

SERVICE

HONOR

INTEGRITY



2020 ANNUAL REPORT
PORT ORCHARD POLICE DEPARTMENT

In the following pages I offer nothing more than simple facts, plain arguments, and common sense; and have no other preliminaries to settle with the reader, other than that he will divest himself of prejudice and prepossession and suffer his reason and his feelings to determine for themselves; that he will put on, or rather that he will not be put off, the true character of a man, and generously enlarge his views beyond the present day.

- Thomas Paine, *Common Sense*

LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feeling, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear of favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself to my chosen profession...law enforcement.



OUR POLICING PRINCIPLES

It is the mission of the Port Orchard Police Department to protect the lives, property, and rights of all members of our community. We will work to reduce crime, and the fear of crime, while remaining proactive and innovative in our approach to the enforcement of the Law. Our community shall know we are all members of one team through our transparency, accountability, and engagement.

Our vision is to be amongst the finest law enforcement agencies in the State of Washington; one which constantly delivers the highest quality public service to make the City of Port Orchard one of the safest communities in the nation.

SERVICE

Serving the Port Orchard community is our greatest honor and privilege. We will do so in an impartial, courteous, responsive, efficient, and humble manner. We will work hand in hand with all members of our community to solve problems that affect public safety.

HONOR

We hold ourselves accountable to the highest standards of our profession while valuing equality, diversity, and individual rights. Our badge is a symbol of public faith; we accept it as a public trust so long as we are true to the ethics of our service.

INTEGRITY

Integrity is our standard for we shall always do what is morally, ethically, and legally right. We are honest and truthful in our words and actions. Our integrity will build trust and confidence, for this is our defense against corruption.



MESSAGE FROM THE CHIEF

To say 2020 was a difficult year would be an understatement. The start of the year saw the onset of the COVID-19 pandemic. Our officers contended with an unseen threat and learned how to accomplish our mission in new ways while wearing masks and other necessary protective equipment.

In late May, George Floyd died at the hands of police officers in Minneapolis. This caused significant civil unrest across our country and spotlighted police use of force and legitimacy. In Kitsap County, we saw measured protests but found common ground on which to engage in conversation. I remain pleased and honored that the relationships we have spent time cultivating have held. This has allowed us to continue working with our community from a position of trust and understanding, while recognizing that we need to make changes and increase our transparency. This annual report is a step in that direction; I want to thank you for taking the time to read it and examine your police department.

In spite of these unplanned challenges, our department continued its forward progress and accomplished much of what we intended. I am humbled by our officer's dedication, drive, and commitment to providing incredible public safety. Our success is in no small part due to the support of our community and our elected officials.

We have worked incredibly hard to reinforce a positive, community-oriented culture within the police department. Our leaders provide an atmosphere that enables officers to succeed while demanding they own their actions and earn their place, and your trust, every time they come to work. I am reminded of a quote by Peter Moskos, a retired Baltimore officer and professor at the John Jay College of Criminal Justice. "Sworn police officers are not defined just by a uniform, gun, or badge. What makes them different from other people dedicated to public safety is their oath. This sworn oath is not symbolic. It is both a sacrifice and a privilege. It is real and binding." Our officers know and appreciate what that means as well as the responsibilities that oath places upon their shoulders. We know that it is critical to grasp what we do as it connects us to the larger community.

Thank you for continuing to put your trust in us.

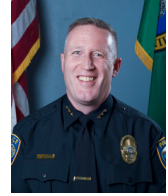


Matt Brown
Chief of Police



COMMAND STAFF TEAM

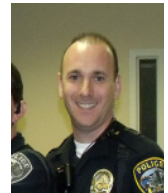
Chief Matt Brown has twenty-one years of law enforcement experience. He holds a BA in Sociology, is a graduate of Northwestern University's School of Police Staff and Command, and is a recipient of the Trilogy Award from FBI-LEEDA. Chief Brown has served as the Port Orchard Police Department Chief since July 2019.



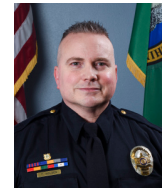
Deputy Chief Dale Schuster has thirty-five years of law enforcement experience, beginning with the Port Orchard Police Department in 1985. A life-long resident of Kitsap County, he has been the Chief of Operations for seven years.



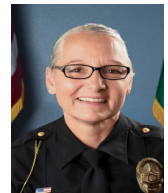
Sergeant Jason Glantz served the Port Orchard Police Department for twenty-five years, beginning in 1995. In August 2020, Sergeant Glantz moved out of the area to continue his law enforcement career. He served as our long-time day shift sergeant and training manager.



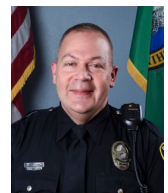
Sergeant Trey Holden has nineteen years of law enforcement experience. He holds a MS in Justice Administration and Security and a BS in Criminal Justice Administration. Prior to serving the citizens of Port Orchard, Sergeant Holden served his country as a U.S. Marine.



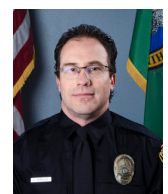
Sergeant Donna Main has eleven years of law enforcement experience, all in service with the Port Orchard Police Department. A life-long resident of Port Orchard, she holds a BS in Sports, Psychology, and Exercise Science. She is also a recipient of the Trilogy Award from FBI-LEEDA.



Sergeant Erik Wofford has been a public servant for twenty-eight years in both Corrections and Law Enforcement. A twenty-year veteran of the Port Orchard Police Department, Sergeant Wofford has a long history as an instructor and Field Training Officer.



Sergeant Joshua Horsley has over twenty years in law enforcement. He started his career in Corrections for the State of Nevada. He spent six years with the Jackson Police Department in the state of Wyoming and has been with the Port Orchard Police Department for nine years.



Office Manager Cyndi Circelli serves as the lead for the Administrative Services Division and has been with the department since 2000.



City of Port Orchard at a Glance

Nestled on the shores of Sinclair Inlet, the City of Port Orchard was originally named Sidney in 1890, becoming the first town to incorporate within Kitsap County. The area was known for its lumber industry, pottery works, and agricultural opportunities. In 1893, Sidney residents built a courthouse and donated it to the county; Sidney was then chosen as the county seat. In 1903, during a dispute over the regional post office, the town was officially renamed as the City of Port Orchard. The city has long been known as a robust waterfront community with the deep ties to the Navy and the civilian-led “Mosquito Fleet.”

Our community includes thriving small businesses, healthcare services, senior living communities, a mix of public and private schools, tourism, outdoor recreation, and a variety of public and private community organizations. While most residents work locally, an increasing number of commuters have begun to call the community home.

The City of Port Orchard has roughly 15,000 residents but serves the greater community of South Kitsap, a population of nearly 77,000. The city covers 8.5 square miles with approximately 15% of that area included within Sinclair Inlet. The topography of the region includes deep ravines and creeks that feed into Puget Sound and remain green all year long.

According to 2020 demographic statistics from the US Census Bureau, the reported ethnic makeup of the City is 73.8% White, 11.3% Hispanic or Latino, 7% Asian, 4.6% Black or African American, 2.2% Native Hawaiian or Pacific Islander, and 0.6% American Indian or Alaska Native.¹



¹ Source: <https://www.census.gov/quickfacts/fact/table/portorchardcitywashington/INC110219>

Department Overview

Beginning in 1890, the City of Port Orchard was originally served by a town marshal. Along with preserving law and order in the young, and sometimes rough, town, the marshal was expected to install and maintain the wooden sidewalks.

In 1941, the town had grown enough that the city council decided to create its own police department. The small staff of peace officers wore light blue uniforms modeled after those worn by their brothers and sisters in Seattle. A five-pointed cap and a revolver topped off their look.

Today, the police department has twenty-three commissioned and certified peace officers as well as a tenured reserve peace officer. With a professional administrative staff of seven, the Port Orchard Police Department is a modern, full-service public safety agency. Our officers patrol the city and its waterways, remaining engaged with the community as partners.

Police Chiefs

1941-1942	Vic Holmquist
1942-1945	Bill Hankin
1945-1951	Charles Heath
1951-1959	Al "Shorty" Wymore
1959-1976	Gale Dow
1976-1981	James Benton
1981-1982	Ray MacPherson
1982-1984	David Loflin (interim)
1984-1999	Joseph Mathews
1999-2013	Al Townsend
2013-2019	Geoff Marti
2019-present	Matt Brown



Key Accomplishments in 2019-2020

In 2019, the department worked collaboratively with its members and the community to develop its Mission, Vision, and Value statements. This milestone achievement allows us to focus our goals as a team and do the right thing each and every time. Our key accomplishments are seen through the lens of our Values.

SERVICE

- Created the department's first Strategic Plan.
- Implemented a top-to-bottom review of all policies and procedures.
- Department-wide deployment of Lexipol, our policy manual delivery application.
- Worked with South Kitsap Fire Rescue to create and fund a shared Community Health Navigator.
- Completed the transition to a fully paperless report-writing system.

HONOR

- Implemented a new policy review system for all complaints and critical incidents.
- Established the department's first Community Advisory Board to provide guidance and input on the Strategic Plan and race equity initiatives.
- Established strong working relationships with regional justice-aligned groups.
- Increased and enhanced mandatory training for all staff to include online delivery and additional in-person training days.

INTEGRITY

- Worked collaboratively with the Civil Service Commission to establish more progressive rules for hiring new staff and lateral officers.
 - Worked within the existing budget to provide a smart phone for all commissioned officers and field staff.
 - Engaged with the Washington Association of Sheriffs and Police Chiefs to provide a full operational assessment of the police department. The Loaned Executive Management Assistance Program (LEMAP) document became our working guide as we seek state accreditation.
-

CRIMINAL REPORTING

The Port Orchard Police Department participates in the National Incident-Based Reporting System (NIBRS) for criminal offenses and arrests. These statistics are compiled and presented in the Crime in Washington 2020 Report produced by the Washington Association of Sheriffs and Police Chiefs (WASPC).

2020 Washington NIBRS Submission Agencies

PORT ORCHARD PD

Kitsap County

Population: 14,770
Months Reported: 12

Offense Overview

Offense Total 1,284
of Cleared Offense 309
Percent Cleared 24.1%

Group A Arrest Overview

Arrest Total 257
Adult Arrest Total 237
Juvenile Arrest Total 20

Group A Offenses	Reported 2019	Reported 2020	% of Change	Crime Rate per 1,000	Total Arrests	DV Offense Totals
Murder	0	0		0.0	0	0
Manslaughter	0	0		0.0	0	0
Rape	6	8	33.3%	0.5	1	0
Sodomy	1	1	0.0%	0.1	0	0
Sexual Assault w/Object	0	0		0.0	0	0
Fondling	4	2	-50.0%	0.1	0	0
Aggravated Assault	48	44	-8.3%	3.0	27	4
Simple Assault	155	157	1.3%	10.6	53	8
Intimidation	62	69	11.3%	4.7	10	1
Kidnapping	0	2		0.1	2	0
Incest	0	0		0.0	0	0
Statutory Rape	2	1	-50.0%	0.1	0	0
Human Trafficking Offenses	0	0		0.0	0	0
Violation of No Contact/Protect.	62	55	-11.3%	3.7	25	2
Robbery	14	8	-42.9%	0.5	4	0
Burglary	75	104	38.7%	7.0	30	0
Larceny-Theft Offenses	408	421	3.2%	28.5	49	0
Motor Vehicle Theft	43	69	60.5%	4.7	6	0
Arson	0	2		0.1	0	0
Destruction of Property	115	144	25.2%	9.7	11	1
Counterfeiting/Forgery	53	52	-1.9%	3.5	5	0
Fraud Offenses	27	62	129.6%	4.2	0	0
Embezzlement	1	0	-100.0%	0.0	0	0
Extortion/Blackmail	0	1		0.1	0	0
Bribery	0	0		0.0	0	0
Stolen Property Offenses	18	14	-22.2%	0.9	6	0
Animal Cruelty	1	1	0.0%	0.1	0	0
Drug/Narcotic Violations	78	49	-37.2%	3.3	26	0
Drug Equipment Violations	12	4	-66.7%	0.3	0	0
Gambling Offenses	0	0		0.0	0	0
Pornography	1	1	0.0%	0.1	0	0
Prostitution Offenses	0	0		0.0	0	0
Weapon Law Violations	9	13	44.4%	0.9	2	0
Grand Total	1,195	1,284	7.4%	86.9	257	16

CRIME IN WASHINGTON

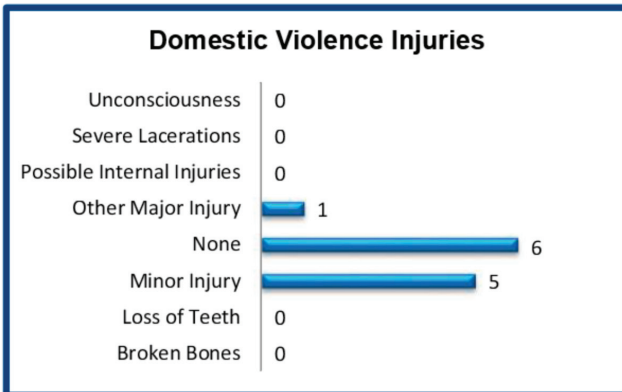
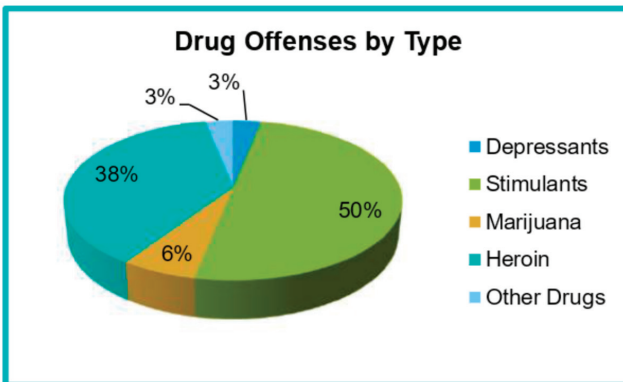
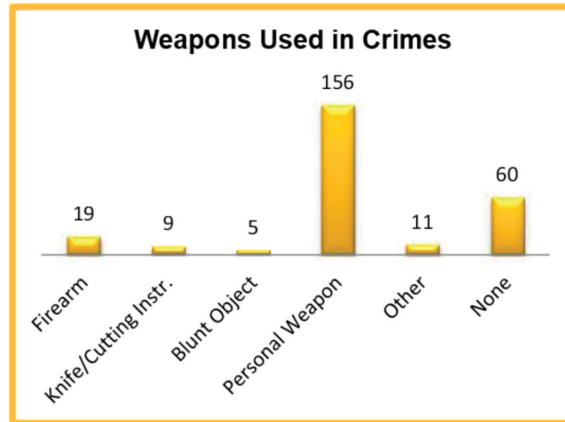
2020 Washington NIBRS Submission Agencies

PORT ORCHARD PD

Continued

2020 Group B Arrests

Offense	Adult	Juvenile
Bad Checks	0	0
Curfew/Vagrancy	0	0
Disorderly Conduct	2	0
Drunkenness	0	0
DUI	10	0
Family Offenses	0	0
Liquor Law Violations	0	1
Peeping Tom	0	0
Trespass	10	1
All Other Offenses	9	2
Total	31	4



2020 Property Values by Type

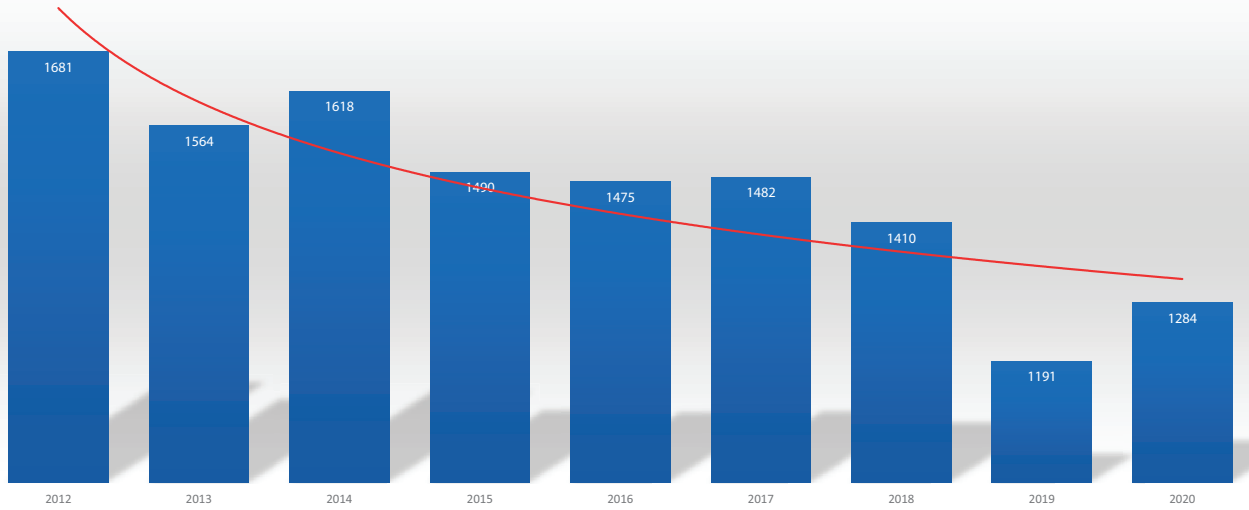
Type	Value
Seized	\$4,530
Burned	\$10,001
Counterfeited/Forged	\$27,159
Destroyed/Damaged	\$154,044
Recovered	\$323,812
Stolen	\$986,445
Total	\$1,505,991

Policing By The Numbers

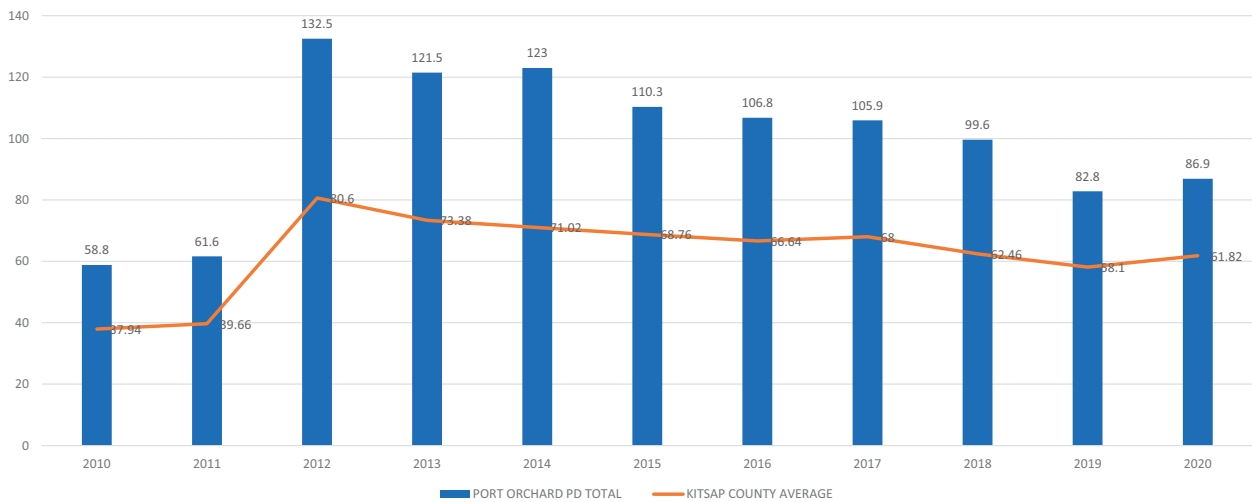
Crime Stats per 1000 - Last 10 Years



Port Orchard – Trend - Group A Offenses



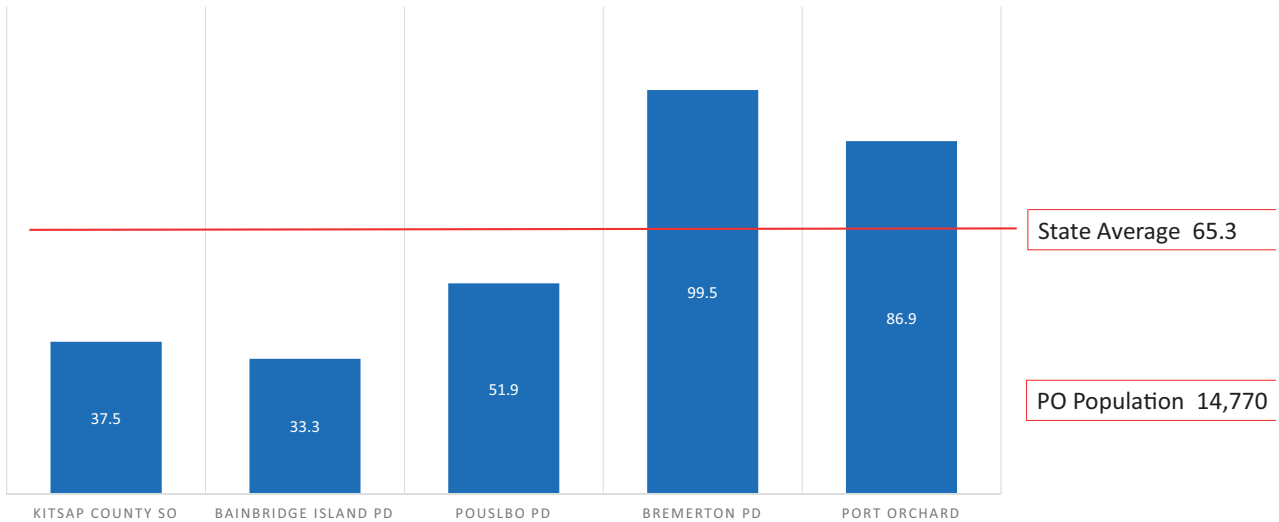
Group A Offenses - Kitsap County vs. Port Orchard



Crime rate per 1000



Kitsap County – Crime Rate Per Thousand

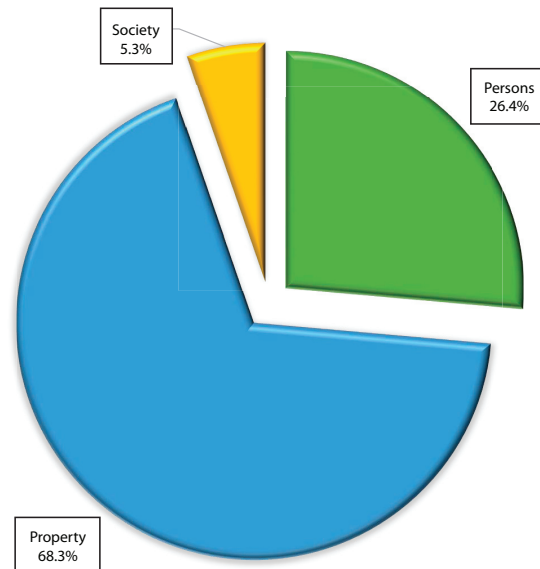
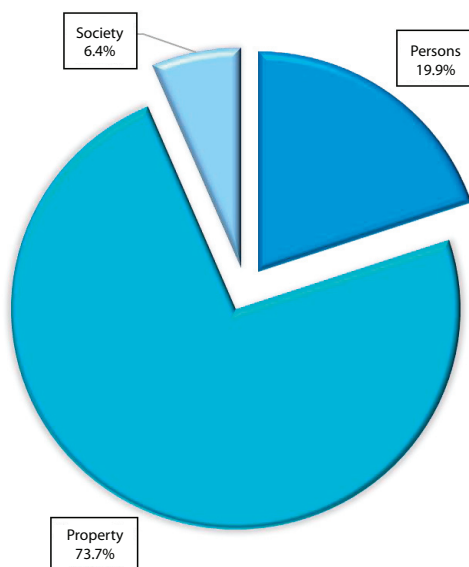


Group A Offenses - State vs. Port Orchard



GROUP A OFFENSES

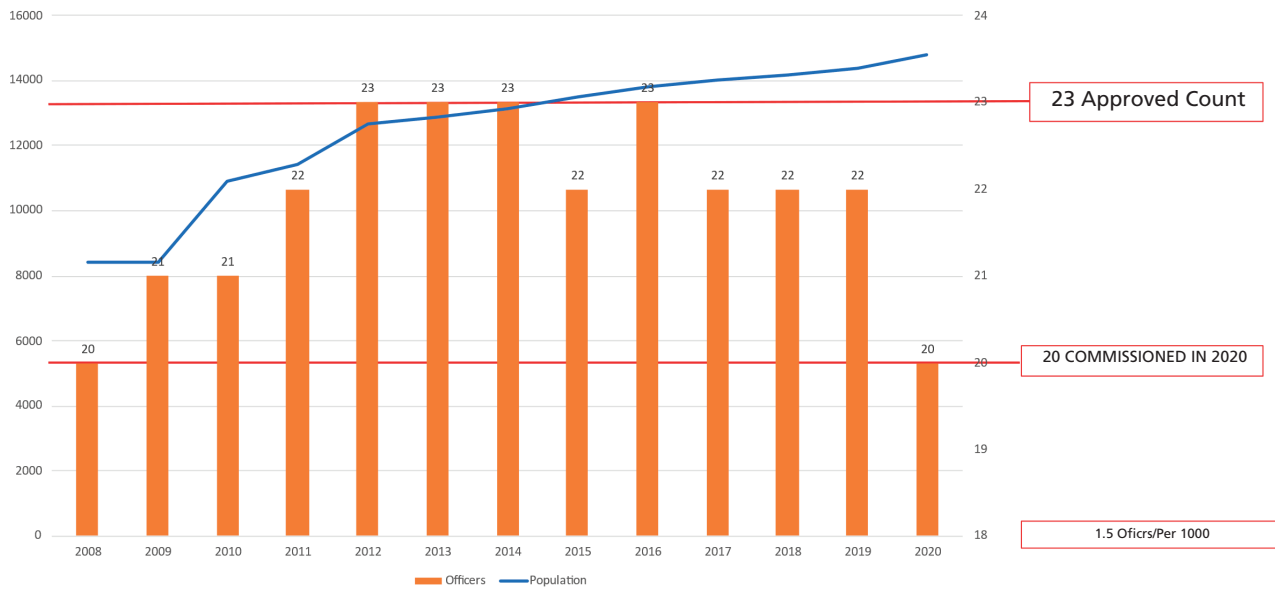
State Profile | Port Orchard Profile



Population vs. Officers

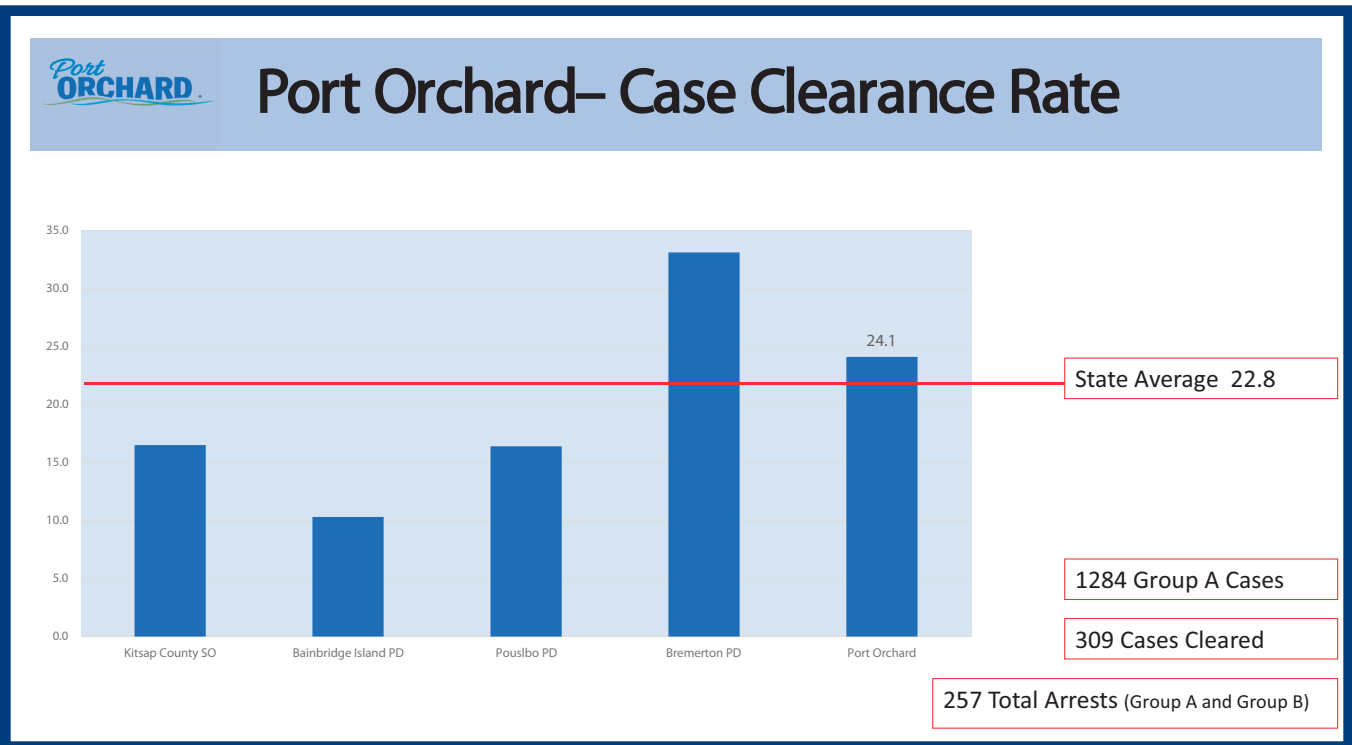


Port Orchard – Population vs. Officers



Clearance Rate

The clearance rate is based upon offenses being associated with an arrest. However, a case may also be cleared by Exceptional Means. To be cleared in this fashion, we must have identified the offender, developed probable cause, know the offender's location, and have a reason why it is outside of our control to make the arrest (i.e. death of the offender, offender in custody of another jurisdiction).

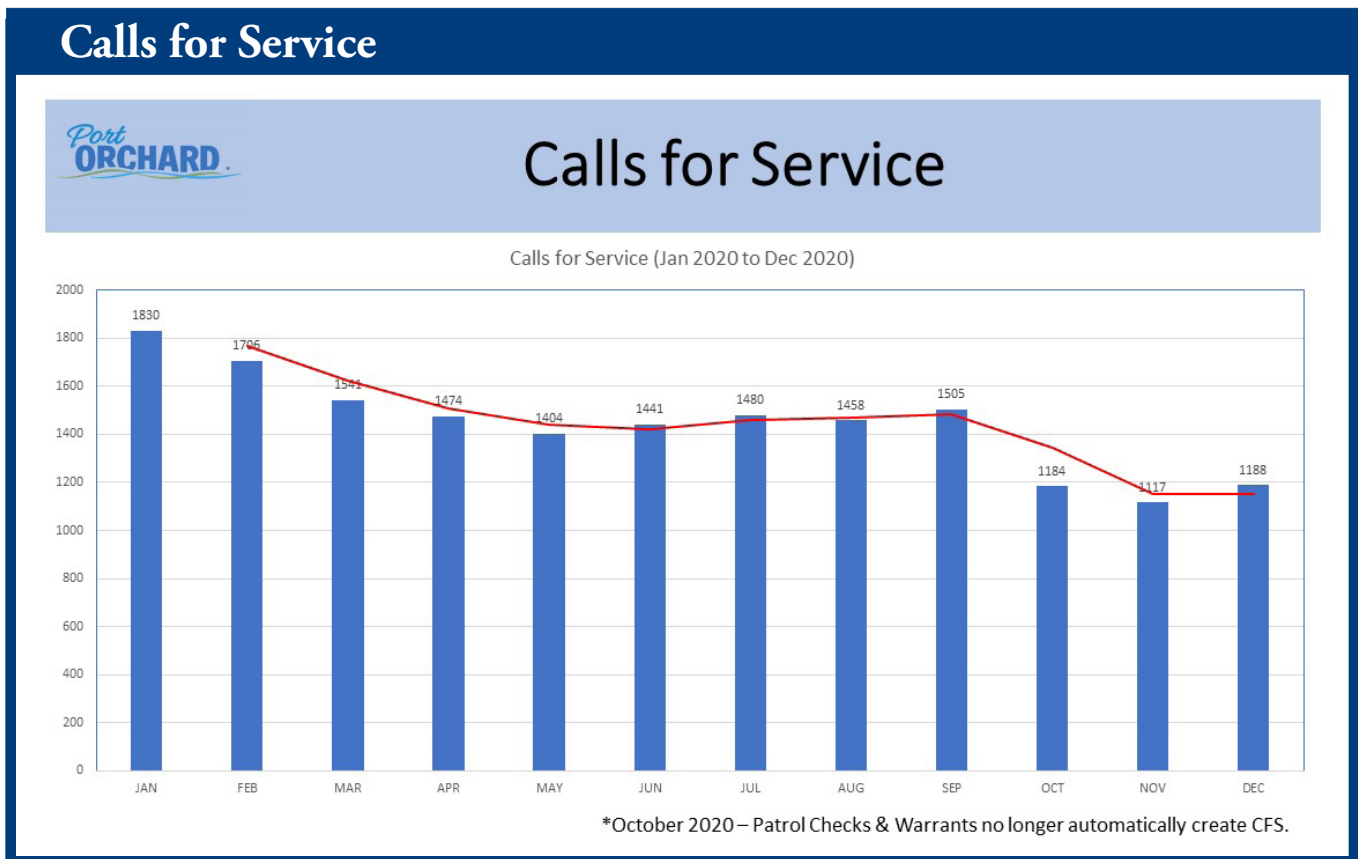


PATROL UNIT

The Patrol Unit is the uniformed section of the Police Department. Uniformed police officers are responsible for responding to emergencies, calls for service, conducting field investigations, traffic enforcement, proactively fighting criminal activity, and solving problems within the community.

The Port Orchard Police Department seeks to keep the peace and maintain order throughout our community. Education and mutual partnerships solve far more problems than using the powers of arrest. If an issue can be worked through, or compliance gained without arrest, then this is our preferred approach.

The Patrol Unit is currently authorized to have eighteen sworn personnel, to include four sergeants.



INVESTIGATION UNIT

The Investigation Unit is designed to consist of two full-time detectives with supervision provided by a collaterally assigned Patrol Sergeant. Staffing constraints currently limit the unit to one detective plus the collateral sergeant. Detectives primarily investigate felony-level criminal activity referred by the Patrol Unit, as well as information provided by community members.

As a general investigation unit, the detectives share a significant workload of cases that include:

- Homicides, felony assaults, and other crimes against persons.
- Missing persons.
- Crimes against children.
- Major property crimes.

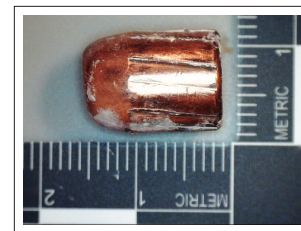
Both detectives, and the Patrol Sergeant, are also assigned to the Regional Independent Investigative Team. This group, the Kitsap Critical Incident Response Team (KCIRT), consists of member agencies from throughout Kitsap County as well as the Shelton Police Department and Washington State Patrol.

The primary mission of KCIRT is to investigate officer-involved shootings and in-custody deaths. In 2020, our detectives were activated with KCIRT to investigate one officer-involved shooting and one in-custody death at the Kitsap County Jail. KCIRT abides by a strict set of protocols to ensure the investigation is fair, complete, and in full compliance with state mandates established under the Law Enforcement Training and Community Safety Act (LETCSA).

In 2020, the Investigation Unit managed roughly two hundred cases of felony-level crimes involving persons and property. Those cases required nearly thirty search warrants to be authored.

In March, the unit investigated a string of burglaries and vehicle thefts that involved an auto-theft ring in three counties. Working with our regional partners, the unit was able to return the majority of the property, arrest the primary suspects and end a significant crime spree.

In December, the unit responded to investigate a shooting involving two subjects at a gas station. At mid-day, with numerous witnesses present, both subjects wore body armor and fired multiple rounds at each other. Each suspect was injured, but we were fortunate no one else was hurt. The investigation led to the arrest of both subjects and the recovery of stolen firearms, body armor, and illegal explosives.



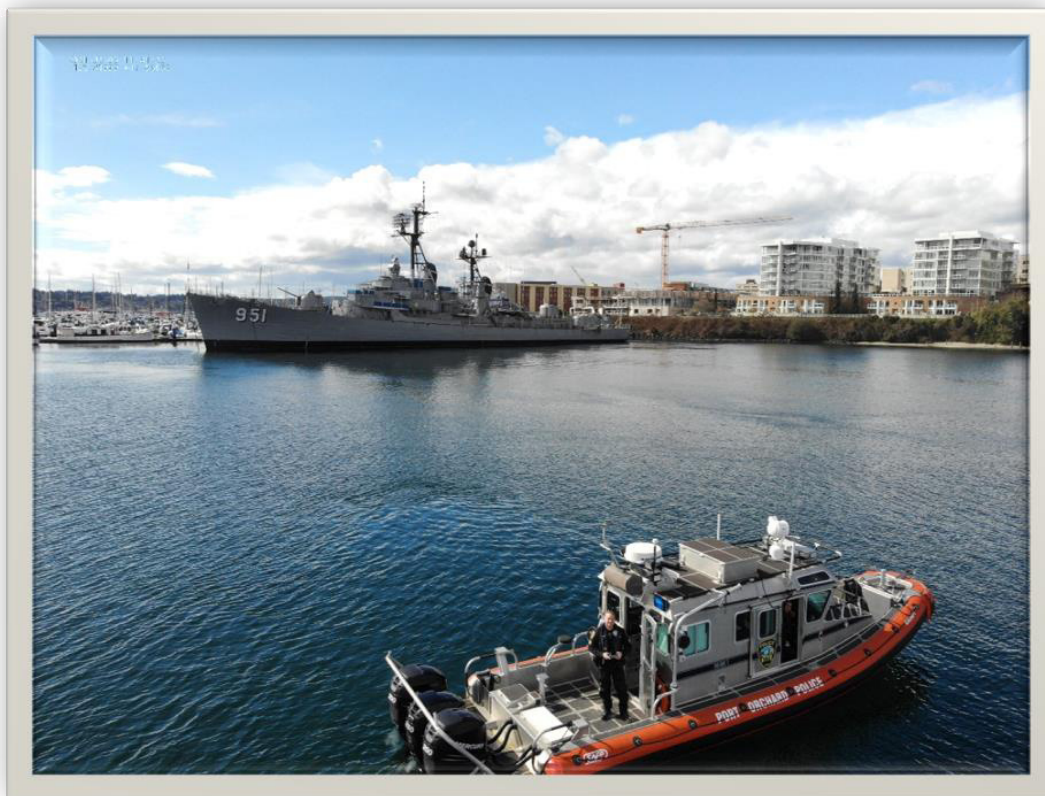
MARINE PATROL UNIT

The Port Orchard Police Department maintains the ability to respond on the region’s waterways through our Marine Patrol Unit. The department can launch emergency operations for search and rescue, provide community education, and deliver enforcement services with its team of six marine officers.

To provide a high level of service, the department currently keeps two mission-ready vessels in its fleet. Our 31-foot Safe Boat, dubbed Marine 7, is used to provide service on Sinclair Inlet and the surrounding waters of Puget Sound. The 16-foot Livingston can be trailered to any location and is primarily used to provide services on lakes and other inland waterways.

Our program is primarily funded through state grants; this ensures the department meets or exceeds all standards for training, education, and fiscal responsibility.

During 2020, the Marine Patrol program responded to vessels/persons in distress, derelict or sinking vessels, illegal moorage, navigational hazards, and a marina fire. Officers also responded to a suspect who, after committing a felony, fled the scene in a powerboat. Marine Patrol officers remain vigilant for dumping, spills, or leaks related to vessels and marinas that can damage the delicate marine ecosystem and impact marine life.



UNMANNED AIRCRAFT SYSTEM (UAS)

The police department began using drone technology in the Fall of 2020. Before gaining the ability to capture a sky-high view of the City, strict policies were developed on how and when the devices would be used. The program has been vetted by the Federal Aviation Administration and all operators are certified pilots.

As part of our commitment to transparency, the drone technology is restricted to specific operations:

- Investigative support.
- Traffic – document, measure, locate and assist in collision investigation.
- Search Warrant – collect evidence of a crime under an approved judicial search warrant.
- Critical incidents.
- Natural disasters.
- Hazardous material response.
- Aerial support for the Fire Department.
- Tactical deployment – provide situational awareness to those being sent into emergency situations (under judicial approval as appropriate).
- Search and rescue operations.
- Missing and endangered persons.
- Marine events.
- Community outreach and engagement.
- Training.



Our community commitment is to be proactive and innovative but also transparent and accountable. To accomplish this, the department posts monthly Unmanned Aerial System reports on our website which show how the device was used.



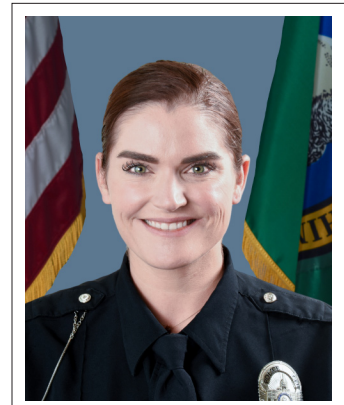
<https://www.cityofportorchard.us/drone-program>

SCHOOL RESOURCE OFFICER

The Port Orchard Police Department and the South Kitsap School District have maintained their partnership through the 2020 school year, even with the restrictions created by the COVID-19 pandemic. While our students were remotely learning, it was important for both entities to continue fostering positive relationships with staff and students, and to stay imbedded in a successful educational environment.

Our School Resource Officer is assigned to South Kitsap High School, Cedar Heights Middle School, and Sidney Glen Elementary School. Trained through the National Association of School Resource Officers, our staff follows their Triad concept of school-based policing. This triad divides SRO responsibilities into three areas: that of the teacher, informal counselor, and law enforcement officer. With training to educate, counsel, and protect school communities, School Resource Officers continuously lead by example and promote a positive image of law enforcement to school children and communities.

Our current SRO is Officer Andee Walton. Officer Walton has been with the Port Orchard Police Department since 2016 and this is her first year collaborating with the school district. We are looking forward to seeing all she can accomplish once students return; she has described the experience so far as overwhelmingly positive and rewarding. When asked about her experience in 2020, Officer Walton stated, "This was a year of relationship building and re-imagining alongside the passionate faculty and staff. I am looking forward to our continued teamwork and the opportunity to mentor so many students in the year to come."



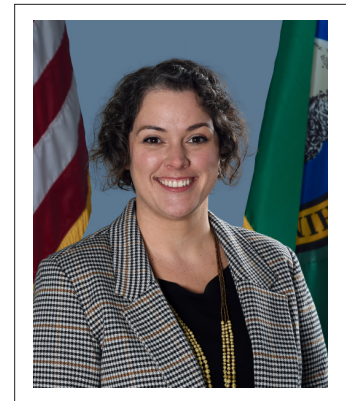
We appreciate the partnership between the Port Orchard Police Department and the South Kitsap School District. The SRO plays an important role in the overall success of our district. With a new officer in that position, we have appreciated the opportunity to work and learn together during the pandemic as we prepare to bring more students back to campus.



*- Tim Winter
Superintendent,
South Kitsap School District*

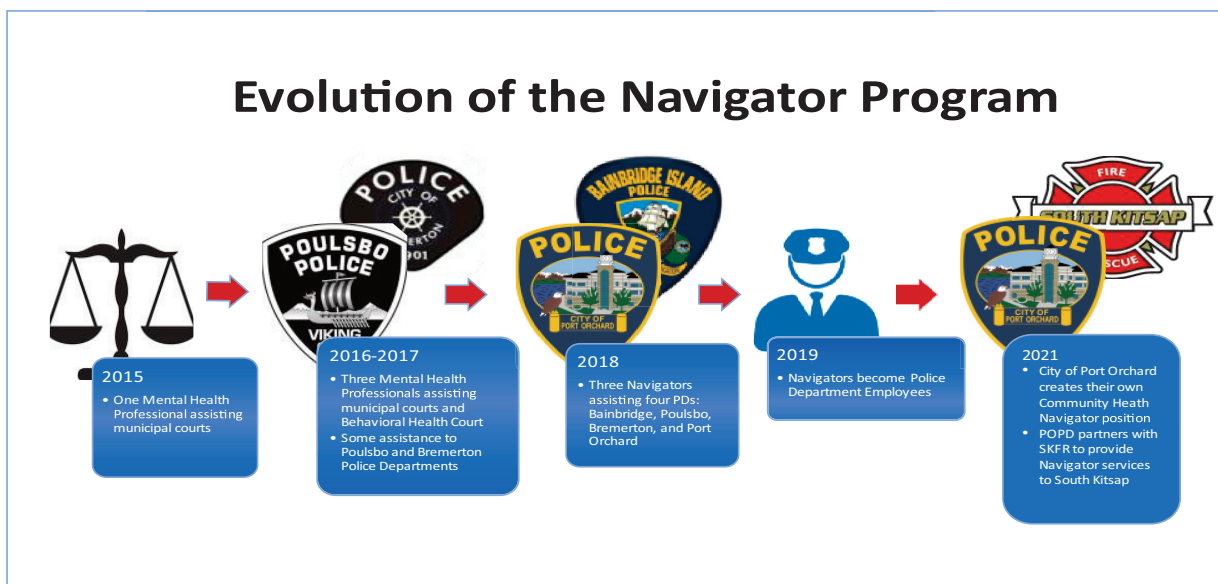
BEHAVIORAL HEALTH NAVIGATOR PROGRAM 2020

The Behavioral Health Navigator Program was a City of Poulsbo Program, grant funded through the Kitsap County Treatment tax, throughout 2020. The program employed three Behavioral Health Navigators, who were embedded in four police departments in Kitsap County, including the Port Orchard Police Department. Navigators worked with law enforcement and prosecutor to refer individuals that were experiencing behavioral health symptoms to community resources, services, and treatment. Melissa Stern was the Behavioral Health Navigator embedded in the Port Orchard Police department throughout 2020. She has a bachelor's degree in Psychology and over fourteen years of experience assisting various populations in a multitude of settings.



An example of Port Orchard Police Department's Behavioral Health Navigator's work in 2020 included:

- A senior community member was living in inhumane conditions, without running water, heat, food, or transportation. She was being taken advantage of by criminals and was too overwhelmed by grief and anxiety to tackle the mounting stressors in her life. The Navigator connected her to a therapist through the Division of Aging, arranged for healthy food deliveries through Meals on Wheels, and communicated these issues with her primary care physician so that she could receive better medical care. Once she was feeling better, she was able to make and keep an appointment with the Social Security Administration. She learned that she had unclaimed benefits, her income more than doubled, and she was able to make the changes she needed to improve her life.



Administrative Services

The Administrative Services Division provides the essential administrative and support tasks necessary to ensure the effective and efficient delivery of law enforcement services. This mission is accomplished through an interactive network of highly specialized and diverse activities which both support and strengthen our mission.

Administrative Services provides supervision, coordination, training, and staffing for all technical support responsibilities within the agency. As a member of our team the division provides:

- Customer Service
- Records Management
- Alarm Licensing
- Firearms Transfers
- Fingerprinting
- Statistical Reporting
- Property and Evidence Management
- Training Documentation
- Concealed Pistol Licensing
- Public Records Disclosure
- Inventory Management
- Communications
- Data Entry
- Logistical Support

Records Management

Staff members handle a large volume of crime reports, public records requests, warrants, and court orders. They are also an important informational resource and locate reliable and accurate data for officers in the field. This work can be unpredictable at times, and our skilled staff make it work by being highly adaptive, resilient, and collaborative.

In 2020, our professional administrative staff processed the following:

- 458 arrest warrants.
- 300 Public Records Requests.
- 220 Protection Orders.
- 2,814 incident reports.
- 953 Pistol transfers (double previous years).
- 27 Concealed Pistol Licenses (only renewals/replacements due to COVID).

Property & Evidence Management

The property and evidence room of the Port Orchard Police Department receives all items taken in criminal cases for the agency. Additionally, items are often taken for safekeeping, found, or seized. These items are managed in the same manner as evidence. Each item is carefully tracked throughout the system in what is referred to as, "the chain of custody." Depending on the circumstances, items will be released, destroyed, sold at auction, or converted to department use.

In 2020, the department processed and entered 1,507 pieces of evidence. At the same time, staff purged 1,548 items that were no longer needed or were ordered destroyed by the courts. We continue to maintain over 5,000 pieces of evidence and found property within our facility.

AWARDS

Officer of the Year

In 2019, the department reinstated its Officer of the Year Award. In 2020, the program expanded to include the Professional Staff of the Year Award. Command staff confer these awards based upon the totality of a member's contributions to the department over the previous year.

2019 – Andy Brandon

For much of the year, he was the lone detective in the Investigation Unit, yet he was still able to successfully manage a large and complex caseload. As the department's range master and Firearm Instructor he worked tirelessly to ensure officers were equipped, trained, and qualified. Finally, as a member of the Marine Unit, Detective Brandon was responsible for the removal of dozens of derelict and dangerous vessels from Sinclair Inlet.

2020 – Josiah Gapsch

Officer Gapsch was selected for two ancillary assignments that commit him to a legacy role within our agency – Field Training Officer and Firearms Instructor. His calm demeanor provided an example to others during critical incidents such as one involving a gunshot victim and another with a violent suspect who took an infant hostage to prevent arrest. His willingness to be self-critical, and adapt as needed, is a demonstration of his dedication to our profession, our team, and our values.

2020 – Cyndi Circelli

Ms. Circelli planned, organized, and managed the department's move to digital case files; she created a new process for managing the logistics of departmental training; she redesigned and manages purchasing and tracking of equipment; and consolidated all department records under the umbrella of the Administrative Services Division. Her insight and skill increased the functionality and effectiveness of the police department. She holds to a high standard and strongly aligns with our values of Service, Honor, and Integrity.

Lifesaving Awards

These awards are conferred for an act that attempts to and/or results in saving the life of another.

2019 – Stephen Morrison and Bill Schaibly

On Tuesday, December 17th, 2019, at approximately 1:10 p.m., Officer Morrison and Officer Schaibly responded to the Kitsap County Correctional Facility for an unwanted person. Upon their arrival, the officers found an unresponsive and unconscious male on a bench inside the jail. The officers moved the man to the floor and assessed that he might be suffering from a possible overdose. Officer Morrison and Officer Schaibly ultimately administered two doses of the medication Narcan. By the time aid arrived, the man was conscious and responsive.

2020 – Josh Horsley

On Saturday, March 14th, 2020, Officer Horsley responded to a reported overdose at a local hotel and was advised that CPR was in progress. Officer Horsley located an unresponsive and unconscious male on the floor and observed nearby paraphernalia consistent with opiate usage. Officer Horsley swiftly administered a dose of Narcan before continuing additional life-saving efforts. South Kitsap Fire Rescue arrived a short time later and, prior to medical transport, the subject was breathing on his own.

2020 TRAINING HOURS

Training is an essential function of any law enforcement agency. It is imperative that our Officers and Professional Staff members remain current in all certifications and legal updates. In total, our department had a combined 2,043 hours of training in 2020. This included delivery online and in-person.

Some of the training topics covered include:

- Firearms
- Less Lethal Tools and Techniques
- Crisis Intervention
- Leadership Development
- Patrol Tactics
- Anti-Bias
- Implicit Bias

In 2019, Initiative 940 passed into law. I-940 was renamed “The Law Enforcement Training and Community Safety Act” (LETCSA), which created new mandates that require all law enforcement officers to have training covering the following areas: De-escalation, mental health training, providing first aid to victims of deadly force, and requires independent investigations into the use of deadly force.

Additionally, LETCSA requires officers to train in the following areas:

- Patrol tactics
- The historical intersection of race and policing
- Alternatives to booking
- Implicit and explicit bias
- Understanding local cultures

The Port Orchard Police Department is committed to providing the best possible training for our entire staff and we are working diligently to meet the demands of LETCSA.



NEW HIRES & PROMOTIONS



Austin Culbert

Officer Culbert started with the Port Orchard Police Department in 2019 and finished the state academy in 2020. He was successful in completing his field training, even while the pandemic reduced our proactive work. We are proud to have him as a member of our team.



Erik Wofford

Promoted to Sergeant



Josh Horsley

Promoted to Sergeant



RETIREMENTS

Dale Schuster

Dale Schuster retired from our department after thirty-five years of honorable service. After spending a few years as a reserve officer, he began his full-time career in 1985. At the time, the City only had a few thousand residents and two stoplights. As Port Orchard grew and changed, so did the young Officer Schuster. He focused on DUI enforcement, grew his hair out to work undercover narcotics, and was eventually promoted to sergeant. In 2013, he was promoted to the role of Deputy Chief, serving honorably for the next seven years. As a command staff officer, he was instrumental in hiring new officers and establishing an enduring legacy within the agency. A stoic presence, he was the department's institutional resource and elder statesman. He has truly earned his retirement and many years of family, relaxation, and muscle cars.



Cliff Higashi

Cliff Higashi began his career in law enforcement in 1997 as a reserve deputy for the Kitsap County Sheriff's Office. He was hired full time as an officer for the University of Washington in 1999. In 2006, Cliff became a reserve officer for the Port Orchard Police Department. Cliff served honorably until his retirement in September 2020. He was a familiar face and dedicated partner at our many community events. He retired to crabbing, fishing, and volunteer work with the Dispute Resolution Center of Kitsap County.

STAFF

OFFICERS



Officer
Matt Bell



Detective
Andrew Brandon



Officer
George Counselman



Officer
Austin Culbert



Detective
Elizabeth Detheridge



Officer
Jon Eilertson



Officer
Josiah Gapsch



Officer
DJ Huibregtse



Officer
Nathan Lynch



Officer
Stephen Morrison



Officer
Pat Pronovost



Officer
Bill Schaibly



Officer
Chuck Schandel



Officer
Andrea Walton



Reserve Officer
Dustin McClure

PROFESSIONAL STAFF



Records and Evidence
Specialist
Val Francom



Records and Evidence
Specialist
Heather Humphrey



Records and Evidence
Specialist
Holly Lindberry



Parking Enforcement
Melinda Lohre



Parking Enforcement
Tuesdee Messer



SERVICE ■ HONOR ■ INTEGRITY