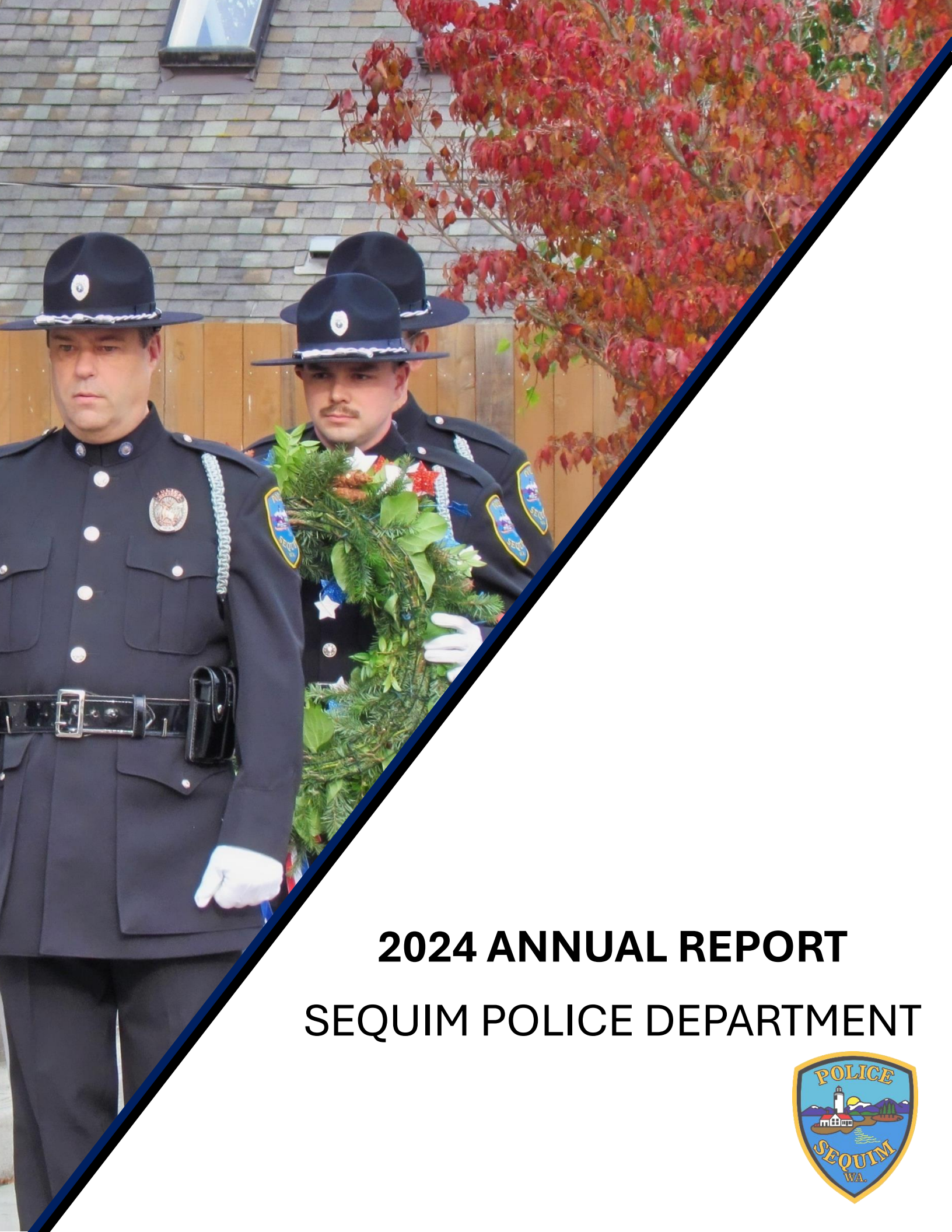


2024 ANNUAL REPORT

SEQUIM POLICE DEPARTMENT

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MESSAGE FROM CHIEF MIKE HILL

To the Sequim Community

As your Chief of Police, it is both an honor and a privilege to reflect on an exceptional year of milestones and achievements within our department. The year 2024 was a year of many firsts and significant progress.

For the first time in our department's history, we successfully hired four new officers to replace vacancies, increasing our team's capacity to serve and protect the community. We also promoted three dedicated officers to the rank of Sergeant. In addition, we welcomed a new Deputy Chief and a new Chief of Police, who brought fresh perspectives and leadership to our department.

I would be remiss not to mention the retirement of Chief Sheri Crain, who dedicated an incredible 33 years of service to the Sequim Police Department. We are grateful for her immeasurable contributions and wish her the very best in her well-deserved retirement.

This year's annual report is slightly different than previous years. We are releasing it earlier than in the past. It contains preliminary crime data rather than waiting for NIBRS (National Incident-Based Reporting System) crime statistics, which are published by the FBI every fall. We will be releasing a supplemental crime report when the NIBRs statistics are published.

This report is not merely about numbers; it reflects our unwavering commitment to enhancing the safety and well-being of Sequim. We have made adjustments to meet the results from the City of Sequim Community Survey, which we are proud to have received the recognition we did. In response, our department has been consistently increasing proactive policing as requested through increased community engagement, crime prevention initiatives, and collaborative efforts with local organizations to help address non-crime related issues.



I am incredibly proud of the dedication and professionalism displayed by our officers and staff. Even though we hired and promoted more staff in a single year, we were still shorthanded most of the year while new officers attended the mandatory five-month Basic Law Enforcement Academy. Our department’s hard work and commitment to excellence have resulted in a safer environment for all who live, work, and visit Sequim.

As we move forward, we remain steadfast in our mission to provide the highest level of service to our community. We are dedicated to building on 2024’s successes and ensuring that Sequim continues to be a place where everyone feels safe and protected.

Thank you for your continued support and partnership.

Mike Hill
Chief of Police

MISSION, VISION, AND VALUES

MISSION: To partner with our community in preserving the peace and reducing the incidence of crime for everyone who lives, works, and visits in our city.

VISION: We will continually contribute to the safest possible environment by:

- Living our core values
- Being proactive and highly productive
- Demonstrating effective leadership at all levels
- Encouraging creative problem solving
- Adapting to changing community needs and environment

PRIDE VALUES

Professionalism: We will provide the highest quality service by applying our skills, knowledge, and abilities for the benefit of the community.

Respect: We are committed to fair and impartial service. We will ensure that everyone is treated with equality, respect, and compassion.

Integrity: We will maintain the highest standards of honesty and ethical conduct.

Dedication: We are committed to the relentless pursuit of justice.

Excellence: We lead by example and provide the highest level of service utilizing education, training, and technology.

HIRING AND RETIREMENTS

OFFICER NICOLE EAGAN



Nicole Eagan was born in upstate New York and raised in a law enforcement family. The oldest of four children, Nicole joined the U.S. Coast Guard following graduation from High School. Nicole completed eight years of service working as a Corpsman, had the pleasure of being stationed in Maine, Northern California, Southeastern Alaska, and New Jersey, and completed her enlistment in 2016 as a E5, Second Class Petty Officer. Over the next 7 years, Nicole worked as a stay-at-home mom as her spouse was active-duty Coast Guard. Nicole spent that time working in Home Health Care, completing a Master's Degree in Herbal Medicine, owning and operating an herbal salve business, and training and coaching Brazilian Jiujitsu to children within Clallam County.

OFFICER CHRIS MOON



Chris Moon was born and raised in Seattle before moving to Sequim with his parents in 1990. Chris graduated from Sequim High School then entered the construction profession where he worked for over 16 years in our community. In 2011, Chris began serving in law enforcement with Washington State Patrol, serving as a trooper for five years, then transferred to Clallam county Sheriff's Officer where he served as a deputy for almost six years. Chris took a short break from his law enforcement career but returned to join Sequim Police Department on March 18, 2024. Chris's family still lives locally, he has four adult children, and he enjoys traveling when not working.

OFFICER NOAH KEEBAUGH



Officer Noah Keebaugh was born and raised in Southfield Michigan. Prior to joining the Sequim Police Department, he served in the U.S. Navy as a Military Police Officer for six years. During his tenure, he was stationed at Naval Base Kitsap-Bangor and Naval Station Great Lakes in Chicago Illinois. In 2023, he and his wife Samantha moved to Sequim Washington where he continues to serve as a Navy Reservist with the Naval Criminal Investigative Service.

OFFICER RODERIC SISK



Roderic Sisk was born in Spokane, WA and relocated to Seattle where he graduated from high school. Roderic obtained a Bachelor of English Literature from University of Washington, Seattle in 2000 and an Associate of Applied Science in Web Development from North Seattle Community College in 2002. Following graduation, Roderic held a variety of jobs including everything from operating his own business to working as a part-time teacher at Crescent School District. In November 2023, Roderic began his career in Law Enforcement as a Corrections Deputy with Clallam County Sheriff's Office. Thereafter, in December 2024, Roderic transferred to Sequim Police Department, scheduled to attend the Basic Law Enforcement Academy beginning January 2025.

RETIREMENT • CHIEF SHERI CRAIN

Chief Sheri Crain began her career with the Sequim Police Department in 1991 as a Patrol Officer with the Sequim Police Department. Along with being the first female police officer for Sequim, she achieved many other firsts, including becoming the department's first female full-time detective, patrol sergeant, administrative sergeant, lieutenant, deputy chief and then chief.

Sheri was the driving force in the Sequim Police Department earning WASPC accreditation in 2016 and supported re-accreditation in 2020 and 2024. Accreditation consists of over 150 standards a police department must follow to demonstrate adhering to best policing practices. Less than 1/3 of police departments in Washington State have reached this achievement. Sheri was a critical part of creating the Sequim Health and Housing Collaborative and increasing city Emergency Management services to further benefit the entire community we serve.

After a 33-year career, Sheri has earned her well-deserved retirement and continues to live in the greater Sequim area.



DEPARTMENT ASSIGNMENTS



PATROL DIVISION

STRUCTURE

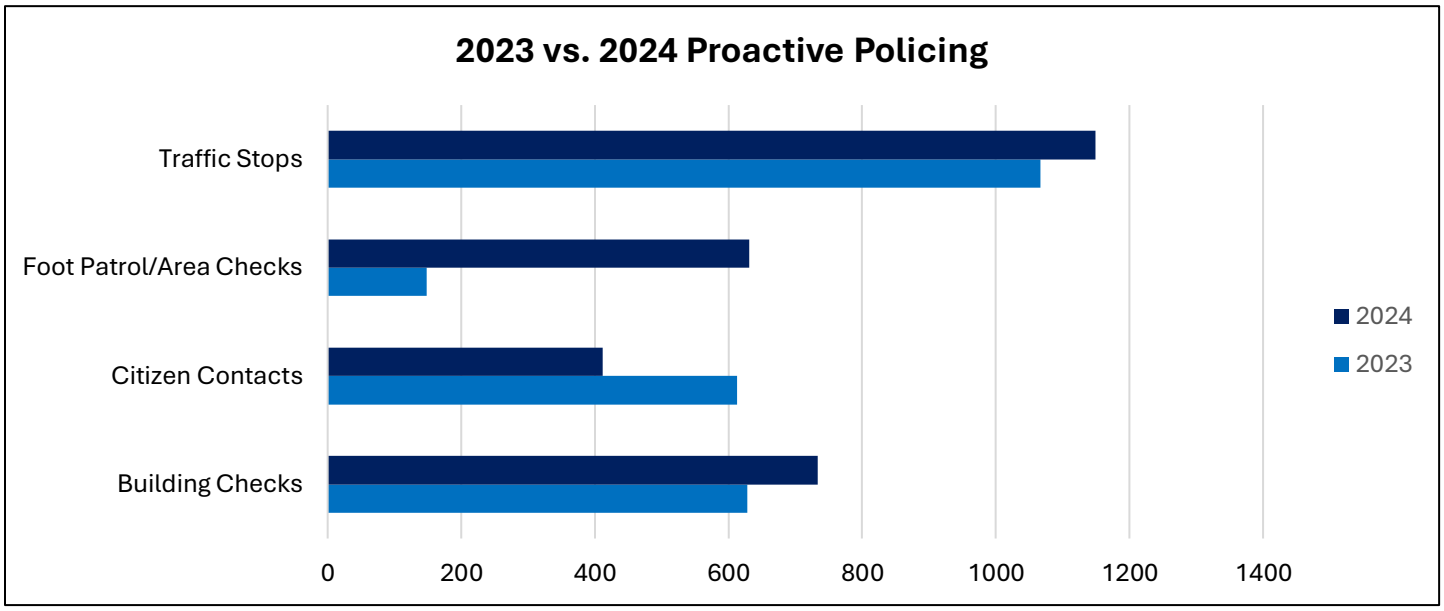
The Patrol Division serves as the core component and most prominently visible group within the Department. When fully staffed, this division consists of three patrol shifts, altogether made up of eleven officers and three patrol sergeants. Each shift operates on a distinct schedule and is managed by one sergeant. Patrol plays a crucial role in the department by ensuring round-the-clock coverage of the city, operating 24 hours a day, 7 days a week.

DUTIES

The Patrol Division is tasked with a plethora of roles and special assignments. This includes having a defensive tactics instructor, firearms instructors, firearm armorers, a K-9 Officer, and three officers trained in forensic child interview techniques. Additionally, the division includes a bike patrol unit, a member of the Crisis Negotiation Team, and several officers serving in dual roles as Field Training Officers (FTO), responsible for onboarding and training new recruits, all while maintaining their primary duties of responding to calls and performing follow-up investigations. In the year 2024, the Department addressed a total of 11,387 service calls.

*Additional information on crime statistics will be released in the fall, once the annual Crime in Washington report is released by the Washington Association of Sheriffs and Police Chiefs (WASPC).

When not actively responding to or investigating calls, Sequim Police Officers are heavily engaged in proactive and preventative patrols. They also perform checks on businesses to thwart thefts, assist citizens, manage collision responses, and execute traffic stops aimed at collision prevention, public education, or enforcement actions.



*Data pulled from Tyler Odyssey LERMS Records Management System



INVESTIGATIONS DIVISION

STRUCTURE

When fully staffed, the Investigations Division consists of a Detective Sergeant, three Detectives, and the School Resource Officer (SRO). One Detective is assigned to the Olympic Peninsula Narcotics Enforcement Team (OPNET). OPNET is made up of city, county, state, and federal law enforcement agencies.

DUTIES

Detectives assist and support Patrol Officers who are the first responders to most reported crime. Cases that require additional/specialized investigative follow-up include sex crimes, child abuse, financial and identity theft cases, aggravated assaults, missing persons, arson, digital forensics, and suspicious deaths. While all officers can conduct investigations, a Patrol Officer's workload and schedule prevents them from having the time necessary to devote to longer, in-depth investigations; Detectives augment the patrol officer's investigative efforts in such cases.

ASSIGNMENTS



- **SCHOOL RESOURCE OFFICER (SRO):** The Police Department, City, and the School District partner to bring an SRO to Sequim schools. The SRO is a school-based officer who works with students, parents, administrators, teachers, and school security to promote safer schools and students. With the anticipated promotion of Kyle Resser to Sergeant, Officer Daniel Martinez became the new SRO in August 2024.
- **DETECTIVE:** Devin McBride returned to Investigations following the promotion of Maris Larsen to Sergeant. Devin brings extensive experience in child interviewing and digital forensics to the team.
- **OLYMPIC PENINSULA NARCOTICS ENFORCEMENT TEAM (OPNET) DETECTIVE:** The mission of OPNET is to target drug violators that have a major impact on our communities and to reduce drug availability and trafficking in Washington State, Clallam County, and Jefferson County, thereby improving the quality of life in our area of responsibility. In 2024, OPNET seized over $109,060 in drugs and $7,447 in cash, and processed $293,116 of currency/ property for forfeiture.
- **INDEPENDENT INVESTIGATIVE TEAM (IIT) MEMBERS:** An IIT is created when multiple law enforcement agencies enter into an agreement to investigate police use of deadly force incidents in their geographical regions. A single law enforcement agency may fulfill the independent investigative function, provided it is not the involved agency. The Sequim Police Department partnered with the Kitsap Critical Incident Response Team (KCIRT) to ensure all investigations are conducted according to the defined principles, WAC, and CJTC rules. Participation in KCIRT provides transparency to police use of force investigations. The Sequim Police Department has 5 members assigned to KCIRT.
- **SEX OFFENDER REGISTRATION:** In conjunction with the Clallam County Sheriff's Office, Detectives are also responsible for the departments' sex offender registration and monitoring program.
- **DENIED FIREARMS**: Washington State Patrol provides notifications to law enforcement when a denied transaction occurs and, per RCW 36.28A.420, grants funds are available to support investigations into the denials. In 2024, Sequim Police Department investigated 18 denials and received $6,600 in grant funds for use in future investigations.

K9 OFFICER

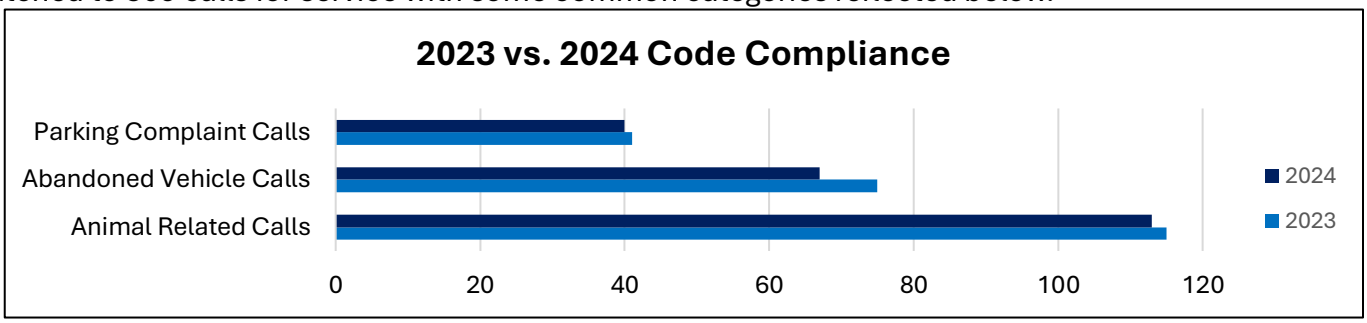
Officer Dailidenas and canine Mamba have been partnered and working together to keep the citizens of Sequim safe since 2018. In preparation for Mamba's retirement in 2025, the department solicited and was awarded a substantial grant from Mary P. Dolciani Halloran Foundation to be used towards purchase and training, a ballistic vest, and kennel for our new canine officer.



The K9 program is donation funded and 100% of all donations made out to the "K9 program" go directly to funding health care, food, training, and supplies for the Unit. If you would like to donate, please contact the department.

CODE ENFORCEMENT/ANIMAL CONTROL

The Department maintains a full-time Code Compliance Officer who manages animal control, junk accumulation, junk vehicles, nuisances, and graffiti. Code Compliance is dedicated to preserving a safe, clean, friendly community for all our citizens. The department is committed to working with the public on compliance of city codes and state law through education, awareness, and enforcement. In 2024, the Code Compliance Officer was dispatched to 509 calls for service with some common categories reflected below.



EMERGENCY MANAGEMENT

The Sequim Police Department directs city emergency management efforts and employs a part-time Emergency Management Coordinator that oversees Citywide emergency planning/preparedness. The coordinator is responsible for organizing multi-agency Emergency Operation Center (EOC) cohesion including attending monthly meetings and preparing biennial exercises. The focus of 2024 included updating the City of Sequim Comprehensive Emergency Management Plan (CEMP) and FEMA ICS training for all city staff assigned to EOC.

DESIGNATED CRISIS RESPONDER (DCR)

In June 2022, the City of Sequim entered a three-year contract with Peninsula Behavioral Health to employ a Community Resource Navigator (expiring 2025). Since that time, the Department has worked alongside the Navigator (who is a certified Designated Crisis Responder) to connect persons in Sequim to community resources needed to address social, medical, addiction, and behavioral health challenges.

SUPPORT SERVICES DIVISION

STRUCTURE

The Sequim Police Department Records staff consists of three Police Specialists who are managed by the Support Services Supervisor.



DUTIES

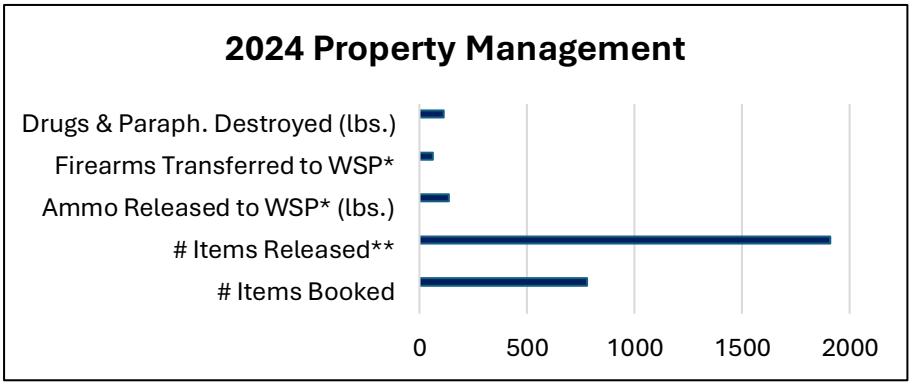
Police Specialists are responsible for the management of all department records (digital and physical), department communications, fingerprinting, concealed pistol license (CPL) requests, responding to records requests, and the maintenance and disposition of all property held as evidence, found property, or safekeeping.

The Support Services Supervisor also functions as the department Accreditation Manager, Volunteers in Police Service (VIPS) coordinator, budget and accounts payable analyst, travel coordinator, website manager, and performs a myriad of administrative tasks under the supervision of both the Chief and Deputy Chief.

ASSIGNMENTS

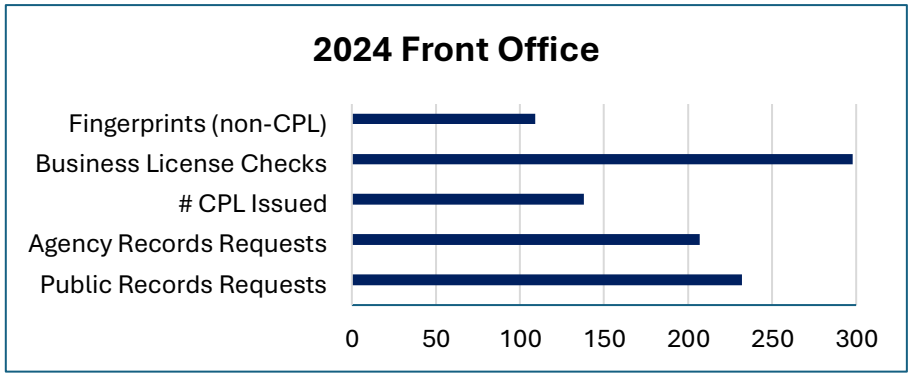
- **RECORDS MANAGEMENT:** The Sequim Police Department maintains records in accordance with RCW and WA Secretary of State (SOS) guidelines. Once records have reached their retention period, they are purged or forwarded for permanent or selective archival. In 2024, 1,398 case files from 2017 were purged.

- **PROPERTY MANAGEMENT:** The Sequim Police Department maintains property in collaboration with the Clallam County Prosecutor's Office and in accordance with WA Secretary of State (SOS) guidelines. The starting inventory on 01/22/24 was 4,897 items.



*WSP – Washington State Patrol
**Includes items that were Returned to Owner, Donated, Destroyed, etc.

- **FRONT OFFICE:** Support Services are the first staff citizens encounter when contacting the Department, both by telephone and at the counter. Specialists provide customer service support in addition to their other duties. In 2024, Support Services managed 8,030 phone calls and walk-ins.



VOLUNTEERS IN POLICE SERVICE (VIPS)

STRUCTURE

The Sequim Police Department maintains a group of Volunteers in Police Service (VIPS) comprised of 10-20 volunteers. The VIPS program is managed by a volunteer, working as a VIPS Coordinator, under the direction of the Support Services Supervisor.

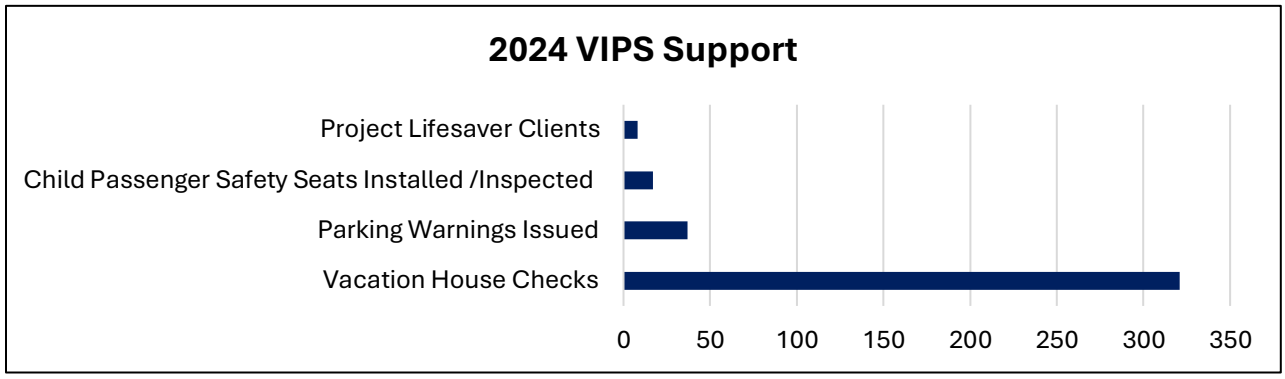


DUTIES

Sequim Police Department personnel regularly seek volunteer assistance with projects, event management, and day-to-day activities. These include vehicle maintenance needs, parades, traffic control, and clerical needs.

Many of the programs we offer at our department are attributed to the volunteers. Sequim Police VIPS provide support for Project Lifesaver, business trespass enforcement, vacation house checks, parking enforcement, and child passenger safety inspections.

Volunteers in Police Service worked a total of 1,303 hours in 2024. Some of the services they provided are detailed below:



RECOGNITION

Department VIPS are recognized annually for outstanding support, and hours and years of service.

Department Awards

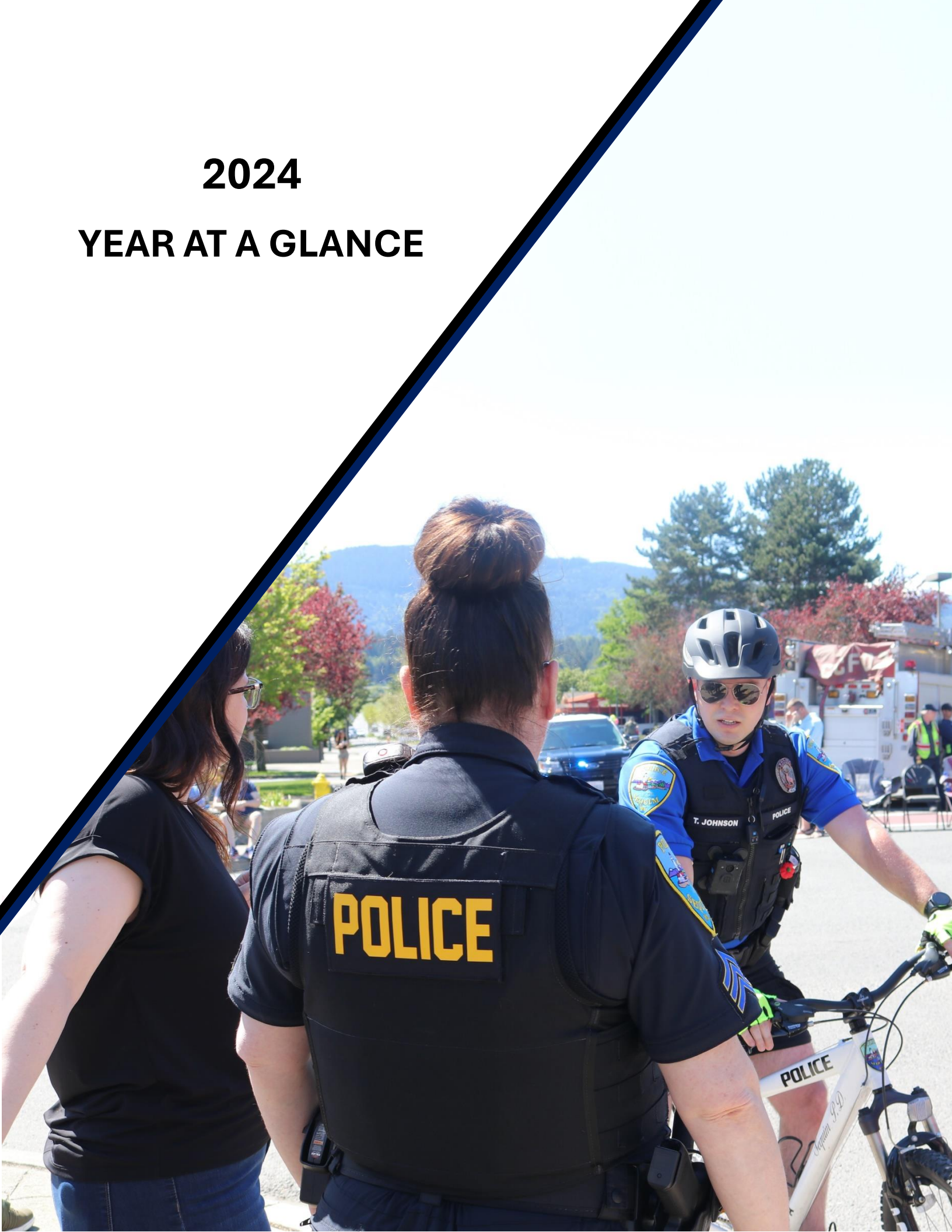
Partner of the Year	Linda Spreine
Volunteer of the Year	Tom Sutro
5 Years of Service	Crystal Clark
	Richard Smith
	Tom Sutro

President's Volunteer Service Award

Silver	Tom Sutro
Bronze	Jeff Bele
	Joy Bertman
	Richard Smith
	Linda Spreine

2024

YEAR AT A GLANCE



NOTABLE EVENTS & COMMUNITY ENGAGEMENT TIMELINE



FEBRUARY

WAGNER PROMOTION
Andrew Wagner was promoted from Officer to Patrol Sergeant

CRAIN RETIREMENT
Following 33 years of dedicated service, Chief Sheri Crain retired

MARCH

HILL PROMOTION
Mike Hill was promoted from Deputy Chief to Chief of Police



SUNSHINE FESTIVAL
Officers and staff provided event support and enforcement at the 6th annual Sunshine Festival



APRIL

LARSEN PROMOTION
Maris Larsen was promoted from Detective to Patrol Sergeant

SEQUIM LITTLE LEAGUE
Chief Mike Hill threw one of the first two pitches to kick off the Sequim Little League's 2024 season



DRUG TAKE BACK
Participated in the biannual DEA Drug Take Back initiative collecting over 70.25 lbs of prescription and over the counter type drugs. A second Take Back Event was hosted on Oct. 26th and the department collected another 51.61lbs of drugs for destruction

BIKE RODEO
Supported the annual Bike Rodeo for Kids including donating helmets and bike safety materials

MAY

SOUTHARD PROMOTION
John Southard was promoted from Administrative Sergeant to Deputy Chief



IRRIGATION FESTIVAL
Coordinated multi-agency security for various events and lead the parade celebrating the 129th Sequim Irrigation Festival



POLICE WEEK
Curated the Police Week display providing a historic display honoring the Sequim K9 program and Honor Guard participated in the Clallam County memorial event

RHODY FESTIVAL (PT. TOWNSEND)
Provided law enforcement support for the 89th annual Port Townsend Rhododendron Festival

WASPC RE-ACCREDITATION
Obtained Re-Accreditation, maintaining the award since 2016, from the Washington Association for Sheriffs and Police Chiefs



JUNE

FOOTPRINTERS ASSOCIATION
Officer Stephanie Benes, the 2023 SPD Employee of the Year, was honored by the International Footprinters Association at their 17th annual Officer of the Year banquet



NORTH OLYMPIC DISCOVERY MARATHON
Provided law enforcement support for the annual North Olympic Discovery Marathon

SPECIAL OLYMPICS TORCH RUN
In partnership with other local law enforcement agencies, Sequim Officers and staff carried the Special Olympics torch with local athletes through Sequim to the county border before passing it off

JULY



LAVENDER FESTIVAL
Supported the Sequim Lavender Festival at multiple events with Officers, staff, and Volunteers in Police Service (VIPS)

4TH OF JULY
Supported the City of Port Angeles with traffic control and public safety at their annual 4th of July parade

AUGUST

UNITY OF EFFORT
Participated in the Sequim Unity of Effort Event in providing a Sequim Police Department informational booth and crime scene trailer for the 'touch-a-truck' activity

CLALLAM COUNTY FAIR
Provided a Sequim Police Department informational booth, recruitment team, and patrol vehicle for the 'touch-a-truck' activity

EAGAN GRADUATION
Nicole Eagan graduated from the Basic Law Enforcement Academy after successfully completing five months of training





SEPTEMBER

CAMPBELL – ADMIN SERGEANT
Dave Campbell transferred to Administrative Sergeant, overseeing Code Enforcement, from Patrol Sergeant

RESSER PROMOTION
Officer Kyle Resser was promoted from School Resource Officer to Patrol Sergeant



9/11 CEREMONY
Officers participated in local and regional 9/11 Memorial events

OCTOBER

PUBLIC SAFETY FAIR
Hosted touch-a-truck displays of the crime scene trailer and a patrol vehicle, and presented Child Seat Safety and Project Lifesaver information at Sequim's Safety Fair



DOWNTOWN TRICK -O- TREAT
Passed out candy at the annual Downtown Trick-O-Treat event





NOVEMBER

VETERANS DAY CEREMONY
Participated in the City's Veterans Day ceremony at City Hall

KEEBAUGH GRADUATION
Noah Keebaugh graduated from the Basic Law Enforcement Academy after successfully completing five months of training

DECEMBER

TRACTOR PARADE
Provided support to the annual Sequim Hometown Holidays event



SHOP WITH A HERO
Participated with local law enforcement, first responders, and military in the Shop With a Hero program.



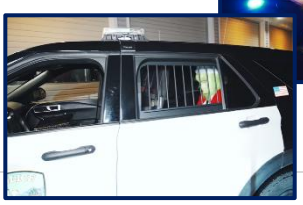
HOSPITAL GUILD DONATION
Worked with the Sequim Dungeness Hospital Guild to facilitate a donation for three AEDs.

BOAT REMOVAL
Following several requests and attempts for support, the long-neglected and abandoned boat was removed from Sequim Bay



GRINCH APPREHENSION
Assisted CCFD3 in the apprehension and incarceration of the Grinch when he attempted to steal the department Christmas Tree.
https://www.facebook.com/watch/?v=859746229691757





RESPONSE TO THE CITIZEN SURVEY

The City of Sequim Citizen Survey, published February 2024, confirmed the highest levels of satisfaction with public safety services were how quickly police respond to emergencies, ensuring the community is prepared for emergencies, accessibility of police for information/addressing concerns, visibility of police in commercial areas downtown, and visibility of police in neighborhoods. Following, are a few examples of the department's response:

- **POLICE VISIBILITY:** Although receiving high marks, results asked for even more police visibility, especially related to traffic enforcement and establishing a presence in the downtown corridor. In response, Officers increased traffic stops by approximately 10% from 2023 to 2024. To increase visibility in downtown, Chief Mike Hill and Deputy Chief John Southard initiated downtown foot patrols/community outreach in 2024.
- **RESPONDING TO CODE VIOLATIONS:** In response to input related to enforcement of codes designed to protect public safety and health, the department took a more proactive approach to resolving nuisance violations, such as accumulation of debris/junk vehicles on property. Code Enforcemen/Complaince is shared between the Department of Community Develoment (DCD) and the Police Department, with staff from both assigned to different portions of the Sequim Municipal Code. DCD handles building/permitting, while the Police Department handles codes related to parking, animal complaints, and nuisances.

CASE SUCCESSES

Substantial cases/sentences from 2024 are as follows:

- **SEX ASSAULT SUSPECT CAPTURED IN NY:** Detective Rick Larsen tracked a suspect, who was avoiding detection and had fled the area, and enlisted the aid of the S. Dist. of NY US Marshall's office to perform a search warrant and arrest the suspect. Sequim detectives traveled to New York to retrieve the offender and returned him to Clallam County. The suspect plead guilty and is awaiting sentencing.
- **ATTEMPTED MURDER SENTECING:** In April of 2024, the suspect in a 2022 attempted murder case plead guilty and was sentenced to 20 years in prison. In 2022, the suspect fought with and attempted to shoot his neighbor multiple times. The victim fled to Officers upon their arrival and the suspect was arrested.
- **SEX OFFENCE SENTENCING:** Following a lengthy investigation, Officers traveled to Texas to transport a suspect back to Clallam County to face multiple sex offense charges; the suspect was sentenced to 146 months of incarceration for his crimes.
- **GOLD SALES ARREST:** Investigated over 24 cases totaling $126,193+ in damages involving a local gold merchant writing checks to patrons that were returned with insufficient funds. The suspect was arrested, and charges were forwarded to the prosecutor for multiple counts of felony and misdemeanor theft.



- **RETAIL THEFT RESOLUTION:** Officer Taran Johnson received thanks from the Snohomish County Sheriff's Office Violent Offender Task Force (VOTF), for investigative work regarding a burglary at Thomas Building Center that occurred at the end of 2023 involving over $5,000 in damage and $14,000 worth of stolen goods. The suspect was arrested in 2024 and sentenced to 51 months, and most stolen items were recovered.

SUMMARY

The succession planning from 2023 was paramount in the department's success in our substantial hiring and promoting of staff throughout 2024. Although staffing continued to "run short" due to academy delays, staffing changes, medical leave, and light duty assignments, staff continued to provide exceptional service to our community.

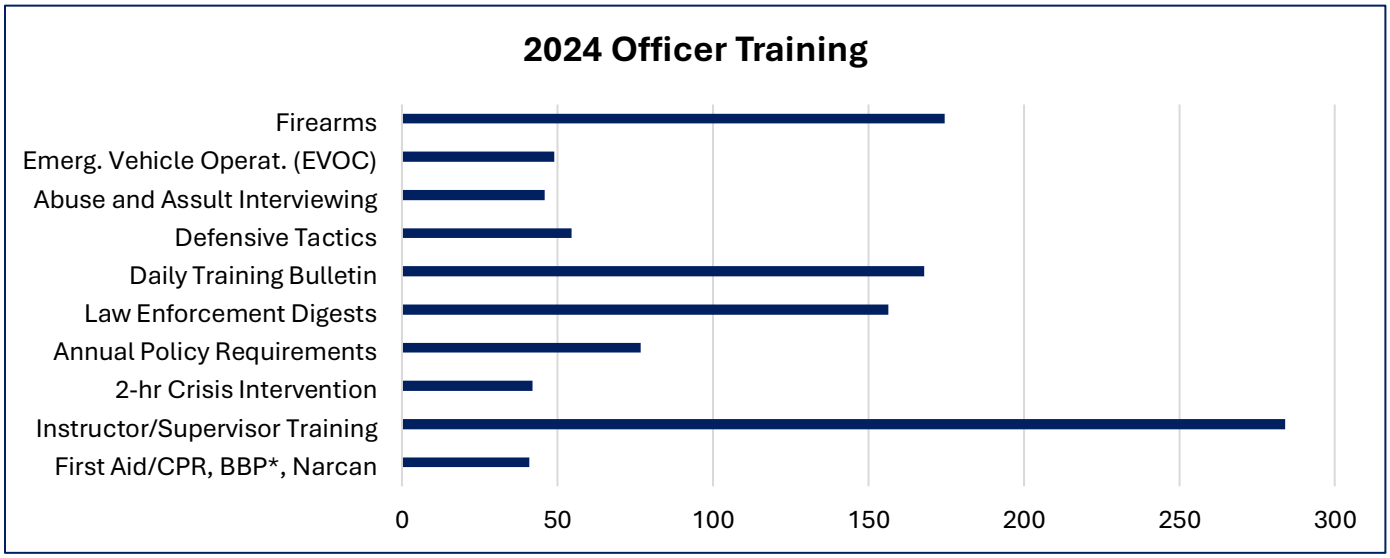
DEPARTMENT TRAINING

STRUCTURE

Department training is compiled and managed by the Training Sergeant and Support Services Supervisor. Non-Commissioned personnel are only required to complete position specific and City mandated training; Commissioned staff must complete more that 4x the training of non-commissioned staff while prioritizing workload to fulfill their daily public safety duties.

DUTIES

Officers complete training in accordance with Washington law (RCW), Administrative Code (WAC), Criminal Justice Training Commission (CJTC) requirements, WASPC Accreditation Standards, and City and department policy. Trainings are conducted internally where possible, often in conjunction with other law enforcement agencies or the Clallam County Prosecutor's Office or are attended remotely or in-person when needed. The Department has certified Patrol Tactics, Defensive Tactics, Emergency Vehicle Operations, Active Shooter, and Firearms Instructors to streamline required trainings and reduce travel costs to the City. 2024 included training for two new FAA Certified Drone Pilots. In 2024, Department staff completed over 1,430 hours of training (not including the 1,440 hours earned by Officers Eagan and Keebaugh through the Basic Law Enforcement Academy or 80 hours earned by Officer Moon through the Basic Law Enforcement Equivalency Academy).



*Bloodborne Pathogens (BBP)

**Data pulled from training records management systems CJTC Acadis, PowerDMS, and WA City Insurance Agency (WCIA).

EMERGENCY RESPONSE TRAINING

The department regularly participates in law enforcement specific training and multi-agency drills. In 2024, Officers worked with the Black Ball Ferry, Coast Guard, and local law enforcement to simulate an emergency response on the M. V. Coho line.



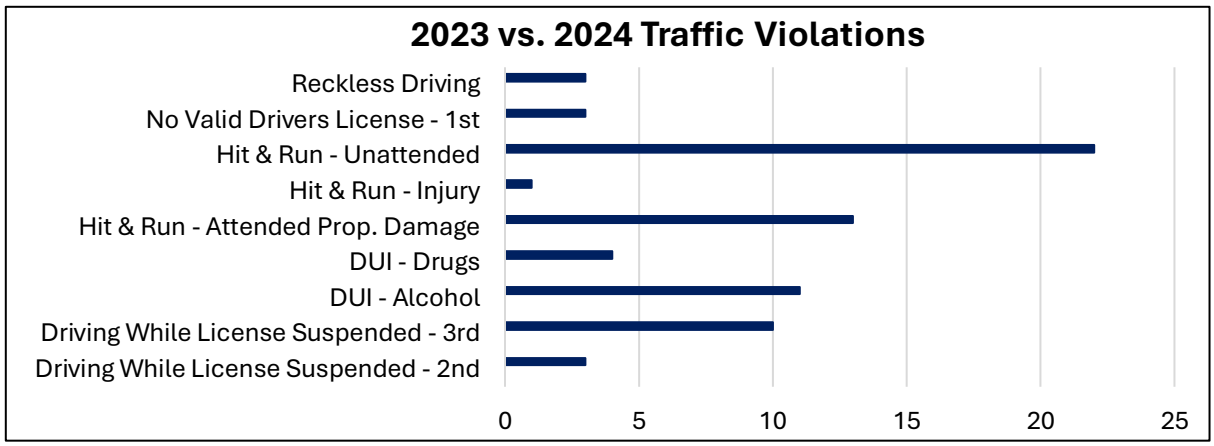
DEPARTMENT STATISTICS

OVERVIEW

In addition to the statistics provided through NIBRS, there are an abundance of other types of incidents and occurrences that are recorded and processed by the Sequim Police Department.

CRIMINAL TRAFFIC

Officers respond to a variety of traffic related incidents that, once evaluated, may result in a traffic 'violation' with arrest or charges being forwarded to the Clallam County Prosecutor. A brief synopsis of some of the communities' 2024 traffic violations are outlined below.

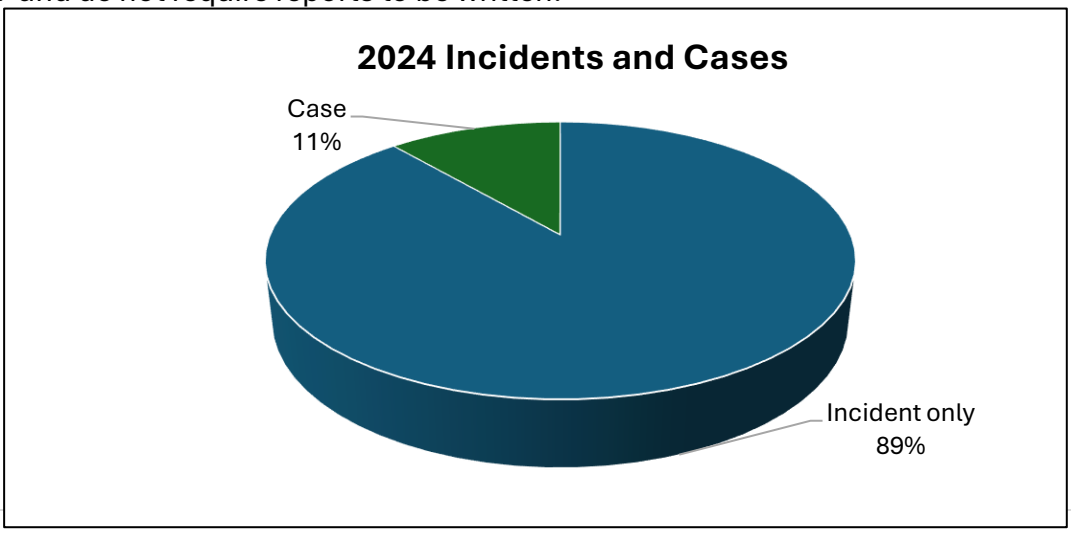


*Data pulled from Tyler Odyssey LERMS Records Management System

INCIDENTS VS CASES

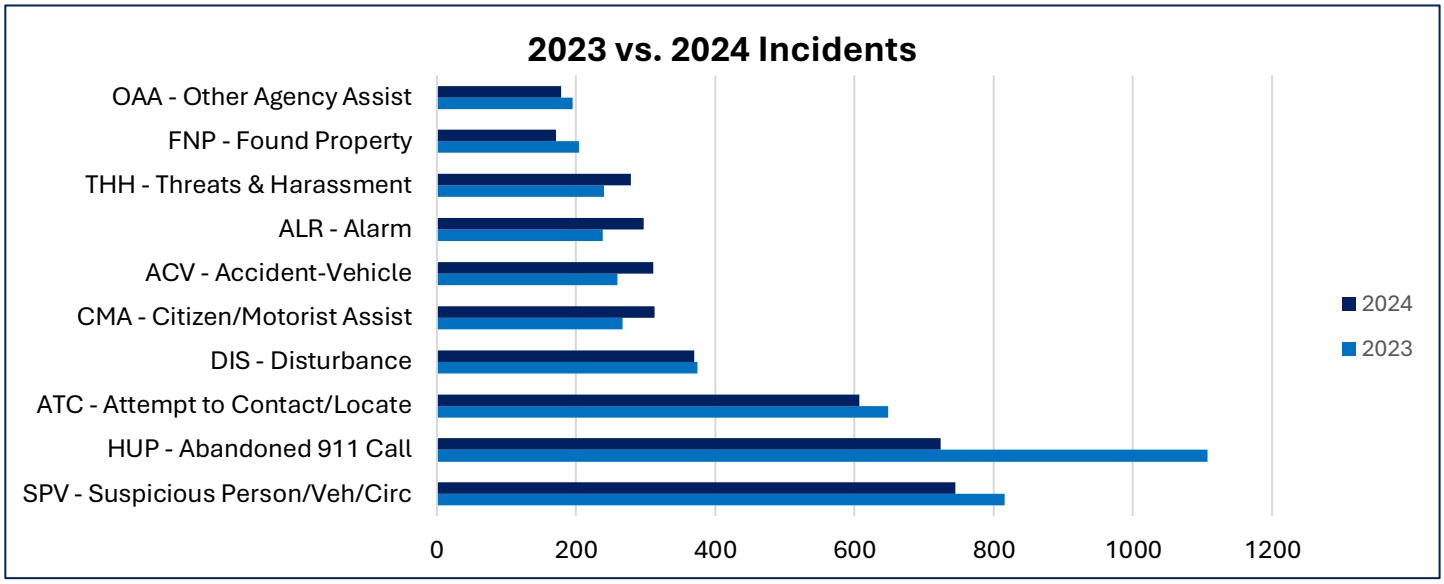
Sequim Police Officers respond to a large variety of incidents, some are crimes, such as shoplifting, and others do not involve actual crimes such as someone reporting found property or a suspicious vehicle that turns out to be a family member visiting a neighbor. Many incidents do not require any further investigation or documentation.

In 2024 the Sequim Police Department had 11,387 combined incidents and cases. Many of the calls we respond to are not criminal offenses, but are related to suspicious persons, vehicle accidents, persons creating a disturbance, etc. and do not require reports to be written.



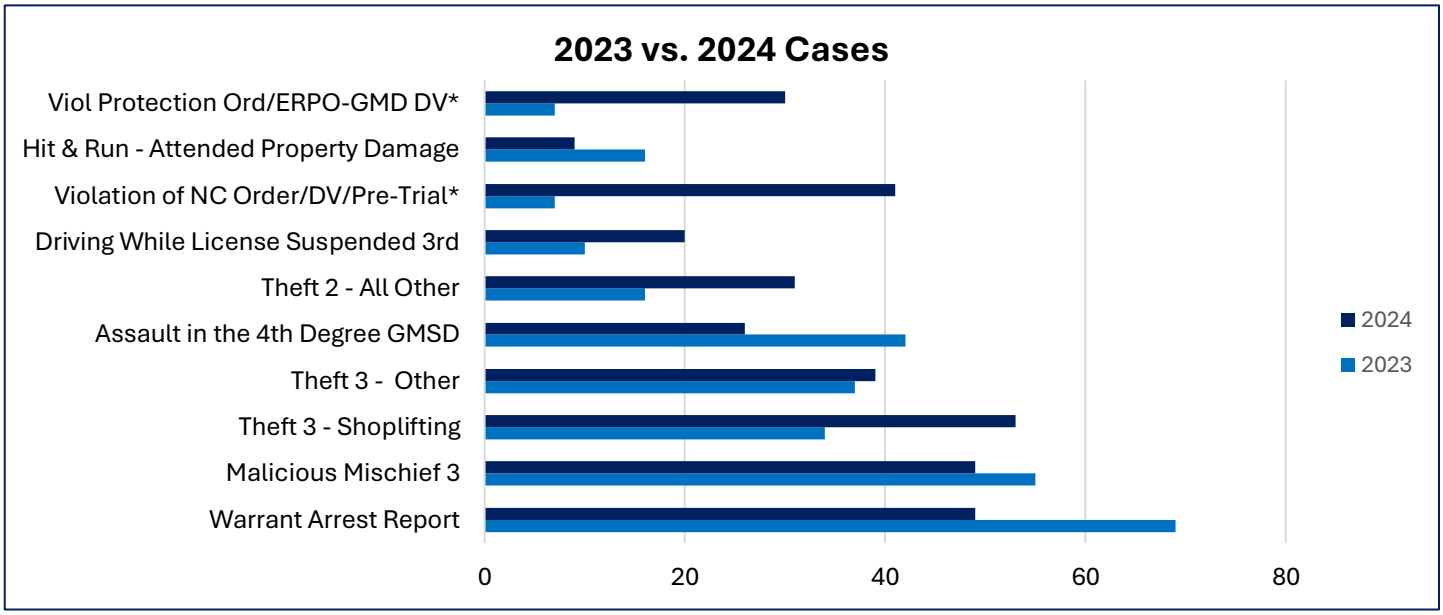
INCIDENTS

When reviewing the types and volume of incidents (not cases) officers respond to throughout the year, it is often beneficial to compare responses over time; accordingly, we've provided a two-year review. The Top 10 types of non-criminal incidents officers responded to are as follows:



CASES

When it comes to criminal cases investigation, the chart below is a representation of the Top 10 types of crime that are most often reported and investigated. Of the 11,387 total incident officers initiated and responded to in 2024, Sequim Police Department investigated and documented 1,293 cases. Overall, crimes against persons decreased while retail theft cases increased. At first glance it appears as though Violations of No Contact and Protection orders increased; however, when we dug deeper into the statistics, it was discovered that only 4 persons are alleged to have committed over half of the total violations, each towards a consistent victim.



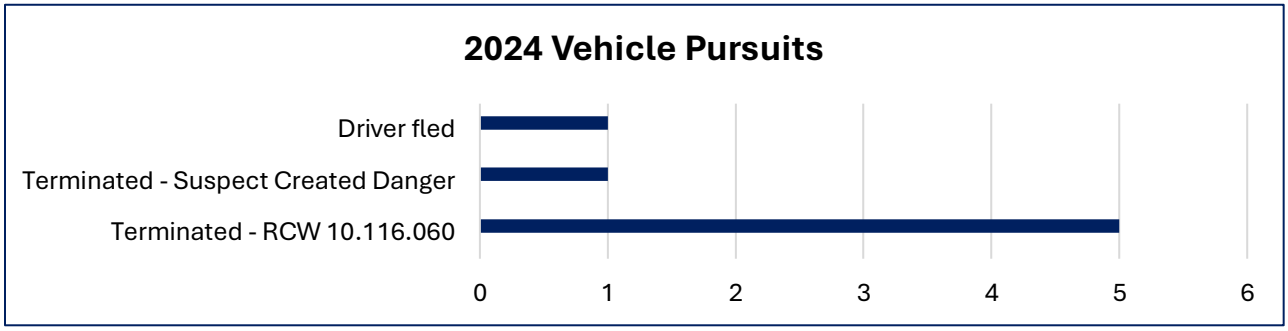
ACCREDITATION REVIEW

OVERVIEW

Sequim Police Department attained Accreditation from the WA Association of Sheriffs and Police Chiefs (WASPC) in 2016 and succesfully Re-Accredited in 2020 and 2024. Among the approxiamtely 150 standards, is the requirement for annual management review and analysis, approved by the Chief, of vehicle pursuits, use of force events, internal investigations, and biased based profiling incidents.

VEHICLE PURSUITS

Sequim Police Department was involved in 7 vehicle pursuits in 2024. Laws regarding permissible vehicle pursuits changed several times in the last few years, limiting law enforcement's ability to pursue vehicles. Of the 7 occurrences, Officers decided to discontinue the pursuit in 6 of them due to the incident itself being more inherently dangerous to the public than the underlying crime. In one instance the driver stopped and fled from the vehicle on foot. In 4 cases, Officers continued investigations and were able to later identify and arrest the suspects. Multiple pursuits involved common 1 suspect.

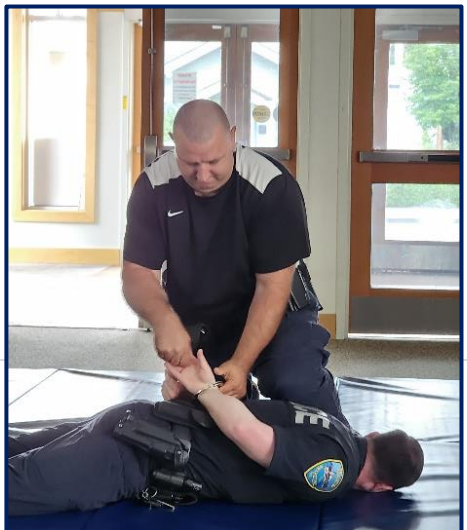


USE OF FORCE

In 2024 there were 14 incidents where officers used force in the line of duty, down from 15 in 2023.

- **LESS LETHAL:** Tasers were drawn or displayed in 2 instances and deployed 0 times.
- **FIREARMS:** Firearms were displayed in 1 incident, and none were fired.
- **DEFENSIVE TACTICS:** 9 incidents used tactics that relied on counter joint techniques, strength, and balance.
- **SUSPECT INJURIES:** There were injuries in 5 incidents; 4 were minor injuries including cuts and scrapes, 1 was moderate from a subject that was resisting arrest.
- **OFFICER INJURIES:** 1 Officer received a minor injury that resulted in muscle soreness.





INTERNAL INVESTIGATIONS

In 2024 there were 4 total complaints (2 external allegations; 2 internal). Policy 1020 requires all allegations be accepted and investigated; allegations that rise to the level of a complaint undergo a more formal investigative process. The 2 internal allegations, both involving a common Officer, were sustained; the Officer is no longer employed by the Department. The 2 external complaints were Exonerated. *See* Department Policy 1020 – Personnel Complaints for a detailed description of the process.

- **UNFOUNDED:** The investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within this classification.
- **EXONERATED:** The investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.
- **NOT SUSTAINED:** The investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.
- **SUSTAINED:** The investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct

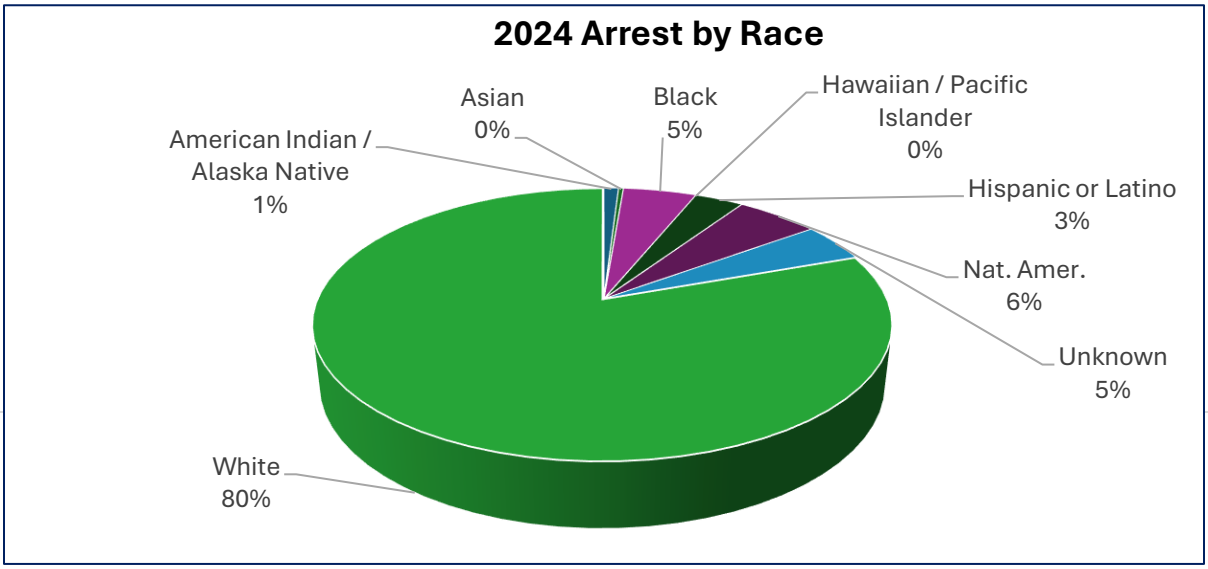
BIASED BASED PROFILING

Department Policy 402, Racial or Bias-based Policing requires that our department provide law enforcement services and enforce the law equally, fairly, and without discrimination toward any individual or group. A review of our internal investigation and complaint files found no allegations of bias-based policing.

Using the LERMS Records Management System, we completed a more extensive analysis to proactively determine if there are racial or bias-based profiling issues. A 2024 review showed, as a percentage of total arrests, arrestee's race generally reflected the demographics of our community and Clallam County (Clallam County data was included as Sequim is the primary retail hub in the County, and the city's population includes many non-city residents during business hours).

Comparing statistics for traffic infractions (relatively small number) and arrests by race to the population, there were very similar respective percentages in relation to community demographics. As some of the totals were smaller, a single infraction or arrest notably impacted percentages.

Of the 307 arrests reviewed, 247 suspects identified as White; the balance of arrestees are presented below. Based on analysis of the combined identified data, we were within policy throughout 2024.



RECOGNITION AND AWARDS



DISTINGUISHED SERVICE

RETIRED POLICE CHIEF SHERI CRAIN

Sheri received a Distinguished Service Award for her 33 years of dedicated service to the Sequim Police Department .



TARGET ZERO

OFFICER TARAN JOHNSON

For showing self-initiative and tenacious commitment to proactive traffic safety efforts to reduce crashes and to enhance the safety of our streets. This award also recognizes that the recipient has consistently looked beyond the traffic violation to identify wanted subjects, illegal narcotics trafficking and other criminal activity by stopping in excess of 300 vehicles during calendar year 2024.



LIFE SAVING AWARD

OFFICER MARK POOLE

On Tuesday, August 20th, 2024, Officer Poole responded to a report of a man that had climbed onto the railing of an overpass and was threatening to jump off the bridge. Mark began a dialogue with the male to help him but, seeing he had to take action because the male was refusing help and refused to step off the railing, Mark took decisive action and secured the male, effectively preventing him from jumping off the bridge.

Once secured, Mark continued conversing with the male with a calm voice to help him through his crisis. Due to the height of the bridge, the rapidly developing and dynamic situation, the time of day and the volume of traffic on the highway before it could be stopped, Officer Poole undoubtedly prevented the loss of life to the male and possible injury of others.





OFFICERS ELLA MILDON, DEVIN MCBRIDE, AND CHRIS MOON

On Tuesday, October 8, 2024, Officers responded to an incident on the US HWY 101 involving a car versus pedestrian collision.

Officer Mildon arrived first and observed a female doing chest compressions on a male and she immediately checked for a pulse and started life saving measures. As other Officers arrived, they took over chest compressions. Officer McBride placed the AED pads on the victim while Officer Moon continued CPR.

Officers continued life saving measures for approximately 7 minutes until EMS staff arrived on scene and took over patient care.

Due to the nature of the victim's injuries, he was transferred to Harborview Medical Center via Life-Flight. Ella, Devin, and Chris played a huge part in keeping the victim alive until medics arrived on scene with advanced life support capabilities.



SERGEANT ANDREW WAGNER

On Thursday, November 21st, 2024, Officers self-dispatched to a medical aid call to an apartment complex in Sequim where it was reported that a juvenile just had a seizure and was not breathing. Sergeant Wagner arrived on scene in under two minutes and initiated CPR.

Andrew continued with CPR until medic units arrived and took over; however, he continued to assist medics with treating the patient and getting the juvenile ready for transport and assisted in securing a landing zone as the patient was to be flown to a trauma center for advanced treatment.

Early CPR is the hallmark of increasing chances of survivability and improving patient outcomes and Andrew's interventions were undoubtedly lifesaving.

CRIMINAL INVEST. COMMENDATION

OFFICER STEPHANIE BENES

Throughout the end of 2023 and most of 2024, the department received multiple calls regarding a local gold merchant writing checks to patrons that were returned with insufficient funds. There were over 24 cases totaling over $126,193.00 in damages. Stephanie personally handled 11 of the 24 cases, and did follow up on many of the other cases, with the intention of building a case that would convert what were normally civil disputes to substantiated criminal charges.



OFFICER TARAN JOHNSON

In December 2023, Officer Taran Johnson self-dispatched to an Other Agency Assist at Thomas Building Center. While no burglaries had been reported, Taran checked the building, due to the holiday closure, and discovered that the Stihl Shop adjacent to and owned by Thomas had been burglarized.

Taran provided scene documentation, reports, and follow-up, confirming the suspects had caused over $5000 in damage and removed approximately $14,000 worth of merchandise. Taran worked the case backwards until the suspect(s) were apprehended in another county.



OFFICER RICK LARSEN

In 2024, an adult suspect allegedly sexually assulted a teen female. Detective Rick Larsen learned the suspect fled the Sequim area.

Rick immediately began to track the suspect, who was avoiding detection, purchasing bus tickets to make it seem as thought he was fleeing to Canada, and attempting to switch identifying information to gain employment.

Rick developed a pattern of life, enlisted the aid of the Marshall's office who performed a search warrant and successfully arrested and took the suspect into custody.







PARTNERS OF THE YEAR

POLICE SPECIALIST SAMANTHA HOLT & OFFICER TARAN JOHNSON

Samantha and Taran were voted by Department staff to receive the 2024 Partner Awards. The award is given annually upon a vote of the police staff to recognize those qualities that are most desired in any policing partner: dedication, technical competency, tactical competence, self-motivation, and trust. 2024 was the first year command decided to award two recipients, one commissioned and one non-commissioned, as both divisions are different but imperative to the success of the organization.

EMPLOYEE OF THE YEAR

OFFICER PAUL DAILIDENAS

Paul was voted by Department command to receive the 2024 Employee of the Year Award. Paul was recognized for consistently finding work and for always being on top of any follow-up a patrol partner, or other shift, needs assistance. Not only does Paul assist other members of the Sequim Police Department, but he has built relationships with outside agencies to further our mission of partnering with the community. He was always first to volunteer for open shifts, remained highly productive, and always demonstrated his ability as a leader amongst his peers.

Paul's dedication to the Sequim Police Department and commitment to the relentless pursuit of justice, his professionalism, and willingness to mentor and be a leader to others, all reflect his consistency and dependability day in and day out, making him the obvious recipient of the Sequim Police Department's Officer of the Year for 2024.



2024 Organizational Chart

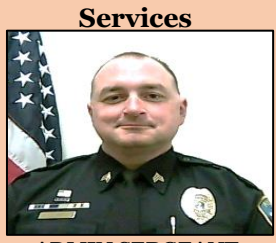


CHIEF
Mike Hill



DEPUTY CHIEF
John Southard

Code Enforc. & Community Services



ADMIN SERGEANT
Dave Campbell

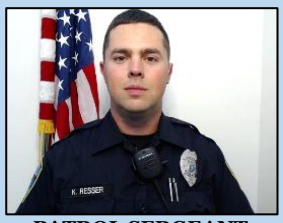


CODE ENFORCE.
Lisa Hopper

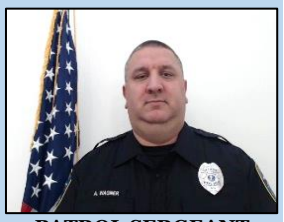
Patrol



PATROL SERGEANT
Maris Larsen



PATROL SERGEANT
Kyle Resser



PATROL SERGEANT
Andrew Wagner



OFFICER
Mark Poole



OFFICER
Randy Kellas



K9 OFFICER
Paul Dailidenas



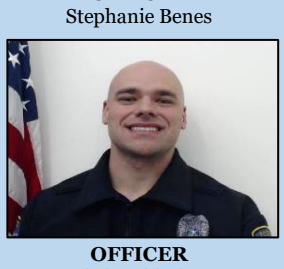
OFFICER
Stephanie Benes



OFFICER
Devin McBride



OFFICER
Taran Johnson



OFFICER
Chris Whitaker



OFFICER
Ella Mildon



OFFICER
Nicole Eagan



OFFICER
Chris Moon



OFFICER
Noah Keebaugh

Investigations



DET. SERGEANT
Darrell Nelson



DETECTIVE
Rick Larsen



SRO OFFICER
Daniel Martinez

Support Services



SUPPORT SVC. SUP.
Tiffany Banning



POLICE SPECIALIST
Garrett Johnson



POLICE SPECIALIST
Samantha Holt

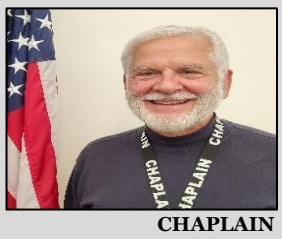


POLICE SPECIALIST
Le'Anne Johnstad

Special Assignments



EMERG. MGT. COORD
Dennis Burnett



CHAPLAIN
Rick Perez