Working in the community

MISSION
Working in partnership with our community to enhance quality of life and reduce crime.

VISION
Recognized as a leader in law enforcement
Respected by the community
Tough on crime

VALUES

Honor: We are committed to providing faithful and courageous police service to all. We have the courage to stand up for what we believe is right, and the courage to admit when we are wrong. We believe in placing duty before self and are willing to accept personal sacrifice for the greater good. Understanding what and who we represent, we take great pride in being part of the Everett Police Department.

Professionalism: Professionalism is embodied in our commitment to proficiency, competency, reliability and excellence in all aspects of our performance and conduct. We reject complacency and are dedicated to pursuing the highest levels of knowledge, skill and expertise. We embrace the privilege of being community leaders and will lead by example through our commitment to duty and accountability to each other, our department and our community.

Integrity: We are morally and ethically aware, resolute and above reproach, regardless of our duty status. We commit ourselves to the highest standards of trust, responsibility and discipline. We will promote justice in a fair and impartial manner. Whether observed or not, we will make the right decisions for the right reasons at the right time.
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After a year like 2020, I couldn’t be more proud of the members of our police department and the dedication they bring day in, day out, to protect and serve our community.

This is an exceptionally challenging time to be a police officer. Police officers must act as social workers, mediators, mentors, medics and guardians, who also fight crime and keep the community safe. They have to demonstrate impeccable judgement, integrity and professionalism at all times while they enforce laws they did not create, but for which they are held accountable, while also navigating the often-conflicting expectations of the community. Our team in the Everett Police Department works in challenging, stressful and dangerous conditions, and they do so willingly, courageously and with the utmost integrity.

I believe our police department is one of the best in the country and I am immensely proud of the professionalism, service and commitment to continuous improvement our chief of police and each officer in our department exemplifies every day. The pages that follow reflect these values in action and the ways we’re bringing about positive change and setting an example for best practices in community policing. I’d like to thank Chief Templeman for his leadership, and I thank our entire police team for their contributions toward making Everett a safe and welcoming city.

Warmly,

Cassie Franklin
Mayor
It is truly an honor for me to serve our community as Chief of Police for the City of Everett. The men and women of the Everett Police Department are dedicated public servants who take great pride in serving our community with honor, professionalism and integrity.

2020 was a year like no other for our entire community, and this includes your police department. Early in 2020, the impacts of the COVID-19 pandemic hit the department particularly hard, requiring immediate changes to how we delivered public safety services to our residents. With little known at the time, and no playbook to call upon, we relied heavily on our local public health officials and City safety staff to guide us through this unchartered territory. Not only were officers required to don special protective equipment when responding to calls for service, but they also experienced a reduced level of community interaction, as officers were required to limit contacts due to the potential exposure risks for our community and officers.

Mid-year, after the tragic death of George Floyd in Minneapolis, communities across the country activated and called for more transparency and accountability for law enforcement nationwide. Everett and our surrounding communities shared in this call for justice and mobilized to rally for changes in our criminal justice system. Although the Everett Police Department had already adopted progressive policies and training of staff for many years, revisions to our use of force and duty to intervene policies were adopted. We also continue to evaluate our practices, training programs and policies today.

In a year fraught with challenges and obstacles, I cannot overstate how proud I am of the resiliency and flexibility of our staff, both civilian and commissioned. In the face of adversity, they rose to the occasion, never losing sight of our primary duty to provide outstanding public safety services to our community.

The employees of the Everett Police Department take great pride in serving you with the highest levels of honor, professionalism and integrity. We remain committed to creating a community that is safe, vibrant and welcoming to all. While 2020 presented the police department and our community with many challenges, we also enjoyed many great successes and accomplishments. It is with great pride that I am able to share many of these with you in our 2020 Annual Report.

Sincerely,

Dan Templeman
Police Chief
2020 Highlights

FATAL COLLISION
Officers responded to Evergreen Way and Madison Street for a collision between a Chevy Tahoe and a Chevy S-10. The S-10 driver died from injuries sustained in the collision and the driver of the Tahoe ran from the scene. A tip led officers to a nearby address where the 29-year-old Tahoe driver was hiding. He was arrested and booked into jail for vehicular homicide.

ARRESTS MADE
The Gang Response Unit, Anti-Crime Team, Criminal Intelligence Unit, Snohomish Regional Drug Task Force and uniformed officers served a search warrant on a residence in the 12000 block of Admiralty Way where the 35-year-old resident had a history of drug charge convictions, and had been selling drugs again in Everett. Officers recovered approximately 300 grams of methamphetamine, 160 grams of heroin, Percocet pills, one shotgun and more than $3,500 in cash. The resident was booked into jail.

BANK ROBBER ARREST
A 50-year-old man was convicted on two counts of bank robbery but, prior to being incarcerated, he was allowed to visit his sick mother. However, instead of visiting his mother, the man entered a bank in the 7600 block of Evergreen Way, stated he had a gun and demanded money before running away. The man was located in Edmonds, Washington, arrested and booked into jail.

COFFEE WITH A COP
Officers met the public at a south Everett Starbucks for a Coffee with a Cop event with no agenda, no distractions and no barriers to conversation. Starbucks provided a casual atmosphere for officers and community members to get together over a cup of coffee and discuss issues that matter. The family-friendly event was designed to remove barriers and bring the community together.

BODY WORN CAMERAS
The department extended a six-month body worn camera (BWC) pilot program after seeing benefits and positive responses from patrol officers who rotated 10 cameras between crews. We continued developing policy and successfully acquired a Department of Justice grant in October for $300,000 to assist with program start-up costs and secured City funding to support the program long-term. 2021 will see Everett being the only law enforcement agency in Snohomish County to have a widespread BWC program for its officers.
FALSE ALARM REDUCTION PROGRAM
The False Alarm Reduction Program was adopted to reduce the number of calls officers respond to by charging alarm companies fees for false alarms. 90% of the nearly 4,900 alarm calls officers respond to annually are false which diverts resources from crimes in progress, other emergency situations and time spent patrolling the city.

FOUND PROPERTY
In 2018, the Property Room located a Silver Star Medal for Corporal Alwin L. Mason from a 2014 case of found property. To return the honorable award, the recipient was researched. It was discovered he died in Korea on Sept. 2, 1951 during action in “The Battle of Bloody Ridge.” With no living family, the medal was given to the US Army Artillery Museum in Fort Sill, Oklahoma where it is now honorably displayed in their Korean War diorama.

CONVICTION
In August of 2019, a 34-year-old man drove a stolen Toyota Tercel through a stop sign and crashed into another car at 55th Street SE and Wetmore Avenue. The man then attempted to steal the victim’s car, but the vehicles were entangled and he ran from the scene. During the escape, the suspect entered an 84-year-old’s home where he assaulted and robbed the homeowner of his phone, keys and truck. The suspect was not found or arrested that day, but officers collected blood samples and identified the suspect through DNA. One year later, the man plead guilty and was sentenced to 8.5 years in jail.

ARRESTS
After numerous complaints, officers proactively patrolled Clark Park and observed a man smoking illegal drugs on a bench while another man served as a lookout. A third male walked up and officers watched him sell more drugs to the other men. All three were arrested. During the investigation, officers found more illegal drugs, a scale, paraphernalia, outstanding warrants and a .45 caliber musket rifle. The men were booked into jail.

PACKAGE THEFTS
During the holiday season, the Property Crimes Unit performed undercover operations to catch package thieves. Detectives worked with victims and delivery companies to identify areas of high theft and deployed bait packages with tracking devices. One thief was arrested after video surveillance caught her stealing packages off a neighbors’ porch.
Policing during COVID-19

The COVID-19 global health crisis dramatically changed the daily operations of the department and our interactions with residents, co-workers, family and friends.

Chief Templeman issued numerous special orders to implement strong personal protective equipment requirements and address call response protocols, facility closures and limited in-person meetings - all designed to comply with public health directives. Community engagement programs like the Fourth of July Open House, Casino Road Soccer Camp, Badges for Baseball & Softball, the Junior Police Academy, Coffee with a Cop and attendance at community meetings were cancelled and officers worked with tightened booking restrictions at the Snohomish County Jail. The department implemented a full-time incident command system (ICS) to help ensure employees stayed healthy and safe as they worked in the community. The ICS managed changes in the department, protective equipment ordering and tracked updates from the governor, mayor and local health district. Due to the nature of the profession, the department could never eliminate exposure risks, but worked to reduce them as everyone continued protecting the community and handling essential functions.

$104,936.51
TOTAL SPENT ON COVID SUPPLIES IN 2020
(Includes everything from wipes and hand sanitizers to foggers and telecommuting supplies.)
Community engagement

Community engagement helps law enforcement break down barriers and establish trusting relationships with the people we serve. Chief Templeman encourages department interactions with individuals, businesses and groups to address quality-of-life issues, reduce crime and maintain a positive perception of law enforcement. The chief also believes youth are key to the community’s long-term success and supports the work of the Youth Services Unit. This unit organizes many summer programs designed to engage youth in activities and alternatives to unhealthy choices.

Due to the COVID-19 pandemic, community engagement activities were put on hold for 2020 but are anticipated to restart in 2021, if they can be done safely.

Casino Road Soccer Camp

The Casino Road Soccer Camp works with area youth, focusing on the Casino Road community, to provide a positive alternative to unhealthy choices during summer months through soccer.

Badges for Baseball & Softball

The Badges for Baseball & Softball camp partners with the Cal Ripken Sr. Foundation and the Boys & Girls Club of Snohomish County to provide a summer activity to keep youth engaged with the community. Like the Casino Road Soccer Camp, Badges for Baseball & Softball focuses on reaching the Casino Road community.

Fourth of July Open House

The Fourth of July Open House is a community event designed to help residents interact with officers from investigative, specialty and educational units in a positive environment. As residents tour the station, officers talk with them about the services their specific unit contributes to the overall mission of the department.

Started: 2009
Participants: 4,200
Adult volunteers: 1,000+

Started: 2011
Participants: 1,800
Adult volunteers: 800

Started: 2009
Visitors per year: 2,000

Continued...
Community engagement

**Junior Police Academy**

The Junior Police Academy builds relationships between middle and high school students with officers who are put into the role of mentors, not enforcers. Students attend presentations from numerous specialty units (SWAT, Marine, Traffic, Investigations) and receive hands-on experiences with police equipment. Students are encouraged to be leaders in their schools and community.

**National Night Out**

National Night Out is an opportunity for communities and law enforcement to get together, form bonds and let criminals know that crime will not be tolerated in their neighborhoods. Everett supports small community events where officers visit to discuss crime trends and encourage block watch programs.

**Neighborhood meetings**

When Everett neighborhoods hold monthly meetings, patrol officers attend to engage with community members, provide crime statistics, answer questions and give crime prevention tips. This year, meetings were curtailed due to COVID-19 so the department created a list of community resources on the City’s website to help keep community members informed and to provide information on subjects that are often asked about at these meetings. Officers also attended some neighborhood meetings virtually.

Started: 2008
Cadets: 480
Number of academies: 16
LEAD program

LEAD, or Law Enforcement Assisted Diversion, is a pre-arrest diversion program designed to keep people who commit low-level crimes out of jail if they meet certain criteria. The LEAD program will allow police officers on the street the discretion to connect some of those contacted for low-level crimes with long term case managers in an effort to keep them out of the criminal legal system and off the streets, and help them work toward achieving stability in the community. In conjunction with the Snohomish County Prosecuting Attorney’s Office, both the Everett and Lynnwood Police Departments will pilot and evaluate this new program in Snohomish County.

SPIDR Tech

In May, Everett Police became the first department in Snohomish County to use SPIDR Tech as a communication tool with those calling 911. Callers receive automated messages about their incident, crime prevention information, engagement throughout the investigation and can respond to a satisfaction survey after the incident. Responses help guide the department’s day-to-day decision making and improve customer service.

A Better Track

In the fall of 2020, the department partnered with A Better Track (ABT) to offer an evidence-based program aimed at enhancing the intellectual and economic wellbeing of at-risk youth through education, services, accountability and mentorship. The program helps kids build skills to reach their full potential by leveraging community, family and themselves. Participants learn to make better choices and reach goals through social skill building, the ability to accurately self-assess progress, and cognitive behavioral therapy which stresses emotional control and thinking clearly during difficult situations.

The partnership provides select participants work experience as they are guided and taught the necessary skills to become successful employees. Participants explore jobs they show interest in and discover community resources while learning about the importance of education, workplace behavior, resume creation, making good first impressions and how to complete a job application.
Established in 2018, the Chief’s Community Advisory Board is comprised of diverse community stakeholders that serve as a resource to Chief Templeman. The group provides a community perspective to enhance how Everett Police engages and interacts with the community, and how the department delivers law enforcement and crime prevention services. At the same time, members become knowledgeable about law enforcement to help promote public trust and education within the community about the role and function of the department. The board is a valuable component of the police department’s community policing strategy and an example of our commitment to our core values of professionalism, honor and integrity.

Duties and responsibilities

• Partner in discussions about police services and priorities
• Act as a sounding board for proposed police programs and priorities
• Promote a climate of public trust between the community and the department
• Promote public awareness of police services and programs
• Assist the department with community outreach, public education and recruitment efforts
• Attend quarterly board meetings
• Treat other board members and department personnel with dignity and respect
• Occasionally serve as panelists during police promotional processes
• Review of certain community member complaints
• Evaluate proposed policy changes prior to implementation

Members

The board consists of individuals who reside, work, attend school or volunteer in the city of Everett and show a commitment to, and involvement in, our community. Members provide valuable external perspectives and insights to law enforcement during their three-year term. The board is currently represented by:

• Ashraf Alazadi
• Binta Baldeh
• Jay Behar
• Liz Cordova
• Tony Edwards
• Caitlin Fellows
• Andre Graham
• Louis Harris
• Kasandra Jacobs
• Consuelo Ledesma
• Faviola Paz Galicia

“I appreciate the board members’ willingness to share their valuable insight on issues affecting public safety in our community. Leveraging their knowledge, experience and diverse perspectives in order to build trust and deliver the highest level of public safety services to our residents is vitally important.”

– Chief Dan Templeman
Hiring from the community

Over the past five years, Everett Police has hired 75 new officers into our department of 206 commissioned personnel. Retirements and separation from service over the past year totaled 295 years of service which placed a premium on finding quality officers to work and serve the community. The department established a recruiting officer position to help work on filling the vacancies. This officer has broadened the traditional areas of recruitment and actively searches for recruits that would benefit our community.

Hiring Process

- Application
- Written and physical testing
- Background investigation:
  - Personal history statement
  - Employment history
  - References
  - Neighbor interviews
  - Home visits
  - Family interviews
  - Financial history
  - Social media review
- Patrol ride-along and initial assessment
- Polygraph examination
- Suitability assessment
- Chief’s interview
- Medical exam
- Psychological exam

Lateral hires

- Written exam with essay-style answers
- Oral board

Hired:

14 officers
5 non-commissioned staff
Training

Everett Police believes quality training is the cornerstone of a great department and one of the best ways to ensure officers are ready to protect and serve the community in an ever-changing world. Starting with the initial training a new officer receives while attending the Basic Law Enforcement Academy, through the end of a career, training is key to ensuring a qualified and professional department that works effectively in the community.

All new entry-level officers attend the Basic Law Enforcement Academy which is an intensive 720-hour program that includes physical training, classroom work and practical application of new skills, knowledge and abilities.

This is followed by our intensive Field Training Program before officers are released to work alone.

### Pre-academy training
- Anti-bias/diversity
- Anti-harassment
- Bloodborne pathogen
- Departmental policies and procedures
- FEMA Incident Response courses
- Fire extinguisher
- Firearms: range and qualifications
- Hazmat
- Lead safety
- Use of force

### Basic Law Enforcement Academy
(720 hours of instruction)
- Control tactics
- Criminal investigations
- Criminal law
- Criminal procedures
- Crisis intervention training (CIT)
- Defensive tactics and physical agility
- Emergency vehicle operations
- Firearms proficiency
- Mock scenarios
- Patrol procedures
- Traffic scenarios
- De-escalation
- Active intervention

### Department field training (16 weeks)
- Daily observation reports - 32 performance standards
- Reviewed by Training Unit, oversight by command staff

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2020:
- 2 entry-level officers
- 12 laterals (104 years of experience)
Throughout their careers, officers continue receiving regular training with monthly, quarterly and annual courses designed to keep them updated on the newest laws, techniques and tactics. Officers also receive specialized advanced training based on their assignments and the needs of the department.

Ongoing training and education

- Crisis intervention training: 40-hour initial course (8-hour state requirement) with 2-hour annual updates
- De-escalation strategies
- Firearms proficiency (quarterly qualifications)
- Annual in-service (32 hours annually)
  - Active shooter and reality-based scenario training
  - Classroom: legal updates, CPR/first aid
  - Defensive tactics
  - Emergency vehicle operations
  - Firearms proficiency
- Less-lethal impact munitions
- Online
  - Anti-harassment
  - Bias-based policing
  - Bloodborne pathogens
  - Ethics
  - Hazmat education
  - Implicit bias
  - Naloxone application
  - Taser operations and considerations
  - Use of force considerations
  - Procedural justice
- Reality-based: VirTra Simulator (quarterly qualifications)
  - Interactive real-world, de-escalation and judgment-based use of force training simulator with changing scenarios
  - Operator controlled to respond to involved officer’s interaction with simulation

Continued...
Training

“Our department is well suited for a program like ABLE where we already have a law enforcement culture that encourages peer intervention. The tenets will provide our staff with additional tools to help prevent misconduct, avoid mistakes, and promote officer health and wellness.”
– Chief Templeman

Active Bystandership for Law Enforcement (ABLE)

The Active Bystandership for Law Enforcement (ABLE) Project, developed by Georgetown Law’s Innovative Policing Program, is an evidence-based, field-tested program designed to build a culture of peer intervention that helps prevent misconduct, avoid mistakes, and promotes officer health and wellness. In September, Everett Police was one of approximately 40 law enforcement agencies and statewide/regional training academies throughout the United States and Canada selected to participate in the ABLE Project’s rollout.

Patrol Tactics (24 hours)

Everett Police has taken the lead to facilitate the Patrol Tactics course mandated by the Law Enforcement Training and Community Safety Act (I-940) and facilitated three regional classes in 2020, with 12 scheduled for 2021. This 24-hour course is designed to promote safe and effective basic patrol tactics typically required on a daily basis. The emphasis is on tactics, actions and communication methods that de-escalate situations to reduce the likelihood of injury to all parties involved, avoiding unnecessarily escalating situations that may lead to violence and avoiding placing officers in situations that require or lead to deadly force. The training includes threat recognition, prioritization and response, high-risk handcuffing, officer’s legal authority, contact and cover, equipment management and care after a use of force incident.
Patrol represents the most visible police presence in the community. It is made up of professional men and women committed to the department’s values of integrity, professionalism and honor. Officers work in partnership with the community to enhance quality of life and reduce crime while consistently delivering quality customer service for community members, neighborhoods and businesses.

During a normal shift, officers respond to reported crimes, emergencies and alarms, provide traffic enforcement, render basic medical aid, attend community meetings, offer crime prevention tips, give police station tours and interact with the public.

Officers are assigned to specific geographic regions of the city and respond to calls for service in their area. Officers strive to stay current on problem areas, traffic complaints and localized issues which result in changes to their assigned region.

**Collision**

Late one July evening, a 59-year-old woman drove through the Port of Everett parking lot. She failed to control her Ford Focus, crashed through a guardrail and plunged into the water between the mooring dock and the seawall. The driver escaped the sinking Focus and bystanders pulled her to safety. Patrol Units and Marine Operations Unit divers responded to the scene. Fearing water contamination, divers successfully rigged the fully submerged vehicle for extraction by a 50-ton rotator tow truck which lifted the vehicle out of the water, over the guardrail, and set it back in the parking lot. The driver was transported to the hospital due to cold water exposure and suspected of driving under the influence.

**Burglary**

On an early morning in April, officers responded to the 200 block of West Mukilteo Boulevard after 911 received a report of people walking on the roof of a church. Arriving officers located and detained an 18-year-old woman and a 22-year-old man. During the investigation, it was determined the two accessed the roof in an attempt to pry open vents so they could enter the church. Both were arrested for burglary and booked into jail.
Calls for service in 2020

City population: 111,475
Land area: 33.25 square miles
Water area: 14.11 square miles

123,949 Calls for service
74% 911 calls
26% officer-initiated calls

The calls for service total provided by Snohomish County 911
Response times to 911 calls in 2020

Response times are broken down by police sectors and then by call priority level. Each area is compared to the citywide four-year average Median Response Time.

Median response time is the exact middle time of the data set.

Four-year average median response time (citywide) is a running average of the median response time data.

**Priority 1:** Emergency response, serious crimes against persons (weapons or physical violence involved)

**Priority 2:** Emergency response, serious crimes against persons/property (threats of violence)

**Priority 3:** Urgent response, lesser crimes against persons/property (non-life threatening)

**Priority 4:** Non-emergency response

**Priority 5:** Non-emergency follow-up*

*Data includes only priority 1-4 calls*
Investigations Division

**Financial Crimes Unit**
The Financial Crimes Unit focuses on counterfeit access devices, identity theft, other financial crimes and crimes involving forged documents.

- 804 investigations in 2020

**Forensic Investigations Unit**
Detectives in the Forensic Investigations Unit work to recover evidence and valuable data from computers, cell phones, media devices and other electronic devices related to criminal investigations.

- 1,887* investigations in 2020

**Property Crimes Unit**
With a focus on theft, burglary, stolen property, arson and damage to property, Property Crimes Unit detectives investigate crimes to identify suspects, recover property and prepare cases for prosecution.

- 5,506 investigations in 2020

**Special Assault Unit**
The Special Assault Unit investigates cases involving physical and sexual abuse of children and adults, along with managing the Registered Sex Offender Program. The unit seeks the highest level of successful prosecution, with an emphasis on helping the victim through a very difficult process.

- 303 investigations in 2020

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*March through December

**National Incident-Based Reporting System (NIBRS) clearance rates for 2019**
The Major Crimes Unit investigates homicides, felony assaults, suspicious deaths, robberies, kidnapping and missing person cases. When there is a violent crime, detectives respond to assist patrol and handle the investigation. While each case is different, work includes identifying the crime scene, interviewing involved people, taking photographs and collecting evidence at the scene. Detectives are trained to assess a case, track down leads and follow the information while working with victims and their families. They also collaborate with the Prosecutor’s Office and deliver in-depth reports to memorialize the details of the investigation, which may take weeks or years.

**Major Crimes Unit**

4,761 investigations in 2020

In July of 2018, three people walked past 47-year-old Charles Wall in the 5100 block of Evergreen Way. They turned back and initiated an altercation, during which Wall tried running away. While running, Wall was shot in the back and died at the scene. In June 2020, an arrest was made after a tip led detectives to a 24-year-old Wenatchee, Washington man who admitted during an interview to shooting Wall during a robbery attempt.

**MURDER ARREST**

The Traffic Safety Unit (TSU) is composed of detectives who investigate serious traffic collisions and motorcycle officers who educate and enforce traffic laws. Investigations include: traffic fatalities, vehicular homicides, vehicular assaults, felony hit and runs, and collisions where scientific and technical reconstruction is needed to understand the physical dynamics of the incident. During 2020, TSU’s motorcycle officers participated in a “target zero high-visibility motorcycle safety emphasis” focused on violations that contribute to serious injury collisions. Motorcycle officers stopped 204 people for violations like speeding or cell phone use while driving and issued 198 citations.

**Traffic Safety Unit**

643 investigations in 2020

In May, TSU proactively worked Glenwood Boulevard due to complaints of speeding traffic. One family approached the officers to say “thanks for keeping us safe!” and neighborhood children helped motorcycle officers monitor traffic. The week prior, motorcycle officers arrested a reckless driver on Airport Road for weaving through traffic at 85 mph, ticketed a motorcyclist on Airport Road for riding 69 mph in a 45 mph zone, ticketed multiple drivers for speeding over 80 mph on SR-526, and ticketed multiple drivers for going over 55 mph in the 12400 block of 19th Avenue SE.
Special Operations Units

Special Operations Units are designed to address crime or provide community support in unique and specific ways. Each unit has a specific role:

**Anti-Crime Team**
The Anti-Crime Team is a proactive, project-oriented team that tackles select street-level crimes through non-traditional enforcement techniques such as undercover operations, stakeouts and surveillance tactics.

**Crime Prevention Unit**
The Crime Prevention Unit works proactively to decrease crime and increase community awareness by educating businesses, homeowners, renters and individual community members.

**Honor Guard**
The Honor Guard represents the department during formal ceremonies and presentations. Officers are selected for their professional demeanor and respect of the law enforcement profession. This ceremonial unit adheres to the highest standards of decorum.
Gang Response Unit

The Gang Response Unit was formed to reduce criminal activity, improve quality of life for everyone in our community and maintain safe and healthy neighborhoods. With a focus on prevention, education and proactive enforcement, the unit seeks to promote positive youth development and reduce crimes related to gang activity. The team includes a sergeant, four officers and an education and prevention officer.

Interagency Bomb Unit

The Interagency Bomb Unit responds to suspicious devices, determines if they are explosive and renders them safe. Members of the unit assist in investigations involving explosives and provide community education on the dangers of incendiary devices. The unit, staffed by the Washington State Patrol, Snohomish County Sheriff’s Office and Everett Police, is a regional asset.

K-9 Unit

The 2020 K-9 Unit included K-9s Baron, Bendix, Duke and Major. These canine partners provide support to patrol officers by capitalizing on canines’ enhanced senses and abilities. Members of the unit are tasked with locating and apprehending suspects involved in serious criminal activity, locating evidence, and providing physical protection to officers.

Continued...
Special Operations Units

**Marine Operations Unit**
The Marine Operations Unit is committed to public education and boater safety, while patrolling and enforcing marine laws. Marine Operations has two vessels and specialized equipment to fulfill their duties on the water. Members of the highly-trained Dive Unit conduct body recovery and underwater investigations to search for and collect evidence of crimes in all aquatic environments.

- 7 divers
- 18 boat handlers
- 686 vessel safety inspections
- 30 vessel assists
- 36 search & rescues

**Tactical Unit (SWAT)**
The Tactical Unit (SWAT) is a regional team comprised of the Snohomish County Sheriff’s Office and Lake Stevens Police Department. The team responds to critical incidents with specialized equipment and tactics. Members are trained to use a wide array of tools to accomplish their mission through negotiation or by tactics that use the minimum amount of force necessary to preserve life and property.

- 1 commander
- 12 operators
- 4 negotiators
- 3 coordinators

**Training Unit**
The Training Unit supports the department by properly educating officers on laws, techniques and tactics used during police duties. The unit oversees training (from hire through retirement) of all officers to assure state and departmental requirements are met. Training included bias-based policing, de-escalation, ethics in law enforcement, use of force scenarios, decision-based scenarios for lethal use of force, and a 40-hour crisis intervention training course.
Youth Services Unit

The Youth Services Unit works in partnership with Everett Public Schools and the Mukilteo School District by providing school resource officers at every high school and middle school in the city of Everett. Officers promote on-campus safety and provide positive interactions with students and staff. Additionally, officers work to develop innovative programs that help break down barriers and connect with youth. Some programs include our Casino Road Soccer Camp, Badges for Baseball & Softball and the annual Junior Police Academy.

Community Outreach and Enforcement Team

The Community Outreach and Enforcement Team (COET) balances social services outreach and relationship building with enforcement of criminal laws. With the help of social workers embedded within the team, officers often look for ways outside the criminal justice system to offer help and improve the quality of life for individuals on the street. Through daily contact, officers and social workers try to assist people, those suffering from substance use disorder, people with behavioral health challenges and chronically homeless individuals by helping them overcome barriers to treatment and stability.

The Community Outreach and Enforcement Team (COET) learned of an older woman sitting on a park bench. COET met the woman and recognized she was struggling with many complex issues. They also noticed her personal belongings were tied to the seat of an old, broken walker. The woman liked her walker, but couldn’t get it fixed. COET went to Norco Medical and, with the help of the owner, replaced the broken walker. The woman loves her new walker and the ability to get around town.

Continued...
Special Operations Units

The Special Operations Group provides a professional response to civil unrest while protecting life and property of Everett residents through continued training on the latest strategies available for crowd control and disturbances. Everett is part of the overall team that is comprised of numerous Snohomish County agencies.

Downtown Bicycle Unit

The Downtown Bicycle Unit consists of bike officers who address crime and quality of life issues in the downtown business core. Officers work with community groups to address ongoing issues. These officers are the department’s primary liaisons with business owners and customers in the downtown core.

In July, the Downtown Bicycle Unit responded to the area of 2300 Oakes Ave. when Marshmallow’s owners called 911 to report their dog missing. As officers searched the area, they put out an APDB (All Points Doggy Bulletin) and considered a K-9 track or requesting assistance from the Snohomish County Sheriff’s Office Search & Rescue helicopter. However, they turned to social media to find the furry wanderer. Bike officers checked Facebook and noted a nearby neighbor found Marshmallow within 30 minutes of his escape! The grateful pup hopped into a patrol car for a quick ride home.

Special Operations Group

The department considers the physical and mental wellness of employees to be of paramount importance. Due to the nature of the work performed by law enforcement, it is not uncommon for police officers and civilian staff to be impacted by what they see and hear on the job. As such, the department makes available a variety of resources designed to help employees access help 24-hours a day. The Peer Support Team was formed to assist employees and their families during times of stress with team members available to help families through challenging times. While not mental health professionals, team members meet with officers and can recommend a variety of resources available for law enforcement employees in our region.

Peer Support Team

1 sergeant
4 officers
3,000+ miles ridden

Everett Police
Bothell Police
Edmonds Police
Mukilteo Police
Lake Stevens Police
Lynnwood Police

13 members
Support services

Support services are performed by civilian employees who assist in the daily operations of the department.

Crime Analysis Unit
The Crime Analysis Unit directly assists the department’s mission by providing relevant and timely statistics and analysis of crime trends, patterns and series, as well as other matters that have a bearing on the repression of crime, apprehension of criminals, allocation of department resources and improving the safety of the community. Analysts work directly with all levels of personnel throughout the department, to include Administration, detectives and officers.

2 crime analysts

Property & Evidence Unit
The Property & Evidence Unit provides secure storage of property that includes items seized as evidence, found property, recovered stolen property or items surrendered by court order.

4 employees
9,133 individual pieces of property
56 bicycles impounded

Records Unit
The Records Unit performs a variety of services including processing of records, logs, court documents, public disclosure requests (PDRs), traffic accident inquiries and providing fingerprinting services. Specialists use state and national databases to enter information on wanted persons, missing persons, stolen vehicles, stolen property and other information.

14 employees
6,212 public disclosure requests
14,465 cases processed
5,431 pistol transfers

Parking Enforcement Unit
The Parking Enforcement Unit educates drivers and enforces the City of Everett’s parking ordinances which include time zones, handicapped parking areas, fire zones, loading zones, abandoned vehicles and code enforcement issues.

7 employees
5,565 parking citations
835 warnings
412 vehicles impounded

Citizen Volunteers Against Crime
The Citizen Volunteers Against Crime program is a unique way to incorporate volunteers who desire to serve the community into the department. The community benefits from their wide range of skills, experience and perspectives in the areas of clerical support, crime prevention programs, vacation house checks and neighborhood volunteer activities.

12 active volunteers

Continued...
Support services

**Code Enforcement Unit**

The Code Enforcement Unit enforces the areas of the Everett Municipal Code that address public health and safety issues. This includes regulations on garbage, nuisances, removal of vegetation, zoning, dangerous buildings, environmental violations and junk vehicles on private property.

Over the past decade, Code Enforcement officers worked with an elderly property owner in the 1700 block of Oakes Avenue on numerous different nuisance complaints and enforcement issues. Officers helped find solutions to piles of garbage, feral cats and electrical issues as the home continued deteriorating and finally went into foreclosure. When the home sold at auction, the new owners renovated and transformed a fire hazard into another beautiful home in our community.

*In January 2020, the Code Enforcement Unit was moved into the Community, Planning and Economic Development department.*

**Finance and Budget Unit**

The Finance and Budget Unit supports the department by overseeing the fiscal management and oversight of the department budget and expenditures, managing and supporting personnel services, payroll and grant administration functions. Additionally, in 2020, this unit oversaw the application and management of nearly $6.7 million in federal grants that run numerous programs for the betterment of our community.

- **employees**
  - 5
  - 1,003 cases opened
  - 129 cases before the hearing examiner

- **resources**
  - 1 manager
  - 1 coordinator
  - 1 administrative assistant

**Before**

**After**
Command staff

**Chief of Police**

Chief Dan Templeman oversees both the internal and external workings of the department with the support of two deputy chiefs who specialize in different areas of expertise. Chief Templeman started his career with the department in 1992 and worked in numerous specialty assignments before being selected as chief by Mayor Stephanson in June of 2014. Since then, he has led the department with distinction and forward-thinking ideals that promote transparency and positive interaction with community members.

**Deputy Chief of Operations**

Deputy Chief Mark St. Clair heads the Operations Division and directly oversees patrol work citywide, as well as the proactive Special Operations Units. St. Clair started with the department in 1983 and has performed many duties over the course of his career to include patrol, undercover work on the Snohomish County Regional Drug Task Force, SWAT, Training Unit and the Downtown Bicycle Unit. St. Clair graduated from the FBI National Academy in 2009 and was appointed to deputy chief in June of 2014.

**Deputy Chief of Investigations & Services**

Deputy Chief John DeRousse manages the Investigations and Services Divisions. He is responsible for overseeing the various detective units and support services, along with direct oversight of the Office of Professional Standards, Public Information Officer and the Budget & Finance Unit. Since starting with the department in December of 1998, DeRousse has served in numerous positions to include patrol, K-9, Training Unit sergeant, lieutenant and captain. DeRousse holds two master’s degrees from the University of Cincinnati and US Naval Postgraduate School and graduated from the FBI National Academy in 2017 before being appointed to deputy chief in July of 2018.
Office of Professional Standards

Appointed by the Chief of Police, the Inspector oversees the Office of Professional Standards (OPS). This office plays a critical role in maintaining the public’s trust through transparency and accountability. The OPS tracks all community-initiated concerns and complaints and conducts internal investigations involving alleged police misconduct. The OPS is also responsible for the Department’s accreditation and all background investigations for prospective employees.

Concerns
- Concerns are an expression of dissatisfaction with police services, policies, procedures, practices or philosophies that come from an external source.
- Concerns are tracked by OPS and all complainants are notified of the outcome of their inquiry.

Complaints
- The OPS accepts and investigates all complaints of officer misconduct or wrongdoing from any community member or employee.
- A complaint is an allegation of employee misconduct that, if true, would amount to violations of departmental and/or City of Everett policies, procedures or laws.

Criminal investigations
- The OPS does not conduct criminal investigations. Allegations of criminal actions by Department employees are investigated by an outside law enforcement agency.
- Employees criminally investigated will also be subject to an administrative internal investigation.

Administrative internal investigations
- These investigations occur at the direction of the Chief of Police for alleged serious misconduct that, if substantiated, would reasonably result in disciplinary action.
- Administrative internal investigations are detailed factual accounts of what transpired. The Chief of Police, not the OPS, determines if policy violations occurred.

The early intervention system allows the department to transition from being reactive to proactive with regard to employee oversight. It has an “alert” function which is triggered when an employee has been involved in a set number of qualifying events within a rolling year. Qualifying events include, but are not limited to:
- Use of force incidents
- Complaints
- Vehicle pursuits
- Collisions
- Performance improvement plans
- Internal investigations

Every generated alert is individually examined for trends and/or concerning information. A synopsis of the alert is prepared by OPS and forwarded to the officer’s Deputy Chief for review. The Deputy Chief will determine if intervention or corrective action is appropriate.
Budget and expenditures

**Administration**

$2,014,925

**FULL TIME EMPLOYEES: 13**

Police Administration oversees law enforcement services within the City:

- Provides appropriate staffing and equipment to enhance the community’s quality of life and reduce crime
- Identifies and implements industry best procedures and policies related to crime prevention and investigation
- Serves people of all backgrounds and beliefs in a professional manner
- Hires the highest caliber employees from a diverse applicant pool
- Partners with community members and service providers to reduce the individual and community impacts of the opioid crisis
- Conducts outreach events and practices to build relationships with community members
- Addresses community safety concerns
- Uses the department’s Early Warning System to identify training opportunities and mentor department employees to provide law enforcement services that are professional and responsive to community needs

**Administrative Services**

$5,111,591

**FULL TIME EMPLOYEES: 44**

Administrative Services Division supports the department employees by providing them with the tools necessary to create a safe community, including:

- Recruiting high-quality officers and support staff
- Providing continuous training to ensure officers are prepared to keep the community safe
- Ensuring access to public records to help keep the community informed
- Supporting officers and the community through storage of evidence and safe keeping of property
- Enforcing parking and code regulations that assist with keeping the city safe and clean

**Investigations**

$5,964,423

**FULL TIME EMPLOYEES: 41**

The Investigations Division investigates:

- Violent crime, including domestic violence incidents
- Drugs and drug trafficking
- Property crimes, such as vehicle thefts, vandalism and burglaries
- Video and computer-related crimes, including possession of child pornography
- Financial crimes, including check fraud, identity theft, bank fraud and illegal use of bankcards
- Crime patterns that will assist with the deployment of police resources

**Operations**

$21,578,701

**FULL TIME EMPLOYEES: 152**

The Operations Division is responsible for creating a safe environment for all residents in the community through:

- Responding to all 911 calls
- Proactively patrolling all of Everett’s neighborhoods
- Providing traffic safety by enforcing traffic laws and assisting motorists
- Deploying specialty units to bring resolution to targeted crime issues
- Attending and presenting at the formal monthly neighborhood meetings to engage the community and create trust
- Engaging young residents of the community through a partnership with the school districts and community stakeholders
- Addressing homelessness, addiction, mental illness and crime through a comprehensive program of outreach and enforcement
Grants awarded in 2020

- **$32,172**
  - **DV STOP Grant**
  - The STOP (Services, Training, Officers, and Prosecutors) Violence Against Women Formula Grants are awarded to states to develop and strengthen the criminal justice system’s response to violence against women and to support and enhance services for victims.

- **$40,000**
  - **UASI**
  - A State Homeland Security Program (SHSP)/Urban Areas Security Initiative (UASI) Bomb Squad Sustainment grant was awarded for the training of a Bomb Technician and the purchase of protective gear for law enforcement to allow the department to remain viable for operational readiness as part of the Interagency Bomb Unit.

- **$6,034,160**
  - **COPS**
  - The Office of Community Oriented Policing Services (COPS) is the component of the U.S. Department of Justice responsible for advancing the practice of community policing by law enforcement agencies. COPS awards grants to hire community policing professionals, develop and test innovative policing strategies, and provide training and technical assistance. With Administration and City Council approval, this grant may be used to hire 16 additional officers.

- **$146,699**
  - **CEFS**
  - The Coronavirus Emergency Supplemental Funding (CESF) Program provides funding to assist with preventing, preparing for, and responding to the coronavirus.

- **$300,000**
  - **Body Worn Camera**
  - The Bureau of Justice Assistance grant supports law enforcement agencies in the acquisition of body-worn cameras (BWCs) and in the implementation of deliberate, comprehensive, and evidence-based BWC programs. This grant will provide BWCs for all uniformed officers.

- **$14,361**
  - **FFA**
  - The Federal Financial Assistance Grant award established the framework between the Washington State Parks and Recreation Commission and Everett Police to reimburse on-the-water patrols, classes and special emphasis enforcement with the goal of reducing injuries from boating incidents and promoting a safe and enjoyable boating environment for all users.

- **$5,000**
  - **WASPC**
  - The Washington Association of Sheriffs & Police Chiefs Traffic Safety Committee grant supports agencies participating in statewide traffic initiatives that demonstrate traffic safety enforcement is a high priority.

- **$81,462**
  - **PSGP**
  - Federal Emergency Management Agency’s (FEMA) Port Security Grant Program provides funding to state, local and private-sector partners to help protect critical port infrastructure. The grant will help implement the Marine Operation’s Unmanned Aircraft Systems program.

- **$25,000**
  - **Stillaguamish Tribe**
  - The Stillaguamish Tribe awarded grant funding to enhance equipment and operational readiness for the Region 1 Tactical Team.

- **$39,943**
  - **JAG**
  - The Justice Assistance Grant (JAG) Program grant was awarded to replace outdated interview room video and audio recording technology at the north and south precincts. New technology will enhance investigations.

- **$101,000**
  - **Registered Sex Offender Task Force**
  - The Washington Association of Sheriffs and Police Chiefs (WASPC) distributes grant funding for the creation and operation of multi-jurisdictional task forces that coordinate activities, resources, and functions for contacting and verifying the address and residency of sex and kidnapping offenders. Everett Police receives a grant to provide a detective to the task force.
Data-driven policing

Efforts of the police department are often directed by issues that influence the quality of life within the community. Incidents that involve nuisance crimes, hate crimes, gang concerns and unlawful discharge of firearms can direct our operational efforts to address them. The statistics below are often influenced by the activities of directed and emphasis patrols and our Special Operations Units.

**Group B (nuisance crimes)**

<table>
<thead>
<tr>
<th>Category</th>
<th>2019</th>
<th>2020</th>
<th>Percent change</th>
</tr>
</thead>
<tbody>
<tr>
<td>All other offenses</td>
<td>1,982</td>
<td>806</td>
<td>-59.3%</td>
</tr>
<tr>
<td>Bad checks</td>
<td>6</td>
<td>8</td>
<td>33.3%</td>
</tr>
<tr>
<td>Curfew/loitering/vagrancy violations</td>
<td>37</td>
<td>28</td>
<td>-24.3%</td>
</tr>
<tr>
<td>Disorderly conduct</td>
<td>53</td>
<td>35</td>
<td>-34.0%</td>
</tr>
<tr>
<td>Driving under the influence</td>
<td>207</td>
<td>212</td>
<td>2.4%</td>
</tr>
<tr>
<td>Family offenses, non-violent</td>
<td>20</td>
<td>23</td>
<td>15.0%</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>18</td>
<td>9</td>
<td>-50.0%</td>
</tr>
<tr>
<td>Peeping Tom</td>
<td>4</td>
<td>4</td>
<td>0.0%</td>
</tr>
<tr>
<td>Trespass of real property</td>
<td>688</td>
<td>481</td>
<td>-30.1%</td>
</tr>
<tr>
<td><strong>Grand total</strong></td>
<td>3,015</td>
<td>1,606</td>
<td>-46.7%</td>
</tr>
</tbody>
</table>

“All other offenses” include offenses like arrest on warrants from another agency, reckless burning, littering, indecent exposure, obstruction, and vehicular hit and run involving a person.

“Family offenses, non-violent” crimes include offenses like interfering with reporting a domestic violence, abandonment of a dependent person and criminal mistreatment.

**Unlawful discharge of firearm**

<table>
<thead>
<tr>
<th>Year</th>
<th>Shots fired</th>
<th>Drive-by shooting</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>29</td>
<td>3</td>
</tr>
<tr>
<td>2020</td>
<td>35</td>
<td>17</td>
</tr>
</tbody>
</table>

To be counted as an unlawful discharge of a firearm, evidence must be located. Evidence can be shell casings, bullet/bullet fragments, bullet holes or injury. Suicides and accidental discharges are not included.

**Firearm data**

<table>
<thead>
<tr>
<th>Year</th>
<th>Recovered own</th>
<th>Recovered other</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>44</td>
<td>11</td>
</tr>
<tr>
<td>2020</td>
<td>38</td>
<td>6</td>
</tr>
</tbody>
</table>

*Recovered own:* firearms originally stolen within the city of Everett

*Recovered other:* firearms originally stolen outside the city of Everett

*Continued...*
Data-driven policing

Gang-related data

Gang-related cases

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Gang-related FBI-reportable offenses

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total gang-related cases include those offenses reported to the FBI.

Suspected gang related cases are reviewed monthly by the Gang Response Unit sergeant to confirm they fall within the criteria defined by Washington State.

Hate crimes and criminal incidents with bias element

<table>
<thead>
<tr>
<th>Hate crimes</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Black</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Anti-female</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Anti-Hispanic</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Anti-Jewish</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Anti-LGBTQ+</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Anti-multiple groups</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Anti-white</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Anti-other</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Grand total</strong></td>
<td><strong>9</strong></td>
<td><strong>14</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Crime with bias element</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Asian</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Anti-Black</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Anti-Hispanic</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Anti-LGBTQ+</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Anti-multiple groups</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Anti-white</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Grand total</strong></td>
<td><strong>6</strong></td>
<td><strong>11</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-crime with a bias element</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anti-Asian</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Anti-Black</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>Anti-Hispanic</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Anti-Islamic</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Anti-LGBTQ+</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Anti-mental disability</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Anti-multiple groups</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>Anti-white</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Anti-other</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>11</strong></td>
<td><strong>23</strong></td>
</tr>
</tbody>
</table>

Hate crimes: incidents directly motivated by the offender’s bias towards the victim.

Criminal incidents with a bias element: situations where a bias statement is used during an incident, but is not the direct cause of the incident.

Non-crime with a bias element: situations where a bias statement is used, but the incident is not criminal in nature.

Investigative process:

- Require mandatory reports by officers for any hate crime incidents
- Assign a detective to investigate every hate crime report
- Aggressively investigate complaints with referrals to prosecutor or make arrest if probable cause is established
- Mandatory reports for non-criminal incidents that may have bias element to them
- Work aggressively with prosecuting attorneys to ensure thorough investigations and appropriate forwarding of charges
- Department leadership receives monthly briefings on hate crime and bias incidents, including case status updates
- Maintain ongoing communication and information sharing with the FBI related to hate crimes occurring in Everett
- Continue monitoring activities of hate groups in Everett and take a zero-tolerance approach
## Crime statistics

<table>
<thead>
<tr>
<th>NIBRS offense category</th>
<th>2019</th>
<th>2020</th>
<th>Percent change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Crimes against persons</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crimes against persons</td>
<td>1,568</td>
<td>1,662</td>
<td>6.0%</td>
</tr>
<tr>
<td>Aggravated assault</td>
<td>213</td>
<td>253</td>
<td>18.8%</td>
</tr>
<tr>
<td>Fondling - forcible</td>
<td>11</td>
<td>15</td>
<td>36.4%</td>
</tr>
<tr>
<td>Human trafficking offenses</td>
<td>0</td>
<td>0</td>
<td>N/C</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>N/C</td>
</tr>
<tr>
<td>Intimidation</td>
<td>156</td>
<td>138</td>
<td>-11.5%</td>
</tr>
<tr>
<td>Kidnapping/abduction</td>
<td>15</td>
<td>14</td>
<td>-6.7%</td>
</tr>
<tr>
<td>Murder/non-negligent manslaughter</td>
<td>6</td>
<td>4</td>
<td>-33.3%</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>2</td>
<td>2</td>
<td>0.0%</td>
</tr>
<tr>
<td>Rape - forcible</td>
<td>38</td>
<td>36</td>
<td>-5.3%</td>
</tr>
<tr>
<td>Rape - statutory</td>
<td>4</td>
<td>2</td>
<td>-50.0%</td>
</tr>
<tr>
<td>Sexual assault w/ object</td>
<td>0</td>
<td>0</td>
<td>N/C</td>
</tr>
<tr>
<td>Simple assault</td>
<td>776</td>
<td>761</td>
<td>-1.9%</td>
</tr>
<tr>
<td>Sodomy - forcible</td>
<td>2</td>
<td>2</td>
<td>0.0%</td>
</tr>
<tr>
<td>Violation of protection/no contact orders</td>
<td>345</td>
<td>435</td>
<td>26.1%</td>
</tr>
<tr>
<td><strong>Crimes against property</strong></td>
<td>6,836</td>
<td>6,772</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Arson</td>
<td>13</td>
<td>13</td>
<td>0.0%</td>
</tr>
<tr>
<td>Bribery</td>
<td>0</td>
<td>0</td>
<td>N/C</td>
</tr>
<tr>
<td>Burglary/breaking and entering</td>
<td>506</td>
<td>535</td>
<td>5.7%</td>
</tr>
<tr>
<td>Counterfeiting/forgery</td>
<td>182</td>
<td>121</td>
<td>-33.5%</td>
</tr>
<tr>
<td>Destruction/damage/vandalism</td>
<td>1,357</td>
<td>1,481</td>
<td>9.1%</td>
</tr>
<tr>
<td>Embezzlement</td>
<td>5</td>
<td>0</td>
<td>-100.0%</td>
</tr>
<tr>
<td>Extortion/blackmail</td>
<td>3</td>
<td>2</td>
<td>-33.3%</td>
</tr>
<tr>
<td>Fraud offenses</td>
<td>466</td>
<td>698</td>
<td>49.8%</td>
</tr>
<tr>
<td>Motor vehicle theft</td>
<td>827</td>
<td>740</td>
<td>-10.5%</td>
</tr>
<tr>
<td>Robbery</td>
<td>90</td>
<td>100</td>
<td>11.1%</td>
</tr>
<tr>
<td>Stolen property offense (receiving, etc.)</td>
<td>255</td>
<td>222</td>
<td>-12.9%</td>
</tr>
<tr>
<td>Larceny - theft offenses</td>
<td>3,132</td>
<td>2,860</td>
<td>-8.7%</td>
</tr>
<tr>
<td><strong>Crimes against society</strong></td>
<td>1,828</td>
<td>1,221</td>
<td>-33.2%</td>
</tr>
<tr>
<td>Animal cruelty</td>
<td>2</td>
<td>3</td>
<td>50.0%</td>
</tr>
<tr>
<td>Drug equipment violations</td>
<td>959</td>
<td>619</td>
<td>-35.5%</td>
</tr>
<tr>
<td>Drugs/narcotics violations</td>
<td>702</td>
<td>478</td>
<td>-31.9%</td>
</tr>
<tr>
<td>Gambling offenses</td>
<td>0</td>
<td>0</td>
<td>N/C</td>
</tr>
<tr>
<td>Pornography/obscene material</td>
<td>6</td>
<td>5</td>
<td>-16.7%</td>
</tr>
<tr>
<td>Prostitution offenses</td>
<td>28</td>
<td>5</td>
<td>-82.1%</td>
</tr>
<tr>
<td>Weapon law violations</td>
<td>131</td>
<td>111</td>
<td>-15.3%</td>
</tr>
<tr>
<td><strong>Grand total</strong></td>
<td>10,232</td>
<td>9,655</td>
<td>-5.6%</td>
</tr>
</tbody>
</table>

The National Incident-Based Reporting System (NIBRS) was designed by the FBI’s Uniform Crime Reporting Program. NIBRS captures more details about an incident, to include separate offenses within the same incident - including information on victims, known offenders, relationships, arrestees and the property involved. NIBRS collects data on 52 offenses, plus 10 additional offenses for which only arrests are reported.

N/C = non-calculable
Personnel achievements

Retirements
20+ YEARS OF SERVICE

Lieutenant Robert Marshall .......... 32
Lieutenant Theodore Olafson .......... 31
Inspector Joseph Neussendorfer ...... 30
Officer Scott Conner .................. 25
Officer Gregorio Ybarra ............... 24
Lieutenant Bruce Bosman ............. 23
Officer Stephen Klocker ................ 20
Officer Clyde Turner ................... 20

New hires

Sworn Officers

Lateral Officer Justin Bedford
Lateral Officer Brian Bratlien
Entry-Level Officer Alexander Bryenton
Lateral Officer Louis Chan
Lateral Officer Katherin DeCastro
Lateral Officer Alvaro Ferreira
Entry-Level Officer Kyler Hawkins
Lateral Officer Zachary Pendt
Lateral Officer Tyler Poole
Lateral Officer Alan Richards
Lateral Officer Jason Suarez
Lateral Officer Jose Vargas
Lateral Officer John Yurcina

Support Services

Parking Enforcement Officer Lanna Friedrich
Property Room Technician Tana Johnson
Records Information Specialist Lori Owens
Records Information Specialist Mary Zweber
Parking Enforcement Officer Kasche Brown
Property Room Specialist Tana Johnson

Promotions

Sergeant promotion
Anthony Fletcher
North Nights Patrol
11 years of experience

Lieutenant promotion
Kevin Allen
North Days Lieutenant
20 years of experience

Inspector promotion
Brandon Gill
Office of Professional Standards
16 years of experience

City service milestones
20+ YEARS

Support Services Manager Jeanne Jacobs ........ 40
Lieutenant James Duffy ................... 35
Sergeant Jay Baines ....................... 30
Detective Karen Kowalchyk ............... 30
Inspector Joseph Neussendorfer ........... 30
Captain Rodney Sniffen .................. 30
Sergeant Craig Davis ....................... 25
Officer Aaron DeFolo ....................... 25
Officer Margaret DiBucci .................. 25
Records Shift Supervisor Bernard Kearney 25
Sergeant Timothy McAllister ............... 25
Lieutenant Karen White .................... 25
Lieutenant Kevin Allen ..................... 20
Detective Maiya Atkins .................... 20
Master Police Officer Robert Martinez .... 20
Administrative Assistant Lisa Romberg .. 20
Detective Jarrod Seth ....................... 20
Officer Clyde Turner ...................... 20
Officer Rod Wolfington ................... 20
Sergeant Joseph Woods .................... 20
2019 Annual Awards

Certificate of Merit

Presented to recognize a high degree of competence and professionalism in the performance of departmental duties.

Officer Anthony Fletcher for implementing new programs as the Gang Education and Prevention Officer
Detective Jamie French for numerous investigations of large-scale locker room theft and identity theft cases
Officer Derek Shelton for work on central Everett auto theft cases
Detectives Steve Sieverson and Antonio Tararan for developing officer financial wellness course
Officer Ryan Greely for response to ambush incident in South Precinct parking lot

Letter of Commendation

Presented to department members who perform their duties in a manner that demonstrates professionalism, devotion to duty and dedication to the performance of the department mission.

Sergeant James Collier for the holiday package theft operations and improving investigation tracking systems
Detective Ryan Hanks for tireless work in the Computer & Digital Forensics Unit while short-staffed
Records Specialist Julie Loomis for tireless work in Records Unit and devotion to duty
Master Police Officer Butch Rockwell for commitment to the Youth Services Unit summer camps and programs
Officer David Sinex for excellent work as the Gang Enforcement Officer
Officers Omar Estrada and Andrew Williams for contributions to improvements in the Training Unit
Anti-Crime Team and Gang Response Unit Officers Matt McCourt, Anatoliy Kravchun, Oleg Kravchun, David Sinex and John Anderson for the investigation of drug sales and gang activity at a central Everett motel

Citizen Recognition

Presented to any non-department member who materially aided the department or its officers in some way. This includes assistance in the solution of crime or the apprehension of criminals, aiding an officer in the field during a critical situation, and cooperation with or assistance to the department as a whole in any aspect of the department’s administration or operations.

Commander Rick Gile for contributions to Everett Police summer youth programs by Everett High School Navy Junior Reserve Officers Training Corps
AJ Woolsey for allowing the use of Everett Mall for police training and assisting as a volunteer role player
Sara Maukstad, Gabriel Galan and Kyle Croft for playing critical roles in detective’s ability to identify suspects in locker room theft string
John Wickerling, Marie Grady, and Kimberly and Jason Kelley for leading efforts to clean up communal property in their South Forest Park neighborhood

Supervisor of the Year

Sergeant Kevin Fairchild

Officer of the Year

Officer Garrett Johnson

Civilian of the Year

Administrative Secretary Marisa Olmstead

Investigator of the Year

Detective Steve Paxton

Brian DiBucci Award

Awarded to an outstanding patrol officer within their first five years of service, selected for their dedication to the community and proactive police work.

Officer Mark Smith

Volunteer of the Year

Ms. Barbara Brown

Medal of Merit

Awarded to department members who distinguish themselves in the line of duty by acts of personal bravery or actions directly contributing to saving or significantly prolonging human life.

Officer Ryan Greely for rendering lifesaving first aid