

**Assessment Question #1 Describe your current duties and responsibilities as you believe them to be today:**

I currently have many duties and responsibilities, more than any other Sergeant or Officer in this Agency. Some are based on my position and some are outside my job description but are mine by default because they need to be handled. I will list the work I currently handle. It is not necessarily listed in a specific order:

**COMMUNITY OUTREACH:**

ACTING SCHOOL RESOURCE OFFICER: I am a regular presence at the schools. Although I spend the bulk of my school hours at the High School, I have also been a presence at Cherry Valley Elementary School more than ten times this year and have participated or organized numerous events. At the High School I am visible and accessible to students and staff. I am regularly approached by students who need to talk about personal problems or who have law enforcement questions. I have worked to build a strong foundation for the position to be continued in to the future in a broadened capacity with clear policies and proper training.

PATROL/ CALLS FOR SERVICE: During the times that I am at the High School I handle calls related to that environment, but it is important to point out that I still fully function as a uniformed officer who responds to calls for service. In the last calendar year I was the primary Officer on 258 calls. There were also numerous calls in which I was a backing officer and those calls are not reflected here. Many of the calls reflected in these numbers include COP activities at Cedarcrest High School, community presentations, and other community outreach. It should be noted, however that in those 258 calls I also responded to a shotgun suicide, a death by overdose, and a dead body. I also handled two complex sexual assault investigations (one of these is expected to come to trial next month), and a DUI in which the woman was more than three times the legal limit. I also spent many hours directing traffic during the floods, even as I also handled a heavy volume of related social media.

**COMMUNITY TALKS:** I regularly requested to give talks to community groups about a variety of law enforcement related topics. Here are just a few examples of what my last week has looked like:

This week I gave an hour long presentation to a women's business at the Duvall Visitor's Center group about personal safety. Next week I am giving a presentation to the RSD nurse's about signs of drug impairment and usage in students. I have been giving talks to student home rooms about internet safety almost every week as I try to work through the whole student body. I had a home school tour scheduled but had to reassign it due to a high priority patrol call.

**FACEBOOK AND TWITTER:** Our Facebook page is approaching 5,000 followers. Our most popular post during the floods went viral with over 40,000 views and hundreds of shares. I strive to strike a balance between humor and reliable, up to date, accurate information about things going on in and around Duvall that affect our Citizens. We have developed close working relationships with the Riverview School District, Public Works, King County Roads Department, Programmer Jim Gale, and more to make this happen. We get a tremendous amount of feedback from the community and I try to share this with Officers who might not look at the page by posting some of it on the board outside my office.

I have recently reactivated our Twitter account with caution and our following is steadily creeping back up.

**Public Information Officer:** I act as a PIO for our Department. I have spoken on Crime Stoppers, and several radio interviews so far. Articles about our agency and social media outreach have appeared in NW Weekly, The Woodinville Weekly, and other legitimate news organizations (not to mention a couple illegitimate ones).

**COFFEE WITH A COP:** This program is endorsed by the Department of Justice. I had a sandwich board made and I also promote the one on one casual talks

through our robust social media outreach. The Coffee with a Cop events have been so popular that at times I once had to double the length of the time I had allotted for the event. I get regular inquiries from community members about when we will hold another one. The talks offer people a chance to just come say hello, ask a question, discuss a concern or whatever else is important to them. It builds our reputation as approachable public servants, humanizes us to the community, and builds trusts relationships with Citizens.

**DEPARTMENT TOURS:** I am the main point of contact for tour requests for the Department. I receive them regularly from Scout Troops, Schools and Home Schools, and visiting exchange student groups. I give the tours whenever possible or I assign the tour to the Officer on duty.

**CHARITY EVENTS:** This Christmas Eve I volunteered in the Polar Place Market at the Seattle Children's Hospital. I donated new toys, spent hours with sick children and helped parents to pick out several gifts for each child, at no cost. I did invite other Department members and none responded. I also organized Duvall Police Department's participation in the Hopelink Christmas Giving Tree. I set up the tree, donated new toys, and encouraged our guild members to do the same. I also promoted the charity on our social media. At the end of the event I was able to deliver a patrol car full of toys to the Hopelink Office.

**CAR SEAT SAFETY TECHNICIAN:**

This weekend I completed 5 hours of a Child Passenger Seat Installation Safety Event at Evergreen Hospital as the final part of a challenging bi-annual tech recertification. This original certification was challenging to obtain in the first place and the recertification process has been just as rigorous. It is likely for this reason that many other Police and Fire Departments do not have a certified car seat technician. I usually have 2-3 car seat appointments per week for our

Citizens. There had been a strong demand for this program and the service that we are now able to provide has enhanced this Agency's value to the community and provided many positive one on one interactions with our Citizens.

**DRUG TAKE BACK EVENT:** I coordinate this program with the DEA. We get many requests from Citizens asking about when the next one will be happening. The event that I just held here at the Police Department lobby was our most successful yet with a yield of 158 pounds of unwanted prescription and non-prescription drugs dropped off by roughly 60 Citizens. I believe it is the 6<sup>th</sup> such event I have completed. At each of these events Citizens express their appreciation for the service and for our Agency in general. Citizens often use the opportunity to stop and ask questions or share information about themselves and their communities.

**NATIONAL NIGHT OUT EVENT:** I coordinated Duvall's first National Night Out Event and this year's will be the third such event. This is a fairly large event attended by hundreds of Citizens. I seek out sponsorship money and donated goods to keep cost to the City at a bare minimum. I have worked to include other Community stakeholders and City Departments in this Event (Public Works, Fire, CERT, Friends of Youth etc.). This event not only builds good relationships between the PD and our Citizens, it also enhances the relationships between the different City Departments.

### **CRIME PREVENTION/ BLOCK WATCH**

**CRIMEMAPPING.COM:** This online tool allows Citizens and people thinking about coming to Duvall for any reason to see in a glance what types of crimes are being reported and in what neighborhoods. Citizens can set "alerts" around their home to automatically let them know when certain crimes happening near their homes have been reported to the Duvall Police Department. I regularly monitor the site any time there is an update to Spillman to make sure it is fully functioning and if there is any conflict I coordinate with the vendor to get it fixed.

HOME SAFETY AUDITS: I have developed an updated Duvall Police Home Safety Audit Checklist. I have been presenting these at various community talks and they have been well received. Citizens can either choose to do their own safety check off or they can set an appointment and I will go through the house with them and make safety recommendations specific to their residence.

VACATION CHECK PROGRAM: I have actively sought out more ways to empower Citizens to make their neighborhoods safer. I have fought to revamp our antiquated house check program which was ineffective at best. It has now been developed into a sensible tool that encourages Citizens to connect with their neighbors and to more effectively utilize Police resources. Every single time I have presented this revamped service to Citizens who were used to the outdated program, it has been met with enthusiasm about the practicality and enhanced benefits.

CanUID.me: I signed up for an account for our Agency through America's Most Wanted. I regularly encourage Officers to submit photos of unidentified suspects to be posted at the site for identification by the public. We have had success with the site already. In one case a Citizen called in a good tip about the identity of a male suspect who was stealing propane tanks from a business.

BATLLIST and FITLIST: I subscribe to these online chats to gain intel that I can pass on to patrol. I also use them to identify investigative resources and direct corporate contacts for Officers who need them for follow-up work.

BLOCK WATCH: Similarly, I have pushed the outdated Block Watch Program in to modern times by introducing [WWW.NEXTDOOR.COM](http://WWW.NEXTDOOR.COM) to interested groups as time allows me to. This is an online, neighborhood specific way of sharing concerns and information in real time so that neighbors can communicate about what is going on right where they live. Again, introducing technology in to old

ways of doing things gives our Citizens more control and knowledge so that they can make informed choices about their safety needs. For example, if a suspicious van is parked in front of a residence, a Citizen might not call 911 because they feel they are “bothering the Police”. However, that same Citizen can quickly send a message about the van to their immediate neighbors. They may then discover that either the van is there because it is related to a home service provider, or they may discover that the van had been suspected in some package thefts earlier in the week. Then the Citizen feels emboldened to call 911 and report it.

NEXTDOOR has been met with growing enthusiasm and we have more than 200 users despite my having very limited time to pursue neighborhood outreach.

**REGISTERED SEX OFFENDER MONITORING:** A few years ago I learned that Duvall was receiving slow, infrequent sex offender monitoring by solely depending on King County Sheriff’s Department (they have limited resources and a huge volume of offenders their small unit is tasked with tracking). I learned that we had a number of convicted offenders who were, at that time, living in this community though they had not been assigned scored (or assigned on of the levels I, II, or III for their risk to reoffend). I attended training through the CJTC which allows me access to OffenderWatch, a data base which contains information on all registered sex offender in Washington State. I am also now qualified to use the standardized scoring tools to research an offender’s history and make a recommendation as to which of the three “levels” should be assigned to them. I maintain files on local offenders in my office and I do my best with the time I have to regularly review these files and any new notifications of new Offenders registered in our community. I make field visits to their residences to ensure they are in compliance. If there is a violation I document it and forward the information to the KCSO RSO unit for review and charges if merited. An example of this was at the beginning of this year when I received a notification that a level II offender had moved into an address near 3<sup>rd</sup> and 144<sup>th</sup>. I reviewed his terms and conditions in OffenderWatch. I learned that he is not to live in any residence with young children. I then visited his registered residence and learned that there were actually many children at the residence. I documented the violations I had observed and contacted the offender’s parole officer and had him sent back to prison for several months.

**ATTEND REGIONAL CRIME PREVENTION MEETINGS:** When time allows I attend meetings for ATTACK, CTI (Car Theft Initiative) with the King County Prosecutor's Office, Regional and East Side crime prevention meetings, and more.

**MISCELLANEOUS:**

**BACKGROUND INVESTIGATIONS:** Last year I became certified to conduct background investigations for officer candidates. Although I had done many background investigations at my past agencies before the class was a requirement, I learned a great deal about HIPPA, potential liability and more. I feel more qualified and confident in this skill set after taking the class. Since then I have completed a background for one of the Officers who now works for us.

**ATTENDANCE AND PARTICIPATION AT WEEKLY ROTARY MEETINGS:** I attend the majority of weekly Rotary meetings. I also do volunteer work for the club including selling fundraising items, attending one of the foundation meetings, signing up to organize speakers and breakfasts, assisting with fundraising ideas, and helping to gather school supplies for low income children at the end of summer.

**AED PROGRAM COORDINATOR:** I saw a need for AED's for our Officers. I applied for several grants and have since, in cooperation with King County Medic One's Project Rampart, been able to purchase AED units for every patrol vehicle as well as one for City Hall and another for the High School. I remind Officers to check that each unit is in their car and in working order. I maintain supplies in case one is used and needs to be replenished. I have also arranged for the head of Project Rampart to come to Duvall and speak to the Rotary Club as part of the effort to get some of the funding we needed. This year I was contacted by the Project Rampart coordinator to see if they could use our patchwork of grants in an article as an example to other agencies and we were featured with a photo of two of our officers holding a new AED. At some point we will save a life because we have this equipment available.

**COORDINATOR FOR FIELD TRAUMA KIT GRANTS AND TRAINING:** Following the shooting of one of our Officers I saw a need for better first aid kits for critical incidents with serious physical trauma. I did research and found the kits were available by grant. I applied and received two grants worth approximately \$1500 in trauma kits. Now every Officer is outfitted and trained with a kit containing tourniquets a wound packing material so that they can deal with gunshot wounds and other serious trauma at a scene while awaiting aid to arrive.

**DEPARTMENT PORTRAITS:** Periodically I arrange to have Officer portraits updated. The portraits are professionally done, have a consistent appearance and are displayed on glass in our lobby. Obtaining these portraits was not as easy as it should have been due to the defiance and poor attitudes of two of the officers. They are useful for times when an Officer photo is needed. For example, When DeBock received a medal in Olympia, it was one of these professional portraits that was used for the ceremony.

**OTHER SPECIAL PROJECTS:** Right now I am coordinating (for the second time) the re-banding of the Department radios. I was able to obtain permission from King County Communications to allow Duvall PD to have access to the King County North Air channel. This is the first time we have had this in nearly a decade and will enhance Officer Safety as well as strengthen our relationship with the Sheriff's Office.

**FILLING IN ANYWHERE NEEDED:** When several members of this agency were gone for extended periods of time for an array of reasons I found ways to keep our agency running, often with little or no guidance. I have worked extended shifts (often by myself) to maintain 24 hour coverage when our Department was in an employee shortage crisis. During that time I took on other responsibilities as well to keep the Department functioning. I learned how to do payroll and made sure it was submitted on time, even when it was due on my days off and interfered with my time with my family. I attended Department Head meetings,



Council meetings, reassured School Board members that though our agency was in transition, it still sound. I worked hard to maintain the image that our Police Department was on solid ground even while dealing with an incompetent new administrator who multiple long breaks and cigar smoking with his favored employees a priority.

## **TECHNOLOGY:**

SECTOR: I was assigned to get the languishing SECTOR equipment actually installed in the patrol vehicles and to train the Officers on how to use it. I recruited a community volunteer with a high degree of technical expertise and together we got the job done pretty quickly. Every vehicle has SECTOR. I insisted that every Officer go through the training (instead of just sending one or two and hoping they would then be knowledgeable enough to pass it on). Every Officer has received the same, comprehensive training for SECTOR and it has made our traffic enforcement and collision response much more efficient. I coordinate with WSP for any issues with our SECTOR units and can troubleshoot small issues that may arise for the Officers.

LINX ADMINISTRATOR: When I started at this agency LINX was rarely used and some officers had not even heard of this investigative tool. Since then I have made sure that every officer has a LINX account and actively utilizes it when appropriate. I conduct annual audits, assist Officers with any technical difficulties. I also let Officers know when the system has and significant policy changes or enhanced capabilities.

MONTAGE MAKER: I obtained hundreds of DOL photos which are categorized by physical features and easily searchable. I gave it to any Officer interested in utilizing it for case work. For Officers that need a montage, it cuts the time needed to create one down to minutes.

JBRS: I monitor a list of regular offenders through the online Jail Booking Registration System. This helps to know the movements of habitual offenders. I offer to monitor habitual suspects that Officers may be interested in if they will take the time to write me an email with the name of the person they want to have monitored for jail status.

JIS: Judicial Information System: I still monitor some cases for myself and others when needed and also utilize the system to check for court order information on occasion.

DVD Viewer: I have placed a check box on the booking room forms and I check them every day. If the box is checked I will pull related footage, burn it, copy it, and book it or mail it to the requesting agency.

MORPHIDENT: Two years ago I applied for a Morphident unit through the King County AFIS unit and was turned down. I asked again recently and was granted a unit. Now we have the capability of checking a person's identity by rolling their finger on a small hand held electronic device. This is ideal for someone who has been detained for criminal activity and won't give their true name, community caretaking (dementia patient who can't give name), or an unknown DOA.

WIRE: I maintain membership to this little known online law enforcement resource. Access allows one to search past LEO bulletins relating to a suspect or crime. It is a time saver and can yield historical data that can assist in an investigation.

SPRINGBROOK: Twice a month I prepare payroll. I review the time sheets, schedule and make any corrections to incorrectly inputted time entries for the

Officers and then notify them of the correction by email. I then submit it to the Chief for approval.

LEADSONLINE: Our Department has an annual subscription to this pawn shop monitoring site. I have the capability of entering spreadsheets with the names of habitual local offenders so that I can be notified anytime they pawn something. We have been able to recover stolen property and identify suspects in several cases because of this resource.

## **Assessment question #2**

I bring a strong and sometimes unique skill set to this Department and I keep our mission statement in mind in everything that I do. I have very strong investigative skills and can look at a problem from many different angles before developing a solution that many might have overlooked. I have shown that I am especially good at investigating special assaults, identifying victims and suspects in property crimes, and complex cases which require special resources, frequent follow-up and collaboration.

One thing I bring to the Agency that is especially vital is the ability to network. Officers regularly come to me when they need a contact or a resource. It takes 5 seconds or it may take an hour, but I am always able to find what they are looking for. Part of this skill is in my follow-up; When someone goes out of their way to assist me, I make sure I follow up with some gesture to let them know I genuinely appreciated the help. For example, when the Secret Service assisted me with special software to crack a laptop that had been stolen by a habitual felon, I followed up by sending the Agent's Office boxes of Krispy Kremes. Or more recently, when K-9 Remy and Officer Smith came from home to track a felony suspect into thick sticker filled woods, I made sure to deliver a thank you note signed by our squad with some treats for both of them. I believe that small

gestures that let people know you appreciate them are so important and too often not made in this profession.

Responding to the needs of the Duvall Community is certainly a strength I possess. I do not need to be directed to take care of a problem. I will actively seek out problems that need to be solved and then look for a creative fix. For example, I saw a need for a car seat tech, so I went to car seat tech school and became certified. Then, when I was giving car seat installment appointments I discovered there is a need for new car seats for some low income families. I went to the Duvall Civic Club (who I had networked with at a previous time) and asked for their help. They responded by purchasing a number of brand new, quality car seats that I could distribute when I saw a need. To thank them, I occasionally promote the Civic Club through our social media whenever I can find a way to tie it in to something.

Another skill that has been pointed out to me is my strong writing ability. I believe I excel as both a technical writer and as a creative writer. I truly enjoy that my current position allows outlets for both types.

As I have grown older I have also developed more confidence in my abilities and less approval from the herd. One of my best abilities is to learn from my experiences and then to apply those lessons in a way that is beneficial. I work independently and need very little supervision- when I need guidance I will usually recognize the need and seek it out from someone I trust.

As far as the basics of police work: I don't wreck cars, I always qualify at the range, I squeeze a tremendous amount of work in to the time I have, and I take responsibility for my actions. I come to work, I mind my own business, I don't gossip, and I am always willing to assist my peers when asked. I am tenacious in my optimism and I am loyal.

### Assessment question #3

This was a question about weaknesses. The question asks me to list the weaknesses that I feel I have that may be hindering my performance and/or the overall performance of our department. I have weaknesses. Everyone does. I am sure I could spend a few more hours at the range and finally get my name on the top gun board. Despite the extra scrutiny I have received and exaggerated stories that spread around, I *do* have good officer safety but it could be better and I'm working on it. But here are some other things that hinder my performance. I feel sad and lonely when I have the sense that I am completely alienated from the people I work with. I feel weak when I hear that everyone is having lunch or coffee and doesn't invite me. I feel my performance is hindered when I am targeted by anonymous co-workers with petty complaints that go straight to the City Administrator that have nothing to do with my work product (someone doesn't like me wearing service stripes on my uniform, I took my dog to day care in the mornings to accommodate the grueling hours I was working, that I get some unnamed "special treatment", that I single handedly had a commander fired and now everyone is scared of me and on and on. I work very hard to present this Agency as the best of the best, but when it comes down to it, I feel like I work with some people who just really aren't that nice.

Further, I am hindered by a lack of follow through. Programs that just sort of fizzle out without a clear end. Agreements and promises that don't actually materialize.

The question states that, "The goal here is to help you become a better individual asset and team player for our department." Well, I AM a good team player. But first I have to be allowed on the team. It is obvious that something was obviously said to the pack recently about this because I did notice that I get a hello grunt from some of them in the morning. But it has been clear for a really long time that either there is no team, or if there is, I'm just not welcome in it.

#### **Assessment question #4**

Describe my career goals as a member of the Duvall Police Department. But first I will answer the second part of the question: "What keeps you motivated to continue in this career field?" The answer is that I love my job. I really do. So I come in and I do it. And I love this community. I love my scenic drive to work. I like my little office with a view of the park. I love reading police reports and checking things off, and returning calls and sometimes getting dispatched to something exciting. I love helping people through the worst thing that has ever happened to them and feeling like I made it a little better or easier and I love checking up on them later to see if they are doing Ok. I love that. I really do.

But where do I see or want to see myself in the next year? Next 3 years? Next 5 years? I used to think it was here. This is where I wanted to be until I retired. I'll tell you that my goal used to be that I would keep working investigative cases, building up the image of this Police Department in this community and having fun while doing it. I would have liked to have become a Commander at some point, and eventually even Chief someday. I would have liked to have kept working to improve our equipment and capabilities by eventually obtaining the spike strips I have requested for years. I would like to have continued to reexamine how we are spending our resources and finding ways to use them more effectively like possibly implementing new technologies like CLEAR and adding TLO access for Officers. I wanted to implement Lexipol and then go on working toward accreditation for our Department.

But I just went through a hellish year of being legally harassed by Anne Block. The City negligently released every scrap of personal information about me, my daughter, my medical information, everything to that nut job and I didn't even get an apology from the City. No one sat me down to explain what was going to be done to fix it. Or how they would keep it from happening again. Or how it happened in the first place.

And my father died a drawn out death a few months ago. No one working here at the time asked how I was doing. I came in to some flowers on my desk the day after I got back, but they were from my friend who does not work for the City.

I don't bake cookies to leave for everybody in the lunch room anymore. I'm not fun or chatty inside the office anymore. But I still do my job.

### **Assessment question #5**

This question asks about how I feel about the direction of the Department which is listed as:

- Consistency & Accountability of self and others
- Operational Readiness of self and others
- Safety for self and others
- Transparency & Respect to self and others
- Operational Sustainability through training and succession planning
- Community Safety
- Community Engagement
- Community Outreach
- Community Education
- Crime Prevention

Something that I feel is missing from the list of priorities for the Department's Direction is Innovation and Commitment to Investigations. We should be striving to find and share investigatory resources. I would like to see our agency have an Officer designated to serve at least a three year commitment to serve on the CSPA major crimes task force.

Consistency and accountability get mentioned often and are the top priority given. I would like to see a more specific explanation of exactly what accountability means and how it will be applied consistently among all employees. So far this year I have seen that an anonymous letter from a current employee as well as another from a disgruntled former employee with an agenda

can cause me to have to justify and explain myself repeatedly without even the benefit of seeing the letters. If I am going to have to explain and justify myself at a moment's notice in response to any complaint against me, I should have the benefit of knowing who it is from and have the opportunity to appropriately confront the source of the complaint. Frankly, I have had enough frivolous and faceless complaints lobbed at me this year without the City adding to it. Officers being allowed to anonymously complain about someone different from them does not equal accountability or consistency.

I would also like to see the City work more to hire candidates that more accurately represent the Community we serve. I'm tired of being the only one who stands out as different as the mold. The person doesn't even have to be a female. Just any candidate who is not a white, 30 something, straight, politically conservative male. Anything. I'm tired of being the only one who stands out as different from the rest of the officers working here. I believe diversity is important, especially since the climate in law enforcement is currently unlike anything that has been seen since perhaps the 1960's.

### **Assessment question #6**

What do I feel I need from Police/ City Administration, as we collectively work to address weaknesses, and assist in achieving my career goals and aspirations?

The police/City should be actively working together now to recruit a suitable candidate to serve as the designated School Resource Officer for at least the next three years. This would free up some of my time so that I can more fully and consistently pursue the tasks I am assigned to in my job description. I want the opportunity to attend training that would assist me in moving into more of a leadership role in this agency. Also, as I said earlier, I would like to be allowed prepare the Lexipol for the Chief's approval so that it can finally be implemented. Then this agency can finally operate with sound, consistent and defensible policies in place. I have demonstrated again and again that I follow through with



complex assignments. By allowing me to have the time and resources to assist with Lexipol, actual consistency and accountability could get a foothold.

Finally, if the City/Administration does not have faith in me to move up in this agency, or if there is nowhere to move up to, I would ask that someone just tell me so and why. I deserve to know that. I would rather start working in a plan how to move on rather than the loneliness that comes with the stagnation of just waiting....just waiting in a waiting place.

