

Annual report 2021

BLACK DIAMOND POLICE DEPARTMENT



CHIEF'S MESSAGE

Our Annual Report summarizes the work accomplished by the department and our specialized units. Among other things, it provides the public an overview of the department, crime reports and statistics, community interactions, and history. It's a tribute to the men and women of the Black Diamond Police Department and to the City we serve. We believe that our strong presence and visibility in the city and our relationships with community members help keep our community safe.

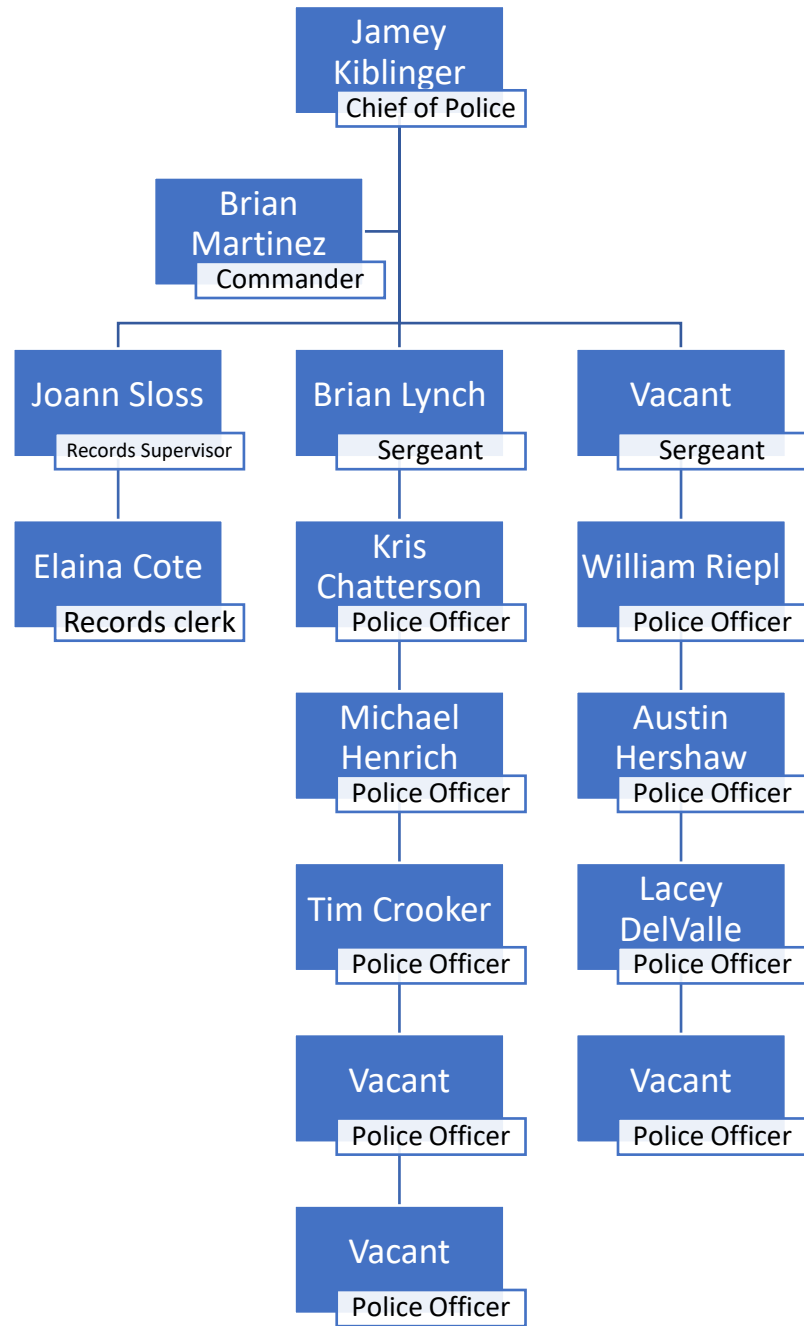
2021 was a year of unique pressures and significant changes in law enforcement. As you know, several new police reform laws took effect. In June, I published a summary of how we were responding to these changes related to use of force, training, pursuits, interviewing, and our ongoing commitment to community policing. While many of these reforms were intended to make all persons safer, we instead had fewer tools and restrictions that severely limited our ability to bring justice for victims of crime. However, in March of 2022, the legislature passed new legislation clarifying when less lethal options can be used, provided a definition of physical force, authorized use of force in limited terry stops, and authorized use of force in civil and community caretaking situations.

With recruiting and retention at all time low we continue to prioritize and invest in our officers, creating an atmosphere where we value and produce the very best officers who are committed to serving our community.

Day after day, our officers display outstanding performance in a variety of situations and consistently demonstrate their commitment to providing the highest quality of police service to the public. Through our commitment to our core values of professionalism, integrity, teamwork, and excellence, we continue to build relationships with the community in order to improve personal safety, protect individual's rights and property, and promote individual responsibility and community commitment to keep people safe and aware. It is through your trust and support that the Police Department can provide a safe environment for our community to thrive.

Thank you,
Jamey Kiblinger
Chief of Police

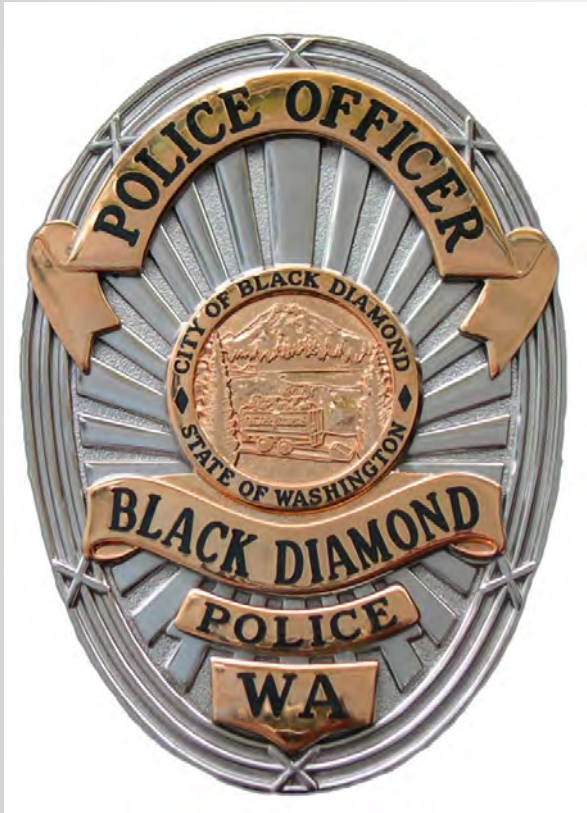




WELCOME!

- Officer Lacey Del Valle joined the Black Diamond Police Department in November of 2021 bringing with her 20 years of law enforcement experience.
- Officer Andy Rohrbach came to the Black Diamond Police Department in December of 2021 after spending 15 years with the Issaquah Police Department.





TRI-ANNUAL AWARDS GO TO...

Jan-April **Ofr. Tim Crooker** has completed complex investigations into fraud, computer crime, child pornography that resulted in numerous arrests. His dedication to developing new skills including cell phone, email, and ISP search warrants, go above and beyond.

April-July **Ofr. Chatterson** embodies the vision and values of our agency. No matter the task that is assigned to him, he completes it in a timely manner and without complaint. From making fliers, to responding to traffic complaints, he is always accessible. He is continually the highest producer in his number of contacts and calls handled. Above all, his positive energy and true love of the job is contagious. He consistently receives citizen feedback about how 'nice' he is from those receiving traffic citations.

August-December For the last quarter of 2021, we received two nominations. **Officer Riepl** consistently performs tasks that are outside of the day-to-day duties of an officer working graveyard. He worked to update our field training program, provided an updated and detailed firearms budget, and successfully completed the purchase of replacement rifles. He consistently changes his schedule to accommodate what is needed, responding to all major crimes call-outs, and providing professional firearms training to our agency. Records clerk, **Elaina Cote**, has spent countless hours during the last year to bring our evidence room up to date. So far, a total of 669 items have been destroyed. This was a tedious and overwhelming project.



Employee of the year goes to....

ELAINA COTE!



Accountability

CASE #	Type of Complaint	Disposition	Action Taken
21-01	Officer Conduct	Not Sustained	N/A
21-02	Investigations	Unfounded	Informal
21-03	Traffic Complaint/ Profiling	Unfounded	Informal

POLICY:

The Black Diamond Police Department takes seriously all complaints regarding the service provided by the Department and the conduct of its members.

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or of federal, state or local law, policy or rule. Personnel complaints may be generated internally or by the public. It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

OBJECTIVES:

- Identify compliance with policy regarding investigations
- Provide the department with a general overview of all internal investigations
- Identify training needs and recommend appropriate modifications to policy if warranted
- Provide other information for consideration by the Chief of Police

EXECUTIVE SUMMARY:

The Black Diamond Police Department conducted (3) internal investigations in 2021, a decrease of 40% from 2020.

Of the (3) investigations, (0) were sustained and (1) was not sustained and (2) were informal complaints that the department investigated.

In 2021, the department made a total of 50 arrests where the suspect was booked into a jail facility and handled a total of 2,399 calls for service. Additionally, the department conducted 3,092 traffic stops which resulted in 1,776 ticketed violations (multiple given to one violator on occasion) and 1,642 warnings.

Based on the calls for service and traffic stops statistics by Valley Communications, the Black Diamond Police Department had a complaint rate of 0.05%

USE OF FORCE

POLICY:

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved daily in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Black Diamond Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.

OBJECTIVES:

1. The identification of any trends in the use of force by members.
2. Training needs recommendations.
3. Equipment needs recommendations.
4. Policy revision recommendations

ARRESTS/ POLICE CONTACTS:

In 2021, the department made a total of 50 arrests where the suspect was booked into a jail facility and handled a total of 2,399 calls for service. Additionally, the department conducted 3,092 traffic stops which resulted in 1,776 ticketed violations (multiple given to one violator on occasion) and 1,642 warnings.

Based on the calls for service and traffic stops statistics by Valley Communications, the Black Diamond Police Department had a use of force rate of 0.09%.

TRAINING AND EQUIPMENT:

The Black Diamond Police Department conducted the following training in 2021 related to Use of Force:

Date	Type of Training
March 2021	Use of Force, Policy and Tactics-
March 2021	Firearms- Daylight Qual
March 2021	Taser 7- Practical/ Decision making
August 2021	Lasershot Simulator/ Reaction Gap/ Decision Making
October 2021	Use of Force Policy Review/ 2021 Legislation Overview
November 2021	Firearms- Low Light Drills
December 2021	Use of Force Principles
December 2021	Body Worn Cameras Initial Implementation

The Black Diamond Police Department investigated the following cases under the Use of Force Policy with the following findings:

Type of Force	Injuries	Findings
Function Test Deployment	No	Training Provided
Taser Laser Displayed	No	Within Policy
Control Techniques	No	Within Policy
Function Test Deployment	No	Training Provided
Taser Laser Displayed	No	Within Policy
Control Techniques	No	Within Policy
Firearm Displayed	No	Within Policy

In addition, we also participate in the FBI's national use of force reporting program which was implemented in late 2019.

Vehicle pursuits

POLICY:

It is the policy of this department to weigh the importance of apprehending suspects who unlawfully flee from law enforcement against the risks associated with vehicle pursuits.

Effective July 2021, under new state law, police officers may now only pursue a vehicle if:

Officers are not authorized to initiate a pursuit unless authorized by a supervisor and the following criteria exists (RCW 10.116.060):

- a. Either:
 1. There is probable cause to believe that a person in the vehicle has committed or is committing a violent offense or sex offense as defined in RCW 9.94A.030 or an escape under Chapter 9A.76 RCW; or
 2. There is reasonable suspicion that a person in the vehicle has committed or is committing an impaired driving offense under RCW 46.61.502.
- b. The pursuit is necessary for the purpose of identifying or apprehending the person.
- c. The person poses an imminent threat to the safety of others and the safety risks of failing to apprehend or identify the person is greater than the safety risks of the vehicle pursuit under the circumstances.

The officer requesting authorization and the supervisor shall consider alternatives to initiating a vehicle pursuit as well as safety considerations (RCW 10.116.060).

Policy revisions were made and adopted which ensures we are following both the Washington Association of Sheriffs and Police Chiefs (WASPC) "best practice" standards and state law. Training was also provided to all staff on the policy revisions and new requirements. The department also participated in emergency vehicle operations course on pursuit tactics.

There were no documented vehicle pursuits in 2021 and an analysis found that we had (3) incidents where an officer attempted to stop a car for a traffic violation and the driver fled. In every one of these cases, the officers stopped and never initiated a pursuit.



CALLS FOR SERVICE

	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct.	Nov.	Dec	Total
2017	158	143.5	249.5	286	300.5	309	331.5	322	337.5	285.5	335.5	288.5	3347
2018	268.5	281	361.5	226	298.5	370.5	350	299.5	281	213	179	246.5	3375
2019	284	198.5	237.5	202	211	247	316	286.5	257.5	246.5	242.5	272.5	3001.5
2020	310.5	273.5	160.5	129.5	245	238	348	293.5	186	231.5	185	189	2790
2021	212.5	186	175.5	182.5	184	233	274	196.5	182.5	206	187	180	2399.5

Every one of the 2399 calls for service is tracked, whether the call is initiated by a citizen calling 911 (Valley Communications) or if the call is initiated by an officer while performing routine patrol, traffic stops, etc. Data on each occurrence of crime reported to the Black Diamond Police Department is in turn provided to the FBI through the National Incident-Based Reporting System (NIBRS).

**We will provide NIBRS stats in May/early June as soon as they are released by WASPC.

- Most of our officers carry AED's in their patrol vehicles (secured through grant funds.) In 2021, we were dispatched to 6 CPR in progress calls, 2 of which resulted in us utilizing our AED's.

Burglaries
2020-19
2021-24

Vehicle Theft
2019 -1
2020-2
2021-10

Vehicle Prowl
2020- 11
2021-35

DV Assaults
2020-11
2021 -8

Assault
2020-3
2021-3

Domestic Dispute
2020-34
2021-19

Drug cases

DRUG CASES FILED IN OUR COURT:

2018 – 12
2019 – 11
2020 – 6
2021 – 0

*our state law's criminal penalty provision will dissolve on July 1, 2023, again leaving the state without a law against drug possession.

OVERDOSES

Fentanyl overdoses is No. 1 cause of death among US adults, ages 18-45

Black Diamond 4 overdose calls- 2 fatal

For the first time, more than 100,000 Americans died of drug overdoses over a 12-month period. About two-thirds of the deaths were linked to fentanyl and other synthetic drugs, which can be 50 to 100 times more potent than morphine, heroin or prescription opioids.



MED-Project™

Medication Education & Disposal



January 1, 2020 to
September 30, 2021

Site	Street	City	State	Zip	Pounds
Black Diamond Police Department	25510 Lawson Street	Black Diamond	WA	98010	91.40

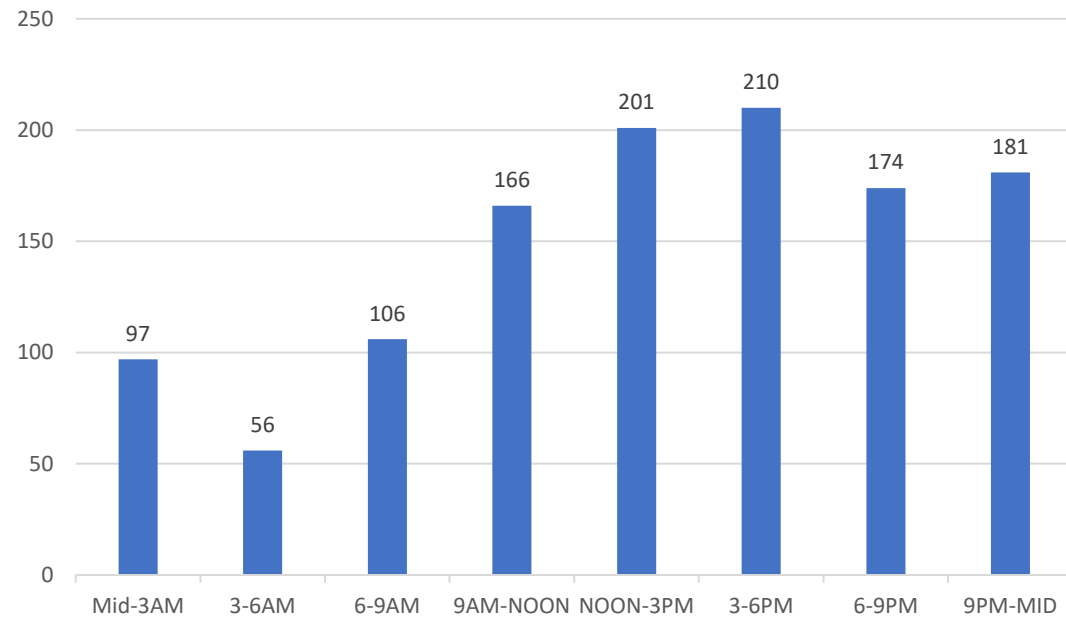
Community kiosk drop-off sites allow patients to bring expired or unwanted medicines to convenient locations for proper disposal. Residents may also go to selected locations to request a Mail-Back Package for expired or unwanted medicines.

ACCEPTED: Medications in any dosage form, except for those identified as Not Accepted below, in their original container or sealed bag.

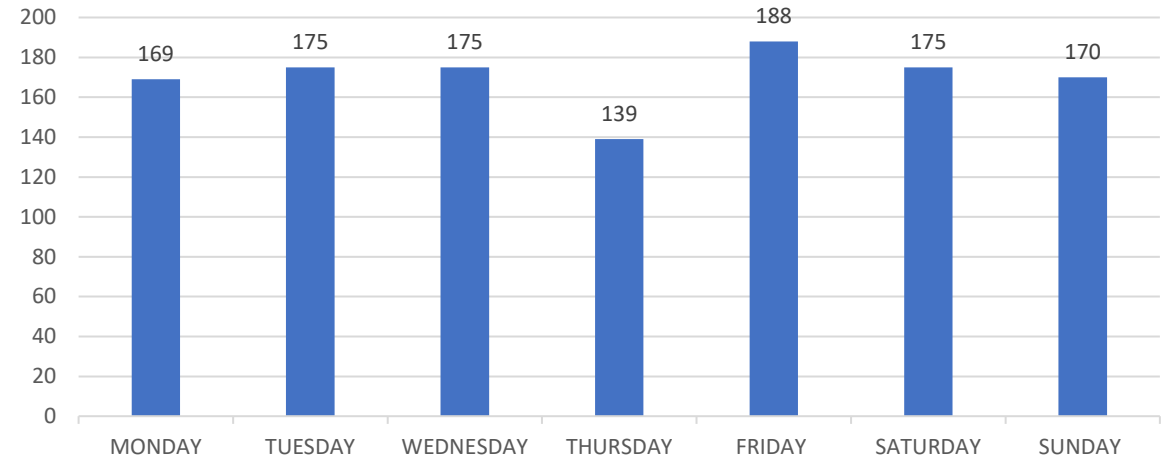
NOT ACCEPTED: Herbal remedies, vitamins, supplements, cosmetics, other personal care products, medical devices, batteries, mercury-containing thermometers, sharps, illicit drugs, and pet pesticide products.

CALL RESPONSE: BUSIEST DAYS AND TIMES

JANUARY-DECEMBER 2021
HOUR



JANUARY-DECEMBER 2021
WEEKDAY



A FEW HIGHLIGHTED CASES from 2021

20-1117: Burglary: Suspect was identified and confessed to crime. Property was recovered with charges filed in February 2021 for Theft in 3rd Degree. The case is still pending.

21-156: Recovered Stolen Vehicle: Possible suspect identified. Prints submitted to AFIS and which revealed a suspect and a person of interest. The case was submitted to Bellingham PD as they had additional footage of the car theft that occurred in their jurisdiction for possible charges.

21-208: VUFA (Violation of Uniform Firearms Act): Search warrant served, and firearm recovered from vehicle. Prints and DNA submitted for prosecution. Case was closed in March due to the suspect found deceased.

21-306: Illegal Burn: Working with code enforcement and EPA on a large illegal burn of chemically treated wood and auto parts. Charges were filed for RCW 70A.15.5010 Outdoor burning - Fires prohibited in September 2021

21-176: VUFA: Search warrant served, **and stolen firearm** recovered from the vehicle. Suspect was identified and charged for Unlawful Possession of a Firearm in the First Degree, Possessing A Stolen Firearm, Theft In The Third Degree, Possessing Stolen Property In The Third Degree, Making Or Having Vehicle Theft Tools. This case was dismissed in 2022 by King County Prosecutors because they stated it would be hard to prove that the gun belonged to the suspect.

21-195: VUFA: Search warrant served, and firearm recovered from vehicle. A suspect was identified and charged for Possession of Stolen Mail, Possessing Stolen Property In The Second Degree, Unlawful Possession of Payment Instruments, Unlawful Possession of a Firearm in the First Degree, Violation of the Uniform Controlled Substances Act. Prosecutors denied charging the suspect because of legislative changes in controlled substance law (Blake Decision) and because they stated that littering was not a good enough reason for a traffic stop.

21-269: Fraud: Suspect has been identified. Search warrant written to assist in building probable cause. Still waiting on search warrant return before proceeding with the investigation. Suspect ID, requesting Mukilteo PD to contact suspect and interview. Suspect was not located and the search warrant did not reveal any further evidence for King County to file.

21-904: Weapons Offense—Suspect was arrested for Possession of Stolen Mail, Possessing Stolen Property In The Second Degree, Unlawful Possession Of Payment Instruments, Unlawful Possession of a Firearm in the First Degree, Violation of the Uniform Controlled Substances Act. Case is awaiting trial.

21-248: Fraud: Investigating recently obtained search warrant bank data which revealed a suspect. The suspect was charged with Criminal Impersonation in the First Degree, Theft in The Third Degree and the case was denied by King County because it did not meet their filing standards of \$2000 or more.

21-346: Comm w/Minor: Suspects have been identified who reside out of state after additional search warrants for three (3) suspect cellular records were conducted. The suspect was found to live in Suffolk County and the case was submitted to them for follow-up and prosecution.

21-1121: Fraud: Suspect attempted to rent a residence in the Ten Trails that had no ties to the property. Several search warrants written to assist in identifying the suspect. The officer has been in contact with the prosecutor's office and still working the case, but it may not meet their filing standards due to their backlog in cases.





Records section

WHAT WE DO ...

The records section provides essential assistance to the officers, administration, other criminal justice agencies and the citizens of Black Diamond. They provide excellent customer service in addition to the many functions they perform. In addition to core functions, they were able to archive and/or destroy cases from 2000, 2001, 2002, 2004, and 2007, working towards our retention goals and becoming paperless.

Quick numbers:

Concealed Pistol Licenses issued

2019 / 95
2020/ 113
2021/ 182

Pistol Transfers Processed

2019/ 133
2020/ 279
2021/ 378

Public Disclosure Requests

2017-101
2018-104
2019-170
2020-180
2021- 212

RESPONSIBILITIES

- Fingerprinting
- Concealed Pistol License
- Public Disclosure requests
- Evidence
- Residential Security check program
- Traffic school administration
- NIBRS (how we report crimes to FBI)
- Enter all warrants, protection orders, runaways, missing persons
- RMS –Records management
- Billing
- Bookings –tracking
- Criminal History information
- Equipment purchasing/tracking
- Record retention
- Crime Stats
- Purchase Orders
- Track DUI restitution
- Invoice/billing/Receipting

Property and evidence

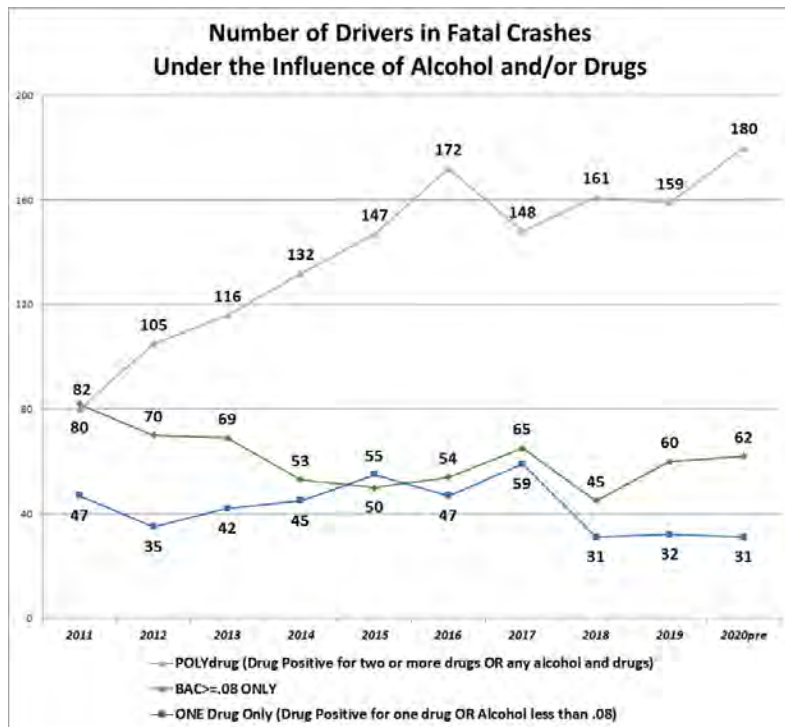


Our records clerk also serves as our property and evidence technician who is responsible for the constant monitoring of each piece of property and evidence for security, location and disposition. She is bound by strict state and federal laws and regulations in the proper handling and tracking of property and evidence. Starting in 2020 and continuing through 2021, a considerable amount of time and effort were spent destroying and/or disposing of old items in order to conserve space. The Commander oversees Property and Evidence.

Between May 1st, 2021 and December 31, 2021, we received 167 evidence items into the evidence room with no evidence destroyed. Of the 167 items, 26 were firearms. 8 of the items were drugs ranging from meth, heroin and suboxone, etc. A new gun safe was purchased in October, much larger than the smaller safe that is used for handguns. An audit was completed in both the refrigerator and freezer. This included sexual assault kits, DNA and other bodily fluids. An audit of the smaller safe that holds the handguns was also completed. Both were organized during these audits. Over 200 evidence items have been researched and have been determined they are eligible for destruction. The items include drugs, drug paraphernalia, license plates, etc. These items will be destroyed in February of 2022.

*Notified in March of 2021 that we were selected to receive a grant from the attorney general's office to help with the storage of evidence from sexual assault investigations. Awarded \$1100.00 to purchase a refrigerator.

Traffic safety



Washington state witnessed the highest number of car crash fatalities in 2021 since 2006, with 583 deaths in the state last year.

National: The number of U.S. traffic deaths surged in the first nine months of 2021 to 31,720, keeping up a record pace of increased dangerous driving during the coronavirus pandemic.

The estimated figure of people dying in motor vehicle crashes from January to September 2021 was 12% higher than the same period in 2020. That represents the highest percentage increase over a nine-month period since the Transportation Department began recording fatal crash data in 1975.

Traffic and commercial vehicle enforcement

- Collisions
 - Collisions with injuries: 13
 - Collisions with property damage: 8
 - Total collisions: 46 (19 occurred on 3rd Ave/SR 169) or 41%
- Citations/warnings
 - Citations: 1797
 - Warnings: 1642
 - Driving Under the Influence (DUI): 22
- Commercial Vehicle
 - Level one -42
 - Drivers placed out of service - 7
 - Level two -45
 - Vehicles placed out of service - 46
 - Level three -107
 - Total violations cited - 463
 - Weighed -13



	2019	2020	2021
Total Accidents	39	48	46
With injuries	9	10	13
on 3rd Ave	16	25	19
% on 3rd Ave	41%	52%	41%

SPEED SIGNS

Speed signs are designed to slow cars down to help make our streets safer for everyone who use them. Speed signs display driver speed data, making drivers aware that they are traveling above the speed limit. Research shows that they are effective in slowing speed violators, particularly with today's highly visual and often distracted drivers. The units also provide built-in traffic data collection. Our current locations are listed below.

Date	24300 Roberts DR			26000 Lawson ST		
	High Speed	Average Speed	Numbers of Vehicles	High Speed	Average Speed	Numbers of Vehicles
Jan	66	22.53	87,093	76	28.38	15,097
Feb	76	22.84	69,912	53	24.36	11,070
Mar	67	23.14	113,238	66	28.23	16,273
April	64	22.22	40,384	N/A	N/A	N/A
April				23000 SE	288th ST	
				93	34.17	76,221
May	72	23.85	121,731	89	34.16	105,811
June	84	23.36	101,188	Note below*		
July	84	23.89	191,942	103	34.50	93,331
August	90	23.92	107,564	118	34.66	91,902
September	80	23.90	106,874	121	34.36	88,623
October	77	23.71	101,720	109	34.21	85,589
November	75	22.58	95,196	104	34.03	76,129
December	69	23.26	42,686	80	33.41	53,345



Coalition of small police agencies major crimes task force

The Black Diamond Police Department plays a vital role on the Major Crimes Task Force. The task force is led by Sgt. Lynch who serves as the task force Commander and is responsible for the operations of the team. We currently have two officers also assigned as detectives, Officer Riepl and Officer Crooker.

Breakdown of Major Crimes Incidents by City:

The CSPA Major Crimes Task Force (MCTF) was utilized on nine (9) cases in 2021. Of those, response was made to the following cities:

Duvall – 1
Snoqualmie – 3
Pacific – 3
Black Diamond – 1
Lake Forest Park – 0
Clyde Hill – 0
Normandy Park – 0
Enumclaw – 0
Issaquah – 0
Algona – 1
Medina – 0

Criminal Investigations Conducted:

Detectives from the Major Crimes Task Force responded and investigated the following crimes:

Homicides – 1 (Follow up investigation for 2020 Pacific Homicide)
Suspicious Death (likely suicide) – 2
Sudden Infant Death - 1
Child Abuse/Neglect - 1
Child Pornography – 1 (Follow up from investigation for 2020 Child Porn)
Embezzlement - 1
Sexual Assault – 1
Officer Involved Shooting - 1

MCTF was utilized for an estimated **139.5** hours (both while on duty and call outs) during **2021**. This was a decline in man hours worked by 71% from 2020's **486** hours.

CRIME TRENDS- National and state

Line of duty deaths: Last year saw the highest number of law enforcement officers who were intentionally killed in the line of duty since the terrorist attacks of Sept. 11, 2001, an increase that comes as a rise in gun violence and homicides continues across the country. According to preliminary year-end data provided by the FBI, 73 officers died in felonious killings in the line of duty in 2021.

Statewide vehicle thefts: In January of 2022, there were 4223 car thefts, the highest number since the state began tracking in 2002. This represents an increase of 1846 over last January when there were 2377.

Our local vehicle theft stats: 2019 (1), 2020 (2), 2021 (10).

King County Shots Fired Report The numbers of firearm homicide victims, non-fatal shooting victims, and total shots fired incidents for 2021 are listed below. This data primarily comes from the 8 jurisdictions in King County that have historically had over 90% of firearm violence, but also includes data from many of the smaller jurisdictions in King County. This does not include suicides, confirmed self-inflicted shootings, or officer involved shootings. The total number of shots fired incidents in 2021 (1405) was up around 54% and the number of overall shooting victims (460) was up 70% over the four-year average for 2017-2020. More specifically, the number of fatal shooting victims (88) was up 54% while the number of nonfatal shooting victims (372) was up 82% over the four-year average. There have been 17 more fatal shooting victims and 102 more non-fatal shooting victims in 2021 as compared to 2020. Not just King County: Spokane's shootings numbers; 2018 (36) 2019 (52) 2020 (94) 2021 (152).

Deadly Road Rage Shootings: The murder of 6-year-old Aiden Leos sent shockwaves through his California community. Aiden was in the back seat of his mother's car on his way to kindergarten on May 21, 2021 when, prosecutors say, Marcus Eriz became enraged at allegedly being cut off. Eriz is accused of opening fire from a moving vehicle, [killing Aiden](#), before fleeing. Aiden was one of 522 people killed or injured in road rage shootings in the U.S. in 2021, [according to statistics compiled by the advocacy group Everytown for Gun Safety](#) and released Monday. Amid the pandemic, road rage violence has not only increased, but become drastically more deadly, according to the data.

In terms of both the total number of shootings, and the deadliness of those incidents, 2021 was by far the worst year since Everytown began tracking road rage statistics. Of the nation's 728 road rage incidents involving a gun in 2021, nearly two-thirds, 62%, led to an injury or death; 131 people were killed.

School shootings: Four years after the deadliest high school shooting in U.S. history, the number of shootings on school grounds is reaching troubling new peaks, according to data from two groups that track the shootings. There were at least 136 instances of gunfire on school grounds between Aug. 1 and Dec. 31, according to a report from the gun control advocacy group Everytown for Gun Safety. The figure is nearly four times the average for that period since Everytown began tracking gunfire on school grounds in 2013.

The shootings killed 26 people and wounded 96, marking the most recorded instances of gunfire and people shot in the five-month period since 2013, according to the report.

Training- every day is a training day

Black Diamond officers take part in valuable training throughout the year. Washington State requires a minimum of 24 Hours per year (WAC 139-05-300). This training is what enables officers to be the safest they can be while providing professional service to the community. In 2021, staff participated in over 514 hours including emergency management, blue courage, de-escalation, use of force, crisis intervention, first aid/CPR, emergency vehicle operations, sexual assault investigations, and numerous other areas. In addition, officers complete daily training bulletins covering all aspects of our agencies policies and procedures.

As of June 2021, we achieved certification from the Criminal Justice Training Center that all staff have received their required crisis intervention training.





For the last two years, Black Diamond has been recognized by the Lexipol Connect program for achieving Gold level for consistently and effectively disseminating policies to officers, issuing timely policy updates as laws change, and ensuring officers are trained on policies. Lexipol is the nation's leading provider of policy, training and wellness support for first responders and public servants; the Connect program tracks our performance on five metrics proven to measure success in policy management.

Metric	December 2021	November 2021	October 2021
Performance Level	Gold	Silver	Gold
Policies Issued	102%	102%	102%
Updates Pending	1	16	0
DTBs Issued	108%	108%	100%
Policies Acknowledged	86%	74%	84%
DTBs Completed	100%	96%	96%

Traffic school

The Black Diamond Traffic School program is designed for qualified drivers that wish to keep certain infractions off their driving record. The program is offered to all qualified drivers that have been issued a citation filed in either the Black Diamond or Enumclaw Municipal Courts. We consistently get positive feedback about the course and about Officer Riepl. Class is typically held twice a month.

Since 2020, due to COVID, we currently instruct via zoom. Although this is a great platform, we can't wait to get back to in-person classes. They are essential in building and maintaining rapport as well as the positive communication and interaction that occurs in class.

- 972 students in 2019
- 721 students in 2020
- 985 students in 2021



MARINE SERVICES

- Funding: monies come from two sources

VRE (vessel registration fees) In 2021, we received \$12,033.78.

Federal funds: Recreational Boating Safety Federal Financial assistance grant (varies year to year) 2021 \$10,348.70.

*2022 awarded \$14,278.46 in federal funds (March-Sept)

- Current vessels include a 2008 20' Proline and a 14' Novurania Inflatable
- 2021 Statistics

Inspections: 172 (149 passing, 23 failing)

On water hours, including ramp inspections: 151

No boating accidents

- Education and outreach: 21 hours
- Buoy placement/replacement: 17

- **NEW:** In 2021, the Black Diamond Police Department started a marine volunteer program. This was established as a means of providing assistance and support to the Black Diamond Police Marine Patrol Unit. The marine unit duties include enforcement of boating ordinances, investigation of boating accidents, identifying and/or removal of navigational hazards, and addressing vessel operation complaints and concerns. A marine volunteer is appointed as a volunteer only and is not vested with any law enforcement authority & cannot carry weapons of any kind. We were able to hire two volunteers, Sean Owens and Kam Cayce.

- In Feb. met with LSCC to discuss marine related issues. After meetings and discussions, we successfully modified our ordinance regarding paddlesports / speeding hours.





Washington Association of

SHERIFFS & POLICE CHIEFS

REGISTERED SEX OFFENDERS

It is the policy of the Black Diamond Police Department to identify and monitor registered offenders living within this jurisdiction and to take reasonable steps to address the risks those persons may pose.

OFFENDERS REGISTERED IN THE CITY OF BLACK DIAMOND

Level 1: 4

Unleveled: 2 and 1 transient (7 total).

The transient is not managed by us as he checks in with KC but listed streets near our city for his last known address.

What is a registered sex offender? Sex offenders are juveniles or adults who have committed a Class A, Class B, Class C felony or some gross misdemeanors and are required to register for life, fifteen years, and ten years, respectively. Registration laws are covered in [RCW 9A.44.130](#). For the definition of sex offense convictions that require registration see [RCW 9A.44.128](#).

What do the levels mean? Sex offender levels are determined by taking into account several factors about the offender and the nature of his or her crime in order to determine possible risks to the community at large. Adult and juvenile offenders are assigned risk level classification for purposes of community notification by law enforcement.

- Offenders are classified as **level I** offenders if their risk assessment and other factors indicate they are a low risk to sexually reoffend within the community at large. Level I offenders are not published on the Washington Sex Offender Public Registry. However, out of compliance and transient level I offenders are published. For specific information on a level I offender contact local law enforcement.
- Offenders are classified as **level II** offenders if their risk assessment and other factors indicate they are a moderate risk to sexually reoffend within the community at large. Level II offenders are published on the Washington Sex Offender Public Registry.
- Offenders are classified as **level III** offenders if their risk assessment and other factors indicate they are a high risk to sexually reoffend within the community at large. Level III offenders are published on the Washington Sex Offender Public Registry.

For more information visit <https://www.waspc.org/sex-offender-information>

Community events

The Black Diamond Police Department values the opportunity to make authentic connections with those we serve. Community engagement activities are critical to our mission. These activities allow officers to engage with residents, create lasting relationships, and prevent crime from happening instead of responding to incidents after they occur. Community partnerships contribute to building and maintaining relationships and community trust. In 2021, we attended birthday parties, national night out, hosted a Halloween trick or treat drive through for families, a 9-11 celebration hosted by Lumber House, lemonade stand visits and assisted with the bike rodeo at Black Diamond Labor Days. At the heart of community engagement efforts is our commitment to make Black Diamond one of the safest places to work, live and play.



SUCCESSION PLANNING AND BUILDING OUR FUTURE LEADERS

Succession planning is the process of reviewing the agency for leadership talent, identifying possible successors, and then providing those individuals with the training, mentoring, and support they need to prepare themselves for critical roles within the organization when vacancies occur. It is essential to identify and prepare leadership at all levels of the organization. Succession planning is a long and ongoing process; it will take several years to evaluate, develop, and reassess the needs of future police leaders in our agency.

Identifying talent and interest within our agency and developing them to ensure leadership transitions are easy and effective, is a priority, for the sake of the department and the community. We want to ensure a lasting positive legacy by establishing continuity of operations and sharing of institutional knowledge.

Succession planning is also a valuable retention tool; employees who have a clear idea of what their career path, leadership potential, training and personnel development investments, are more likely to stay with that agency.



Sgt's promotional exam and development of Corporal position.

Since September of 2021, we have had an unfilled Sergeant's position. We have re-posted this promotion and testing will take place in March of 2022. As many of our members may choose retirement in the next 3-6 years, it is imperative to continue making succession planning a priority. Coupled with being fortunate to have several employees who desire future leadership positions, we are also developing a corporal position.

Hiring: Washington State is 51st in the nation in staffing and has been for 11 straight years. Hiring and retention continue to be a struggle, but we remain committed to finding the best applicants, not lowering our standards.

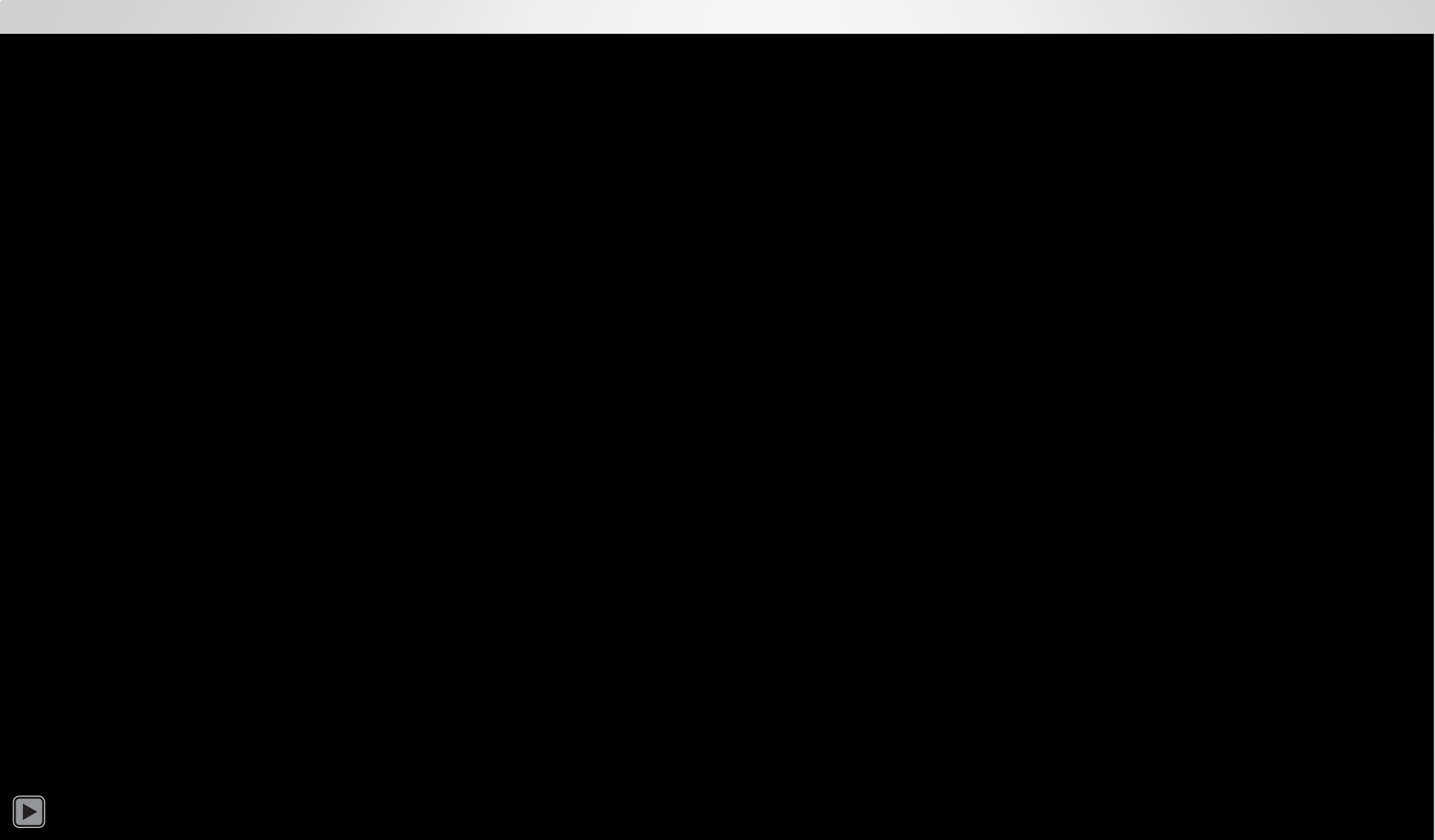
BODY WORN CAMERA IMPLEMENTATION

In addition to the new legislation, body worn systems became much more cost effective. Improvements in technology have reduced the cost of storage and made redaction/retention issues much more palatable. Body-worn cameras provide several benefits including increased transparency, increased civility, quicker resolutions, corroborating evidence, and training opportunities. Video evidence serves to enhance public trust by adding another layer of transparency to police actions. The department implemented the cameras in December of 2021.

Purchased partly with state monies for first year (legislative impacts \$26,000.)

Recently approved for \$7000.00 from AWC (1/2 yearly cost).







2022

- Hiring and retention

- Sgt. promotion and adoption of corporal position

- Focus on wellness (Cordico app/city gym facility)

- Move forward with building space and planning (ongoing meetings)

- Community liaison position (when we get to full staffing)

THANK YOU
FOR YOUR
SUPPORT

ANY QUESTIONS?

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