

# Bainbridge Island Police Department 2022 Professional Standards Report



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# Department Overview and Command Structure

<b>Chief of Police</b>	<b>Joseph N. Clark, Jr.</b>
<b>Deputy Chief of Police</b>	<b>Scott Weiss</b>
Sergeants	Koon, Gary - Administrative Shields, William - Patrol Sias, Benjamin Sias - Patrol
Corporals	Fastaia, Joseph Kazer, Charles Lewis, Cameron McCarty, Charles
Patrol Officers	Benkert, Jeffrey Bingham, Jonathan Day, Robert Dominowski, Mara Lasnier, Colt Miller, Brenton Norton, Ryan Pepicelli, David Plumeau, Blaine Quinn, Nollan Robtoy, Zachary Swann, Roger
Detectives	Huska, Eric Ledbetter, Jon
Community Resources Officer	Burnham, Zachary (K9)
Community Health Navigator	Lynch, Kelsey
Parking Enforcement Officer	Lundgren, Ken
Harbormaster	Allen, Tami
Support Services	Burns, Barbara - Administrative Supervisor Cooper, Jennifer - Evidence Technician Eisenhood, Kelly - Senior Police Clerk Hetzler, Lesley - Senior Police Clerk
Bainbridge Island Residents Service Area Shoreline	24,825 according to the 2020 U.S. Census 28 square miles 53 miles

## **ADMINISTRATIVE SERVICES**

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### Administration

The chief of police provides general management direction and control for the department. He or she is also responsible for strategic planning, collaborating with the city manager, city council and community members to ensure peace and public safety on Bainbridge Island, and working with other regional law enforcement agencies, first responders, homeland security, the U.S. Coast Guard, and the Washington State Department of Transportation to address mutual concerns. The chief also serves as media contact, oversees community outreach, approves special events that take place on city property, represents the department at community functions, and works with community groups to shape a collective vision of policing.

### Records

The primary responsibility of the department's records staff is to organize, preserve, maintain, reproduce, and disseminate department records of all kinds including case files, correspondence, contracts, complaints, and evidence according to state law. Records staff consist of two police clerks, an evidence technician, and an administrative supervisor.

## **PATROL**

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The patrol section is commanded by the deputy chief whose primary responsibility is to provide general management direction and control. The patrol section consists of uniformed patrol, marine services, and the harbormaster.

### Uniformed Patrol

The department's patrol officers respond to calls for service 24 hours a day, 7 days a week throughout our island community, maintaining peace and order by protecting life and property through impartial enforcement of federal, state, and local laws. Patrol officers also address criminal activity, conduct traffic 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 infractions, and investigate crime scenes. Officers generally perform their duties using police vehicles but may also conduct walking beats. They also have bicycles available for patrolling congested areas and parks.

### Marine Services

With 53 miles of shoreline surrounding our island community, the department's marine services unit is a critical component of public safety. Our primary vessel is a well-equipped 33-foot SAFE Boat capable of carrying 18 passengers. The vessel, referred to as M8, features high-definition imaging sonar, radar, a chart plotter, an encrypted Automatic Identification System, a micro-ROV (remotely operated vehicle), radiation detection equipment, radios, collision and depth alarms, and an on-board computer with thermal imaging capability. The vessel and her crew operate with several core missions in mind; namely search and rescue, vessel assistance, recreational boating enforcement, environmental response, and assistance to other agencies such as the Washington Department of Fish and Wildlife, the U.S Coast Guard, Washington State Ferries and the Department of Homeland Security. We primarily conduct operations in the jurisdictional waters surrounding Bainbridge Island, but occasionally leave the area when emergency assistance is requested by other agencies.

Our second vessel, referred to as M11, was added to the fleet in 2016. M11 is an 18-foot vessel with a single outboard motor, which is significantly smaller and more easily maneuverable than M8, and perfect for conducting in-harbor operations such as boating safety checks, boater education, and boater assistance as well as the enforcement of the island's four "No-Wake" Zones (Eagle Harbor, Port Madison, Manzanita Bay, and Blakeley

Harbor). With a 5-person capacity, the vessel can easily be launched at primitive sites, and trailered with just a pickup truck. M11 is also outfitted with a power hauler to extract derelict fishing gear from the water, which cannot be conducted aboard M8 without damaging its collar.

#### Harbormaster

Tami Allen, the department's harbormaster, reports directly to the deputy chief, and is responsible for organizing, coordinating and overseeing 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, derelict and abandoned, and helps manage transient and long-term use of harbor buoys and the city dock.

## **DETECTIVES**

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This section is commanded by the department's administrative sergeant who provides general management, direction, and control. The department has two full-time investigators, plus a parking enforcement officer, the department's K9 unit/community resources officer, and a community health navigator.

#### Investigations

The department's two detectives are responsible for following up on major crimes that occur in the community and cases initially handled by patrol officers regarding property crime and crime against persons. Detectives interview suspects and victims, take witness statements, process crime scene evidence, and testify in court. Additionally, detectives conduct background investigations of agency applicants, represent the department at local meetings and committees, and fill in for patrol during shift shortages.

#### Community Health Navigator

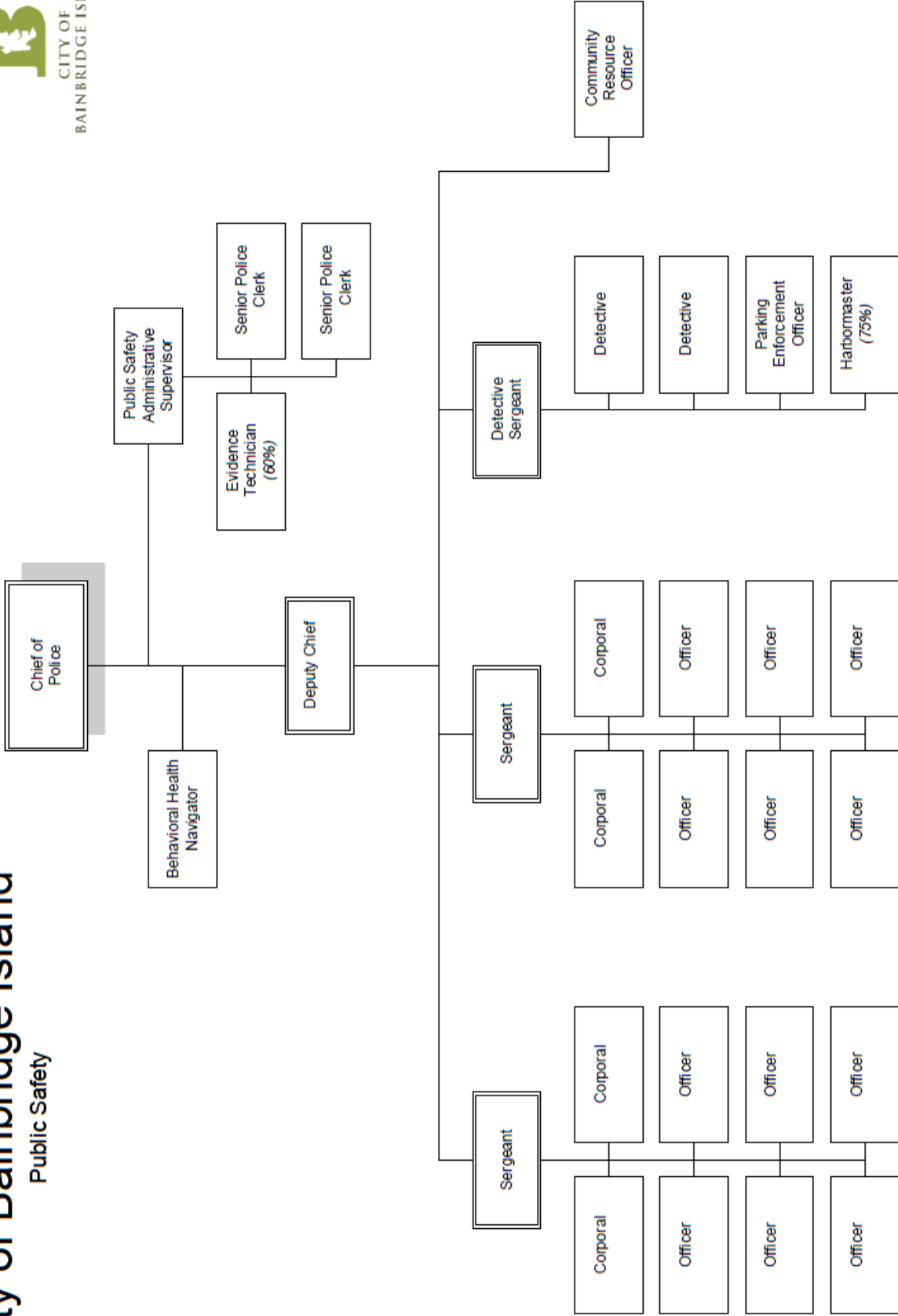
Kelsey Lynch, the department's community health navigator, complements the department's ongoing efforts to educate officers about behavioral health issues, and helps community members suffering with those issues navigate the resources available to them outside the criminal justice system. Kelsey also serves as a liaison to the homeless, helping find long-term housing solutions for those in need.

#### K9 and Community Resources Officer

Community Resources Officer (CRO) Zach Burnham has been partnered with K9 Whitney since 2020. Their primary purpose is to search for and locate missing persons, but they are also focused on outreach. CRO Burnham and Whitney fill in on patrol and conduct searches when needed, but they also visit schools, clubs, and other groups to educate the community about crime prevention. CRO Burnham also organizes department events such as National Night Out and assists in the department's recruiting efforts.

#### Parking Enforcement

Parking enforcement officers (PEOs) perform field and office work related to the enforcement of parking ordinances. Year round, PEOs 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.



## Accomplishments, Performance, and Goals

### Status of Objectives and Goals Established for 2022

Goal	Status
<b>Recruit and Retain Officers</b>	<p>The department successfully recruited qualified candidates for all budgeted police officer positions. This level of staffing provides increased flexibility in scheduling, enables greater participation in training opportunities, and allows the department to be proactive in targeting areas of concern identified by the community.</p> <p>According to the Bureau of Justice Statistics, the U.S. had 1 full-time sworn officer for every 415 U.S. residents in 2018. At current levels, Bainbridge Island has approximately 1 full-time sworn officer per 1,000 residents.</p>
<b>Police and Municipal Court Facility</b>	<p>Preparation continues for the expected transition to the new police/court facility. Agency staff have evaluated existing equipment and resources, disposed of expired or unusable items, and continue maintaining timely file destruction to simplify the move. Construction on the new facility is expected to be complete in mid-2023.</p>
<b>Replace Records Management System</b>	<p>Law enforcement agencies throughout the region continue to support Kitsap County as they prepare for the transition to a new Records Management System. It is estimated the testing and implementation of the new system will be complete by May 2023.</p>
<b>Emergency Preparedness</b>	<p>The department continues to support efforts by the City's emergency management coordinator to prepare for significant emergency events through enhanced training, tabletop exercises, upgrades of personal protective gear, and timely rotation of emergency first aid stores.</p>
<b>Rifle Upgrade</b>	<p>The upgrade and replacement of duty rifles is on schedule and will be complete after purchasing two remaining rifles in 2023.</p>
<b>Traffic Emphasis Program</b>	<p>By using mobile speed radar signs and conducting targeted patrols in specific problem areas, the department continues to demonstrate responsiveness to chronic complaints from the community about issues such as speeding, parking, and traffic. Process improvements in 2022 have resulted in better coordination of automated data collection, and more effective support of Public Works' traffic calming program.</p>
<b>Customer Survey Program</b>	<p>The BIPD customer survey program continues to be a useful tool in measuring customer satisfaction and identifying ways in which the department can improve its level of service. The program continued throughout 2022. The response rate is consistently around 30%.</p>

2022 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	762	698	827	814	906	888	954	793	824	826	796	958	10,046
Calls for Service	118	110	141	100	130	136	145	120	138	143	122	140	1,543
Case Reports	0	2	1	0	2	3	2	1	0	0	0	1	12
Criminal Citations	10	13	9	25	19	23	17	10	29	39	30	18	242
Traffic Infractions	10	11	14	11	8	18	16	9	10	25	10	12	154
Traffic Collisions	32	8	8	10	14	21	19	9	9	11	6	18	165
Adult Arrests	0	0	2	1	0	2	8	0	0	0	1	0	14
Juvenile Arrests	1	0	3	0	1	0	4	2	1	0	2	1	15
Domestic Violence	1	0	3	2	2	4	3	2	1	1	1	2	22
Driving Under the Influence	0	0	0	0	0	0	1	0	0	0	0	2	3
Drugs/Narcotics	0	0	3	0	0	2	0	1	2	0	1	0	9
Use of Force Incidents	1	0	2	0	1	3	0	0	1	0	1	4	13
Complaints Against Sworn Personnel	0	0	0	0	0	0	0	0	0	0	0	2	2
Sustained Complaints Against Sworn*													
<b>NIBRS Offenses and Clearances</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>YTD</b>
Offenses: Crimes Against Persons**	6	5	13	7	9	7	13	12	21	10	16	8	127
Clearances (Against Persons) by Arrest	2	2	5	2	4	4	4	6	12	0	7	2	50
Offenses: Crimes Against Property***	56	43	63	40	52	42	53	45	49	42	24	53	562
Clearances (Against Property) by Arrest	6	1	1	1	1	1	1	3	0	1	0	0	16

\* May occasionally show sustained complaints when none were received due to the length of the investigation process (e.g. complaint was received in a prior

\*\* Includes Murder, Forcible Sex Offenses, Robbery, Aggravated or Simple Assault, Intimidation, Non-Forcible Sex Offenses, Kidnapping, Human Trafficking,

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

## 2022 Year-End Review and Analysis; 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 2022. 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	240	88.56%	11	84.62%	251	88.38%	88%	75%
Black	5	1.85%			5	1.76%	<1%	3%
Native	1	0.37%			1	0.35%	<1%	2%
Asian	2	0.74%			2	0.70%	3%	5%
Unknown	23	8.48%	2	15.38%	25	8.81%	<1%	0%
Pacific Islander*							<1%	1%
Other*							<1%	0%
Two or More*							5%	6%
Hispanic*							3%	8%
<b>TOTAL</b>	<b>271</b>	<b>100%</b>	<b>13</b>	<b>100%</b>	<b>284</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\* 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](http://www.census.gov) shows Bainbridge Island with a total population of 24,825 in April 2020.

Individuals Arrested in 2022		
Race or Ethnicity	#	%
White	70	79.55%
Black	9	10.23%
Native	2	2.27%
Asian	7	7.95%
Other	0	0%
<b>TOTAL</b>	<b>88</b>	<b>100%</b>

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

# 2022 Year-End Review and Analysis; Uses of Force and Pursuits

In 2022, the department recorded no pursuits.

There were 9 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
3/3/22	Physical	Intoxicants	M	White	None	Within Policy
3/11/22	Physical, pointing of taser & firearm	Intoxicants	M	White	Officer	Within Policy
3/23/22	Physical	Intoxicants	M	White	None	Within Policy
6/21/22	Physical, WRAP	Intoxicants	M	White	Officer	Within Policy
6/30/22	Physical	Behavioral	F	White	None	Within Policy
8/5/22	Physical	Intoxicants	M	White	None	Within Policy
9/5/22	Physical	Intoxicants	M	Asian	None	Within Policy
12/11/22	Physical	Behavioral	M	White	Minor head laceration	Within Policy
11/26/22	Physical	Behavioral	M	White	None	Within Policy
<b>Total</b>						<b>9</b>

<b>Total Calls for service in 2022:</b>	<b>10,046</b>
<b>Total incidents where use of force was used:</b>	<b>9</b>
<b>Percentage of incidents in which force was used:</b>	<b>.09%</b>

**Analysis:** No emerging trends, patterns, or specific areas of concern have been identified based on use of force events in 2022. No recommendations appear necessary regarding the need for additional training, equipment, or policy review. No further action is required.

## 2022 Year-End Review and Analysis; Complaints

Complaints pertain to events, issues or conditions directly related to a policy of the Bainbridge Island Police Department or the conduct of one of its officers. 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 2022, there were 13 complaints recorded:**

Occurrences	Complaint Classification	Finding
5	Demeanor	2 Exonerated, 1 Not Sustained, 2 Sustained
2	Driving/Traffic Related	1 Exonerated, 1 Not Sustained
6	Dissatisfaction with handling of report	1 Exonerated, 1 Not Sustained, 4 Unfounded
<b>13</b>	<b>TOTAL</b>	

### Analysis:

These complaints were against different officers and are different in nature. In 2022, there was an increase in demeanor type complaints. This will be addressed by training in communication skills as well as discipline when appropriate. There does not appear to be a 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

<b>Exonerated</b>	The act occurred, but the act was justified, lawful, and/or proper.
<b>Unfounded</b>	The allegation was false or not factual, the alleged act(s) did not occur, or the alleged act(s) did not involve department personnel.
<b>Not Sustained</b>	There is insufficient evidence to sustain the complaint or to fully exonerate the employee.
<b>Sustained</b>	The act occurred, and it constituted misconduct and/or a policy violation.
<b>Incomplete</b>	The complaint is still under investigation and no finding has yet been issued.
<b>Withdrawn</b>	The complainant withdrew the allegation.
<b>Other</b>	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 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 and 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. Web-based programs such as Lexipol and PoliceOne Academy help broaden access to additional training, enabling officers to study at any hour of the day or 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.

### **Training highlights from 2022:**

Detective Eric Huska earned credentials as a Certified Physical Analyst after 40 hours of training facilitated by Cellebrite. Cellebrite, a digital intelligence company, provides sophisticated tools for federal, state, and local law enforcement to collect, review, analyze, and manage digital data for the investigation of cyber-crimes.

Corporal Charles McCarty and Patrol Officer Ryan Norton qualified as Chemical Munitions Instructors and Impact Munitions Instructors after 16 hours of training facilitated by the Defense Technology Training Academy.

Officer Mara Dominowski earned credentials as a basic collision investigator after 40 hours of collision investigation training facilitated by the Washington State Criminal Justice System.

Sergeant Gary Koon, Corporal Charles McCarty, and Officer Roger Swann attended 8 hours of training on crisis management for school-based incidents sponsored by the Federal Emergency Management Agency in conjunction with the Department of Homeland Security.

Corporal Joseph Fastaia and Officer Zachary Burnham qualified as Field Training Officers, after completing the 40 hour Field Training Officer program facilitated by the Washington State Criminal Justice System.

Officer Ryan Norton earned credentials as a Firearms Handgun Instructor Level 1 by after completing the 80 hour Handgun Instructor training course facilitated by the Washington State Criminal Justice System.

Corporal Charles McCarty earned credentials as a Firearms Handgun Red Dot Sight Instructor after completing the 14 hour Red Dot Sight Instructor training course facilitated by the Washington State Criminal Justice System.

Community Health Navigator Kelsey Lynch and Corporal Charles Kazer represented the department by attending the International Co-Responder Alliance in Chapel Hill North Carolina.

Officer Brenton Miller earned qualifications as a Laser/Radar operator after completing 40 hours of training facilitated by the Institute of Police Technology and Management.

Detective Eric Huska represented the department at the National Law Enforcement Training Conference on Child Exploitation held in Atlanta and facilitated by the United States Department of Justice.

Sergeant William Shields attended the 40-hour 21<sup>st</sup> Century Sergeants Academy facilitated by Police Training Solutions and the 28-hour Supervisor Leadership Institute sponsored by the FBI LEEDA.

## Community Outreach and Notable Events

### **Polar Plunge for Special Olympics Washington**

On February 26, a Polar Plunge event took place at Alki Beach in Seattle. Bainbridge Island Police Officer Colt Lasnier and his classmates in the Basic Law Enforcement Academy at the Washington State Criminal Justice Training Commission (Class 832) took the plunge in the cold waters of the Puget Sound to raise funds to support Special Olympics athletes in Washington State.

This year's event included a friendly competition between eastern and western Washington teams. Lasnier's class took the lead in western Washington, raising \$12,614 for Special Olympics. Lasnier, (pictured at left in the photo above), graduated from the academy in May.



### **K9 Visits**

Officer Zach Burnham and K9 Whitney visited several schools and groups during 2022 as time allowed so kids could meet Whitney and learn how she helps officers locate lost and missing people. In October, Officer Burnham was selected as the department's Community Outreach Coordinator. In this role, he and Whitney will represent the department through outreach, recruiting and special events.

### **Bias-Based Policing Panel**

Invited by the Bremerton-based 'Up from Slavery' initiative, Chief of Police Joe Clark joined Chief of Police Tom Wolfe of Bremerton PD, Chief of Police Matt Brown of Port Orchard PD, former Seattle Chief of Police Carmen Best and others as panelists to discuss racial bias in law enforcement. The panel took place March 26 at the Bremerton Performing Arts Center.

### **Japanese Exclusion Memorial**

Chief Joe Clark and Deputy Chief Scott Weiss attended an anniversary event which took place at the Bainbridge Island Japanese American Exclusion Memorial at Pritchard Park on March 30. This event marked the dark day 80 years ago when a group of 227 islanders of Japanese ancestry were forced from their homes amid wartime fear, placed on a ferry bound for Seattle, and transported to processing centers and internment camps far from home.

### **Celebrate Bainbridge**

The cadre of events collectively known as 'Celebrate Bainbridge' took place again in 2022 after a two-year hiatus due to the COVID pandemic. The Rotary Auction, July 3<sup>rd</sup> Street Dance, the Bainbridge Youth Services Fun Run and the Grand Old Fourth were well-attended, well-orchestrated, and great fun for everyone.

### **Bainbridge Prepares Appreciation Dinner**

Chief of Police Joe Clark attended the Bainbridge Prepares Volunteer Appreciation event April 22 at the Suquamish Casino & Resort Ballroom, during which Bainbridge the Prepares Team Leads, key COVID response partners, and volunteers were honored for their service.

### **Drug Take Back Events**

Organized by the Federal Drug Enforcement Agency, the twice annual National Prescription Drug Take-Back Days were held again in 2022. The spring event took place Saturday, April 30 at the police station, and the fall event was held Saturday October 29 at the Farmer’s Market in Town Square. The event encourages people to bring unwanted or expired medications to collection sites for disposal in a safe, convenient, environmentally responsible way. At the most recent take back event, islanders dropped off more than 100 pounds of unwanted medication.

Pictured below are Officer Blaine Plumeau and Chief Joe Clark, who manned the department table at the fall event.



## Personnel Updates, Awards, and Recognition

### Officers Jonathan Bingham and Brenton Miller Receive Life-Saving Awards



Lead Marine Officer Jonathan Bingham and Officer Brenton Miller were presented with Recreational Boating Safety Life Saving Awards by the Washington State Parks & Recreation Commission. The award involved the successful rescue of two men from Puget Sound after their kayak capsized in February of 2022.

Lead Marine Officer Jonathan Bingham is pictured at left in the photo. Officer Brenton Miller is at right, and their supervisor, Sergeant Benjamin Sias, is standing center.

### Welcome Officer Brenton Miller

Police Officer Brenton Miller grew up on Bainbridge Island after his mother moved the family here to work for the Bainbridge Island Fire Department. Officer Miller graduated from Bainbridge High School in 2013, then enlisted in the United States Marine Corps as an anti-tank missileman.

After completing a 4-year contract with USMC, Miller returned to the northwest and joined the Washington State Patrol as a Trooper where he served until December 2017. Miller was hired by the Bainbridge Island Police Department (BIPD) in early 2022 and began serving on February 1.

In his spare time, Officer Miller enjoys doing anything outdoors, including mountain biking, off-roading, camping, and skiing. He is excited to work for the BIPD and considers it a privilege to serve the community he grew up in.



## Welcome Officer Blaine Plumeau

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A Washington native, Blaine Plumeau's interest in law enforcement began when he was a minor operative for the Washington State Liquor Control Board at just 15-years-old. After 5 years with the state, Plumeau became a flight attendant and spent the next 11 years based in Boston, Fort Lauderdale, and New York, earning a Bachelor of Science in Sociology from Nova Southeastern University during that time.

In 2016, Plumeau returned to the northwest and volunteered for the House of Charity in Spokane until he met BIPD officers at the T&C while he and his husband were visiting the island. Hired as an entry level officer on 4/4/22, Plumeau graduated from the 6-month Law Enforcement Academy at the Washington State Criminal Justice Training Center in Burien in August and began patrolling solo in December.



Plumeau, his husband (a Seattle-based pilot), and their son now call Bainbridge Island their home, and Plumeau says he excited to be serving the community he lives in.

## Welcome Officer Zachary Robtoy

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Zachary Robtoy has 15 years of experience providing direct patient care to individuals with serious mental illness but over time, his interest in mental health began to shift from direct patient care to prevention and public safety. In 2020, Robtoy began working at the Criminal Justice Training Center where he became involved in the training program for onboarding police cadets. In that role, he quickly promoted from actor to instructor, obtained several specialized certificates and became passionate about police work.

Officer Robtoy was hired by the BIPD on 7/18/22 and says he is very excited to start a new career in law enforcement and serving the community of Bainbridge Island.



## Welcome Officer Nollan Quinn

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Nollan Quinn hails from Bremerton, WA where he attended Olympic High School. From there, Quinn attended Minot State University in North Dakota where he played on the football team. After completing his associates degree at Minot, he transferred to Eastern Washington University where he earned a bachelor's degree in Criminal Justice, graduating magna cum laude.

Quinn is a member of the U.S. Army Reserve (in the 493rd Military Police CO out of Fort Lewis, WA). He has served as a corrections officer at Washington Corrections Center for Women, for two years as a police officer with the Suquamish Police Department and three years at Poulsbo PD, where he was a Level One Control/Defensive Tactics Instructor and Peer Support Member.

Hired by the BIPD 8/1/22, Quinn says he is very excited to continue his law enforcement career serving the residents of Bainbridge Island. In his free time, Quinn enjoys spending time with his wife Lindsay, and their two sons.



## **Welcome Officer David Pepicelli**

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David Pepicelli is originally from Brockton, Massachusetts. After joining the Coast Guard in 2016, he was stationed in Rockland, Maine for his first year before attending Avionics Electrical Technician training in North Carolina. From there, he was stationed at Air station Barbers Point on Oahu, Hawaii where he spent the next four years working and flying on C130Hs.

Pepicelli began with the Bainbridge Island Police Department on 8/16/22. As an entry level officer, he will attend the next available Law Enforcement Academy through the Washington State Criminal Justice Training Center in Burien and will return to the BIPD for field training after graduation. Officer Pepicelli is expected to begin patrolling solo in 2023.

In his spare time, Pepicelli enjoys hiking, playing drums, and spending time with his wife and daughter. He is very excited to be in the Pacific Northwest and starting a new career in law enforcement.



## **Welcome (Back) Detective Jon Ledbetter**

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Officer Jon Ledbetter was initially hired by the BIPD on 8/8/14. For the next 8 years, he served our island community as an officer and detective, earning the respect of his teammates and a reputation as a gifted interviewer. We were disappointed when he separated in early 2022 to explore other opportunities with Fire and Rescue but wished him well. After completing the Fire Academy and EMT School in July, Ledbetter felt his heart calling him back to law enforcement and requested a return to service. The BIPD had the pleasure of welcoming him back into the fold when he returned to full duty on 9/16/22. Says Jon, "even firefighters need heroes!"

Detective Ledbetter was born and raised in Naples, Florida, and graduated from Florida Gulf Coast University with a BA in Anthropology, and from corrections and patrol academies in Southwest Florida. Ledbetter worked three years as a patrol officer for the Naples Police Department before moving to the Puget Sound region with his partner Dominika to be closer to mountains and Jon's sister, who resides in Seattle.

In his spare time, Jon seeks lively discourse. He also enjoys playing basketball, snowboarding, and playing video games. Jon and Dominika currently live in Kingston with their dog, Dexter.



## Remembering Officer Michael Tovar



The BIPD is aggrieved to announce that Detective Michael Tovar, who retired from the Bainbridge Island Police Department in December of 2021 after nearly 13 years of service, passed away in 2022 after a valiant struggle against illness.

Mike grew up in the Yakima Valley and began his career as a communications officer with Washington State Patrol before joining the Yakima Police Department. At Yakima PD, Mike was a patrol officer and worked as a detective, investigating 25 homicides and earning Detective of the Year in 1996.

After many years in law enforcement, Mike took a break from police work and changed careers, subsequently working as an investigator for the Washington State Human Rights Commission. Although he enjoyed the new job, law enforcement still tugged at his heart so applied for a position with the BIPD and was hired in 2008.

In addition to patrol work at BIPD, Tovar was a field training officer, Taser instructor, less-lethal instructor, active shooter instructor, marine officer, bicycle officer, crime scene specialist, child interviewer, and served several terms as a detective. Mike was also a member of the Kitsap County regional SWAT team for ten years. He enjoyed helping people, and especially enjoyed the opportunities he had to converse with troubled young people, encouraging them to make positive changes in their lives.



Well-liked and respected by his peers, Tovar earned numerous awards during his 13-year career with BIPD including 3 Certificates of Commendation and 2 Meritorious Conduct awards. His co-workers and teammates remember him as a humble, affable man; kind, and strong of character, and always eager to lend a hand.

When he retired in December of 2021, Mike moved to Arizona with his beloved wife Colleen to enjoy the nicer weather. There he played for the Sun City West Angels senior softball team in the outfield even as he quietly struggled

with illness. After losing his battle in May of 2022, Mike's teammates had his name etched on a brick at Liberty Field's George Karras Memorial Garden 'loved the game.' May you rest in peace, sir. We miss you.