

Bainbridge Island Police Department 2021 Professional Standards Report



Photo Credit: Kelly Eisenhood, BIPD Senior Police Clerk, 2021

Table of Contents

Department Overview and Command Structure	1
Department Goals, Accomplishments, and Performance	4
Review and Analysis; Bias-Based Policing	6
Review and Analysis; Use of Force and Pursuits	7
Review and Analysis; Complaints	8
Training and Professional Development	10
Community Outreach and Notable Events	11
Personnel Updates, Awards, and Recognition	13
Remembering Chuck Burrows	17

Department Overview and Command Structure

Chief of Police	Joseph N. Clark, Jr.
Deputy Chief of Police	Scott Weiss
Sergeants	Administrative: Gary Koon Patrol: William Shields Patrol: Benjamin Sias
Corporals	Joseph Fastaia Charles Kazer Cameron Lewis Charlie McCarty
Patrol Officers	Jeffrey Benkert Jonathan Bingham Zachary Burnham (K9) Robert Day Colt Lasnier Jon Ledbetter Ryan Norton Roger Swann
Detectives	Mara Dominowski Eric Huska
Community Resources Officer	Position Vacant
Parking Enforcement	Ken Lundgren
Harbormaster	Tami Allen
Behavioral Health Navigator	Kelsey Lynch
Support Services	Barbara Burns, Administrative Supervisor Jennifer Cooper, Evidence Technician Kelly Eisenhood, Senior Police Clerk Lesley Hetzler, Senior Police Clerk
Bainbridge Island Residents Service Area Shoreline	25.8K per https://worldpopulationreview.com/us-cities 28 square miles 53 miles

Administration – The chief and deputy chief of police are responsible for strategic planning, directing department operations, and working with the city manager, city council and community members to ensure peace and public safety on Bainbridge Island. They build and maintain intergovernmental relationships with other law enforcement agencies, working collaboratively on issues of security and safety. They also serve as media contacts, oversee community outreach events, represent the department at community functions, and work with community groups to shape a collective vision of policing.

Patrol – Patrol officers respond to emergency calls for service 24 hours a day in the community, maintaining peace and order by protecting life and property through impartial enforcement of federal, state, and local laws. They address criminal activity, conduct collision investigations, direct traffic in congested areas and during emergency situations, identify and eliminate safety hazards, serve search and arrest warrants, issue traffic citations, and investigate crime scenes. Patrol officers generally perform their duties in police vehicles, but also conduct walking beats and use bicycles and motorcycles for patrolling congested areas and parks. The patrol section also has a K9 team and a community resources officer who facilitates a great many outreach events.

Behavioral Health Navigator – The department’s behavioral health navigator works in concert with patrol officers and other agencies through education and collaboration to help members of the community navigate the resources available to them outside the criminal justice system.

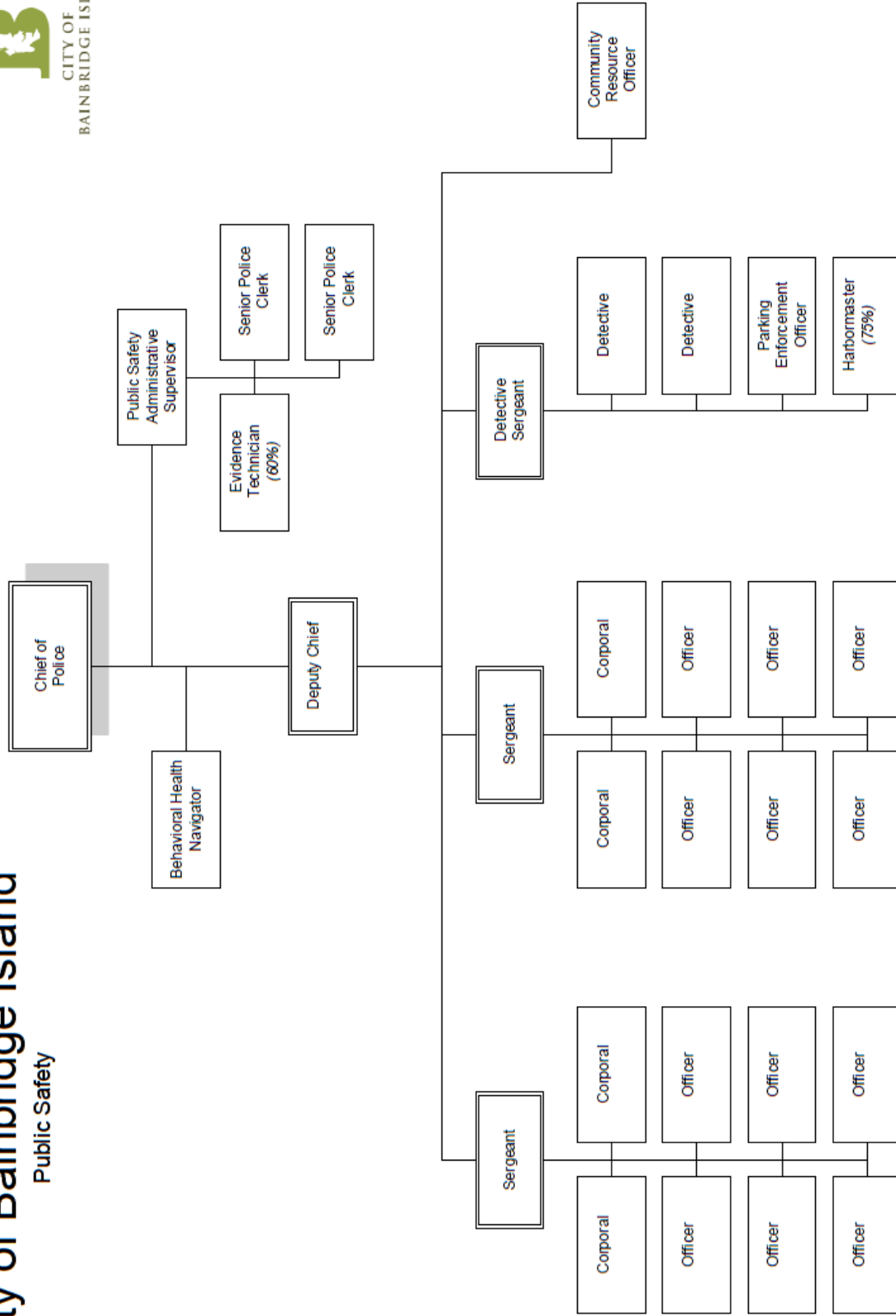
Detectives – The BIPD’s two detectives investigate major crime occurring in the community and perform follow-up investigations on cases initially handled by patrol officers. Detectives interview suspects and victims, take witness statements, collect, and process crime scene evidence, and testify in court.

Harbormaster – The harbormaster coordinates and directs activities related to the use, operation, security, maintenance, and improvement of Bainbridge Island harbors. This includes facilitating services for commercial and recreational boaters, working closely with volunteer harbor stewards to orchestrate harbor activity, collecting fees for water-related uses, providing status reports for consideration and action, and ensuring compliance with federal, state, and local laws regulating harbor activity. The harbormaster also works with the U.S Coast Guard and the department of Natural Resources to address vessels that are lost, found, adrift, sinking, or abandoned, works with the executive and finance departments of the city to manage transient and long-term use of harbor buoys and city docks, and maintains records of visiting and residential boaters.

Marine Services Unit – With our island community’s 53 miles of rugged shoreline, the BIPD’s marine services unit is a critical component of public safety. Our primary vessel, M8, is a 33-foot SAFE Boat capable of carrying 18 passengers and features high-definition imaging sonar, radar, a chart plotter, an encrypted Automatic Identification System, a micro-ROV, radiation detection equipment, VHF radios, collision and depth alarms, and an on-board computer with thermal imaging capability. The vessel and her crew perform search and rescue, vessel assistance, recreational boating enforcement, environmental response, and assist other agencies as needed. The department’s second vessel, M11, was added to the fleet in 2016. M11 is an 18-foot vessel with a single outboard motor, significantly smaller and more easily maneuverable than M8, and perfect for conducting in-harbor operations such as boating safety checks and boater education. M11 also has a power hauler to extract derelict fishing gear from the water which cannot be conducted aboard M8.

Parking Enforcement – BIPD’s parking enforcement officers (PEOs) perform field and office work related to the enforcement of parking ordinances and maintain parking records. Year round, PEOs respond to complaints, and walk and drive throughout the island to ensure compliance with parking regulations, especially in carpool areas, no parking zones, disabled parking areas, and time-limited spaces.

Support Services – The support services unit consists of two police clerks, an evidence technician, and an administrative supervisor, all civilians, who work together to support other divisions and serve members of the community by providing a variety of services and ensuring the department manages, stores, disseminates, and destroys all property, evidence, reports, and records according to law.



Department Goals, Accomplishments, and Performance

Reaccreditation Received from the Washington Association of Sheriffs and Police Chiefs (WASPC)

The Bainbridge Island Police Department (BIPD) was reaccredited by the Washington Association of Sheriffs and Police Chiefs (WASPC) in November 2021 – an accomplishment recognizing the highest professional standards in law enforcement.

The purpose of accreditation is to provide a review process for agencies to be certified as operating under industry best practices and standards. In 1976, WASPC was directed by the Washington State Legislature to develop standards and goals for Washington State law enforcement and has maintained an operational accreditation program since that time.

To receive accreditation, agencies must complete a process that scrutinizes the agency's goals and objectives, role and authority, use of force practices, management, staffing, organization and utilization of personnel, records management, information technology, performance, health and safety, fiscal management, recruitment and selection, training, the performance evaluation process, code of conduct, internal affairs, patrol function, investigative function, evidence/property control function, and prisoner security. To maintain accreditation, agencies must repeat the process every four years.

"Maintaining accreditation demonstrates our ongoing commitment to the community to pursue high standards and accountability through external review of our policies and practices," said Chief Clark, who accepted the award at the Association's annual fall conference.



Bainbridge Island Chief of Police Joseph N. Clark Jr. and WASPC Director of Professional Services Mike Painter

The BIPD received its initial state accreditation in 2017 and is among only 63 other departments in the state that hold this designation (approximately 25% of all Washington State law enforcement).

2021 BIPD Performance	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Type of Incident	665	563	805	653	707	908	853	922	879	818	749	887	9,409
Calls for Service	109	88	143	100	109	88	106	109	144	118	109	125	1,348
Case Reports	1	1	5	1	0	1	2	2	3	1	1	1	19
Criminal Citations	6	7	19	13	7	14	12	21	18	8	6	17	148
Traffic Infractions	9	9	12	7	11	15	13	11	20	21	14	14	156
Traffic Collisions	15	15	8	15	17	19	13	14	16	11	18	23	184
Adult Arrests	0	0	0	0	0	0	0	0	0	0	2	0	2
Juvenile Arrests	1	2	1	1	1	1	1	1	0	0	1	2	12
Domestic Violence	1	2	2	2	2	1	1	1	1	1	3	1	18
Driving Under the Influence	0	2	0	0	1	1	0	0	0	0	0	0	4
Drugs/Narcotics	0	0	0	2	1	1	0	1	1	0	1	1	8
Use of Force Incidents	0	0	1	4	1	0	2	0	1	2	1	0	12
Complaints Against Sworn Personnel	0	0	1	0	0	0	0	0	0	0	0	0	1
Sustained Complaints Against Sworn*	2	8	8	7	10	4	6	4	2	4	3	5	63
NIBRS Offenses and Clearances	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Offenses: Crimes Against Persons**	2	8	8	7	10	4	6	4	2	4	3	5	63
Clearances (Against Persons) by Arrest	0	2	1	2	5	3	4	1	2	0	0	3	23
Offenses: Crimes Against Property***	4	15	43	17	23	15	34	43	53	25	24	36	332
Clearances (Against Property) by Arrest	1	2	2	0	0	4	0	2	0	0	2	2	15

* May occasionally show sustained complaints when none were received in the same month due to the length of the investigation process (e.g. complaint was received in the following month)

** Includes Murder, Forcible Sex Offenses, Robbery, Aggravated or Simple Assault, Intimidation, Non-Forcible Sex Offenses, Kidnapping, Human Trafficking, and Unlawful Sexual Contact

*** Includes Burglary/Breaking and Entering, Arson, Larceny, Motor Vehicle Theft, Extortion/Blackmail, Counterfeiting/Forgery, Fraud, Embezzlement, Stolen Property Offenses, Destruction/Damage/Vandalism of Property

Bainbridge Island Police Department

Joseph N. Clark Jr., Chief of Police

2021 Year-End Review and Analysis of Bias-Based Policing

The Bainbridge Island Police Department prohibits the use of race, ethnicity, nationality, religion, sexual orientation, economic status, age, cultural group, disability, or affiliation with any identifiable group from being used as the basis for providing differing levels of law enforcement service or the enforcement of the law. We are committed to providing law enforcement services equally, fairly, objectively, and without discrimination toward any individual or group. An annual review and analysis can help ensure that members of the department perform their duties in a fair and objective manner.

The most effective way that police agencies have attempted to determine whether bias-based policing is systematically occurring is through the analysis of discretionary traffic stops using SECTOR data and by evaluating the number of arrests the agency has made. The tables below reflect standard traffic citations and criminal citations, as well as individuals arrested in 2021. When officers are unable to distinguish an individual's race, 'unknown' is indicated.

Race / Ethnicity	Traffic Infractions		Criminal Traffic		Totals		Demographics	
	# by Race	% by Race	# by Race	% by Race	# by Race	% by Race	BI**	KC
White	117	81.81%	21	91.30%	138	83.13%	88%	76%
Black	3	2.10%			3	1.81%	1%	3%
Native							<1%	1%
Asian	7	4.90%			7	4.22%	3%	5%
Unknown	16	11.19%	2	8.70%	18	10.84%	<1%	0%
Pacific Islander*							<1%	1%
Other*							<1%	0%
Two or More*							5%	6%
Hispanic*							3%	8%
TOTAL	143	100%	23	100%	166	100%	100%	100%

* Categories with an asterisk are identified on the Census Reporter site but not available on citation forms.

** The most recent information available from www.census.gov shows Bainbridge Island with a total population in of 24,825 in April 2020.

Individuals Arrested in 2021		
Race or Ethnicity	# by	% by
White	65	87.84%
Black	2	2.70%
Native	2	2.70%
Asian	5	6.76%
Other	0	0%
TOTAL	74	100%

Analysis: While every race is not represented exactly, there do not appear to be any patterns of racial profiling or bias.

Bainbridge Island Police Department
Joseph N. Clark Jr., Chief of Police

2021 Year-End Review and Analysis – Uses of Force and Pursuits

In 2021, the department recorded no pursuits.

There were 8 instances where force was necessary to gain the compliance of a subject:

Date	Type/s of Force*	Aggravating Factor(s)**	Gender (M/F/X)	Race	Injury / Aid	Finding
4/23/21	Physical	Intoxicants	M	White	None	Within Policy
4/30/21	Physical	Intoxicants	M	White	Officer	Within Policy
5/10/21	Physical	Intoxicants Behavioral	M	White	None	Within Policy
6/29/21	Physical, Leg Restraints	Intoxicants Behavioral	M	White	Officer	Within Policy
8/20/21	Physical***	Intoxicants	M	Asian	None	Within Policy
9/7/21	Physical	Intoxicants	M	White	None	Within Policy
11/10/21	Draw Taser	None	M	White	None	Within Policy
12/11/21	Physical***	Intoxicants Behavioral	M	Asian	None	Within Policy

* Includes physical control, draw/deploy Taser, draw/deploy firearm, leg restraints.

** Includes intoxicants, drugs, behavioral health, or unconfirmed.

*** These events involved the same subject.

Total

8

Total Calls for service in 2021:	9,409
Total incidents where use of force was used:	8
Percentage of incidents in which force was used:	.085%

Analysis: No emerging trends, patterns, or specific areas of concern have been identified based on use of force events in 2021. No recommendations appear necessary regarding the need for additional training, equipment, or policy review. No further action is required.

Bainbridge Island Police Department
Joseph N. Clark Jr., Chief of Police

2021 Year-End Review and Analysis - Complaints

Internal Affairs

Internal Affairs issues are serious complaints against an officer that are either criminal in nature, or such that if proven true would amount to criminal charges or misconduct. Classifications include Crime, Excessive Force, Arrest, Entry, Search, Harassment, Serious Policy Infraction, Minor Rule Infraction, Demeanor/Conduct, Dissatisfied with Handling of Case, Driving/Traffic Related, Performance Issue, Unclear, or Other.

In 2021 there were 2 internal affairs investigations recorded:

Occurrences	Internal Affairs Category	Finding
1	Serious Policy Infraction	Not Sustained
1	Use of Force	Unfounded
2	TOTAL	

Complaints

Complaints involve events, issues or conditions directly related to a policy of the Bainbridge Island Police Department or the conduct of one of its officers. Complaints are generally not serious in nature but may rise to the level of an internal affairs event at any time during the investigation if information is discovered which if proven true could lead to criminal charges or employee misconduct.

In 2021 there were 10 complaints recorded:

Occurrences	Complaint Category	Finding
5*	Dissatisfaction with Handling of Report	Unfounded
1	Driving/Traffic Related	Sustained
3	Policy	Unfounded
1	Use of Force	Not Sustained
10	TOTAL	

* one (1) complaint in this category is still under investigation.

Analysis:

These complaints were against different officers and are different in nature. There does not appear to be any pattern of behavior with a particular officer, no specific policy causing concern, or any trend which indicates that the data must be further reviewed. No additional action is required.

Explanation of Findings for Complaints

Exonerated	The act occurred, but the act was justified, lawful, and/or proper.
Unfounded	The allegation was false or not factual, the alleged act(s) did not occur, or the alleged act(s) did not involve department personnel.
Not Sustained	There is insufficient evidence to sustain the complaint or to fully exonerate the employee.
Sustained	The act occurred, and it constituted misconduct and/or a policy violation.
Incomplete	The complaint is still under investigation and no finding has yet been issued.
Withdrawn	The complainant withdrew the allegation.
Other	The complaint disposition does not fit any other finding.

When a complaint is simply a disagreement over a criminal arrest, a code citation, or parking violation, the complainant may be advised that the allegation is a matter for adjudication by the proper court system and the complaint will be rejected. Complaints may also be refused if the allegation is a civil matter, non-specific in nature, the complainant is incommunicative, or when the complainant does not provide enough information to ensure a full and complete review.

Training and Professional Development

Per the Revised Code of Washington 43-101-095, and the Washington Administrative Code 139-05-300, every police officer in Washington must receive a minimum of 24 hours of training each year. BIPD officers receive, on average, far more than the state requirement - in fact, many surpass the state mandate two to three times. Officers attend virtual and in-person training on topics such as crisis intervention, collision investigations, report writing, firearms, high voltage wires, traffic control, first aid, leadership, sexual assault, defensive tactics, vessel operation, motorcycles, criminal records, use of force, domestic violence, behavioral health, hazardous materials, bloodborne pathogens, and much more. New web-based programs such as Lexipol and PoliceOne Academy have helped broaden access to additional training, enabling officers to study at any hour and during downtime. Elective training is commensurate based on department need and scheduling availability and can help an officer achieve credentials in fields such as collision investigation, child interviewing, police boat operations, K9 handling, defensive tactics, and more.

Law Enforcement Training and Community Safety Act (LETCSA)

In May 2017, Initiative 940 (I-940) was filed with the legislature to establish higher training requirements and police accountability standards. After filing for approval, the campaign officially began gathering public support. Led by De-Escalate Washington and the Puyallup Tribe, the goals of this campaign were to:

- Require de-escalation and mental health training for law enforcement.
- Require first aid training for law enforcement and require that they render first aid at the earliest safe opportunity to injured persons at a scene controlled by law enforcement.
- Replace the requirement that "malice" must be proven in order to bring criminal charges to a law enforcement officer, with an objective "good faith standard".
- Require a completely independent investigation into officer involved uses of deadly force.
- Require notification and involvement of the Governor's Office of Indian Affairs if a Tribal member is killed or injured in an officer involved use of deadly force.
- Include community stakeholders from diverse groups in rulemaking discussions.

After working with community organizations and gathering the support of the public, De-Escalate Washington and the Puyallup Tribe delivered 360,000 signatures in support of I-940 to the Office of the Secretary of State. Washington voters passed the initiative in the November 2018 election. I-940 was then modified into Substitute House Bill 1064 (SHB 1064).

After the passage of I-940 and SHB 1064, the legislation was renamed to the Law Enforcement Training and Community Safety Act (LETCSA). The Washington State Criminal Justice Training Commission (WSCJTC) began to work with named statutory stakeholders to create and adopt rules for new officer training requirements (WAC 139-11) and independent investigations criteria for officer involved uses of deadly force (WAC 139-12). These WACs have been adopted and are currently in effect.

Using curricula developed by the WSCJTC, instructors led members of the BIPD through extensive multi-phase LETCSA training in 2021 consisting of 24 training hours per person.

Community Outreach and Notable Events

Polar Plunge for Special Olympics

On February 25, BIPD officers participated in a fund-raising effort called the 'Polar Plunge.' Chief Clark, Sergeant Trevor Ziemba, Corporal William Shields, Detective Erik Peffer, and Officers Jeff Benkert and Jon Bingham were doused with ice-cold water at Bainbridge Island Fire Station 23 to raise money for Special Olympics. The event was quick, but painful to watch.

Memorial Celebration for Fallen Officers

On June 4, a memorial event at St. Martin's University in Lacey honored fallen police officers from throughout Washington State. The annual event, hosted by the nonprofit Behind the Badge Foundation, commemorated officers whose names have been added to the Peace Officers Memorial at the state Capitol campus in Olympia. This year's memorial included fallen BIPD officer Kurtis Enget, who passed in 2020 due to complications from COVID-19.

BHS/EHHS Vehicle Parade for Graduating Seniors

In response to ongoing COVID-19 restrictions, seniors from Bainbridge High School and Eagle Harbor High School organized a vehicle parade to celebrate graduation in lieu of a traditional event. On June 11, numerous decorated vehicles traveled down Madison Avenue and Winslow Way carrying graduates past throngs of well-wishers lining the route. BIPD officers assisted with traffic control at critical intersections during the event.

Hometown Halloween

Winslow Way was closed to vehicle traffic for several hours as the community enjoyed 'Hometown Halloween' on October 31. BIPD officers were stationed at each end of the street and conducted show and tell with their patrol vehicles as they greeted and distributed candy to families and children trick or treating among local businesses.

S'mores with the Squad

Special thanks to Harbormaster Tami Allen, who organized a S'mores with the Squad event which coincided with a community tree lighting celebration at Winslow Green November 27. Islanders enjoyed the tree lighting followed by live music and delicious s'mores prepared by BIPD officers in a relaxed atmosphere. In attendance were Chief Clark, Deputy Chief Weiss, Sergeant Sias, Officer Jon Bingham and of course, Harbormaster Allen.

Shop with a Cop

Police officers from all over the region gathered at Walmart in Poulsbo December 4th to be paired with more than 200 children for the annual 'Shop with a Cop' event. Shop with a Cop has been taking place since 1989, an event whereby needy children are accompanied by police officers to select gifts for themselves and/or loved ones at no cost to the family. The Kitsap County event is the largest Shop with a Cop in Washington. BIPD participants included Chief Clark, Deputy Chief Weiss, Sergeants Gary Koon and Bill Shields, Corporals Joe Fastaia, Cameron Lewis and Charlie McCarty, Police officers Jeff Benkert, Zach Burnham, Colt Lasnier, and Roger Swann.



Bainbridge Island police officers take the 'Polar Plunge.'

Lighted Boat Parade

On December 19th, Lead Marine Officer Jon Bingham and Corporal Cameron Lewis navigated the festively lit Marine 8 around Eagle Harbor, leading the way for other vessels participating in the annual lighted boat parade. Communications Coordinator Kristen Drew accompanied them on the voyage this year dressed as The Gingerbread Man to the delight of observers along the shore.

Police Academy Mixer

Graduates of the BIPD's Community Police Academy were invited to mingle with City Manager Blair King, Chief of Police Joseph Clark, and Deputy Chief Scott Weiss on December 22nd. Invitees enjoyed light hors d'oeuvre and were able to meet members of the department, notably Community Health Navigator Kelsey Lynch, K9 team Police Officer Zach Burnham and Whitney, and our 'newer' officers, Mara Dominowski, Colt Lasnier, and Roger Swann. Additional personnel who assisted with planning and preparation include Administrative Supervisor Barbara Burns, Evidence Technician Jennifer Cooper, and Police Officer Jon Ledbetter.

Community Tragedy

An overview of notable events must sadly include the devastating tragedy which occurred early in the year after a vehicle left the roadway on Sunrise Drive. The three passengers traveling in the vehicle – Hazel Kleiner (14), Marina Miller (14), and Hannah Wachsman (16) – close friends and fellow students at Bainbridge High – were fatally wounded when the vehicle in which they were traveling left the roadway and tumbled into a deep ravine, striking several trees along the way. The devastating incident affected a great many members of the community as evidenced by the large number of participants who turned out to remember the girls during a candlelight vigil at Waterfront Park the evening after the crash.



Candlelight vigil at Waterfront Park

Personnel Updates, Awards, Recognition

Welcome Community Health Navigator Kelsey Lynch, MSW

Kelsey Lynch grew up in Washougal and graduated Washington State University in 2012 with a BS in psychology and general biology. From there she served as an education volunteer in the Peace Corps in South Africa before completing her master's degree in social work from the University of Denver.

Hired by the City of Poulsbo in 2017 as a Behavioral Health Navigator, Kelsey divided her time between clients of Poulsbo and Bainbridge Island, providing connection to services for individuals with behavioral health concerns. She was hired full time by the City of Bainbridge Island in January 2021 to focus exclusively on island clients.



Scott Weiss Promoted to Deputy Chief

Scott Weiss served in the U.S. Navy and lived in Virginia before transferring to Naval Submarine Base Bangor in the early 1980s. After the Navy, he served as a volunteer firefighter/EMT for North Kitsap and a reserve police officer for the City of Winslow. When the City was incorporated in 1991, Weiss became one of its first full-time paid police officers. Since then, he has held nearly every position in the department including patrol officer, field training officer, lead marine patrol officer, detective, regional narcotics task force detective, corporal, lieutenant, patrol sergeant, detective sergeant, administrative sergeant, interim deputy chief and interim chief.

Weiss holds a B.S. in Criminal Justice, a career-level certificate in Executive Management from the Criminal Justice Training Commission and is a graduate of the FBI-Law Enforcement Executive Development Association Command College. He was promoted to the deputy chief position in May.



Farewell to Reserve Officer Guy Roche

Guy Roche, a familiar face at City Council meetings and the Municipal Court, retired in June after 16 years of service to the City to spend time relaxing, and traveling.

An islander for more than 40 years, Guy was hired by the City of Bainbridge Island in 2005 as a reserve officer and began providing court and council meeting security the following year. He endeared himself to coworkers with his thoughtful and considerate nature, and a heart for service. Guy was a peer counselor, helping fellow officers work through trauma related to their experiences in law enforcement, and trained as a certified Critical Incident Debriefing to extend his service to other agencies and their officers as well. Roche was honored with numerous awards during his tenure, notably Employee of the Year in 2006.



Farewell to Police Officer Daniel Martinez

Daniel Martinez worked in the healthcare field as an emergency medical technician and emergency room patient care assistant prior to becoming interested in law enforcement. He attended the police academy in California and served the LAPD for about two years before moving north and joining BIPD in July 2020. After just over a year of service, Martinez separated from BIPD to accept a police officer position with the Sequim Police Department, an agency significantly closer to where he and his family recently purchased a home.



Welcome New Police Officer Roger Swann (August)

Police Officer Roger Swann grew up in Missouri and worked in the farming industry and as a tugboat captain on western rivers for many years. After visiting his sister on Bainbridge Island, he found he enjoyed the area so much he decided to move his family here in 2017.

Once in Washington, Swann worked as a mate pilot for a tugboat company, navigating in Puget Sound, Lake Union, and Lake Washington before making a career change to law enforcement. Hired as a patrol officer by the Seattle Police Department (SPD), Swann graduated from the Basic Law Enforcement Academy in 2019, and served SPD for two years before joining the BIPD as a lateral officer. Swann says he is excited to work for the BIPD and considers it a privilege to serve the community in which he lives.



Welcome New Police Officer Colt Lasnier (September)

A Western Washington native, Colt Lasnier graduated Kingston High School in 2010 and joined the U.S. Marine Corps not long after, receiving two meritorious promotions and achieving the rank of sergeant in less than 3 years. Lasnier also had an alternate billet as a Marine Corps Martial Arts Instructor, and successfully completed a Coxswain Small Boat Operator Course while stationed in Okinawa, Japan.

After leaving the USMC, Lasnier earned an A.A.S. in Homeland Security and Emergency Management, worked as a Surveillance Agent at the Clearwater Casino, and as a utility outage coordinator at the Keyport Undersea Warfare Center before starting a law enforcement career with the BIPD in September 2021. Lasnier will graduate from the Basic Law Enforcement Academy and begin patrolling in 2022.



Farewell to Administrative Sergeant Trevor Ziemba (September)



Sergeant Trevor Ziemba, a respected, highly decorated, and charismatic member of the department, took his leave in September 2021 after more than 14 years of service.

Starting his law enforcement career with a small department in Michigan followed by a decade of service with the LAPD, Ziemba joined BIPD as a patrol officer in 2007. During his tenure, he supervised the crisis intervention training program, developed active shooter and de-escalation training, and provided leadership and motivational instruction for the Criminal Justice Training Center and other regional law enforcement agencies. Ziemba was also a field training officer and had been serving as a patrol sergeant since 2015.

Awards bestowed upon Sergeant Ziemba during his career include 4 life-saving awards, 4 meritorious conduct awards, and Officer of the Year in 2017. He was also honored with the Criminal Justice Public Service award in 2019, presented by the National Alliance on Mental Illness Washington and is a 2019 graduate of the prestigious 10-week week FBI National Academy Associates course in Quantico.

Corporal Gary Koon Promoted to Patrol Sergeant (September)

Corporal Gary Koon was hired by the BIPD as an entry level patrol officer in 2012 after serving time in the military. He served as the BIPD's armorer for several years, and some of his collateral duties have included boat operator, motorcycle officer, marine officer, and field training officer. Koon was promoted to Corporal in 2019 and served in that capacity until September 2021 when he promoted to administrative sergeant. He is also a certified firearms instructor.





Farewell to Officer Bobbie Noel (September)

Officer Bobbie Noel served in the U.S. Army, worked for a private security contractor in Baghdad, and was also employed by Federal Bureau of Investigation as a surveillance specialist before deciding on a law enforcement career.

After joining the BIPD as an entry-level officer in 2019 and graduating from the Basic Law Enforcement Academy, she served with the BIPD for about two years before resigning in September 2021 to accept a law enforcement position in Montana.

Corporal William Shields Promoted to Patrol Sergeant (October)

Born on Whidbey Island, William 'Bill' Shields started policing in Idaho with the Moscow Police Department in 2006 and served for nine years as a patrol officer, campus community police liaison, and detective. He earned his bachelor's degree in Criminal Justice and Criminology from Portland State University and went on to earn his master's degree in Public Administration from the University of Idaho. Interestingly, Shields simultaneously served as the Chief of Police for Uniontown, Washington while still working full-time as an officer with the Moscow PD.

Shields was hired by the BIPD in February of 2015, became a field training officer in 2017, was promoted to corporal in 2019, and promoted to sergeant in October 2021.

In addition to other duties, Shields is the BIPD's fleet manager, traffic collision investigator, and uniform/body armor specialist.



Police Officer Charles 'Chuck' Kazer Promoted to Corporal (October)

Charles 'Chuck' Kazer holds a bachelor's degree in Social and Criminal Justice Administration with a minor in Business Administration and Accounting from Ashford University in North Carolina. He also served in the U.S. Navy from 2000 to 2004 and traveled extensively aboard the USS Arleigh Burke. After leaving the Navy, Kazer served as a patrol officer for Alcoa, Tennessee and for Greenwood Village, Colorado where he helped co-found a crisis negotiations team before moving to Washington and joining the BIPD in 2015.

At BIPD, Kazer is the department's lead crisis intervention officer, and a field training officer. He is also a certified hostage/crisis negotiator, and a trained SWAT operator. Kazer was promoted to corporal in October.



Police Officer Charles 'Charlie' McCarty Promoted to Corporal (October)

Charles 'Charlie' McCarty served in the U.S. Marine Corps as a Sergeant, then served the Jefferson County Sheriff's Office as a deputy for 17 years before joining the BIPD in 2018.

At BIPD, McCarty is a field training officer, marine officer, firearms instructor, Taser instructor and patrol tactics instructor. His significant experience in patrol and as a field training officer, women's self-defense Instructor (RAD), active shooter response instructor, firearms instructor, Blue Courage instructor, and team member in a tactical response unit helped him shine during the promotional process. McCarty was promoted to corporal in October.



Farewell to Detective Erik Peffer (December)



Detective Erik Peffer holds a master's degree in Theology from Liberty University, and a BA in Kinesiology from University of Northern Colorado. He began his law enforcement career with the San Juan County Sheriff's Office in New Mexico in 2007 where he served as corporal and a SWAT team member. In 2013, he and his family relocated to Washington where he joined the BIPD in 2013. In addition to detective duties, Peffer was a former lead marine officer and field training officer.

Peffer separated from the department in December to pursue other opportunities and currently works for the Poulsbo Police Department.

Farewell to Detective Mike Tovar (December)



Detective Mike Tovar worked as a communications officer with Washington State Patrol, a patrol officer for the Yakama Police Department, and for the Washington State Human Rights Commission before joining the BIPD in 2008. While serving Yakima PD, Mike investigated 25 homicides and was honored as Detective of the Year in 1996. At BIPD, Mike was selected as a SWAT operator for the Kitsap County regional SWAT team and served in that capacity for ten years, specializing in breaching and explosives. He also served BIPD as a detective, a field training officer, lead patrol operations trainer, Taser instructor, less-lethal instructor, active shooter instructor, marine officer, bicycle officer, crime scene specialist, back up detective, and child interviewer.

Tovar earned numerous awards during his 13-year career with BIPD, notably 3 certificates of commendation and 2 meritorious conduct awards. He retired in December of 2021 and moved to Arizona to enjoy a quiet retirement with his wife, Colleen.

Remembering Chuck Burrows

Shortly after the Town of Winslow was incorporated in 1947, it assumed operation of the Washington State Ferry Terminal parking lot and after installing parking meters, used the resulting revenue to finance its first Marshal, Chuck Burrows. Prior to that appointment, Burrows had been one of the Kitsap County Sheriff's Office Deputies responsible for patrolling all of Bainbridge Island.

Burrows served as Winslow's Town Marshal for many years before making a career change, leaving law enforcement to work for the school district for a time. The town continued operating with a marshal until the 1960s, when an ordinance changed the name of the Town of Winslow to the City of Winslow, and the Winslow Police Department (WPD) was established. The WPD initially operated using private patrols financed by Winslow business merchants.

Around that time, Burrows decided he missed police work and returned to finish out his career as an officer with the newly formed WPD. Due to health issues, he was limited to working short hours at the ferry terminal directing traffic and was provided with a scooter to help him negotiate the slope to and from the terminal.

When Burrows passed on in the late 1960s, friends of his crafted a gorgeous teakwood bench in his memory, which was donated to the Winslow Police Department by his widow, Florence.

For decades, this memorial bench has been featured in various locations around the station - both inside and out - depending on need. Subsequently, the bench became weather-worn and neglected until it was refinished and restored to its former glory by a member of the BIPD in 2020, honoring the memory of a man who made a difference.

