are all vital to the success of the Program.

Program Objectives

- To provide a program of training that educates young adults on the purpose, mission and objectives of law enforcement agencies.
- To provide an opportunity for service, practical experiences, competition and recreation.
- To help prepare Explorers to become better citizens and community members through character development, physical fitness, good citizenship and patriotism.

The Kent Police Department uses several approaches to achieve the objectives of law enforcement exploring. One of these is regular meetings at which representatives of various law enforcement agencies (federal, state, county, and local) provide Explorers with training and practical, hands-on, activities. Another approach is the Ride-Along Program. At the discretion and direction of the agency, Explorers can observe firsthand patrol operations and community policing.

Throughout the course of the year the Explorers typically participate in many different Events, i.e., Shop with a Cop, National Night Out, Splash, etc.

Service Organization Involvement

For over 20 years, Kent Police Department Command Staff have served the community through various service clubs such as Kent Rotary, Kiwanis, and Lions Club. Our Command Staff also actively serve on local charity and community-based organization boards such as the Kent Food Bank and the Kent Police Foundation.

Community Immersion Law Enforcement Program (CILEP)

Newly hired Kent Police Officers (recruits) are assigned to work 40 hours a week, for 8 weeks, embedded within a community based organization or non-profit human service provider. The recruit's assignment is to provide the host organization with community service hours, completing work to support the host organization's mission. Recruits complete their two months (320 hours) of community service prior to any required law enforcement training and prior to attending the Basic Law Enforcement Academy (BLEA) at the Washington State Criminal Justice Training Commission.

The CILEP has the following program goals:

- Provide officers firsthand experience and in-person engagement designed to ingrain understanding, empathy, compassion and trust.
- Develop community-centered law enforcement training partnerships with community stakeholders who serve our diverse community members.
- Provide officers with one-on-one guidance and ongoing mentorship from community leaders who represent our BIPOC community.
- Forge life-long personal relationships between officers and community members.
- Strengthen communication between the Kent Police Department and our community members

In 2022, the University of Washington - Tacoma completed and published a formal study of the pilot program, which showed promising results. More than 30 Kent Police recruits have now completed CILEP and are in the process of integrating their learning into their new roles as Kent Police Officers.



Social Media Team

Comprised of members across divisions in the department, the Social Media Team is responsible for furthering the department's presence on social media platforms such as Facebook, Twitter, Instagram, and Nextdoor. In 2020 the City dedicated a Communications Specialist in Multi-Media to our team, enhancing both the responsiveness, and range of our social media platforms.

Team members utilized social media to announce community outreach events, share road closure and other in-progress emergency information, educate our residents on impactful Public Safety topics, and share photos and stories of the work our department is doing in the community.

Social Media platforms were also used extensively to respond to inquiries from our residents.

Notable in 2022:

- Top Cop Thursday
- Battle of the Badges-food insecurity awareness/donation events
- Scam and crime alters
- Introduction of newly sworn Officers
- Retirements and promotions
- Shop with a Cop
- Coffee with the Chief, Hops & Cops, Vino with the 5-0
- No Hot Dogs campaign
- Boating Safety campaign
- Target Zero campaign
- Missing Persons



NO HOT DOGS

SUMMER TEMPERATURES CAN QUICKLY TURN A CAR INTO A DANGEROUS HOT BOX.
IF YOU MUST RUN ERRANDS, LEAVE YOUR PETS AT HOME!

OUTSIDE TEMP	INSIDE TEMP	
	10 MINS	30 MINS
70°	89°	104°
75°	94°	103°
80°	99°	114°
85°	104°	119°
90°	109°	129°





School Resource Officer Program

Currently, we have two school resource officers (SROs) assigned to the Kent School District. The SROs assist the school district in maintaining a safe and secure environment. School administrators benefit from the SROs' training, knowledge, and experience in handling situations involving possible weapons or in the identification of dangerous controlled substances. The SRO provides a highly visible presence to deter or identify trespassers on campus. In 2022, the SROs generated 121 case reports.

Our SROs:

- Completed training specifically for SROs that incorporates different force techniques preferred by the school.
- One SRO completed his National SRO certification process. Both officers are now certified.
- Responded to volatile weapons-related crimes that occurred in the area of the schools and coordinated their joint response with patrol officers during these incidents.
- Took extra steps to ensure campus safety issues were addressed during these and other incidents involving crime in areas around Kent schools.
- Worked with school administration and the King County Juvenile Prosecutor's Office to handle incidents at the lowest level possible and avoid criminal charges being filed.
- Facilitated mediation between students and families to reduce the involvement of the criminal justice system.
- Began a school-specific pilot program for high school students to ride along with SROs and experience the work the officers do.

Chaplaincy Program

The Kent Police and Fire Volunteer Chaplaincy Program provides a valuable resource to the community and the employees of the Kent Police Department. On call 24 hours a day, seven days a week, Chaplains respond to emergency scenes involving serious injury or death of a community member or city employee to bring care, comfort, and compassion to those involved.

The program is facilitated by the department's Crisis Intervention Coordinator and utilizes five volunteer Chaplains. In 2022, Chaplains responded to 468 incidents, providing professional care and crisis intervention, with a total of 958 volunteer hours, conducted 25 ceremonies, taught 57 classes and assisted with six critical incident debriefings. Chaplain responses included providing mutual aid to other area police and fire departments and assisting with police officer and firefighter funerals and memorial dedications across the state.

The Chaplaincy Program has become a model for other police and fire departments in Washington. Our lead Chaplain teaches classes on emotional survival and critical incident stress management to local police, fire and dispatch academies as well as providing consultation and training for peer support teams throughout the region.

Peer Support Team

The Kent Police Peer Support Team is comprised of all department personnel, from command staff, civilians, corrections, patrol, detectives and other specialty assignments. Non-reporting members of the team include the chaplains.

In 2022, the Peer Support Team was in a state of maintenance. The focus was on proactive contacts and debriefs. We had lost many officers to attrition in the two years prior and 2022 in the mass attrition following 2020. Several officers who left Kent PD were Peer Support members.

In 2021 the team grew to 45 members; by the end of 2022, there were just 35 members who were “active” (not on extended leave or admin leave). Nonetheless, the team focused on messaging of support and check ins with work units and colleagues. The team logged 1,309 contacts, a drastic dip from the 1,988 in 2021.

A counted peer support contact is anytime a peer team member has a contact with a member of the department in a peer support context. That contact can be initiated by a fellow officer or by the peer team member. The contact can be as simple as a check-in after a call to make sure everyone is okay or a long conversation that ends in some type of referral for assistance. Because of confidentiality, the nature of the contact is not reported; only that a contact was made and the numbers are loosely tracked/approximated by team members.

Commander Mike O'Reilly is the Team Commander. Sergeant Eric Tung is the Team Leader/Coordinator and Chaplain Pat Ellis is the Team Consultant. Together, the three make up the leadership team. This leadership structure has moved the team forward and has made the team much more pro-active. Critical type incidents are being tracked and team members are being made aware of the incident so that the officers involved are being checked on. The team leaders solicit input from officers and supervisors on the potential needs for stress debriefs to assist in stress management and trauma resiliency. Currently, the Department has three CISM debriefers.

This year, there were five in-house debriefs for critical incidents. Leadership also assisted with outside agencies: the murder of Deputy Dom Calata (PCSD/Edgewood) and a Renton PD OIS due to his relations and experience in the region with regards to Peer Support. Further, the team had a meeting/touch base over multiple sessions to aid in scheduling. Leadership also conducted a wellness training focusing on movement for Records and other civilian personnel due to the connection in health pillars.

The Leadership Team had prior coordinated with a counselor and conducted eight patrol crew stress debriefs to promote wellness amongst the rank and file of the Patrol Division in 2021. The counselor relocated out of state, but with the established relationship and credibility, the team leadership shifted this concept into anonymous remote mental health visits. Officers and civilians are able to sign up for time slots quarterly, paid for by the department. Confidentiality is maintained and no information goes back to the department, other than how many people signed up.

Early 2023 goals include onboarding new members, training more CISM debrief facilitators to broaden the scope and availability of debriefs/diffusings for various work groups. Further, there is a recognition for the value of increased volume of team meetings for consistency and cohesion as well as training for best practice. Training may be from in-house sources or engage outside resources.








Kent Police Department


220 Fourth Ave. S Kent, WA 98032
KentWA.gov/Police

 /KentPoliceDepartment

 @KentPD

 @KentPoliceWA

 @OurFutureCops

 KentPoliceRecruiting.com