PORT ORCHARD POLICE DEPARTMENT

MAKING A DIFFERENCE IN THE COMMUNITY

More than just police employees, we are members of the community, playing a part to make Port Orchard a better place. Seen here participating in events such as ACS Relay for Life, Chief for a Day for children with life threatening illnesses, recognizing students of exemplary character from Cedar Heights Junior High School, and participating in the Torch Run for Special Olympics.

2008

ANNUAL REPORT

CITY OF PORT ORCHARD
POLICE DEPARTMENT
ALAN L. TOWNSEND, CHIEF OF POLICE

Mayor Coppola, City Council Members, Community Members:

I am pleased to present to you the 2008 Port Orchard Police Department Annual Report.

The most exciting information to report is the tremendous reduction in violent crime in the city during 2008. For many years now we have remained on the top 10 list of cities with the highest violent crimes per capita. With an incredible effort of our police officers, along with support from our elected officials and community members, we have cut that number drastically from 9.6 violent crimes per 1,000 people to 5.9 per thousand. That significant reduction has taken us from #2 in the state to #15 and off the top ten list for the first time since I began tracking this 5 years ago. What is even more important is that it happened prior to annexations that will artificially reduce our crime rates when we annex such areas as McCormick Woods that traditionally have a very low crime rate. It shows that through problem solving and partnerships we can make a difference in our community.

We did see an increase in property crimes, especially burglaries. Unfortunately, that is not unexpected. As the economy diminished, the increase in property crime went hand in hand. We also saw our first homicides since 2001. And while violent crime rates are down, calls for police service remain fairly steady.

Our citizen satisfaction survey shows we rate an A or A+ on every category that we track. This is up even from last year, when we also had mostly A's or A+'s. That speaks highly of the level of service we continue to provide our citizens and about the quality of people that work at the Port Orchard Police Department. As we obtain this information, we also ask some questions about peoples perception of their safety. It is troubling to me that only 63% of those who responded feel safe walking alone in their neighborhood and only 74% feel safe in their own home. It is my goal to raise those numbers and make people feel safer in their community.

2009 will provide some new challenges for the police department. We will be dealing with diminished revenues and higher costs. Other regional government's funding issues will impact us, such as the increased costs for jail beds along with early release at state prisons and less community supervision of convicted felons, all placing even more burden on local police. In addition, we will see higher than ever expectations for police service as related to annexations.

We continue to make adjustments to the way we provide police service to ensure the best and most efficient service possible to our customers. Examples of this include temporary reallocation of personnel to patrol functions and the addition of internet based reporting of minor crimes, just to name a couple. In addition, the city understands its responsibility to serve its newly annexed areas and has already authorized the hiring of one additional officer in anticipation of the annexations, while many departments are being forced to make layoffs or leave open positions unfilled.

It is my commitment to all of you that we will continue to provide the highest levels of service possible and will continue to work hard to find ways to provide even better service and a safer community while being prudent with your tax dollars.

On behalf of the women and men of your police department, we look forward to a challenging but successful 2009.

Sincerely,

Alan L. Townsend

Alan L. Townsend
Chief of Police

MISSION STATEMENT

DEPARTMENT MISSION

The mission of the Port Orchard Police Department is to work in partnership with the community to protect life and property and to enhance the quality of life in our city through proactive problem solving, fair and equitable law enforcement, and the effective use of resources.

DEPARTMENT VALUES

▪ Our employees are our most valued resource. We value each employee's contribution to the effectiveness of our organization and their participation in the decision making process. We strive to provide opportunities for individual achievement, personal growth, professional development, and recognition of our employees.

▪ We are committed to a standard of excellence in our profession. We pursue the highest levels of achievement, professionalism, and quality in the services we provide to our community.

▪ We strive to maintain the highest levels of integrity, ethics, and morals by adhering to the high standards established in the Police Officers Code of Ethics and the foundations established in the Constitution and the laws of the United States and the State of Washington.

▪ We are committed to the concept of teamwork. We create positive working relationships through community based problem solving, respect toward citizens and coworkers, unity of purpose, and mutual ownership in our department and the services we provide.

▪ We value the sanctity of life and the equitable treatment of all people.

▪ We value working with our citizens to solve community based problems.

▪ We serve with pride within ourselves and the community that we serve.

DEPARTMENT OBJECTIVES

Identify Opportunities

Imagine the Possibilities

Align Partners

Empower Employees

Think, Act, Move as One

Engage the Community

Fulfill the Promise

Map the Future

ORGANIZATIONAL CHART

Chief of Police

Police Commander

First Shift Sergeant

- **Detective – Technical Investigations**
- **Detective – WestNet**
- **School Resource Officer**
- **First Shift Officer 1**
- **First Shift Officer 2**
- **First Shift Officer 3**
- **Court Security Officer (PT)**
- **Parking Control Officer (PT) 1**
- **Parking Control Officer (PT) 2**

Second Shift Sergeant

- **Detective – Technical Investigations**
- **Second Shift Officer 1**
- **Second Shift Officer 2**
- **Second Shift Officer 3**
- **Second Shift Officer 4**
- **Reserve Officers**

Third Shift Sergeant

- **Third Shift Officer 1**
- **Third Shift Officer 2**
- **Third Shift Officer 3**
- **Third Shift Officer 4**

Records & Evidence Manager

- **Records & Evidence Specialist (FT)**
- **Records & Evidence Specialist (PT)**
- **Civilian Volunteers**
- **Internships**

DEPARTMENT DIVISIONS

ADMINISTRATIVE DIVISION

Chief of Police	Media Relations
Professional Standards	Grant Administration

SUPPORT DIVISION

Records / Service Desk	Education and Training
Evidence	Crime Analysis
Volunteer Program	Property / Supply
Reserve Program	Crime Prevention
Emergency Management	Court Security

OPERATIONS DIVISION

|	
Community Policing	Narcotics
Bicycle Patrol	Marine Patrol
Liquor and Vice	Traffic Enforcement
K-9 Operations	SRO Program
Technical Investigations	Parking Control

PERSONNEL STATISTICS

ALLOCATION OF PERSONNEL

Personnel	Admin.	Support	Operations	Total
Chief of Police	1.00	---	---	1.00
Police Commander	---	1.00	---	1.00
Sergeant	---	---	3.00	3.00
Detective	---	---	3.00	3.00
Police Officer	---	---	12.00	11.00
Records/Evidence Mgr.	---	1.00	---	1.00
Records/Evidence Spec.	---	1.50	---	1.50
Public Service Officer	---	.50	1.00	1.50

Number of Officers

Year

Year	Number of Officers
2001	16
2002	18
2003	19
2004	19
2005	19
2006	19
2007	19
2008	19
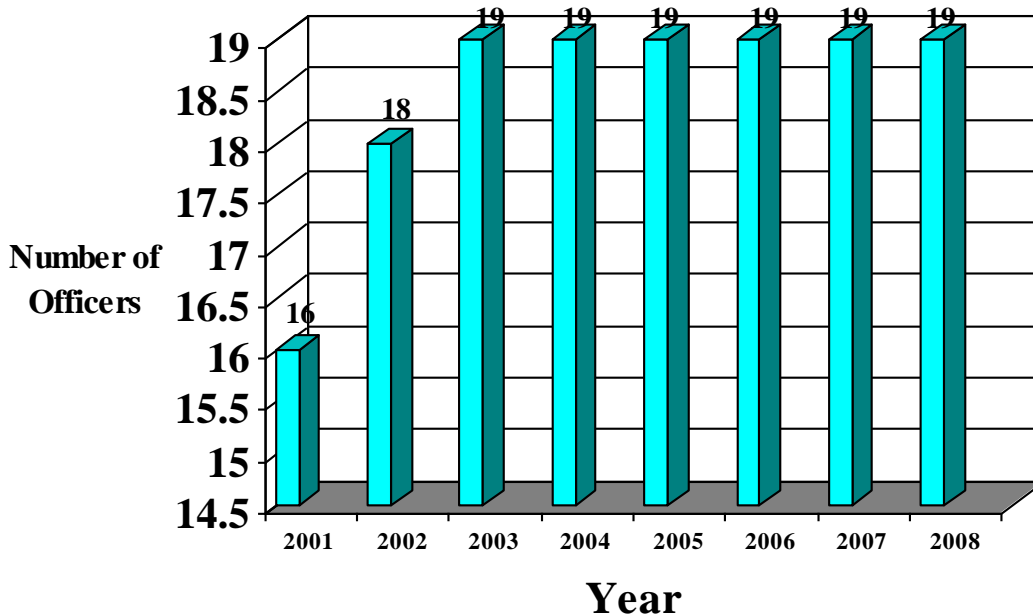
SALARY SCHEDULE

	Annual Minimum	Annual Maximum
Chief of Police	$ 70,322	$110,460
Police Commander	$ 95,098	$104,832
Police Sergeant	$ 67,974	$ 75,296
Police Officer	$ 52,354	$ 64,771
Recruit Officer	---	$ 47,154
Records/Evidence Manager	$ 43,493	$ 53,414
Records/Evidence Specialist	$ 35,048	$ 44,512
PSO – Court Security (PT)	$ 23,650	$ 28,122
PSO – Parking Control (PT)	$ 19,115	$ 22,266

OPERATING BUDGET

$2,525,377	$2,746,972	$3,206,806	$2,869,984

□ 2006 □ 2007 □ 2008 □ 2009

BUDGET DISTRIBUTION

	Personnel	Supplies	Services	Equipment
2006	$1,909,081	$132,559	$377,237	$106,500
2007	$2,100,153	$123,440	$395,379	$128,000
2008	$2,220,064	$136,130	$369,181	$481,431
2009	$2,388,942	$136,410	$228,632	$116,000

□ 2006 □ 2007 □ 2008 □ 2009
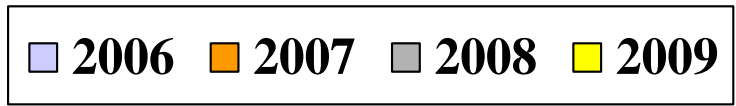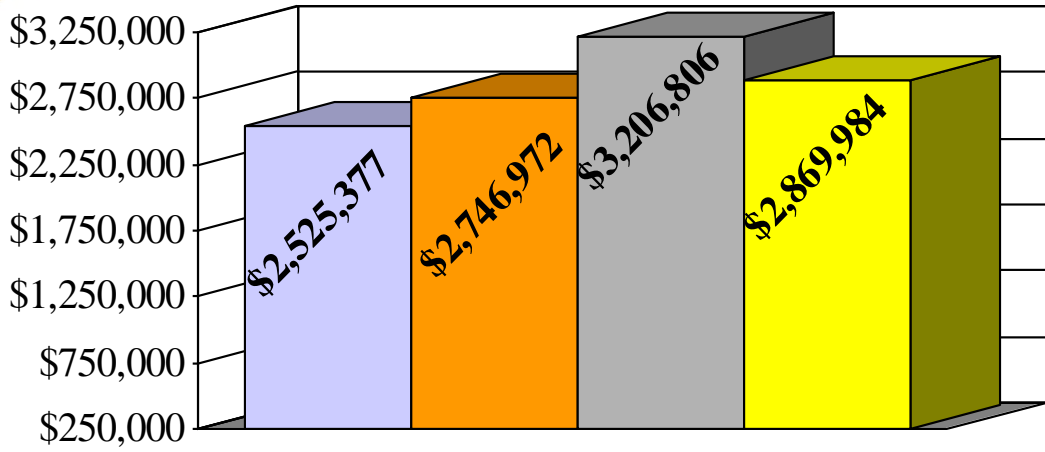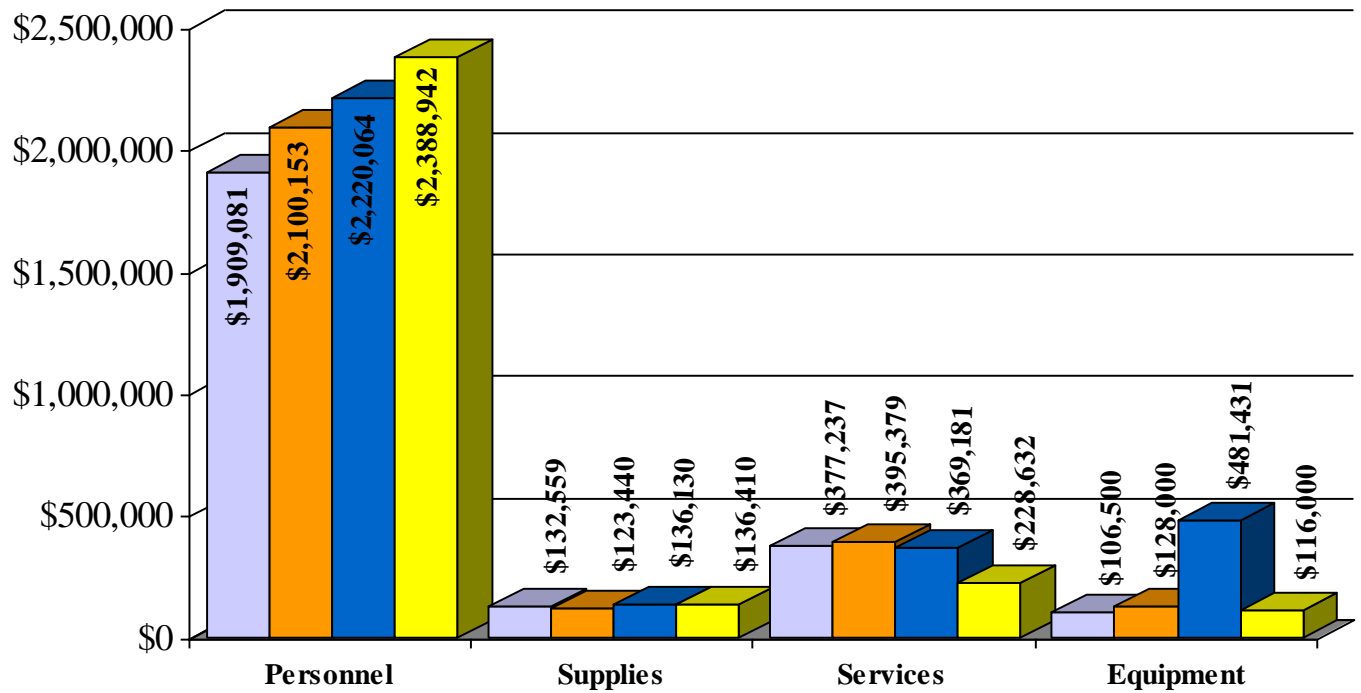
MUNICIPAL COURT FILINGS

CITATIONS FILED IN MUNICIPAL COURT

Citations Issued

	DUI	Infractions	Criminal	Total	Parking
2005	126	1,676	427	2,229	4,610
2006	88	1,777	524	2,389	4,022
2007	58	1,908	661	2,627	3,320
2008	51	1,747	539	2,337	3,087

□ 2005   □ 2006   □ 2007   □ 2008

FINES IMPOSED

	Total Fines	City Portion
2005	$434,154	$307,673
2006	$514,458	$358,770
2007	$590,349	$388,087
2008	$627,711	$409,361
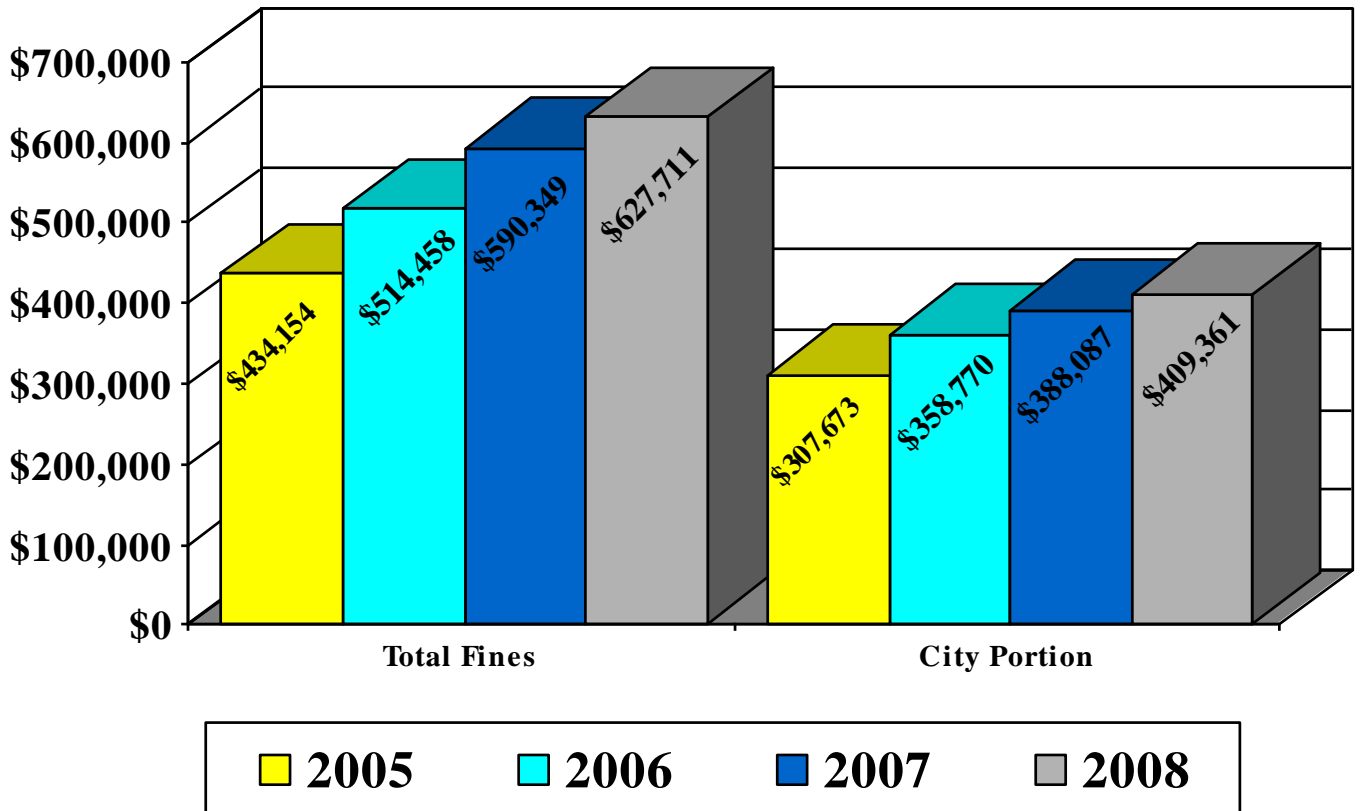
□ 2005   □ 2006   □ 2007   □ 2008

POPULATION vs. POLICE CALLS

POPULATION TRENDS

Population bar chart showing values: 7900 (2002), 7910 (2003), 8060 (2004), 8250 (2005), 8310 (2006), 8350 (2007), 8380 (2008). Y-axis labeled "Population" ranging 0 to 10000. X-axis labeled "Year".

POLICE CALLS FOR SERVICE

Police calls for service bar chart showing values: 14,175 (2002), 13,452 (2003), 14,769 (2004), 13,982 (2005), 13,436 (2006), 14,226 (2007), 13,951 (2008). Y-axis labeled "Number of Calls for Police Service" ranging 0 to 16,000. X-axis labeled "Year".
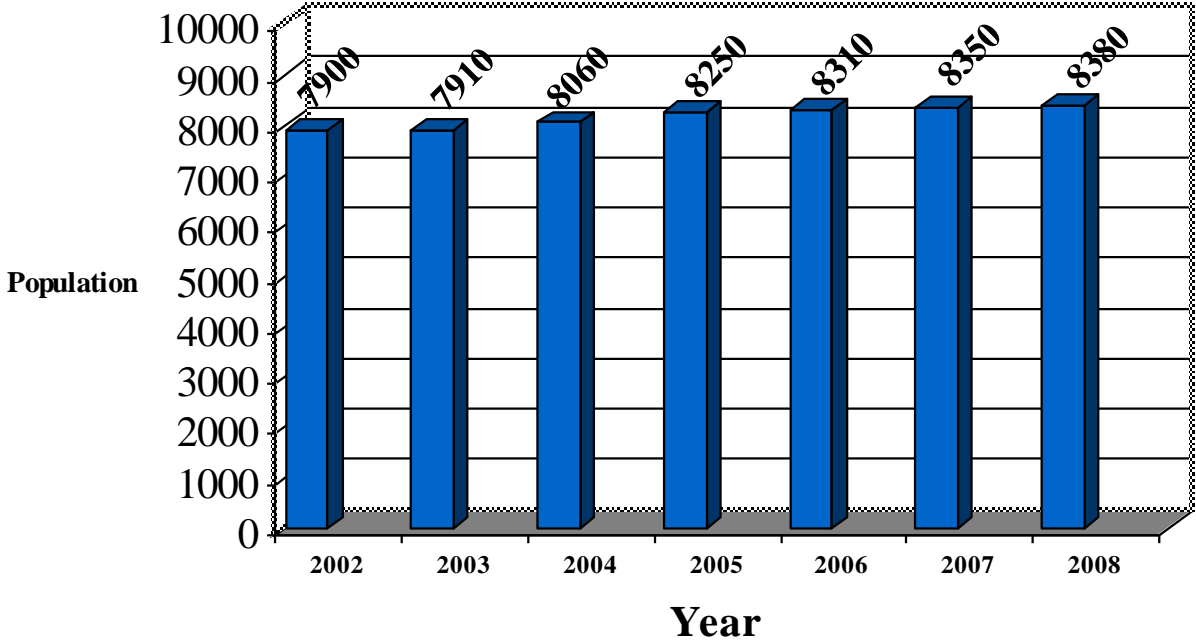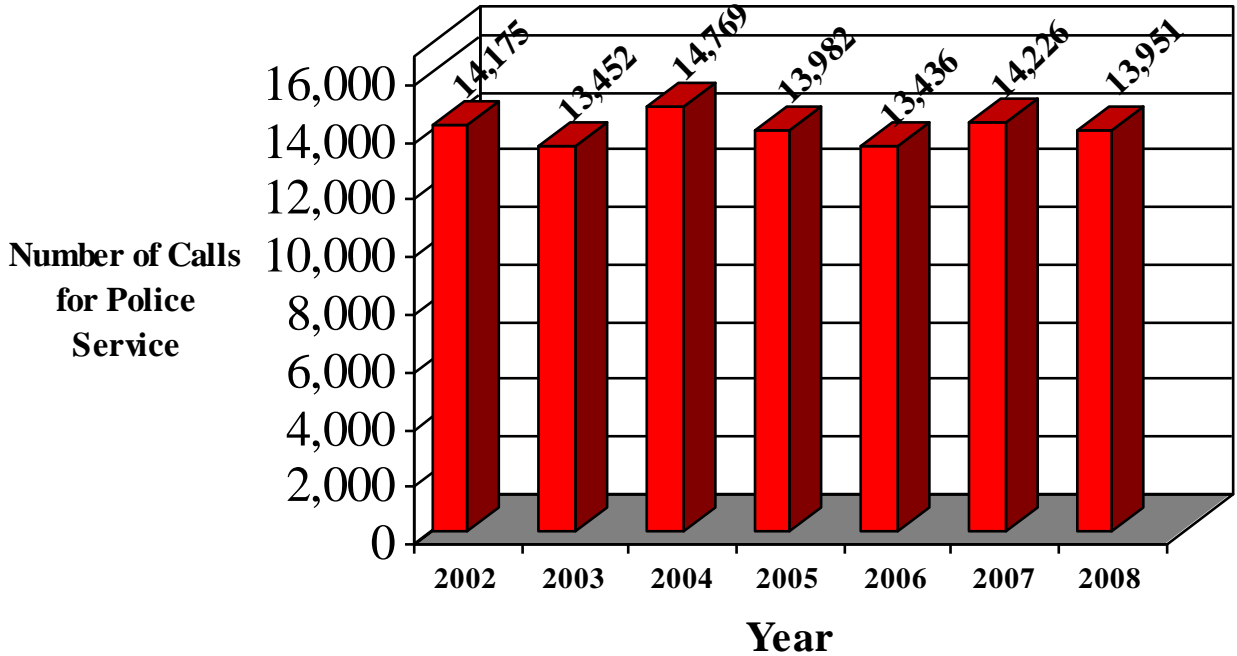
CALLS vs. OFFICERS

COMMISSIONED POLICE OFFICERS

Number of Officers

Year	Number of Officers
2000	15
2002	18
2003	19
2004	19
2005	19
2006	19
2007	19
2008	19

Year

CALLS FOR POLICE SERVICE

Number of Calls for Police Service

Year	Number of Calls for Police Service
2001	13,510
2002	14,175
2003	13,452
2004	14,769
2005	13,982
2006	13,436
2007	14,226
2008	13,951

Year
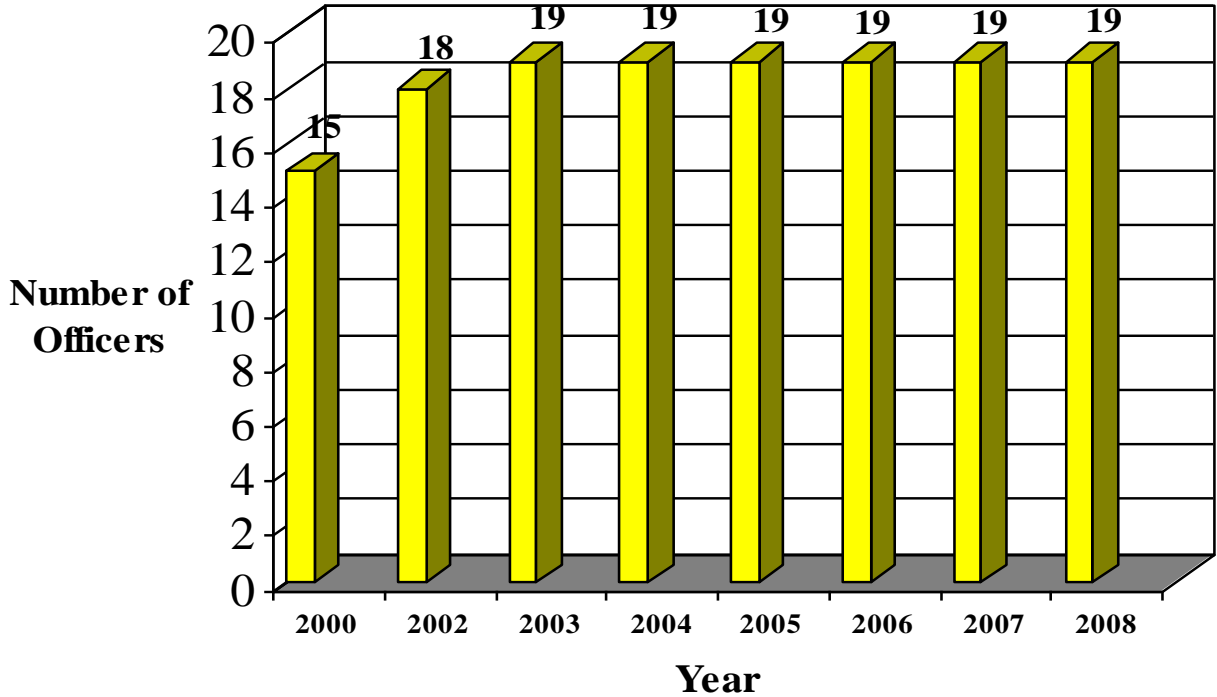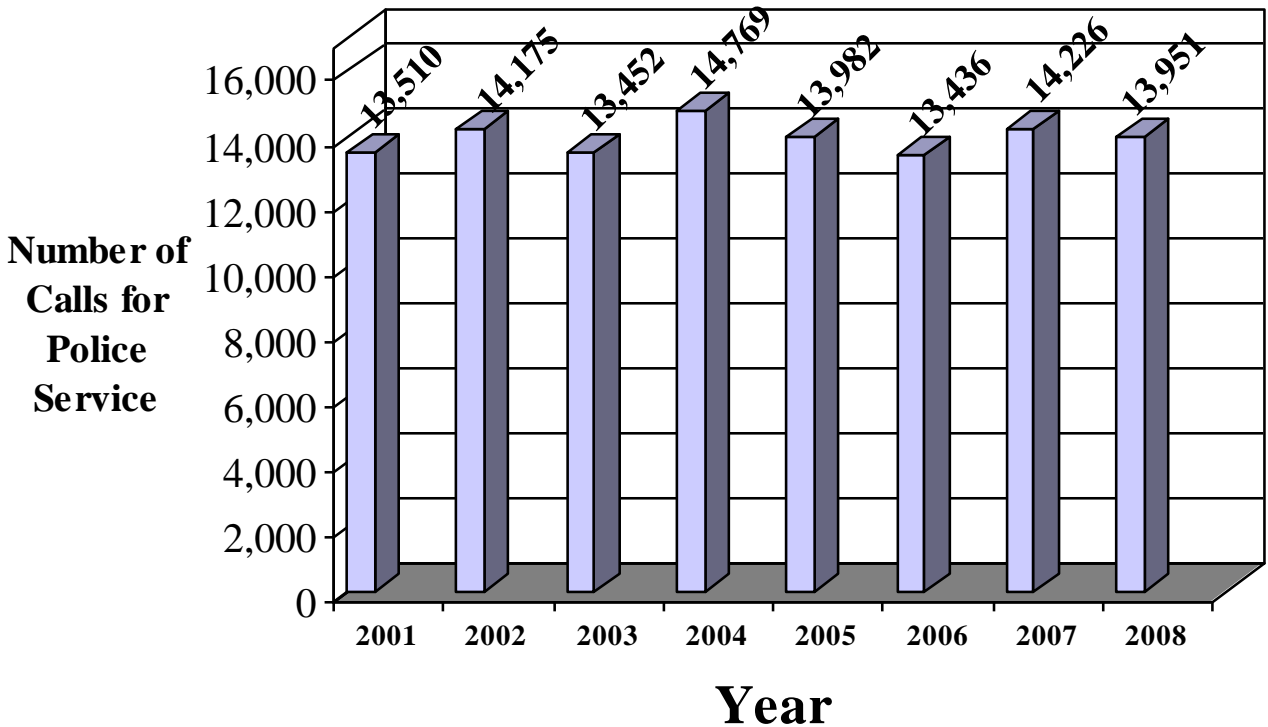
CALLS FOR POLICE SERVICE

CALLS FOR SERVICE BY MONTH

Month	2003	2004	2005	2006	2007	2008
January	1110	1162	1165	1158	990	1144
February	939	1043	969	1037	1071	1176
March	1136	1241	1141	1151	1235	1145
April	1035	1270	1101	1009	1278	1164
May	1248	1262	1386	1264	1256	1287
June	1216	1333	1212	1099	1235	1229
July	1322	1312	1294	1209	1093	1229
August	1165	1197	1282	1138	1019	1138
September	1151	1212	1211	1131	1095	1146
October	1091	1318	1183	1209	1352	1087
November	949	1166	908	1018	1225	1123
December	1090	1253	1130	1013	1377	1096
Totals	**13,452**	**14,769**	**13,982**	**13,436**	**14,226**	**13,964**
Diff. Prev. Yr.	**- 5.1%**	**+ 9.8%**	**- 5.3%**	**- 3.9%**	**+ 5.9%**	**- 1.8%**

SELECTED CALLS FOR SERVICE

CALL NATURE	'08	'07	CALL NATURE	'08	'07	CALL NATURE	'08	'07
Abandoned Vehicles	21	25	Vehicle Impounds	6	2	Reckless Driving	198	220
Alarm Calls	299	350	Provide Information to Police	77	69	Recovery of Stolen Property	58	48
Animal Problems	85	85	Intoxicated Person	74	69	Repossessed Vehicle	28	27
Assaults	190	249	Keep the Peace	32	37	Rescue/Fire Dual Response	0	0
Assists to Outside Agencies	256	249	Kidnapping	0	1	Robbery	13	2
Boat Violations/Nav. Haz.	32	9	Liquor Violations	12	15	Runaway	28	38
Bomb Threats	2	7	Littering Complaint	8	13	Sex Offense	94	70
Burglaries	166	115	Lost Property	11	11	Shoplifting	27	15
Child Abuse/Neglect	111	90	Loud Party	51	43	Stabbing	2	1
Civil Problem	103	126	Malicious Mischief	169	212	Suicide/Suicidal Threats	71	54
Child Custody Disputes	41	37	Mental Investigation	17	14	Suspicious Activity	375	442
Death Calls	9	6	Miscellaneous Investigation	316	383	Theft	369	356
Drive-by Shooting	1	0	Missing Person	30	31	Threats	111	104
Driving Under the Influence	154	153	Vehicle Collision (non-injury)	327	330	Traffic Hazard	340	326
Domestic Violence	288	291	Vehicle Collision (injury)	132	170	Transports	79	89
Escape from Custody	4	7	Narcotics Complaint	74	77	Trespass	27	28
Fireworks	43	47	Noise Complaint	160	141	Unknown Problem	90	110
Found Property	39	50	Overdose	0	0	Unwanted Subject	95	130
Fraud	120	150	Open Door	21	22	Vehicle Theft	51	88
Follow-Up	1123	1069	Explosives	0	0	Verbal Dispute	77	90
Drowning	0	0	Parking Complaint	72	53	Water Rescue/Boat Fire	12	11
Graffiti	22	27	Patrol Check	1357	620	Welfare Check	144	120
Gunshot Injury	1	2	Protection Order Violation	77	77	911 Hang-Up Calls	279	355
Gun Violation	27	29	Prowler	49	68	Warrants	402	339
Harassment	99	110	Pursuit	4	7			

KITSAP AGENCIES COMPARED

LAW ENFORCEMENT ACTIVITY

Calls for Service

Agency	2006	2007	2008
Port Orchard PD	13,436	14,226	13,964
Poulsbo PD	13,369	12,955	12,252
Bainbridge Isl. PD	16,817	15,830	14,869
Bremerton PD	55,124	55,128	54,491
Kitsap County Sheriff	100,042	99,582	95,880

Legend: ■ 2006   ■ 2007   ■ 2008
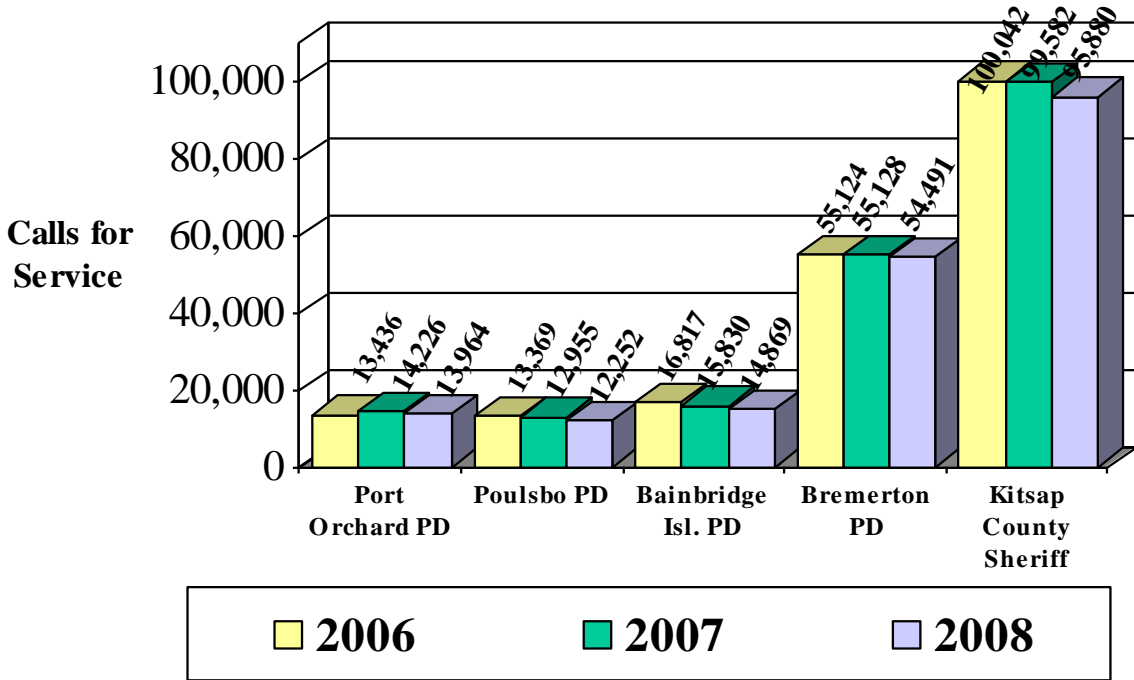
RESPONSE TIME TO CALLS
AS OF FEBRUARY, 2009

Response Time

Agency	Priority 1	Priority 2	Priority 3
Port Orchard PD	2:47	2:46	4:08
Poulsbo PD	4:03	4:47	3:57
Bremerton PD	2:22	3:44	4:48
Bainbridge Isl. PD	2:39	4:46	4:40
Kitsap Co. Sheriff	7:12	9:46	9:39

Legend: ■ Port Orchard PD   ■ Poulsbo PD   ■ Bremerton PD   ■ Bainbridge Isl. PD   ■ Kitsap Co. Sheriff
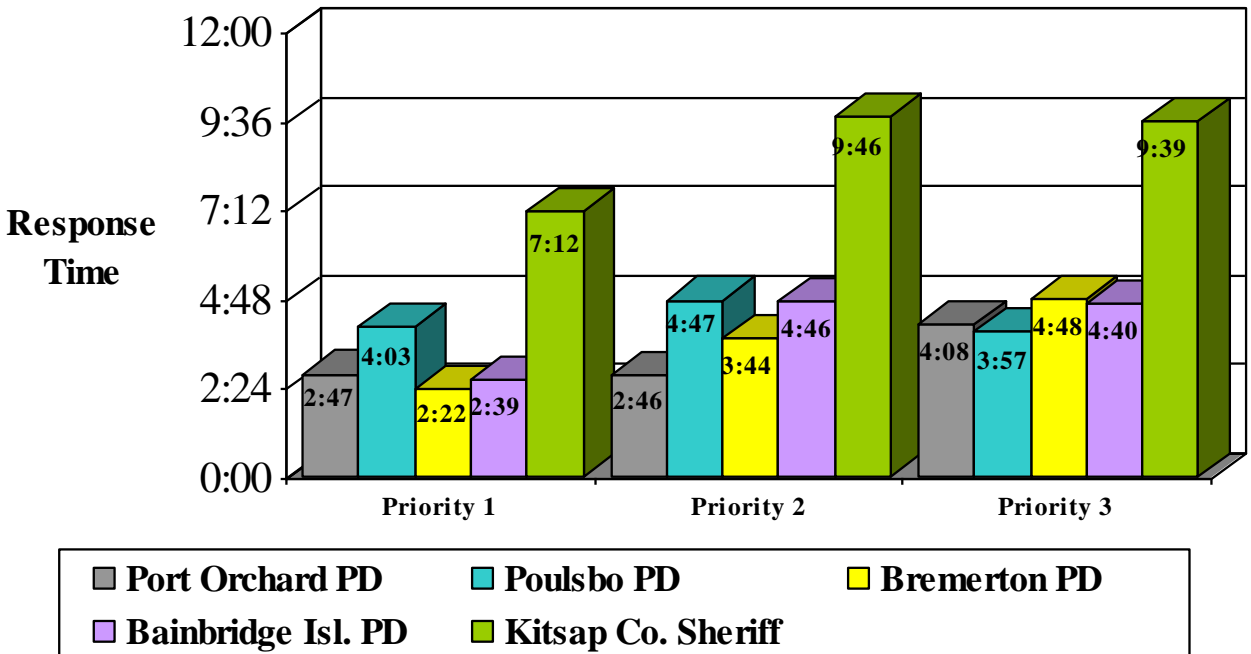
KITSAP AGENCIES COMPARED

CALLS FOR SERVICE PER OFFICER

Annual Calls Per Officer

Agency	2006	2007	2008
Port Orchard PD	746	790	776
Poulsbo PD	836	762	766
Bremerton PD	904	984	838
Bainbridge Isl. PD	801	792	743
Kitsap Co. Sheriff	834	784	773

Legend:
■ Port Orchard PD ■ Poulsbo PD ■ Bremerton PD
■ Bainbridge Isl. PD ■ Kitsap Co. Sheriff
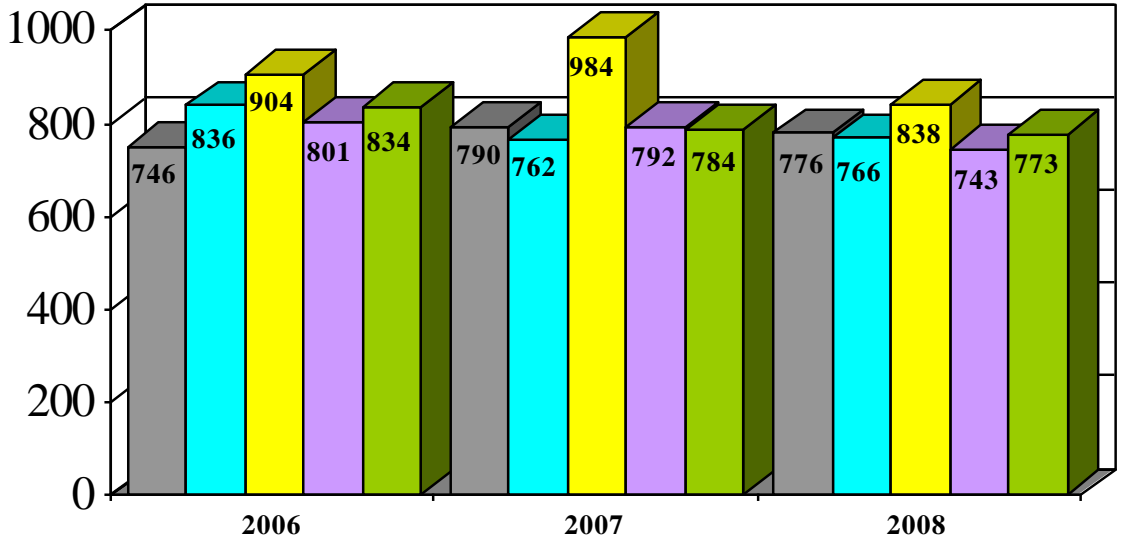
HELD CALLS BY AGENCY

NUMBER OF CALLS NOT IMMEDIATELY DISPATCHED

Number of Calls Held

Agency	2006	2007	2008
Port Orchard PD	216	218	189
Poulsbo PD	78	133	101
Bremerton PD	3,241	3,388	2,256
Bainbridge Isl. PD	227	171	140
Kitsap Co. Sheriff	4,017	4,173	3,142

Legend:
■ Port Orchard PD ■ Poulsbo PD ■ Bremerton PD
■ Bainbridge Isl. PD ■ Kitsap Co. Sheriff
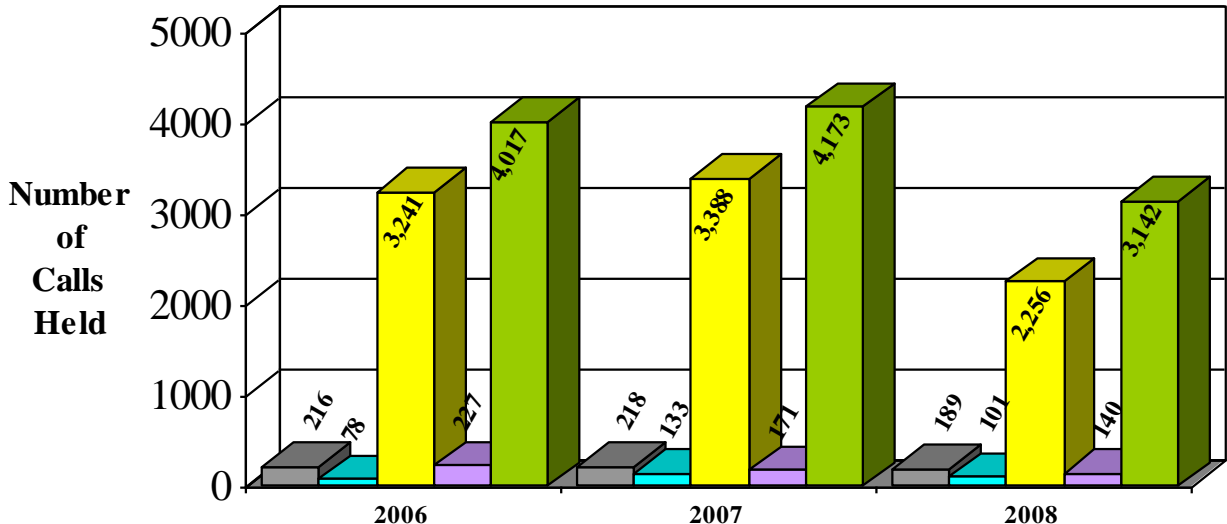
SPECIALIZED UNIT STATISTICS

SCHOOL RESOURCE OFFICER ACTIVITY

	2005	2006	2007	2008
Crimes Against Persons:	62	37	31	25
Crimes Against Property:	39	85	60	68
Drug Violations:	24	11	10	12
Other Agency Assists:	12	8	7	4
Service Calls:	260	271	661	720

WESTNET NARCOTICS TASK FORCE ACTIVITY

		2006	2007	2008
Cases Initiated:		133	116	125
Total Arrests:		222	233	162
Warrant Services:		107	115	97
Narcotics Seized:	Marijuana Grows	42	33	48
	Marijuana (pounds)	159	69	127
	Methamphetamine (grams)	3,200	2,104	1,138
	Heroin (grams)	902	1,230	3,521
	Cocaine (grams)	698	228,141	11
Methamphetamine Labs:		2	6	4
Methamphetamine Lab Dump Sites:		14	2	7

NARCOTICS CANINE ACTIVITY

Currency Seized:	$16,742	Training Hours:	60 Hours
Paraphernalia Items Seized:	25	School Searches:	0
Marijuana Seized:	325 grams	Correction Facility Searches:	3
Methamphetamine Seized:	47 grams	Public Demonstrations:	5
Heroin Seized:	1 gram		
Cocaine Seized:	3 grams		

CRIME STATISTICS

INDEX CRIMES REPORTED

Classification	2008	2007	Change
Murder	2	0	+ 200 %
Sexual Assault	9	12	- 25 %
Robbery	6	1	+ 500 %
Aggravated Assault	33	67	- 51 %
Burglary	127	70	+ 81 %
Larceny/Theft	312	280	+ 11 %
Motor Vehicle Theft	22	30	- 27 %
Arson	4	2	+ 100 %
Violent Crime Total	**50**	**80**	**- 38 %**
Property Crime Total	**465**	**382**	**+ 21 %**

CLEARANCE RATE OF CRIMES REPORTED

Percent of Cases

Sex Assault: 30%, 75%, 41%
Robbery: 83%, 100%, 25%
Assault: 65%, 78%, 54%
Burglary: 16%, 26%, 13%
Larceny: 23%, 15%, 17%
Auto Theft: 23%, 13%, 13%

☐ 2008   ☐ 2007   ■ National Average
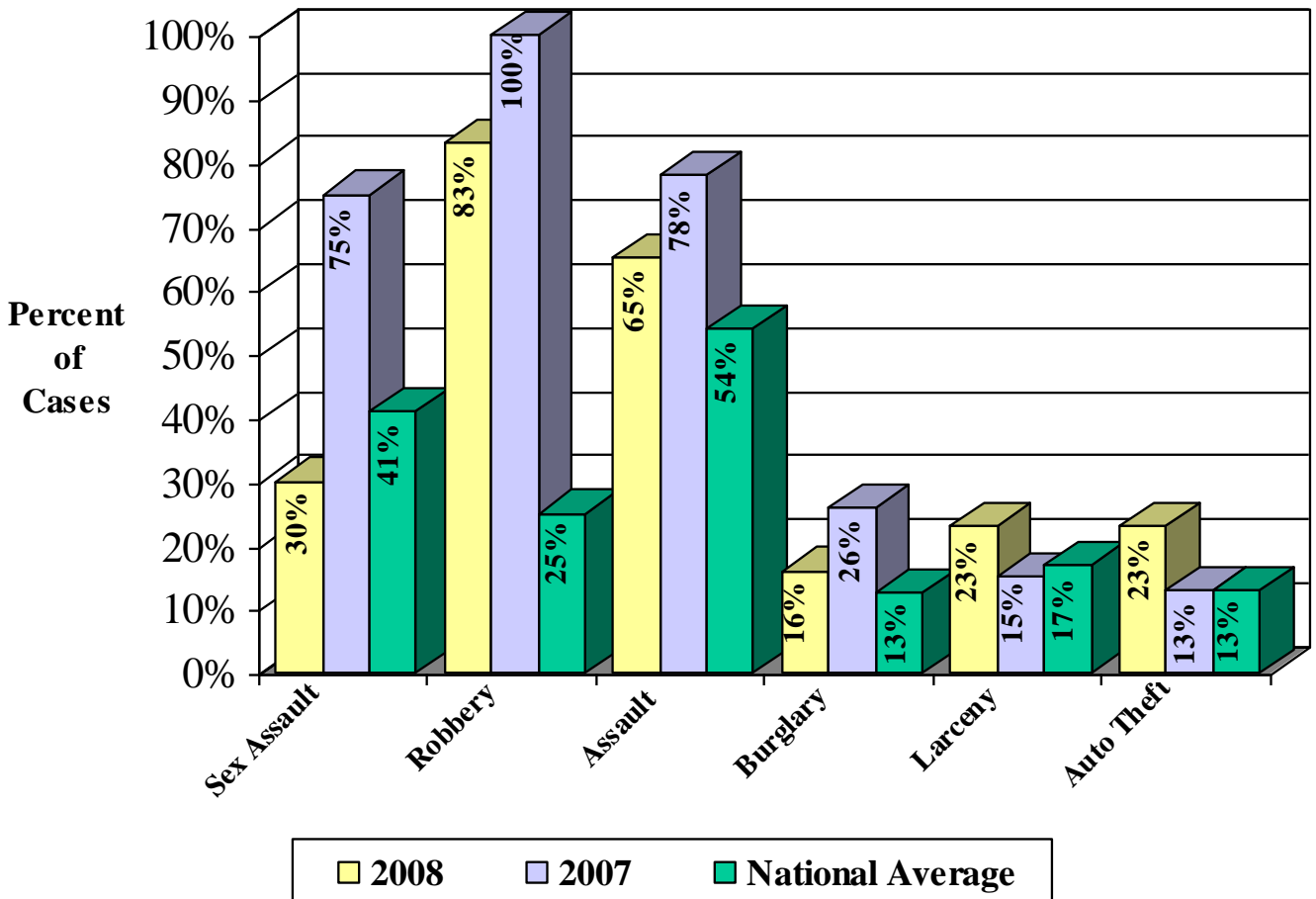
CRIME STATISTICS

INDEX CRIMES REPORTED STATEWIDE

Classification	2008	2007	Change	
Murder	185	177	+	4.5 %
Sexual Assault	2,579	2,556	+	.9 %
Robbery	6,202	6,018	+	3.1 %
Aggravated Assault	12,224	12,658	-	3.4 %
Burglary	51,309	51,863	-	1.1 %
Larceny	162,161	168,457	-	3.7 %
Motor Vehicle Theft	27,706	36,932	-	25.0 %
Arson	1,559	1,877	-	16.9 %
Violent Crime Total	**21,190**	**21,409**	**-**	**1.0 %**
Property Crime Total	**242,735**	**259,129**	**-**	**6.3 %**

SELECTED MISDEMEANOR ARRESTS & CITATIONS BY OFFENSE

OFFENSE	'08	'07	OFFENSE	'08	'07
Animal Violations	6	14	Assault - Domestic Violence	36	41
Assault – Simple	22	35	Speeding	877	1,005
Boating/Marine	1	1	Child Restraint	2	2
Weapons Violations	8	6	Trespass	15	15
Defective Vehicle Equipment	47	79	Disorderly Conduct/Threats	18	36
Drivers License Violations	86	95	DUI	51	58
Drug Related	98	82	Suspended License	290	377
Fail to Yield/Stop	88	187	False Information/Reporting	4	7
Hit and Run	8	11	Illegal use of Studded Tires	2	5
Improper Lane Change/Passing	62	29	No Valid Insurance	433	401
Fail to Obey Traffic Control Device	126	94	Lewd Conduct/Ind. Exposure	7	6
Improper/No Registration/Plates	217	218	Negligent/Reckless Driving	17	25
Minor in Possession/Supply to Minor	40	22	Littering	3	0
Malicious Mischief	12	14	Malicious Mischief – Domestic	2	3
Child Unattended in Vehicle	1	0	Misc. Unsafe Driving Practices	68	72
Open Alcohol Container	7	4	Obstruct Police Officer	25	14
Resisting Arrest	4	4	Seatbelt Violation	30	45
Public Disturbance/Fighting	9	5	Theft	40	21
Violation Protect/No Contact Order	7	13	Wrong Way on One Way	43	8
Parking Related	2	1	Stalking	2	2
Poss. Stolen Prop./Burglar Tools	1	0	Pass Bus with Stop Arm Out	0	0
Disrupt School Activities	2	0	Liquor License Violations	4	0

CRIME STATISTICS

VIOLENT CRIME

FOR CITIES OVER 4,000 POPULATION
BASED UPON PART 1 CRIMES

RANK	CITY (previous years rank)	VIOLENT CRIMES/1000 PEOPLE	
		2007	**2008**
1	Wapato (5)	8.6	10.1
2	Tukwila (4)	8.9	10.0
3	Tacoma (1)	10.4	9.9
4	Lakewood (6)	8.2	9.2
5	Bremerton (3)	9.4	8.4
6	Toppenish (not listed)	6.0	7.0
7	Centralia (not listed)	6.4	6.9
8	Spokane (10)	6.5	6.6
9	Fife (10), Shelton (7), Kent (NL), SeaTac (NL)		6.2
15	**Port Orchard (2)**	**9.6**	**5.9**

PROPERTY CRIME

FOR CITIES OVER 4,000 POPULATION
BASED UPON PART 1 CRIMES

RANK	CITY (previous years rank)	PROPERTY CRIMES/1000 PEOPLE	
		2007	**2008**
1	Tukwila (1)	161.8	156.7
2	Burlington (2)	157.5	120.9
3	Union Gap (3)	131.1	118.0
4	Shelton (4)	122.7	98.6
5	Moses Lake (5)	104.0	95.2
6	Chehalis (7)	98.9	89.7
7	Ephrata (not listed)	74.0	82.4
8	Othello (6)	99.2	81.6
9	Wapato (not listed)	66.1	79.9
10	Fife (not listed)	79.9	75.9
27	**Port Orchard (53)**	**45.7**	**55.2**

QUALITY SERVICE AUDIT

A RANDOM SURVEY OF CITIZENS WITH DOCUMENTED CONTACTS WITH POLICE

	YES	NO
>WAS THE OFFICER PROMPT?	97%	3%
>WHEN THE OFFICER ARRIVED, DID THE OFFICER DEMONSTRATE A GENUINE INTEREST IN YOUR PROBLEM?	98%	2%
>DID THE OFFICER TREAT YOU WITH COURTESY AND RESPECT?	99%	1%
>DID THE OFFICER ACT IN A PROFESSIONAL MANNER?	99%	1%
>WAS THE OFFICER THOROUGH WITH THE INVESTIGATION?	97%	3%
>DID THE OFFICER ADEQUATELY EXPLAIN YOUR RIGHTS AND RESPONSIBILITIES?	96%	4%
>DID YOU FEEL COMFORTABLE TALKING TO THE OFFICER?	99%	1%
>DID YOU FEEL THE OFFICER WAS SUPPORTIVE OF YOU?	99%	1%
>IF FOLLOW-UP WAS NECESSARY, WAS THE OFFICER READILY AVAILABLE?	95%	5%
>OVERALL, DID YOU FEEL SATISFIED WITH THE OFFICER'S PERFORMANCE OF DUTY?	98%	2%

Our police rescue boat pulls a vessel that was on fire away from a marina, saving other vessels from damage. The police boat provides service to the City of Port Orchard, City of Bremerton, South Kitsap Fire Rescue and also supports south and central Kitsap County, including Blake Island.

QUALITY SERVICE AUDIT

A RANDOM SURVEY OF CITIZENS WITH DOCUMENTED CONTACTS WITH POLICE

SUPPLEMENTAL SURVEY DATA

	YES	NO
>I FEEL SAFE IN MY HOME	74%	26%
>I FEEL SAFE WALKING ALONE IN MY NEIGHBORHOOD	63%	37%
>I FEEL SAFE WALKING WITH OTHERS IN MY NEIGHBORHOOD	79%	21%
>POLICE PRESENCE IN MY NEIGHBORHOOD IS APPROPRIATE FOR THE NEED	63%	37%

TRAFFIC ENFORCEMENT IN PORT ORCHARD MEETS THE NEEDS OF THE COMMUNITY

SA: 33%   A: 49%   U: 16%   D: 1%   SD: 1%

THE PORT ORCHARD POLICE DEPARTMENT IS PROVIDING THE APPROPRIATE AMOUNT OF PATROLLING ON FOOT

SA: 14%   A: 29%   U: 45%   D: 10%   SD: 1%

THE PORT ORCHARD POLICE DEPARTMENT TREATS PEOPLE WITH RESPECT

SA: 33%   A: 47%   U: 16%   D: 4%   SD: 0%

THE PORT ORCHARD POLICE DEPARTMENT RESPONDS TO EMERGENCY CALLS IN A TIMELY MANNER

SA: 43%   A: 42%   U: 13%   D: 2%   SD: 0%

THE PORT ORCHARD POLICE DEPARTMENT DOES ITS JOB WELL

SA: 41%   A: 44%   U: 13%   D: 2%   SD: 0%

KEY: SA = STRONGLY AGREE; A = AGREE; U = NO STRONG FEELINGS EITHER WAY;
D = DISAGREE; SD = STRONGLY DISAGREE

DEPARTMENT PERSONNEL

"OUR MOST VALUABLE RESOURCE"

		Joined
Chief of Police		
Alan L. Townsend		12/14/99
Police Commander		
Geoffrey C. Marti		03/17/08
Police Sergeant		
Dale Schuster		09/26/85
Jason Glantz		08/28/95
Trey Holden		03/19/01
Police Officer		
Jerry Jensen		06/02/80
Ron Patterson	(07/23/73)*	12/15/80
E. Jerry Martin		11/02/84
Robert MacFann		10/01/98
Elizabeth Deatherage		04/20/99
Erik Wofford		09/07/00
Randy Ernst		09/21/03
Marvin McKinney		10/27/04
Jimmie Foster		02/21/06
George Counselman		04/10/06
David Walker		08/31/06
Charles Schandel		11/03/06
David Humphrey		06/16/08
Andrew Brandon		11/29/08
Steve Morrison		03/03/09
Support Staff		
Cyndi Circelli		05/04/00
Valarie Francom		10/21/02
Holly Lindberry		06/04/07
Public Service Officer		
James Haner		04/28/01
Maureen Wheeler		09/11/06
Melinda Lohre		07/02/07
Reserve Officer		
Bruce Baillie		05/25/91
Cliff Higashi		10/27/06
Jay Wheeler		11/17/06

* Indicates date started with the city in another department.