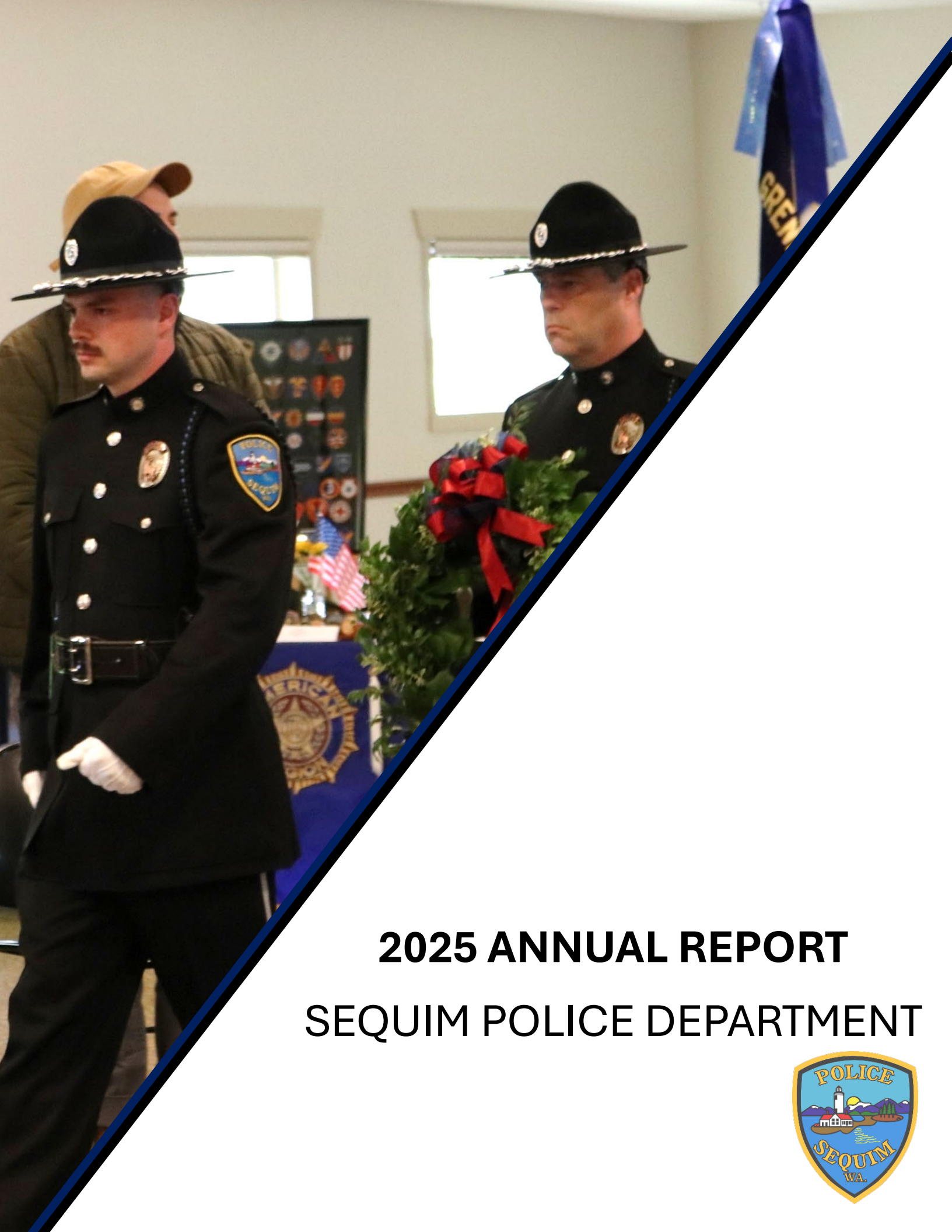


# 2025 ANNUAL REPORT

## SEQUIM POLICE DEPARTMENT

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# MESSAGE FROM CHIEF MIKE HILL

To the Sequim Community,

2025 was a busy and impactful year for both the Sequim community and the Sequim Police Department. During the year, our department handled more than 13,000 incidents, a 17 percent increase over 2024. Importantly, much of that increase reflects the proactive work of our officers through traffic enforcement, crime prevention efforts, and community-oriented policing. We also saw more permitted events, public rallies, and large protests, all of which contributed to a higher demand for police service.

While official crime rates will be published in a supplemental report after FBI National Incident-Based Reporting System data is released in the fall, our initial review shows a mixed but encouraging picture. Theft declined by about 23 percent, and vandalism decreased by about 39 percent. Some crimes against persons, such as simple assaults, had a slight increase after experiencing a substantial decrease in 2024. Mental health-related incidents also declined significantly. Overall, these early indicators suggest progress in reducing several property-related offenses while person-related calls remained relatively steady.

At the same time, 2025 brought three rare and serious incidents that deeply affected our community, including a hit-and-run that severely injured a juvenile, a bank robbery, and a manslaughter case in which a Sequim resident lost their life. Incidents of this nature are uncommon in Sequim, and it is especially unusual for all three to occur in the same year. While we continue to recognize the impact these events had on the victims, their families, and the broader community, I also want to acknowledge the outstanding work of our officers, detectives, and professional staff. Their commitment to the relentless pursuit of justice led to swift investigations, suspect identification, arrests, and convictions, with one trial still pending.

The department also experienced important transitions in 2025. We honored the retirements of three officers, each of whom dedicated approximately three decades of service to law enforcement and this community. At the same time, we successfully hired three new officers to continue that legacy of service and help meet the needs of our growing city.



I remain grateful for the strong support the Sequim Police Department receives from this community. That support motivates our officers and staff every day as we work in partnership with the public to keep Sequim safe. I am proud of what this department accomplished in 2025, and I remain confident in our continued ability to serve this community with professionalism, integrity, and dedication.

Thank you for your continued trust 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 ABRAHAM BLAYLOCK




Abe Blaylock was born and raised in Port Angeles. Abe always wanted to help others and work in Law enforcement, as exhibited by volunteering with Search and Rescue for the Clallam County Sheriff's Office throughout high school. Prior to his time with the Sequim Police Department, Abe worked as a Corrections Officer for a combined 5 years with Clallam Bay Corrections and Lewis County Sheriff's Department. While working with Lewis County, he simultaneously served as a Reserve Officer for the Toledo Police Department. In 2019, Abe moved back to Port Angeles to work as an Officer for a combined almost 7 years with the Forks Police Department and Suquamish Police Department. In March 2025, Abe joined the Sequim Police Department. During his time off, Abe enjoys bike riding, hiking, camping, and shooting.

## OFFICER BEAU ELDER




Beau Elder was born and raised in Skagit County, WA. Prior to joining The Sequim Police Department, he graduated from Sedro-Woolley Highschool and worked for Les Schwab Tire Center at multiple locations for 5 years. Beau and his wife moved to Sequim in 2024. In May 2025, Beau joined the Sequim Police Department in a civilian capacity until graduating from the Washington Basic Law Enforcement Academy on October 15th. During his time off, Beau enjoys camping, hunting, and fishing.

## OFFICER NEKODA WHITE




Officer Nekoda White was born and raised in Washington State and graduated from Sequim High School. He joined the United States Marine Corps in 2017 and served for four years, during which he was stationed in San Diego, CA. After leaving the Marine Corps, Nekoda was hired by the Lower Elwha Police Department in 2022. While there, he obtained a peace officer certification from the Bureau of Indian Affairs and, in 2023, completed the BLEA equivalency course. On June 3rd, Nekoda transferred to the Sequim Police Department as a lateral officer.

## K9 DUTCH



K9 Dutch was born in Poland on January 25th, 2024. In February, he moved to Pennsylvania where Officer Johnson selected him as the new department canine, following the retirement of K9 Mamba. Dutch attended a 3-month state-mandated training with Officer Johnson and passed the Washington State Police Canine Association's accreditation. Dutch, Sequim's fifth police dog, was trained as a generalist patrol dog, which includes tracking/trailing, handler protection, evidence search, apprehension/control, etc. During his time off, Dutch enjoys playing with his red Kong ball, running in the yard, going for walks, and cuddling on the couch at home.

## RETIREMENT • OFFICER RANDY KELLAS



Randy Kellas started as a Reserve Officer beginning September 1991 and worked his way up to Reserve Sergeant before being hired, as a full-time Officer, in 1999. Randy retired on March 27th following 34 years of service with the Sequim Police Department. During his term of service, Randy performed various ancillary duties including STOP Team member, EVOC instructor, commercial vehicle inspector, School Resource Officer, Honor Guard member, and Patrol Bike Instructor. Randy received several awards as well, including 1 Commendation, 2 Letters of Recognition, Distinguished Service, and 2 Lifesaving Awards.



## RETIREMENT • OFFICER MARK POOLE



Mark Pool was hired as a Police Officer in 1995. Mark retired on May 30th following 30 years of service with the Sequim Police Department. During his term of service, Mark performed various ancillary duties including designated marksman, STOP Team member, Honor Guard member, and SWAT trained. Mark received several awards as well, including Employee of the Year, Advanced Certificate of Professional Standing, 1st ever recipient of the Golden Gun Award, 1 Commendation, Partner of the Year, Distinguished Service, and 3 Lifesaving Awards.



## RETIREMENT • SERGEANT DAVE CAMPBELL



Dave Campbell began policing in 1994 as a Reserve Officer and, after a short leave of absence, returned as a full-time Officer in 1998. He was promoted to Sergeant in 2006 where he worked until his retirement on December 31st. During his term of service, Dave performed various ancillary duties including starting the Narcotics K-9 program, Field Training Officer, Training Sergeant, Quartermaster, Vehicle Maintenance, and Stonegarden Grant Supervisor. Dave received several awards as well, including Employe of the Year, 1 Commendation, Partner of the Year, Distinguished Service, and Multiple Target Zero Awards.



## RETIREMENT • K9 MAMBA



K9 Mamba began policing in 2018. Mamba was trained in tracking and apprehension and as part of her duties she was called upon to assist with the search for, and arrest of, people committing violent and dangerous crimes against citizens in Sequim as well as assisting other agencies and communities. Mamba's team was recognized twice as a Master Handler K9 team through the Washington State Police Canine Association. After receiving a Distinguished Service Medal for work performed in the department, she retired March 10th.

# DEPARTMENT ASSIGNMENTS




**Safety Fair**
**Carrie Blake Park**

# PATROL DIVISION

## STRUCTURE

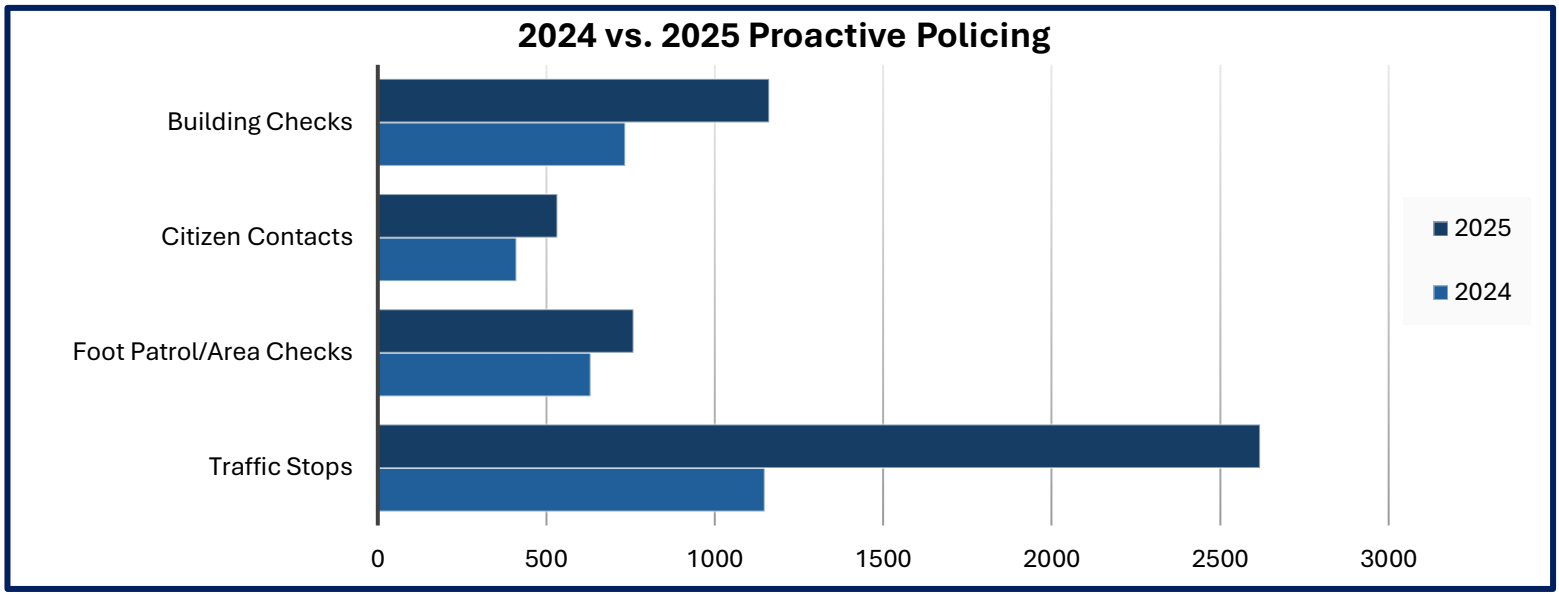
The Patrol Division is the Department's core operational unit and its most visible component. When fully staffed, the division consists of three patrol shifts, staffed by a total of eleven officers and three patrol sergeants. Each shift operates on a distinct schedule and is supervised by one sergeant. The Patrol Division plays a critical role in ensuring continuous police services throughout the city, providing coverage 24 hours a day, 7 days a week.

## DUTIES

The Patrol Division is responsible for a wide range of functions and specialized assignments. These include a defensive tactics instructor, firearms instructors, firearm armorers, a K-9 officer, and three officers trained in forensic child interview techniques. The division also includes a bike patrol unit, members of the Crisis Negotiation Team, and several officers who serve as Field Training Officers (FTOs), responsible for training and onboarding new recruits while continuing to perform their primary duties of responding to calls for service and conducting follow-up investigations. In the year 2025, the Department addressed a total of 13,316 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 engage in proactive and preventive patrol activities. These efforts include conducting business checks to deter theft, assisting community members, responding to collisions, and conducting traffic stops for the purposes of collision prevention, public education, and enforcement.




*Data pulled from Enterprise Decision Support Software (DSS)



# 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. Officer Daniel Martinez became the new SRO in August 2024.
- **DETECTIVE:** Devin McBride is the department's generalist detective, bringing 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 2025, OPNET seized over $266,942 in drugs and thousands in cash.
- **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 2025, Sequim Police Department investigated 23 denials and received $8,500 in grant funds for use in future investigations.

## CASE SUCCESSES

Substantial cases/sentences from 2025 are as follows:

- **HIT AND RUN:** On March 31, officers responded to a hit-and-run injury collision in the area of the 600 block of West Spruce Street. The suspect driver fled the scene, leaving limited physical evidence; the injured juvenile victim needed immediate medical care and none of the witnesses were able to provide a positive identification. Detectives and Officers actively investigated the case, including executing multiple search warrants, collecting critical evidence, arranging FBI surveillance support to identify and document the target, and coordinating with several agencies, including Oklahoma law enforcement, where the suspect was located. Sequim Officers were present at the arrest and managed the extradition of the suspect back to the state of Washington for prosecution and was convicted.




- **BANK ROBBERY:** On April 9, officers responded to a robbery at Kitsap Bank. Detectives and Officers investigated the case for over a month including executing associated warrants, resolving motion-activated timestamp gaps across disparate videos, utilizing Department of Licensing data for vehicle identification, and coordinating with neighboring law enforcement agencies to integrate surveillance from multiple locations and businesses. The case culminated with the arrest of the suspect at his residence. Additional warrants were obtained which resulted in corroborating evidence. This trial is pending.

- **MANSLAUGHTER:** On May 6, Sequim Police Department received a report of a disturbance near 540 W. Washington St. involving an assault case that turned into a homicide. Officers identified and interviewed key witnesses, secured crucial third-party surveillance and other evidence, reviewed related medical records including coordinating with the King County Medical Examiner's Office to establish cause of death. The suspect was arrested and later convicted of manslaughter.

- **SCHOOL VANDALISM:** On June 1, 45 suspects gained unauthorized entry to Sequim High School, leading to smashed eggs in classrooms, excessive messes, and a derogatory slur written on a whiteboard in the Life Skills classroom**.** Students involved were identified and faced misdemeanor and felony referrals to the Clallam County Juvenile Services diversion program, which required apology letters and community service.

- **LUOMA SENTENCING:** James Luoma was sentenced to 20 years after he plead guilty to a 2022 case on Heritage Loop where he attempted to shoot his neighbor multiple times. In the victim impact statement, she praised Sequim Officers for saving her life.

- **SCHOOL HARASSMENT:** On October 19, Sequim Police Department received a report of serious threats directed at Sequim High School students via the social media platform TikTok. The initial report contained no suspect information. Officers leveraged resources to assist in identifying the suspect, safely taking them into custody. The Sequim Police Department worked closely with school officials to address community fear and to plan for continuity of classes the following day.

## K9 OFFICER





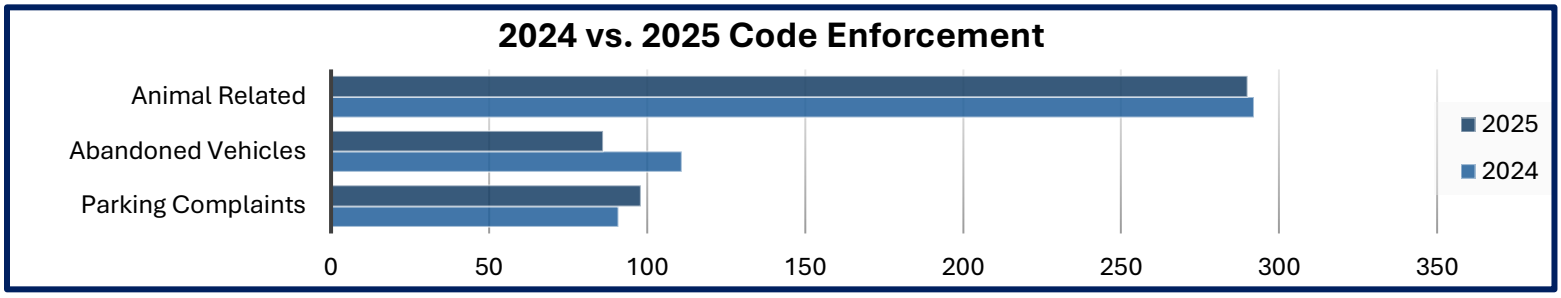
2025 marked the 25th anniversary of the K9 program. Officer Taran Johnson was selected to be the Handler for new K-9 Dutch. After passing the Washington State Police Canine Association's accreditation, the team began working together to keep the citizens of Sequim safe. Dutch was purchased and received training through a substantial grant from the Mary P. Dolciani Halloran Foundation. Additional donations include a K9 ballistic vest and additional equipment including a Gunner Kennel, a new bite suit, and K9 first-aid supplies.

Since accrediting on May 8th, K9 Dutch had multiple deployments and 1 apprehension. Applications included assisting with building and area searches for wanted felons and possible burglaries, as well as being a force multiplier for the Olympic Peninsula Crisis Response Team (CRT). In addition to his duties on patrol, K9 Dutch participated in 4 public demonstrations where the team got the opportunity to show the obedience, control work, and other skills that they must stay proficient with to maintain their state certification.

*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 supports calls for animal control, junk accumulation and vehicles, nuisances, and graffiti within the City of Sequim. Code Compliance is dedicated to preserving a safe, clean, friendly community for all our citizens. Common categories of code enforcement calls for service in 2025 are reflected below.




*Data pulled from Enterprise Decision Support Software (DSS)

## EMERGENCY MANAGEMENT

The Department directs city emergency management efforts and employs a part-time Emergency Management Coordinator that oversees Citywide emergency planning/preparedness. The focus of 2025 included completing two table-top exercises, coordinating FEMA ICS training for city staff assigned, and establishing partnerships with governmental and non-governmental agencies to expand emergency response resources.







# SUPPORT SERVICES DIVISION

## STRUCTURE

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



## DUTIES

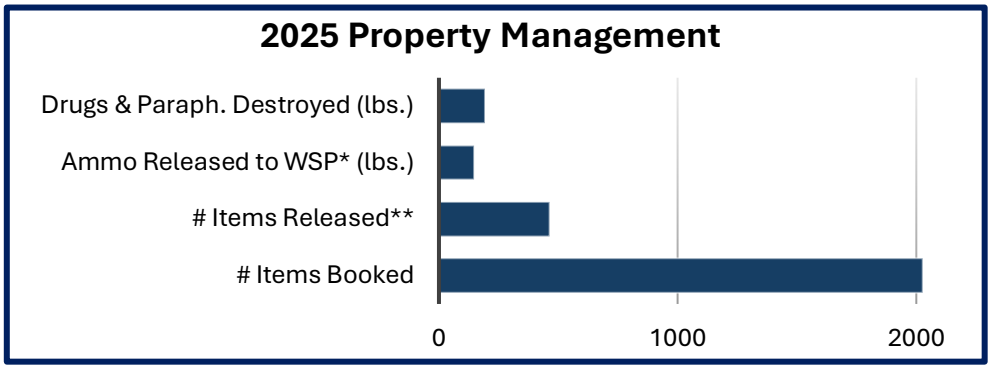
Police Specialists are responsible for the management of all department records (digital and physical), department communications, fingerprinting, concealed pistol license (CPL) requests, responding to records requests, and the maintenance and disposition of all property held as evidence, found property, 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 2025, approximately 2,500 case files from 2018 and 2019 were purged, and an additional 42 files were forwarded to the Washington Association for Sheriffs and Police Chiefs (WASPC) for permanent retention.

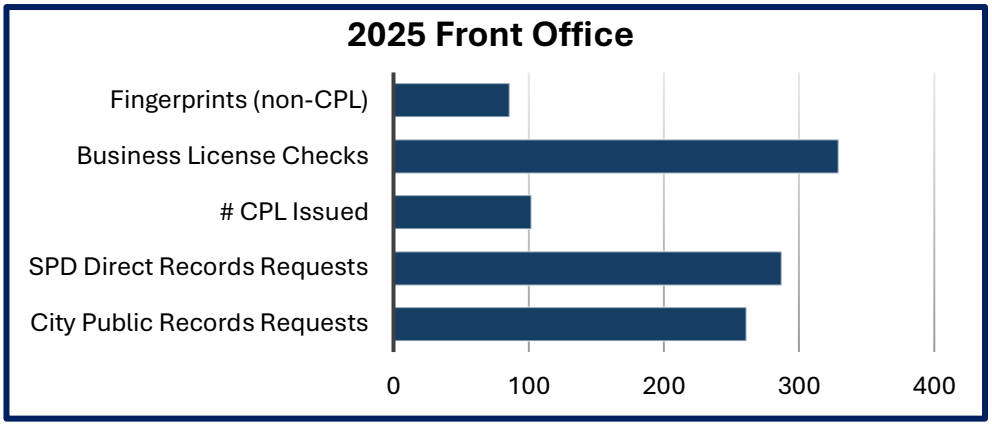
- **PROPERTY MANAGEMENT:** The Police Department maintains property in collaboration with the Clallam County Prosecutor's Office and in accordance with WA Secretary of State (SOS) guidelines. The starting inventory on 01/01/2025 was 2,970 items.




*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 2025, Support Services managed 9,500 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.

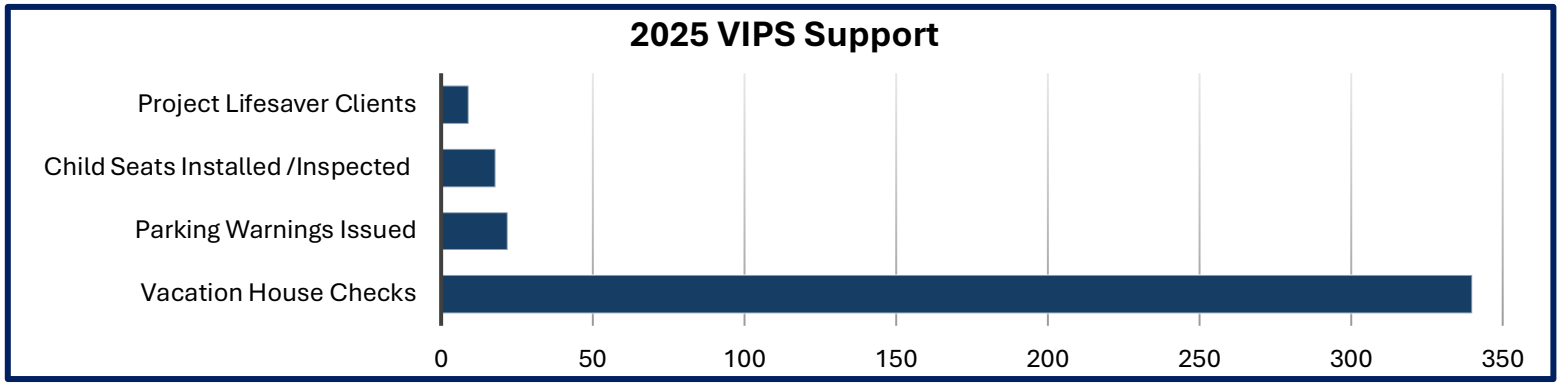



## DUTIES

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 1,512 hours in 2025. 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 | Irene Turner |
| Volunteer of the Year | Richard Smith |
| 10 Years of Service | Chris Ogden |

### President's Volunteer Service Award

| | | |
|---|---|---|
| Silver | Tom Sutro | |
| Bronze | Carol Pearson | Joy Bertman |
| | Irene Turner | Linda Spreine |
| | Richard Smith | |

The **President's Volunteer Service Award (PVSA)** is a prestigious civil honor created in 2003 that recognizes a sustained commitment to volunteer service. The program is led by AmeriCorps, managed in partnership with Points of Light, and honors volunteers who dedicate hundreds of hours to helping others

# 2025

# YEAR AT A GLANCE



City of Sequim
STEPtember Challenge

# NOTABLE EVENTS & COMMUNITY ENGAGEMENT TIMELINE

## JANUARY

**UAV (UNMANNED AERIAL VEHICLE)**
Obtained the department's first drone(s) and Officers began training to obtain FAA Operator licenses.





## FEBRUARY

**NEW K9 DUTCH**
Dutch was 'hired' and began K9 team training with handler Officer Taran Johnson

## MARCH

**SUNSHINE FESTIVAL**
Officers and staff provided event support and enforcement at the 7th annual Sunshine Festival



**RETIREMENT K9 MAMBA**
K9 Mamba retired after 7 years of service with the department

**HIRED ABRAHAM BLAYLOCK**
Officer Blaylock was hired as a lateral Officer from Suquamish Police.




**RETIREMENT RANDY KELLAS**
Officer Kellas retired after 25 years of service with the department

**KID FEST / 1ST RESPONDER EVENT**
Participated in the family-friendly "Touch-A-Truck" experience where children could explore emergency and community vehicles

**HIT-AND-RUN**
Responded to a hit-and-run injury collision in the area of the 600 block of West Spruce St. The suspect was later arrested and plead guilty.












## APRIL

**BANK ROBBERY**
Responded to a robbery at Kitsap Bank. The suspect was later arrested and is pending trial.

**ATTEMPTED HOMICIDE SENTENCING**
Judge sentenced James Luoma to 20 years in prison after he plead guilty to a 2022 case.

**ADOPT-A-COP**
Community members dropped off food and thank you cards supporting law enforcement

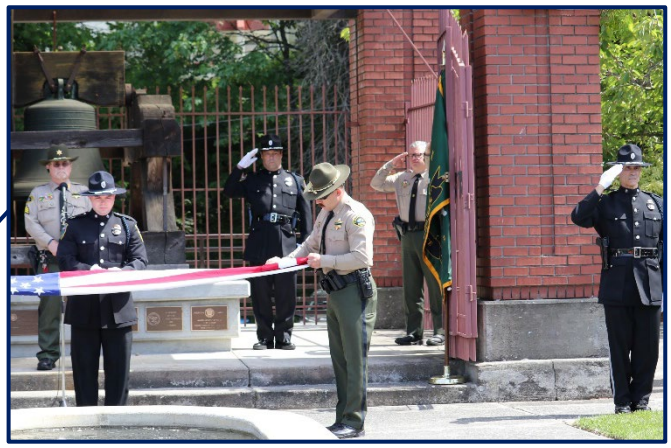
**DEA DRUG TAKE BACK**
Participated in the biannual Take Back initiative collecting 46.4lbs of prescription/over the counter drugs. A second event was hosted Oct. 25th where another 51lbs of drugs were collected for destruction



## MAY

**SEQUIM MANSLAUGHTER**
Responded to a disturbance near 540 W. Washington St. involving an assault case that turned into a homicide. The suspect was arrested at the scene and later convicted.

**IRRIGATION FESTIVAL**
Coordinated multi-agency security for various events and lead the parade celebrating the 130th Sequim Irrigation Festival



**POLICE WEEK**
Curated the Police Week display and Honor Guard participated in the Clallam County memorial event

**GRADUATION RODERIC SISK**
Sisk graduated from the Basic Law Enforcement Academy (BLEA) after successfully completing five months of training



**RHODY FESTIVAL (PT. TOWNSEND)**
Provided law enforcement support for the 90th annual Port Townsend Rhododendron Festival

**RETIREMENT MARK POOLE**
Officer Pool retired after 30 years of service with the department.

**THE THINGS WE KEEP**
Honor Guard participated in the City's Memorial Day Tribute at Guy Cole Center









## 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

## JUNE

**SCHOOL VANDALISM:** Responded to reports of vandalism at Sequim High School. 45 Students involved were identified and faced misdemeanor and felony referrals.

**FOOTPRINTERS ASSOCIATION**
Officer Paul Dailidenas, the 2024 Employee of the Year, was honored by the International Footprinters Association at their 18th annual Officer of the Year banquet.

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

**HIRED NEKODA WHITE**
Officer White was hired as a lateral Officer from the Lower Elwha Klallam Police Dept.

## AUGUST

**NATIONAL NIGHT OUT**

Participated in the multi-agency, family-friendly event at Civic Field, Port Angeles



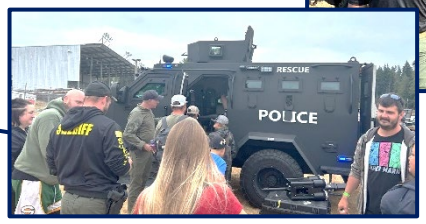
**UNITY OF EFFORT**

Participated in the Unity of Effort Event, providing a Department information booth and armored vehicle.




**CLALLAM COUNTY FAIR**

Provided a Department informational booth, recruitment team, and armored vehicle.




## SEPTEMBER

**CEMP ADOPTED**

City Council adopted the Updated Comprehensive Emerg. Management Plan.

**9/11 CEREMONY**

Officers participated in local and regional 9/11 Memorial events







## OCTOBER

**PUBLIC SAFETY FAIR**

Hosted touch-a-truck display of the armored vehicle and a patrol vehicle, and presented Child Seat Safety and Project Lifesaver information at Sequim's Safety Fair

**BLEA GRADUATION BEAU ELDER**

Elder graduated from the Basic Law Enforcement Academy after successfully completing five months of training



**SCHOOL HARASSMENT**

Responded to a report of serious threats directed at Sequim High School students via the social media platform TikTok. The suspect was safely taken into custody.

**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

**ECC TABLETOP**
City staff participated in an emergency management tabletop exercise to continue refining emergency response protocols.

**TRACTOR PARADE**
Participated in the annual downtown tractor parade, providing traffic control.




## DECEMBER

**RETIREMENT DAVE CAMPBELL**
Sergeant Campbell retired after 27 years of service with the department

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



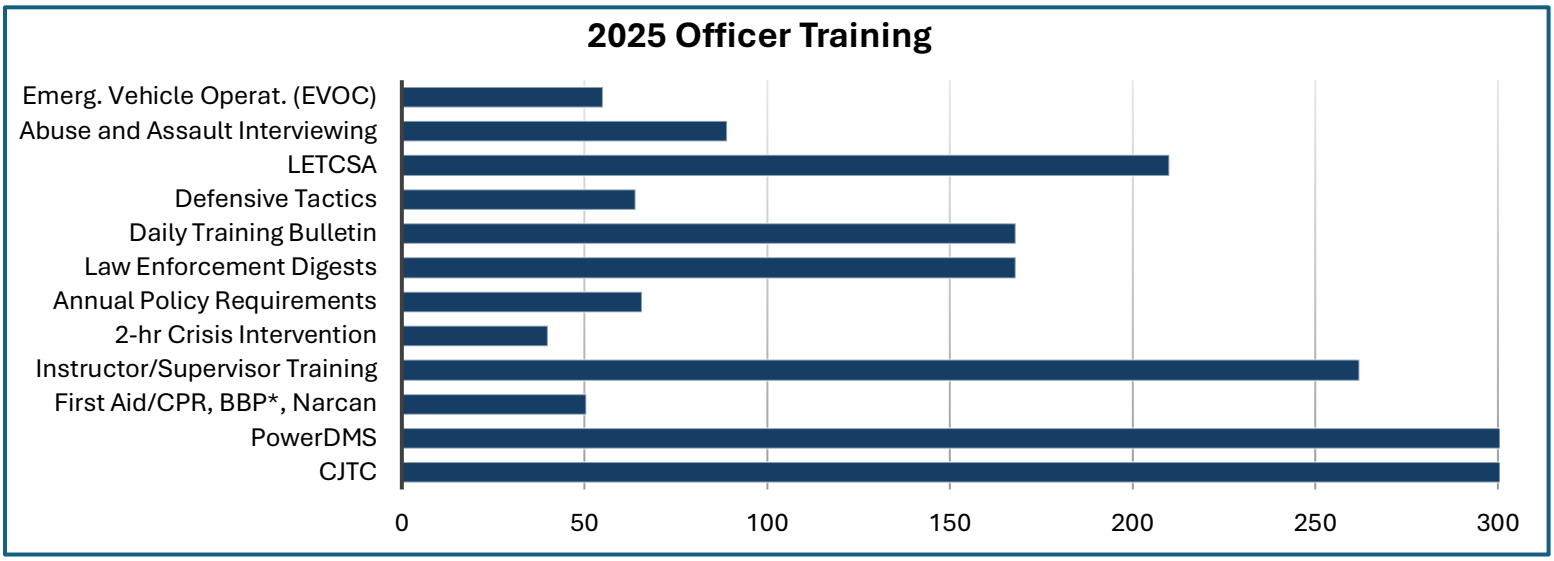
# DEPARTMENT TRAINING

## 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. The Department has certified Patrol Tactics, Defensive Tactics, Emergency Vehicle Operations, Active Shooter, and Firearms Instructors to streamline required training and reduce travel costs to the City. 2025 included training for two new FAA Certified Drone Pilots. In 2025, Department staff completed over 1,867 hours of training (not including the 1,440 hours earned by Officers Sisk and Elder through the Basic Law Enforcement Academy).




*Bloodborne Pathogens (BBP)

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





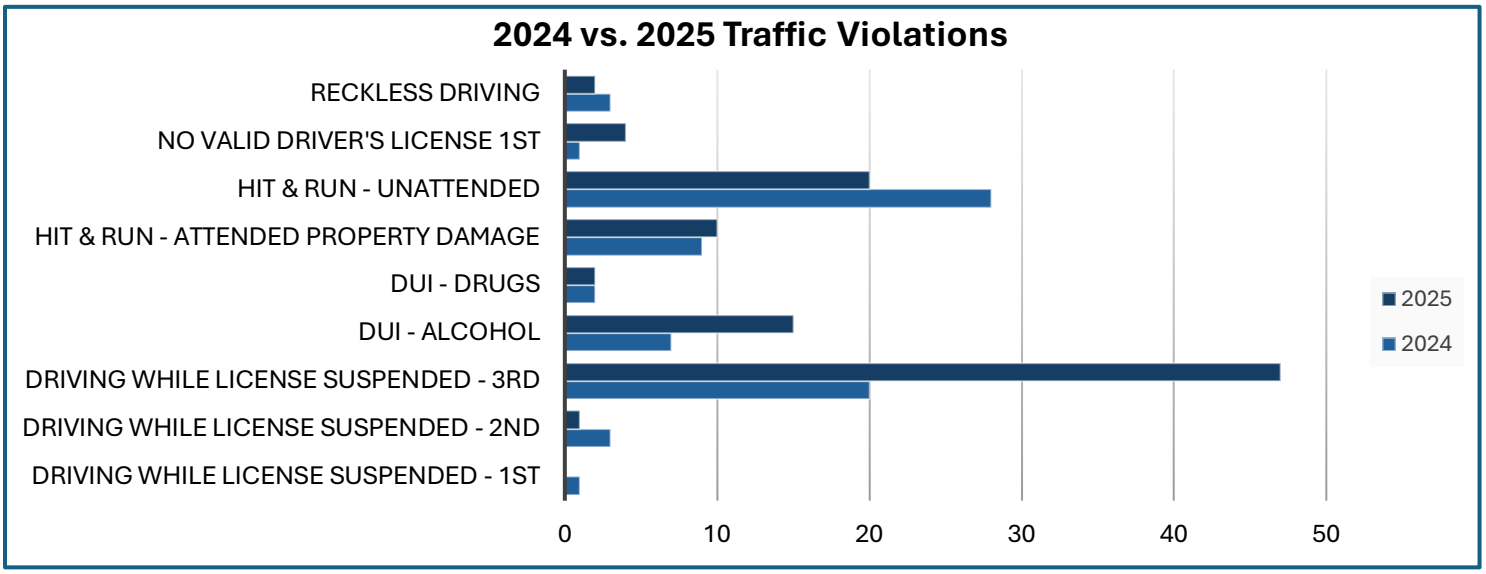

# DEPARTMENT STATISTICS

## 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' 2025 traffic violations are outlined below.

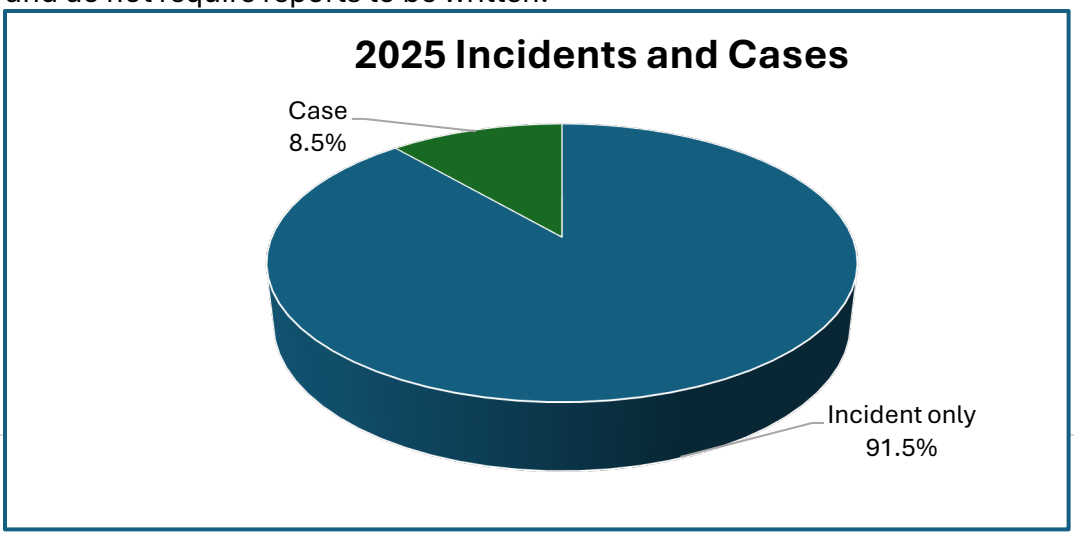



*Data pulled from Enterprise Decision Support Software (DSS)

## INCIDENTS VS CASES

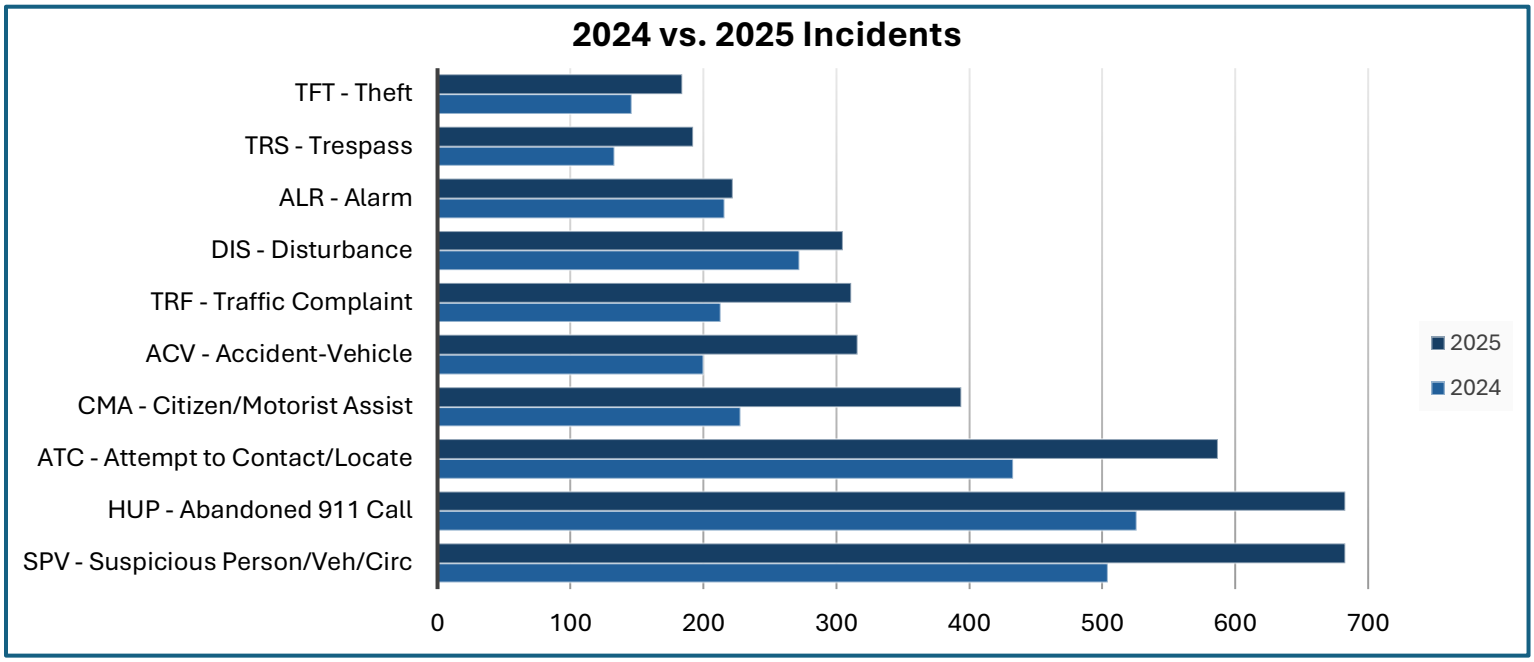
Sequim Police Officers respond to a large variety of incidents, some are crimes, such as shoplifting, and others do not involve actual crimes such as someone reporting found property or a suspicious vehicle that turns out to be a family member visiting a neighbor. Many incidents do not require any further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

In 2025 the Sequim Police Department had 13,316 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 incidents officers responded to in 2025 are as follows:




*Data pulled from Enterprise Decision Support Software (DSS)

## CASES

When it comes to criminal cases investigation, the chart below is a representation of the Top 10 types of crimes or reportable incidents that are most often investigated. Of the 13,316 total incident officers initiated and responded to in 2025, Sequim Police Department investigated and documented 1,108 cases. Theft and vandalism declined where some crimes against persons, such as simple assaults, had a slight increase. Mental health-related incidents also declined significantly. The rise in Criminal Traffic cases is a direct result of increased proactive traffic enforcement. Overall, these early indicators suggest progress in reducing several property-related offenses while person-related calls remained relatively steady.

| CASE TYPE | 2024 | 2025 | CHANGE | % CHANGE |
|---|---|---|---|---|
| Theft | 143 | 111 | -32 | -22.4% |
| Accident Vehicle | 116 | 121 | +5 | +4.3% |
| Found Property | 113 | 110 | -3 | -2.7% |
| Malicious Mischief | 59 | 36 | -23 | -39.0% |
| Involuntary Treatment | 45 | 37 | -8 | -17.8% |
| Warrant Arrest | 43 | 40 | -3 | -7.0% |
| Assault Misd/Simple | 42 | 47 | +5 | +11.9% |
| Domestic Disturbance | 27 | 32 | +5 | +18.5% |
| Criminal Traffic | 25 | 47 | +22 | +88.0% |
| Trespass | 24 | 24 | 0 | 0.0% |

*Data pulled from Enterprise Decision Support Software (DSS); Other Agency Assists and Death Investigations removed

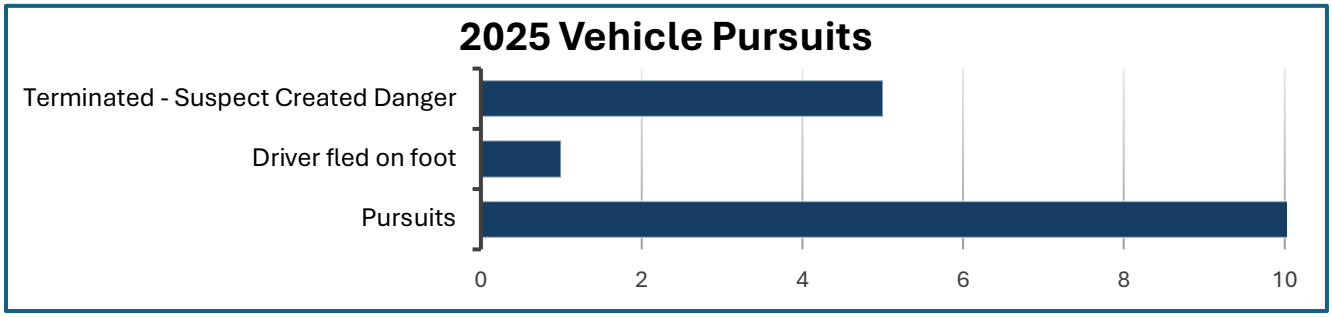
# ACCREDITATION REVIEW

## 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 6 vehicle pursuits in 2025. Laws regarding permissible vehicle pursuits changed several times in the last few years, limiting law enforcement's ability to pursue vehicles. Of the 6 occurrences, Officers decided to discontinue the pursuit in 5 of them due to the pursuit itself being more inherently dangerous to the public than the underlying crime. In 1 instance the driver abandoned the vehicle and fled from the vehicle on foot. In 1 case, Officers continued investigations and were able to later identify and arrest the suspect.




## USE OF FORCE

In 2025 there were 11 incidents where officers used force in the line of duty, down from 14 in 2024.

- **LESS LETHAL:** Tasers were drawn or displayed in 3 instances and deployed 0 times.
- **FIREARMS:** Firearms were displayed in 1 incident, and none were fired.
- **DEFENSIVE TACTICS:** 6 incidents used tactics that relied on counter joint techniques, strength, and balance.
- **SUSPECT INJURIES:** There were injuries in 2 incidents; both were minor injuries including cuts and scrapes, with 1 complaining of ankle pain from the fall while physically resisting arrest.
- **OFFICER INJURIES:** No officers were injured in any of the incidents.






## INTERNAL INVESTIGATIONS

In 2025 there were 3 total complaints (all initiated internally and all pertaining to department policy violations). Policy 1020 requires all allegations be accepted and investigated; allegations that rise to the level of a complaint undergo a more formal investigative process. Of the 3 internal allegations, 2 involved a common employee and were sustained; the employee is no longer employed by the Department. The remaining 1 complaint involved an officer, was sustained, and the officer is no longer employed by the Department. *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

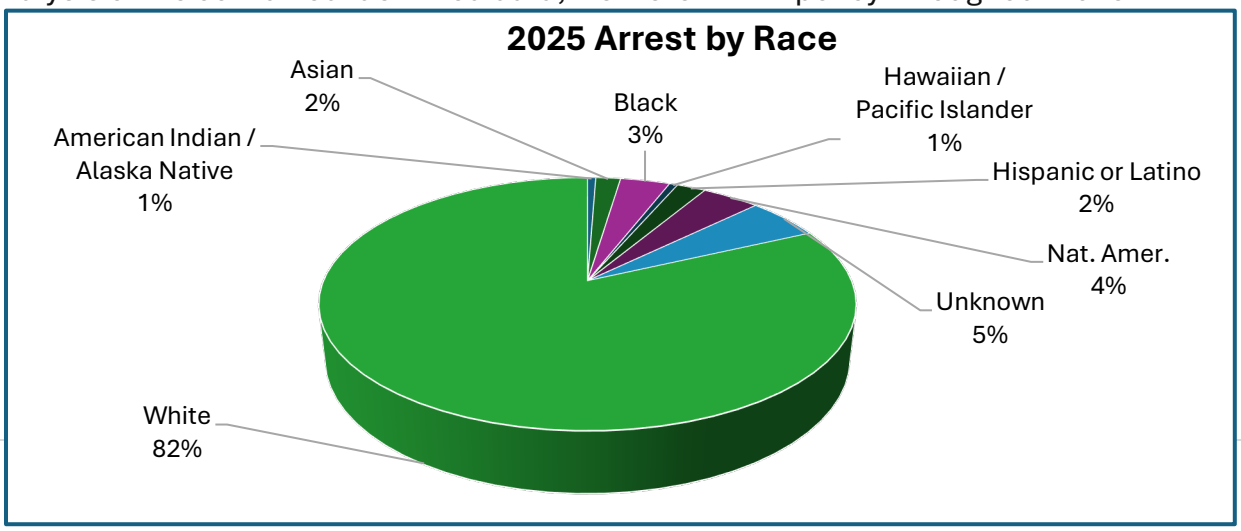
## BIASED BASED PROFILING

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 2025 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) 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 340 arrests reviewed, 276 suspects identified as White; the balance of arrestees are presented below. Based on analysis of the combined identified data, we were within policy throughout 2025.



# RECOGNITION AND AWARDS



## DISTINGUISHED SERVICE

**SERGEANT DAVE CAMPBELL**
**OFFICER RANDY KELLAS**
**OFFICER MARK POOLE**

For each recipient having over 30 years of dedicated service to the relentless pursuit of justice, employed with the Sequim Police Department.

## CITIZEN SERVICE

**VIPS DAVID KOBUNSKI**

David received a Citizen Service Award for his 20 years of dedicated service to department.



## TARGET ZERO

**SERGEANT DAVE CAMPBELL**
**OFFICER NOAH KEEBAUGH**
**OFFICER RODERIC SISK**
**OFFICER NEKODA WHITE**

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 2025.



## LETTER OF RECOGNITION

**OFFICER TARAN JOHNSON**
**OFFICER NOAH KEEBAUGH**
**OFFICER DANIEL MARTINEZ**
**OFFICER NEKODA WHITE**

For professionalism, devotion to duty, and dedication to the performance of the departmental mission in relation to the October 19th felony harassment case.







## CRIMINAL INVEST. COMMENDATION

**SERGEANT MARIS LARSEN**
**OFFICER PAUL DAILIDENAS**
**DETECTIVE RICK LARSEN**
**OFFICER CHRIS MOON**
For superior attention to duty or outstanding investigative effort that leads to the identification, location, or arrest in the March 31st hit-and-run case.

**DETECTIVE DEVIN MCBRIDE**
**SERGEANT DARRELL NELSON**
For superior attention to duty or outstanding investigative effort that leads to the identification, location, or arrest in the April 9th bank robbery case.

**OFFICER DANIEL MARTINEZ**
**SERGEANT ANDREW WAGNER**
For professionalism, devotion to duty, and dedication to the performance of the departmental mission in relation to the March 31st hit-and-run case.

**SERGEANT MARIS LARSEN**
For professionalism, devotion to duty, and dedication to the performance of the departmental mission in relation to the April 9th bank robbery case.

**DETECTIVE RICK LARSEN**
**SERGEANT ANDREW WAGNER**
For professionalism, devotion to duty, and dedication to the performance of the departmental mission in relation to the May 6th homicide case.





**SERGEANT DARRELL NELSON**
**OFFICER STEPHANIE BENES**
**DETECTIVE DEVIN MCBRIDE**
For superior attention to duty or outstanding investigative effort that leads to the identification, location, or arrest in the May 6th homicide case.





## GOLDEN GUN

**OFFICER RODERIC SISK**
For showing exemplary marksmanship and skill in untilizing all firearm platforms.

## PARTNER OF THE YEAR

**SERGEANT MARIS LARSEN**
Maris was voted by Department staff to receive the 2025 Partner Award. 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.

## EMPLOYEE OF THE YEAR

**OFFICER DANIEL MARTINEZ**
Daniel was voted by Department command to receive the 2025 Employee of the Year Award. As the School Resource Officer, Daniel managed an exceptional workload while delivering historic results, including leading the largest single case in department history with 45 suspects and securing successful prosecution. As one of our first two certified drone pilots, he answered 10 sUAS callouts. He also served as our primary Child Forensic Interviewer. His performance reflects our values the impact he had across youth safety, major casework, and technology leadership made him the clear choice for Officer of the Year.



# 2025
# ORGANIZATIONAL CHART



**CHIEF**
Mike Hill



**DEPUTY CHIEF**
John Southard

## Patrol



**PATROL SERGEANT**
Maris Larsen



**PATROL SERGEANT**
Kyle Resser



**PATROL SERGEANT**
Andrew Wagner



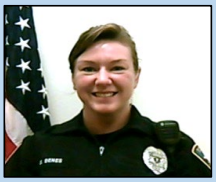
**OFFICER**
Mark Poole



**OFFICER**
Randy Kellas



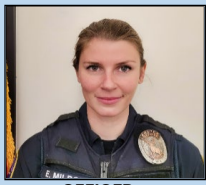
**OFFICER**
Paul Dailidenas



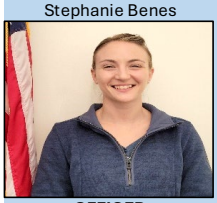
**OFFICER**
Stephanie Benes



**K9 OFFICER**
Taran Johnson



**OFFICER**
Ella Maildon



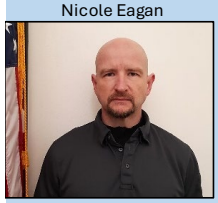
**OFFICER**
Nicole Eagan



**OFFICER**
Chris Moon



**OFFICER**
Noah Keebaugh



**OFFICER**
Roderic Sisk



**OFFICER**
Abraham Blaylock



**OFFICER**
Beau Elder



**OFFICER**
Nekoda White

**CODE ENFORCE.**
Vacant

## Investigations



**DET. SERGEANT**
Darrell Nelson



**DETECTIVE**
Rick Larsen



**DETECTIVE**
Devin McBride



**SRO OFFICER**
Daniel Martinez

## Support Services



**SUPPORT SVC. SUP.**
Tiffany Banning



**POLICE SPECIALIST**
Garrett Johnson



**POLICE SPECIALIST**
Samantha Holt



**POLICE SPECIALIST**
Le'Anne Johnstad

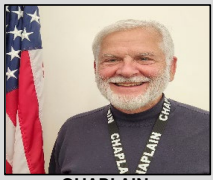
## Code Enforc. & Community Services



**ADMIN SERGEANT**
Dave Campbell



**EM. MGT. COORD**
Sheri Crain



**CHAPLAIN**
Rick Perez