

# LAKE FOREST PARK

## POLICE DEPARTMENT



## 2024 - ANNUAL REPORT



## *Mission*

*Our mission is to develop and support a team of professionals who consistently seek and find innovative policing strategies to affirmatively promote, preserve, and deliver those quality services which enhance the security and safety of our community. To support this mission, we will work in strong partnership with the community.*

## *Vision*

*Our Vision is to ensure the City of Lake Forest Park is one of the safest cities in the Puget Sound Region achieved through the delivery of quality law enforcement services.*

## *Values*

*Our department values the sanctity of all life. We strive for the equal, equitable, and compassionate application of law enforcement services for all, and the universal acceptance of all people. We endeavor for the highest level of training and diversity for our police staff and maintain partnerships within our community and local governments to provide urgently needed resources for those in need.*

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# Message from Chief Harden

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Dear Residents of Lake Forest Park,

I am honored to present the 2024 Annual Report of the Lake Forest Park Police Department. This report provides an overview of crime trends, department achievements, and our community engagement. Our commitment remains steadfast: to ensure Lake Forest Park remains one of the safest cities in the Puget Sound region.

As we reflect on the past year, our department has undergone significant staffing changes to better serve the needs of our growing community. We have welcomed new officers and introduced new lieutenant divisions to ensure continuity in leadership following Lt. Rhonda's retirement within the department. These changes help ensure we maintain the highest level of service, even as law enforcement agencies across the region face recruitment and retention challenges.

Staffing shortages remain a critical issue, as the demand for public safety services continues to grow. Like many agencies, we face a limited hiring pool, competitive wage pressures, and lengthy officer training requirements. Despite these challenges, our officers and professional staff have remained dedicated to their mission—serving with integrity, professionalism, and a deep commitment to the community.

Another focus this year has been budget management. While we have adapted to new operational demands—including the increased workload from traffic enforcement measures—we continue to work within our financial constraints to provide high-quality services. Careful fiscal planning has allowed us to balance staffing needs, technology investments, and equipment upgrades while remaining responsible stewards of taxpayer dollars.

Our community partnerships remain a cornerstone of our policing approach. Whether through neighborhood outreach, school collaborations, or crisis intervention efforts, we strive to foster trust and engagement with our residents. We appreciate your continued support and involvement, as these partnerships are vital to maintaining a safe and welcoming city.

I want to extend my sincere gratitude to the dedicated men and women of the Lake Forest Park Police Department. Their hard work and resilience, in the face of evolving challenges, ensure that Lake Forest Park remains a safe place to live, work, and visit.

For more information about our services, please visit the city website at [www.cityofflp.gov](http://www.cityofflp.gov) or on social media. It is an honor to serve as your Chief of Police.

**Michael Harden**  
**Chief of Police**  
**Lake Forest Park Police Department**





# About the Annual Report

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The Annual Police Report contains information on the service efforts and accomplishments of the Lake Forest Park Police Department to support its vision, mission, and goals.

The goal of the report is to keep the City of Lake Forest Park residents, staff, administrators, and elected officials informed of the activities of the police department and criminal activity in the city. It highlights the good work of the men and women of the department while emphasizing the value they bring to the citizens daily.

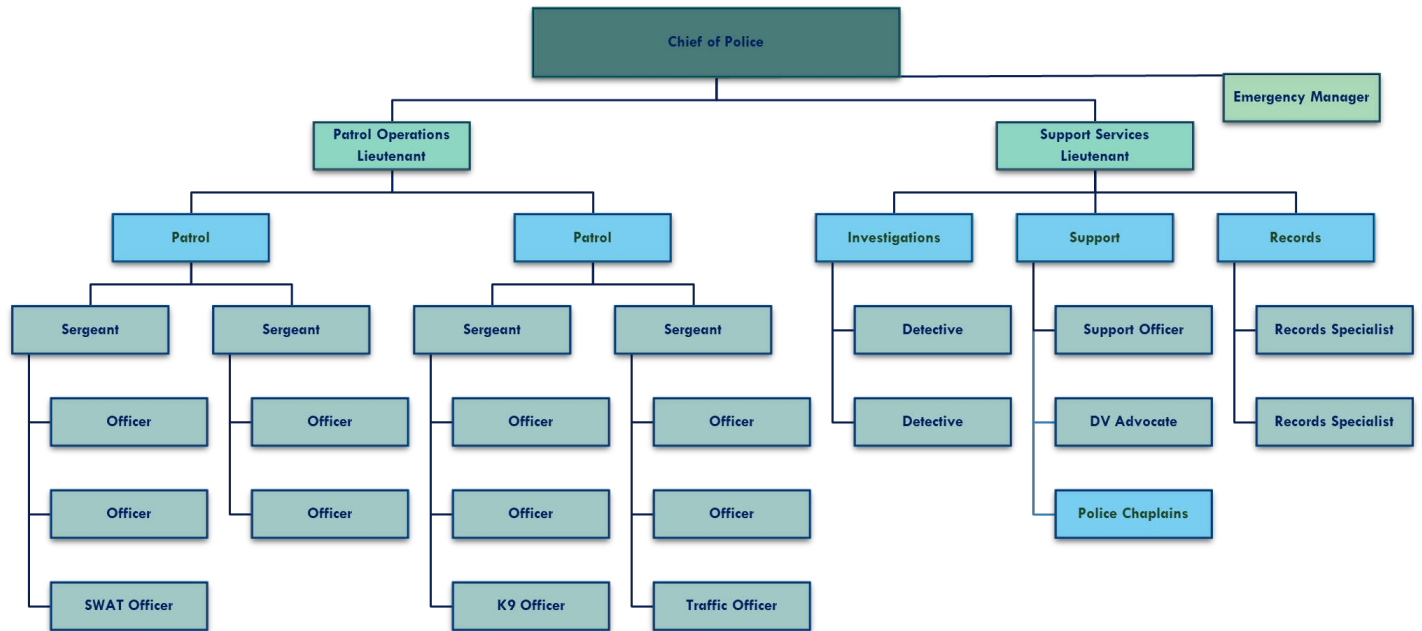
## Goals

To achieve this mission, the City of Lake Forest Park Police Department has adopted the following goals and objectives:

1. Reduce crime and collision loss in our community.
2. Provide quality services and innovative policing strategies delivered through excellent customer service.
3. Provide appropriate resources to employees that foster a safe, ethical, innovative, knowledgeable, and healthy workforce.
4. Provide emergency management oversight for the Northshore Emergency Management Coalition.



# 2024 Organizational Chart



**Support Services Additional Duties:** Public Disclosure, Policy Manual, Auditing, Background Checks, Firearm Licensing, Fingerprinting, Equipment Maintenance and Purchasing, and Budgeting.

**Patrol Additional Duties:** Traffic, K9, SWAT, Gangs, Graffiti, Training, and Narcotics.

**Additional Notes:** Throughout much of 2024, we grappled with three vacant positions as we sought to fill them. Towards the close of the year, Officers Gouin, Alcean, and Montague joined our department to occupy these roles. Additionally, Officer Zelenock departed, creating another vacancy, which Officer Johnson filled at the onset of 2024.

*In 2023, the City Council sanctioned the addition of three Limited Term Employee positions, aimed at expediting the hiring process to address the delays of training and the forthcoming officer retirements.*



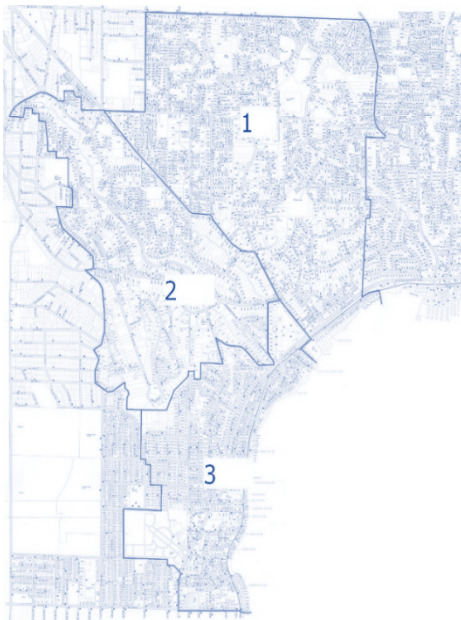


# Operations Division



## Patrol Operations Division Commander

### Lieutenant Diego Zanella



The Operations Division is a vital part of the Lake Forest Park Police Department, consisting of Patrol, Traffic, Crime Watch, and Block Watch units.

Patrol is responsible for ensuring public safety and maintaining law and order throughout Lake Forest Park. Operating 24/7, uniformed officers serve as the first responders to emergencies and community concerns. Their duties include responding to calls for service, conducting proactive patrols to prevent and address criminal activity, enforcing traffic laws, and assisting residents in need. Patrol officers play a crucial role in crime prevention, community engagement, and rapid incident response, contributing to the safety and well-being of our community.

Under the leadership of the Operations Division Commander, the Patrol unit is structured into four squads, each led by a Sergeant. In addition to their supervisory responsibilities, Sergeants oversee key areas such as traffic cameras, training, narcotics investigations, and coordination with regional crisis response teams.

In May 2024, the division saw a leadership transition with the retirement of Operations Division Commander Rhonda Lehman. She was succeeded by Administrative Division Commander Diego Zanella.

Despite ongoing staffing challenges in 2024, our officers have demonstrated unwavering dedication, often working extensive overtime and making personal sacrifices to ensure continuous service. Their professionalism, commitment, and hard work remain evident as they uphold the department's high standards and seek innovative ways to provide exceptional service to the community.

We remain steadfast in our mission to develop and support a team of professionals dedicated to innovative policing strategies that enhance safety and security. Strengthening our partnership with the community remains at the core of our efforts to achieve this mission.

**Lt. Diego Zanella**  
**Patrol Operations Division Commander**



# Calls for Service ~ Incidents

“Calls for Service” are received by dispatch and entered as many different call types.

For example, the call type category of “**Burglary/Theft**” includes:

<i>Burglary</i>	<i>Forgery</i>	<i>Fraud</i>
<i>Identity Theft</i>	<i>Motor Vehicle Recovery</i>	<i>Motor Vehicle Theft</i>
<i>Possession of Stolen Property</i>	<i>Robbery</i>	<i>Theft</i>
<i>Vehicle Prowl</i>		

For 2024, there were 174 different call types that have been combined into these 15 broad categories.

<b>Type of Call</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>+/-</b>	<b>vs. Last Year</b>
<b>Information / 911</b>	195	206	152	131	137	5%	↑
<b>Alarms</b>	235	218	242	189	217	15%	↑
<b>Assault/Fights/Harassment</b>	37	46	34	23	51	122%	↑
<b>Burglary/Theft</b>	526	348	452	263	226	-14%	↓
<b>Disturbance/Noise</b>	134	145	150	158	141	-11%	↓
<b>Domestic</b>	33	43	46	23	36	57%	↑
<b>Investigations</b>	1331	1180	1336	1269	1047	-17%	↓
<b>Juvenile</b>	29	21	28	30	23	-23%	↓
<b>Liquor/Narcotics</b>	20	11	23	27	31	15%	↑
<b>Miscellaneous</b>	1106	1059	1022	1156	2137	85%	↑
<b>Parking</b>	166	232	195	173	85	-51%	↓
<b>Property</b>	96	81	76	56	65	16%	↑
<b>Public Service</b>	2633	2721	2566	2666	2103	-21%	↓
<b>Traffic</b>	2859	2726	3228	3209	3302	3%	↑
<b>Trespass</b>	36	39	58	56	33	-41%	↓

**\*\*Incidents include officer-initiated police activity**

Call types are assigned by the dispatcher and may/may not reflect the true nature of the call or report type completed by the officer. For example, a traffic stop call type could change to a DUI report based on the officer’s investigation.

Incidents labeled “Investigations” include:

<i>Animal</i>	<i>Adult Protective Services</i>	<i>Area Check</i>
<i>Background Investigations</i>	<i>Child Protective Services</i>	<i>Death Investigations</i>
<i>Drill</i>	<i>Explosion</i>	<i>Exposing</i>
<i>Field Investigation Report</i>	<i>Graffiti</i>	<i>Illegal Dumping</i>
<i>K-9</i>	<i>Malicious Mischief</i>	<i>Missing Persons</i>
<i>Order Violation</i>	<i>Ordinance Violation</i>	<i>Paper Violation</i>
<i>Peddling</i>	<i>Registered Sex Offender</i>	<i>Sex Offense/Other</i>
<i>Shooting</i>	<i>Subject Stop</i>	<i>Suicide</i>
<i>Suspicious Circumstances</i>	<i>Threats</i>	

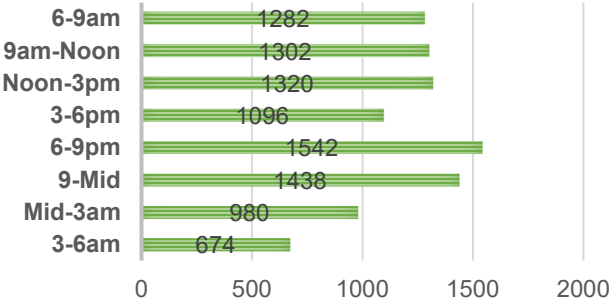


# Calls for Service ~ Incidents (con't)



Incidents	2020	2021	2022	2023	2024
January	1068	791	754	913	848
February	884	680	605	710	701
March	713	920	791	756	711
April	623	874	721	913	770
May	924	908	882	881	858
June	799	801	829	799	890
July	814	780	916	826	846
August	821	719	863	748	740
September	784	719	902	657	806
October	742	647	938	680	845
November	599	571	699	740	800
December	665	672	708	806	819
TOTAL	9,436	9,082	9,608	9,429	9,634

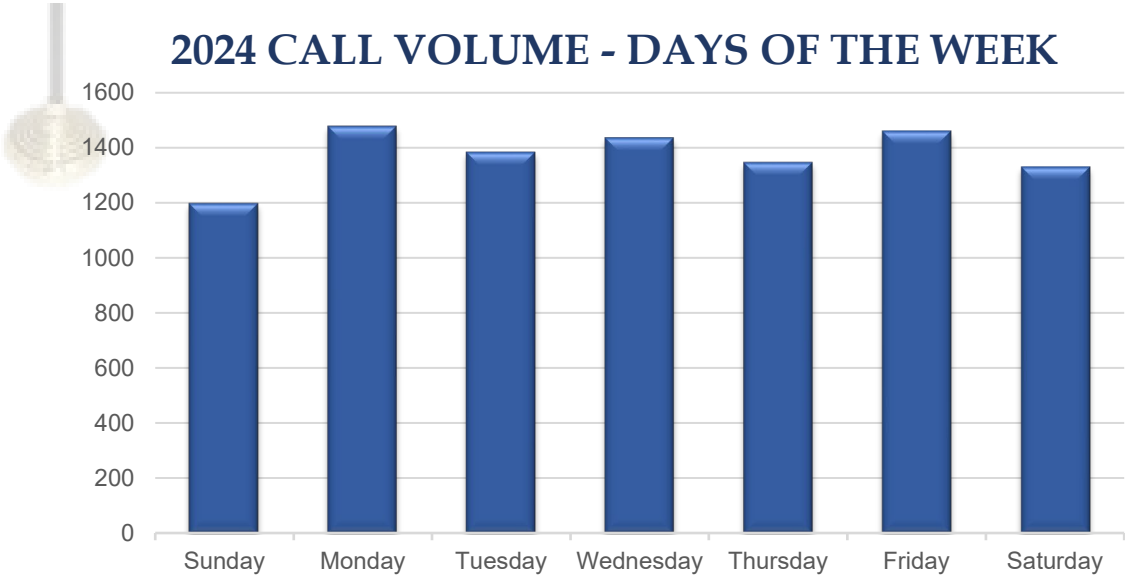
## 2024 CALL HOURS



Five-year average: 9,557



## 2024 CALL VOLUME - DAYS OF THE WEEK



# Criminal Activity

Overview	2020	2021	2022	2023	2024	+/-	vs. Last Year
Incidents	9436	9082	9608	9429	9634	2%	↑
Case Reports	865	613	809	740	661	-11%	↓
Arrests	216	146	230	201	178	-11%	↓
Traffic Stops	2147	1837	2477	2593	1876	-28%	↓
Traffic Infractions	1152	767	976	907	623	-31%	↓
Criminal Traffic	127	152	173	212	140	-34%	↓
Drug Arrests	47	14	12	13	2	-85%	↓
Domestic Incidents	69	62	80	54	64	19%	↑
DUI Arrests	22	22	28	19	11	-42%	↓
Fraud/Forgery/ID	184	30	35	44	24	-45%	↓
Graffiti	20	16	25	25	7	-72%	↓
Malicious Mischief	79	62	99	93	71	-24%	↓
Vehicle Prowls	60	26	36	55	40	-27%	↓

## ***PART I CRIMES are also referred to as "Index Crimes" (FBI)***

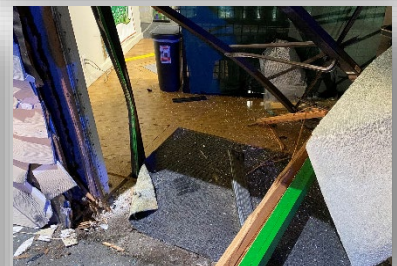
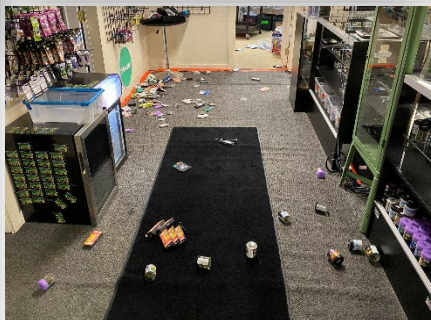
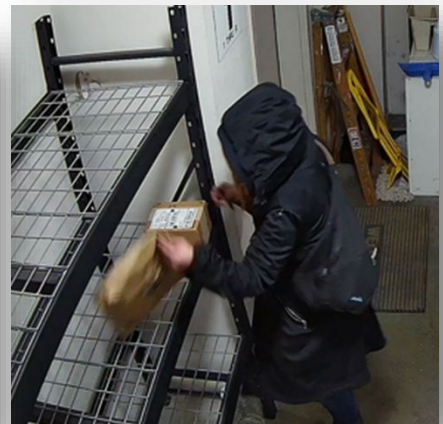
Cases	2020	2021	2022	2023	2024	+/-	
<b><u>Violent Crime</u></b>							
Homicide	0	0	0	2	0	-100%	↓
Rape	7	5	4	4	7	75%	↑
Robbery	3	1	3	5	0	-100%	↓
Assault	29	37	39	22	31	41%	↑
<b><u>Property</u></b>							
Arson	2	0	2	0	1	100%	↑
Burglary	40	29	32	30	26	-13%	↓
Vehicle Theft	16	23	24	35	28	-20%	↓
Theft	197	137	240	229	194	-15%	↓
Possession of Stolen Property	26	13	10	18	11	-39%	↓



# Property Crimes

For a more detailed view of “Property Crimes,” the graph shows a breakdown of the different types of property crimes reported to the police department.

Property Crimes	2020	2021	2022	2023	2024	+/-	vs. Last Year
Burglary – 1 <sup>st</sup> & 2 <sup>nd</sup> Degree	24	18	17	10	18	80%	↑
Burglary – Residential	16	11	15	20	8	-60%	↓
Burglary (Total)	40	29	32	30	26	-13%	↓
Forgery and Fraud	13	14	12	16	7	-56%	↓
ID Theft	171	16	23	28	17	-39%	↓
Malicious Mischief	79	78	99	93	71	-24%	↓
MV Theft	16	23	24	35	28	-20%	↓
Possession of Stolen Property	26	13	27	18	11	-39%	↓
Theft	197	137	243	229	194	-15%	↓
Vehicle Prowl	60	26	36	55	40	-27%	↓



# Domestic Violence

**Verbal Domestic** - Argument between persons with no physical contact (no crime).

**Assaults** - Argument between persons who get physical with each other (i.e., pushing, shoving, slapping, hitting with hands/feet, etc.)

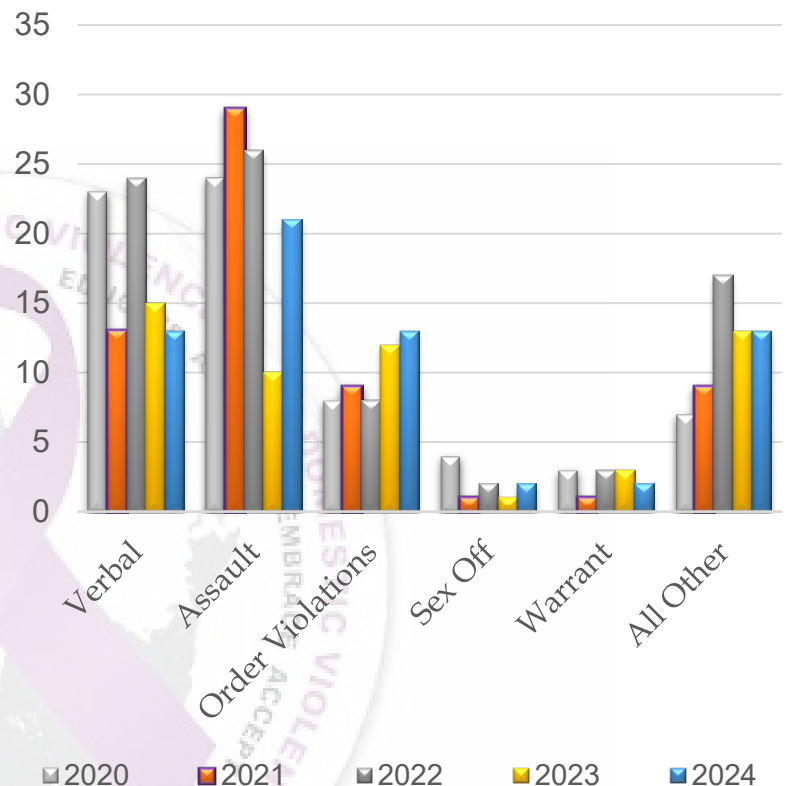
**Court Order Violation** - Protection orders, harassment orders, no contact and restraining orders. These orders are issued by Courts for the protection of domestic violence victims or for subjects being harassed by known subjects.

**\*All other domestic violence related incidents**

APS (Adult Protective Services)  
Arson  
Behavioral Health  
Burglary - Residential  
CPS (Child Protective Services)  
Criminal Mistreatment  
Disturbance  
Harassment  
Hit and Run  
Identity Theft  
Informational Report  
Juvenile Incident  
Malicious Mischief  
Mental Hold  
Possession of Stolen Property  
Theft  
Threats  
Trespass  
Trespass Warning  
VUCSA (Drug Related)

Domestic Incidents	2020	2021	2022	2023	2024		
Verbal - No Crime	23	13	24	15	13	-13%	↓
Assault	24	29	26	10	21	110%	↑
Order Violations	8	9	8	12	13	8%	↑
Sex Offense	4	1	2	1	2	100%	↑
Warrant	3	1	3	3	2	-33%	↓
*All Other	7	9	17	13	13	0%	-
Total	69	62	80	54	64	19%	↑

## Domestic Violence Related Incidents





# Collisions

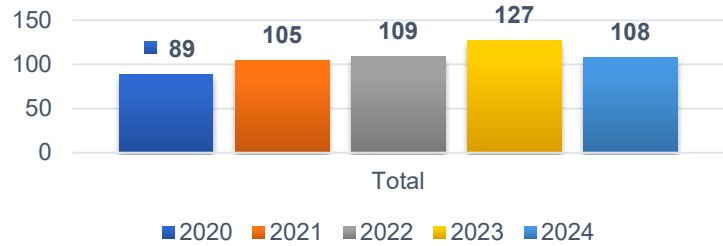
In 2024 there were **108** collisions.

The rolling 5-year average of collisions:

**107**

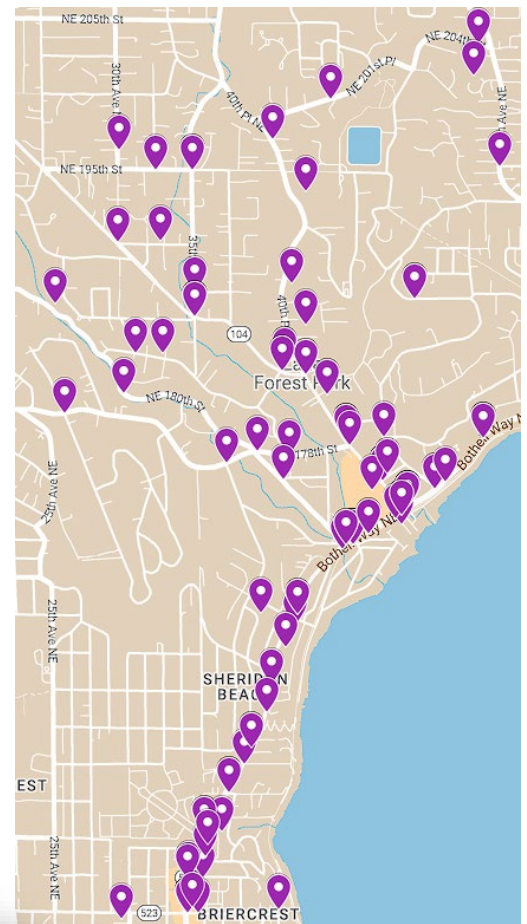
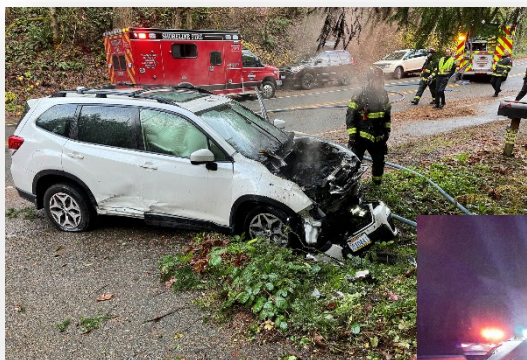
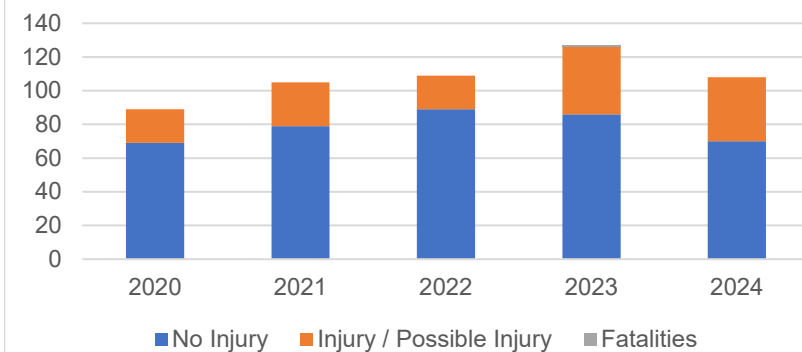
Last year's rolling 5-year average for collisions was **116**.

## Collision Reports



Collision Info	2020	2021	2022	2023	2024	-/+	
Hit and Run	13	20	21	27	16	-41%	↓
Bicycle Involved	0	1	2	1	0	-100%	↓
Pedestrian Involved	3	1	0	2	2	0%	--
DUI Related	9	11	10	12	5	-58%	↓

## Collision Injury Report



Pin Map of 2024  
Collision Locations in the  
City of LFP

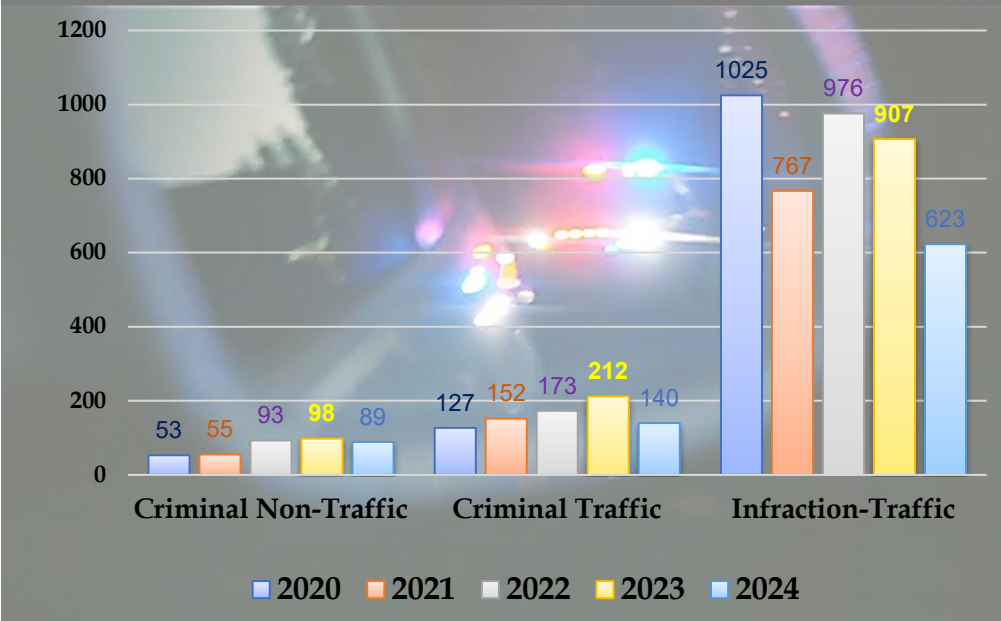
# Tickets Issued

Due to continued staffing shortages, the dedicated Traffic Officer was assigned to general patrol in May 2021.

For 2022, the traffic officer continued to be assigned to a patrol crew from January to May. From May to December, the traffic officer was scheduled strictly on the traffic unit and supplemented patrol when necessary.

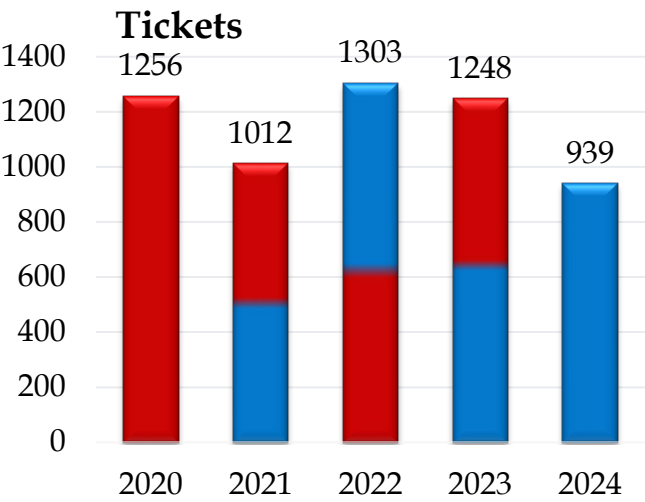
As you can see in the graph below, in May of 2023, the traffic officer moved back to a squad for coverage and was unable to do traffic unit duties.

This included all of 2024 as we did not have the staff to cover the road to allow the traffic officer to do their specific traffic duty.



*Type of Tickets	2020	2021	2022	2023	2024
Correction Notice	4	1	0	0	0
Criminal Non-Traffic	53	55	93	98	89
Criminal Traffic	127	152	173	212	140
Infraction Non-Traffic	15	8	8	11	2
Infraction-Traffic	1025	767	976	907	623
Parking	32	29	52	19	85
Drug Warnings	0	0	1	1	0
Total	1256	1012	1303	1248	939

\*An issued ticket may have several different violations.



Red indicates the Traffic Officer was working the Traffic Unit detail.

Blue indicates the Traffic Officer was working General Patrol due to staffing.





# Traffic Safety Photo Enforcement

Traffic safety camera systems are safety measures designed to reduce speeding and collisions while at the same time providing a force multiplier for the police units. Since beginning in 2009, the goal of our program has been pedestrian safety in our school zones and collision reduction on SR 522 (Bothell Way).

The City currently operates three red-light camera locations. These include:  
 SR 522 (Bothell Way NE) at SR 104 (Ballinger Way NE),  
 SR 522 at NE 165<sup>th</sup> Street  
 SR 522 at NE 170<sup>th</sup> Street

## Red Light Camera

Bothell Way NE / SR104	2020	2021	2022	2023	2024	vs. Last Year
Collisions	9	19	10	6	12	↑
Citations	2,453	3,053	3,274	3,246	3,404	↑

Bothell Way NE / NE 165 <sup>th</sup> St	2020	2021	2022	2023	2024	
Collisions	7	4	2	5	3	↓
Citations	1,738	2,507	3,018	3,282	3,001	↓

Bothell Way NE / NE 170 <sup>th</sup> St	2020	2021	2022	2023	2024	
Collisions	8	6	7	16	6	↓
Citations	1,668	1,988	2,423	2,168	1,775	↓



Stop for the





# Traffic Safety Photo Enforcement (con't)



Slow down for

PEDESTRIANS



The city operates four school zone camera locations, which include LFP Elementary School (35<sup>th</sup> Ave NE), (40<sup>th</sup> PL NE), and Brookside Elementary School (NE 178<sup>th</sup> St), (37<sup>th</sup> Ave NE).

On August 8, 2024, the Lake Forest Park City Council adopted Resolution 24-1961, designating NE 178th Street as a “School Walk Zone” to enhance safety. The resolution authorizes 24/7 automated speed enforcement near Brookside Elementary, enforcing the 25-mph limit at all times, except during designated school times, which is 20-mph. This measure prioritizes community safety, particularly for children and pedestrians.

### School Zone Cameras

LFP Elementary	2020	2021	2022	2023	2024	vs. Last Year
Collisions	0	1	2	0	1	↑
Citations	1,213	9,621	5,442	6,076	4,333	↓

Brookside Elementary	2020	2021	2022	2023	2024	vs. Last Year
Collisions	1	1	0	1	2	↑
Citations	1,590	13,394	7,543	8,663	*31,254	↑

\*Includes School Walk Zone violations (24/7 speed)

# Specialty Units

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Traffic Officer B. Carlsrud

## Traffic Unit

The Traffic Officer utilizes a low-profile patrol vehicle to conduct targeted traffic enforcement around the city. They typically work with other patrol officers focusing on the Department's Traffic Safety Plan and other problem areas identified through Traffic Calming Projects and Citizen Complaints.

In 2024, Officer Carlsrud issued **89** tickets and citations. Unfortunately, Ofc. Carlsrud was not able to work a full year in the traffic unit, as he had to work on patrol duties because of staffing issues.



## Major Crimes Task Force (CSPA)

Lake Forest Park Police is part of the Coalition of Small Police Agencies, CSPA. The participating cities are Algona, Black Diamond, Carnation, Clyde Hill, Duvall, Enumclaw, Issaquah, Lake Forest Park, Medina, Mercer Island, Normandy Park, Pacific, and Snoqualmie. These cities have entered a partnership of resource sharing that has been applauded and recognized throughout the State.

The Major Crimes Task Force (MCTF) has over 15 detectives from these agencies, with Lake Forest Park contributing **one officer and two detectives**. The partnership and utilization of the MCTF are a crucial resource to the City and PD.

# Specialty Units (con't)

## SWAT/HNT

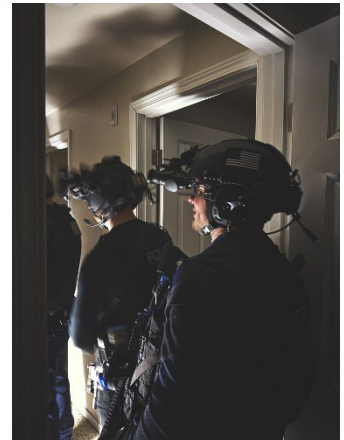
The Lake Forest Park Police Department is a member agency of the North Sound Metro (NSM) SWAT Team. North Sound Metro SWAT is a regional Special Weapons and Tactics (SWAT) team that is composed of two distinct elements: the SWAT (tactical) team, and the Hostage Negotiation Team (HNT). The team is comprised of officers from the following municipal jurisdictions: Bothell, Edmonds, Kirkland, Lake Forest Park, Lynnwood, Mill Creek, Monroe, Mountlake Terrace, Mukilteo, and Redmond.

The team services a population base of well over a quarter million residents. Current approved staffing for tactical operators is 36, plus three team commanders. HNT is allotted 13 officers.

In 2024, Officer Montague was attached as LFPPD's SWAT Operator on the team.



SWAT Officer F. Montague



HNT Detective J. Czebotar

The SWAT team also incorporates highly trained officers as Crisis Negotiators. These officers use special training and verbal tactics to "talk" violent persons experiencing behavioral health crises into surrendering to law enforcement.

In 2023, LFPPD Officer Jason Czebotar was selected to be a member of the Hostage Negotiations Team.



## Specialty Units (con't)



K9 Officer G. Coleman

### K9 Unit

The Lake Forest Park Police Department is proud to introduce our newest team member—K9 Bella, a specially trained narcotics detection dog, and her handler, Officer George Coleman. K9 Bella began service at the end of 2024, reintroducing the K9 program after a few years of not filling the position.

This vital addition to our public safety efforts was made possible entirely through the generous support of the North Sound Police Foundation, which funded the cost of our canine, out-of-state training, specialized equipment, and a fully outfitted K9 vehicle arriving in May 2025.

K9 Bella enhances our department's ability to detect illegal narcotics, assist in investigations, and provide added officer safety. Beyond enforcement, the K9 program is a valuable community engagement tool. Demonstrations and school visits allow residents—especially youth—to connect with local law enforcement in a positive and memorable way.



# Regional Crisis Response (RCR)

Established in 2023 by an interlocal agreement between the North King County cities of Shoreline, Lake Forest Park, Kenmore, Bothell, and Kirkland, the Regional Crisis Response Agency (RCR) provides behavioral health first response services via the public safety system. RCR Crisis Responders deploy to people in crisis in our community who call 911, to improve outcomes and reduce reliance on the crisis system by connecting people to the community of care.

During 2024, Mental Health Crisis Responders met with 59 individuals in Lake Forest Park, (some multiple times), during a total of 180 encounters. Encounters could range from a multi-hour crisis de-escalation to a short follow-up check in to ensure that someone has been effectively connected to care.



59  
People served in  
Lake Forest Park



180 encounters ranging  
from multi-hour crisis to  
short follow-up check in



19% were Unhoused



RCR Crisis Responders responded to a wide variety of calls with Lake Forest Park officers during 2024, with increased coverage from previous years as the new team grew. Several themes emerged in Lake Forest Park this year- we saw larger numbers of people displaying signs of a behavioral health crisis in public spaces and older adults in need of a higher level of support in their homes.

**In 2023 the RADAR Navigator Program formally became the Regional Crisis Response Agency (RCR), with funding from the City of Lake Forest Park and the other partner cities offering robust coverage seven days a week.**



**REGIONAL CRISIS  
RESPONSE AGENCY**





# Regional Crisis Response (con't)



RCR Agency Executive Director Brook Buettner



# Regional Crisis Response (con't)

## RCR Story

Officers responded to a civil dispute that escalated into a behavioral health situation involving an 18-year-old female with mental health challenges. The young woman, who had been staying with friends in exchange for childcare, was asked to leave, sparking a loud argument. Sgt. Parrish and Crisis Responder (CR) Sherry Sternhagen co-responded to address the situation. Sternhagen calmed the distressed individual, de-escalated the tension, and connected her to support services, while Sgt. Parrish monitored from a distance.

The presence of the Crisis Responder was instrumental in avoiding the use of force, which might have been necessary otherwise given the individual's comments about self-harm. The co-response model proved effective, enabling a compassionate resolution and freeing the officer for other duties. The report highlights the importance of mental health professionals in police responses and commends Sternhagen's skilled intervention.

In this picture, the young woman is in the middle between her mother (sitting to the right) and Sherry (sitting on the left). It was raining, cold and Sherry just shared an emergency blanket with the young woman as they sat under a carport. All are sitting on the pavement, and Sherry is engaging the very upset young person while sitting next to her. This shows a real level of understanding and commitment from our RCR Crisis Responders.



# Support Services

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## Support Services Division Commander

Lieutenant  
Ross Adams



The Lake Forest Park Police Support Services Division supports the department's operations and manages its administrative components. The Support Services Division is comprised of the Records Unit, Criminal Investigations Unit, Property and Evidence Unit, Police Support Officer, and Domestic Violence Victim advocacy. It is led by the Support Services Commander, who reports directly to the Chief of Police. This division manages all criminal investigations, records maintenance and management, property and evidence, training, recruiting, professional standards, prisoner transports, court security, technical program administration, and compliance with public records requests.

### Records Unit:

The Records Unit is an integral part of the daily operations of the police department. Our Records Specialists are non-sworn personnel whose responsibilities include, but are not limited to, the logging and tracking of all officer generated reports, the issuance of concealed firearms permits, and processing of a wide variety of records, logs, court documents, and warrants containing sensitive information. Additionally, they provide timely, reliable, and accurate information in response to inquiries from the public and outside agencies.

### Police Support Officer (PSO):

The police department employs a full-time specially commissioned officer whose responsibilities include, but are not limited to, maintaining the Property & Evidence Unit, transporting prisoners, providing court security services, fingerprinting, and assisting the department with a multitude of administrative duties.

### Criminal Investigations Unit:

The Criminal Investigations Unit consists of two full-time detectives. These highly trained detectives investigate felony crimes, including property and violent crimes. Additionally, this unit investigates Child Protective & Adult Protective Services referrals and coordinates and monitors the registered sex offender notification program for offenders residing in Lake Forest Park.

### Domestic Violence Victim Advocacy:

Staffed by a part-time domestic violence victim's advocate, this position acts as a liaison between the Municipal Court and domestic violence victims. This position ensures constant communication and resources are provided for victims of domestic violence.

**Lt. Ross Adams**  
**Support Services Division Commander**

# Records Unit

Records Specialists are primarily responsible for managing daily records tasks, including reviewing cases and forwarding them as necessary, tracking and reviewing traffic accident reports, and processing and auditing various types of tickets. Additionally, the Records department manages the majority of public records requests received by the police department and oversees the purging and archiving of older cases. The unit also attends regional records group meetings, with one specialist dedicated to handling all TAC responsibilities, such as audits and ensuring the yearly training for police staff is up to date, as well as conducting monthly validations. Furthermore, Records manages specific types of fingerprinting and licensing duties.



**In 2024, records took in over 190 pounds of medication shipped for destruction, an increase from 2023 which had 111 pounds.**

The Drug Take Back Program aims to provide a safe means of disposal for prescription medications as well as educate the community about the potential for abuse of medications. The Lake Forest Park Police Department is proud to support this program and has its own disposal center located at their office. Police officers do not have access to the drug box and citizens will need to speak to records personnel if they have questions about the program.



The Records Unit manages Concealed Pistol Licenses (CPLs) and firearm transfers.

Additionally, the Records Unit dedicated approximately **156 hours to completing 324 public records requests** (compared to 90 hours completing 376 in 2023).

They also oversee licenses issued for Déjà Vu, with **103 Entertainer Licenses issued in 2024** between renewals and new applications.

**In 2024, there were 3 firearm transfers as new the Secure Automated Firearms (SAFE) system started Feb 1, 2024, so all Firearm Transfers are done by the state.**

**In 2024 there were 130 new, renew and replacement licenses for concealed pistol licenses (CPL's) compared to 126 in 2023.**

**In August 2024, one Records Specialist went on leave. With temporary support from retired Records Specialist Lee Freeman and the PD Intern (Chloe), operations remained steady.**

**Adjustments were also made to accommodate new Court personnel and evolving Court needs, particularly during a two-week statewide shutdown in November.**

**In collaboration with the Lake Forest Park Court, records staff assisted with open arrest audits required for completing criminal histories. This effort was conducted by a firm hired by the Washington State Patrol.**

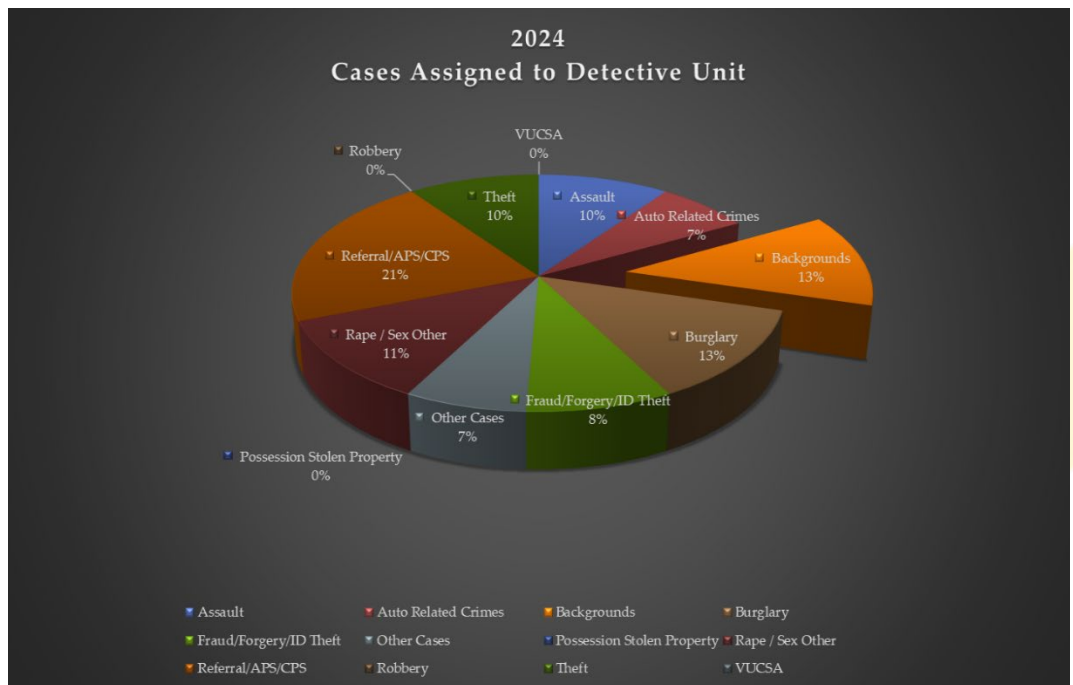


# Assigned Investigations



**Detective Teschlog**

Because of staffing shortages, our investigation unit operated with only one detective for most of 2024, whereas the standard requirement calls for a minimum of two full-time detectives.



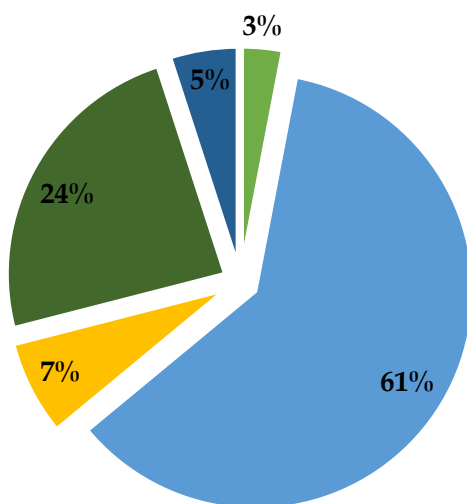
Assigned Investigations	2020	2021	2022	2023	2024	vs. Last Year
Assault	8	5	16	15	7	↓
Auto Related Crimes	2	5	6	4	5	↑
Backgrounds	2	8	10	26	9	↓
Burglary	19	8	11	4	9	↑
Fraud/Forgery/ID Theft	13	5	9	18	6	↓
Other Cases	25	10	7	11	5	↓
PSP	5	5	5	2	0	↓
Rape / Sex Other	10	9	10	11	8	↓
Referral/APS/CPS	15	19	14	5	15	↑
Robbery	2	1	3	4	0	↓
Theft	7	8	11	2	7	↑
VUCSA (Drugs)	16	5	2	0	0	--
<b>Total</b>	<b>124</b>	<b>88</b>	<b>104</b>	<b>102</b>	<b>71</b>	↓

# Completed Investigations

Completed Investigations	2020	2021	2022	2023	2024	vs. Last Year
Assault	5	4	13	14	12	↓
Auto Related Crimes	1	0	9	5	5	--
Backgrounds	2	6	10	25	12	↓
Burglary	18	12	10	3	11	↑
Fraud/Forgery/ID Theft	15	4	12	12	5	↓
Other Cases	23	10	10	8	6	↓
PSP	8	3	3	3	6	↓
Rape / Sex Other	6	7	12	4	5	↓
Referral/APS/CPS	20	18	16	6	11	↓
Robbery	1	2	3	2	1	↓
Theft	10	7	10	0	10	↑
VUCSA (Drugs)	16	9	2	1	0	↓
<b>Total</b>	<b>125</b>	<b>82</b>	<b>110</b>	<b>83</b>	<b>84</b>	<b>↑</b>



## 2024 - Completed Investigations



- Inactive
- Arrest / Filed
- Unfounded
- Insufficient Evidence

Juvenile Involved	2020	2021	2022	2023	2024
Cases	16	10	18	15	17

# Training and Professional Development

The Lake Forest Park Police Department is committed to the continuous professional development of its personnel. Through a comprehensive and evolving training program, the department ensures that officers are well-prepared to meet the complex demands of modern law enforcement with skill, compassion, and accountability.

Training covers a wide range of essential areas, including:

**De-escalation and Use of Force:** Officers are trained to resolve situations with the least amount of force necessary, emphasizing verbal techniques, decision-making, and preserving the sanctity of life.

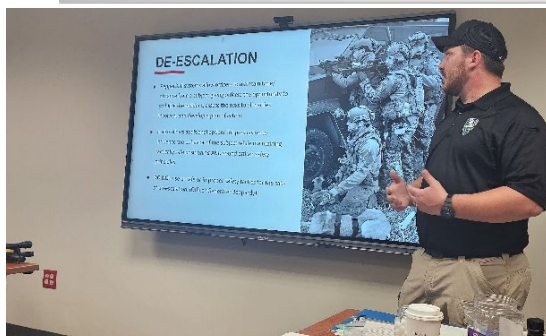
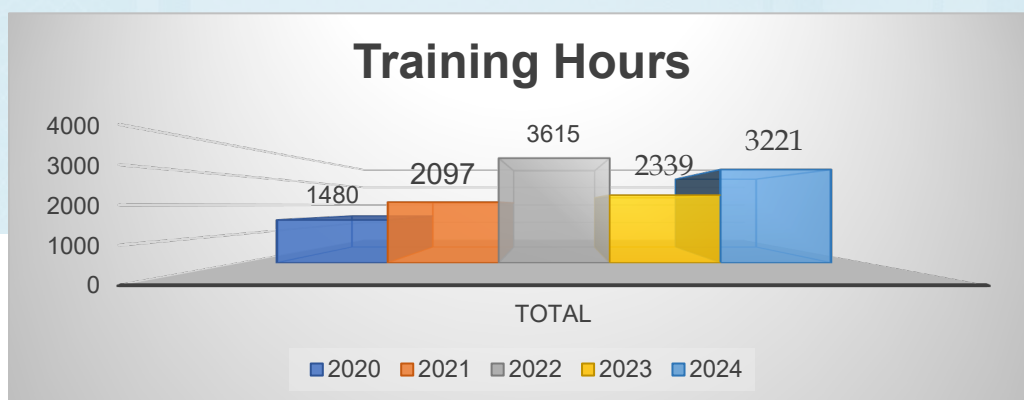
**Less-Lethal Options:** Including BolaWrap, PepperBall, Taser – providing officers with non or less-lethal alternatives to traditional force.

**Tactical Medicine:** Equipping officers with life-saving medical knowledge to treat injuries before emergency medical services arrive.

**ABLE Training** (Active Bystandership for Law Enforcement): Empowering officers to intervene in situations where peers may be at risk of causing harm, ensuring ethical behavior and accountability.

**Firearms Proficiency and Scenario-Based Training.**

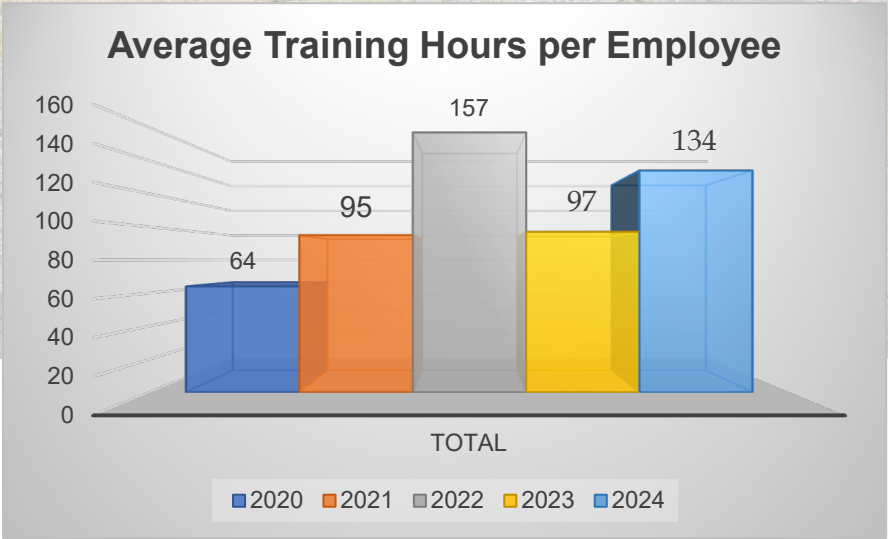
This training model ensures that LFP officers uphold the highest standards of professionalism and service. More than just technical skills, our training emphasizes empathy, integrity, and the ability to serve with compassion—principles that are essential in building trust and maintaining strong relationships with the community we serve.





# Training (con't)

In 2024, LFP Police Department personnel averaged over 130 hours of training per officer, significantly exceeding state and regional minimum standards (24 hours). This investment reflects our department's dedication to both officer readiness and public safety.



# State Accreditation

The Lake Forest Park Police Department continues to follow the state accreditation standards set by the Washington State Association of Sheriffs and Police Chiefs. **Of the 250+ Police Departments in the State, only 71 have this Accreditation. Out of the 35 cities in King County, LFPPD is one of only 15 accredited city agencies. The next accreditation audit will occur in 2028.**

**In 2024, the Lake Forest Park PD went through the re-accreditation process and successfully passed with no identified issues.** This is no small task, given the stringent requirements of accreditation and the necessity to show compliance with over 140 standards for the entire four-year period. The purpose of law enforcement agency accreditation is to professionalize the law enforcement industry by providing a review process for agencies to be certified as operating under industry best practices and standards.

## Benefits of Accreditation Include:

- To increase public confidence in the agency
- To increase credibility
- To provide a systemized agency self-assessment
- To broaden perspectives
- To intensify administrative and operational effectiveness
- To ensure recruitment, selection, and promotion processes are fair and equitable
- To strengthen understanding of agency policies and procedures by agency personnel
- To improve agency morale and pride
- To decrease susceptibility to litigation and costly civil court settlements
- To potentially reduce liability insurance costs
- To provide state and local recognition of professional competence



## Accreditation Standards:

The purpose of the WASPC Accreditation Program is to recognize agencies operating under industry best practices and standards. There are over 140 accreditation standards covering major law enforcement areas including:

1. Goals and Objectives
2. Role and Authority
3. Use of Force
4. Management, Staffing, Organization, and Utilization of Personnel
5. Records Management
6. Information Technology
7. Unusual Occurrences
8. Health and Safety
9. Fiscal Management
10. Recruitment and Selection
11. Training
12. Performance Evaluation
13. Code of Conduct
14. Internal Affairs
15. Patrol Function
16. Investigative Function
17. Evidence and Property Control Function
18. Prisoner Security





# Staff Changes

In 2024, the Lake Forest Park Police Department experienced a year of significant transitions, reflecting both the honor of service and the growth of leadership within our ranks.

## Retirement

We celebrated the dedicated career and well-earned retirement of:

- **Lieutenant Rhonda Lehman**

After years of exemplary service and leadership, Lt. Lehman concluded her career with the department. Her contributions, mentorship, and steadfast commitment to public safety have left a lasting impact.

## New Hires

We welcomed three outstanding individuals to our team:

- **Officer Johnson**
- **Officer Godsil**
- **Officer Rizk**

Each new hire brings unique strengths and enthusiasm, and we are proud to have them join our mission of serving the Lake Forest Park community with integrity and professionalism.

## Promotions & Transitions

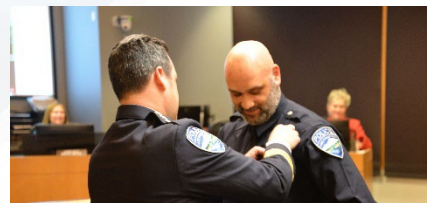
Several internal transitions reflect the continued development of leadership within the department:

- **Sgt. Walker** – Promoted from officer to **Sergeant**
- **Det. Czebotar** – Transitioned from officer to **Detective**
- **Lt. Adams** – Promoted and assigned as **Lieutenant of Support Services**
- **Lt. Zanella** – Reassigned as **Lieutenant of Operations**

These role changes not only recognize individual excellence but also position our team for continued effectiveness and innovation in the year ahead.



**Lieutenant Ross Adams**



**Sergeant Jerome Walker**



# New Hires

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## Officer Amanda Johnson

In January 2024, Officer Amanda Johnson became a member of our department. She brings 17 years of experience in the health and fitness industry. Originally from Snohomish, Amanda is passionate about wellness, weightlifting, and yoga. Outside of work, she enjoys painting, singing, and cooking. We're excited to welcome Amanda and look forward to her contributions to the department and community.



## Officer Michael Rizk

Officer Michael Rizk joined the department in August 2024. He brings experience as a Corrections Deputy in Snohomish County, where he served as a corrections officer trainer. Originally from Egypt, Mike holds a bachelor's degree in law and justice from Central Washington University and served in the Washington Army National Guard as an Aircraft Electrician. Off duty, Mike enjoys outdoor adventures with his wife Kristin and daughter Sophie, including fishing, camping, and motorcycle rides. We're proud to welcome him to Lake Forest Park.



## Officer William Godsil

Officer Godsil joined the Lake Forest Park Police Department on May 1st, 2024. A U.S. Army veteran and current Reserve Drill Sergeant, Will brings prior law enforcement experience from the Federal Way Police Department. Originally from Spokane, he enjoys hiking with his dog Summit, staying active, and road trips with his girlfriend Julie. We're proud to welcome Will to our team.

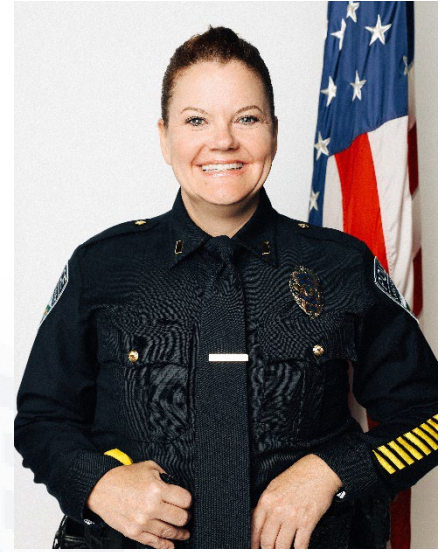
# Retirement – Lt. Rhonda Lehman

*Lieutenant Rhonda Lehman retired in May 2024 with over 30 years of with Lake Forest Park Police Department.*

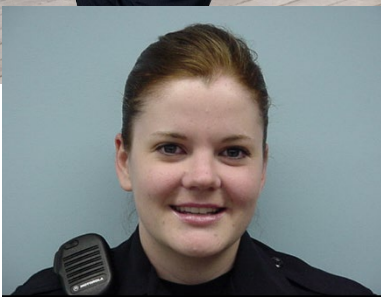
*Rhonda began her career in law enforcement in 1993 as a Reserve Officer with the City of Brier and joined Lake Forest Park PD in 1994 as a reserve. She became a full-time dispatcher in 1996 and was hired as a full-time officer in 1998. Over the years, she served in a wide range of roles including Field Training Officer, Major Crimes Detective, Domestic Violence Liaison, ABLE Instructor, and part of the Seattle PD CBRN cadre. She trained countless officers, led numerous investigations, and was known for her passion for tactical medicine and first responder instruction. Rhonda was the first female supervisor in our department's history, rising from Sergeant to Lieutenant and Operations Division Commander. She graduated from both Command College and LPO and accumulated over 4,000 hours of training with our department.*

*Rhonda worked under five police chiefs, five mayors, and was with us through significant changes to the city and department. She leaves behind a legacy of service, mentorship, leadership, and resilience.*

*Rhonda, thank you for your unwavering dedication to the city, the department, and the community. Congratulations on your retirement and a remarkable career!*



## F10 – L2





# Behind the Badge



My name is Samantha "Sam" Gouin, and I have been a Police Patrol Officer for two years. I joined the Lake Forest Park Police Department in May 2023, after 7 years of Independent and Corporate Security work in the greater Seattle area as a security officer and supervisor. I am a proud Marine Corps veteran with 8 years of service, including work with UAVs. I am currently serving as a patrol officer with a focus on traffic related needs while presently expanding my duties with the department to include Taser

Instructor and Drone Operator. I look forward to becoming a Traffic Officer and/or a Patrol Sergeant to further assist the city and its citizens. During my off-duty time, I like to participate in physical activities such as biking and weightlifting and catch up on some rest and relaxation.



My name is Christian WE Hansen, and I have worked for the Lake Forest Park PD since January of 2021 as the Police Support Officer. My primary duties at LFPPD include the management of the Property and Evidence Room and facilitating inmate court transportation. Every year I also enjoy working on community events hosted by Lake Forest Park PD. I'm originally from the PNW, having grown up in the small Seattle suburb of Skyway. I first began my work in law enforcement years ago as a contractor for Homeland Security. I worked at various federal facilities around Seattle which often put me in the center of intense situations. I

then went to work for the WA State Department of Corrections (DOC), where I worked at three different facilities: Clallam Bay Corrections Center, the Washington Corrections Center for Women, and the Monroe Correctional Complex. In 2018, I left DOC to take a position with the Bothell Police Department as a Police Support Officer, and in 2021, I accepted my current position with the LFPPD. My greatest joys at work come in the form of serving the community, seeing the kids at the annual Safety Day event, and getting to work with such amazing people at the City of Lake Forest Park. Working at LFP has been one of my life's biggest blessings.



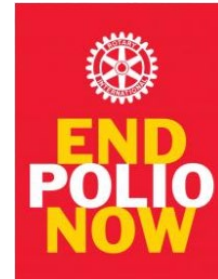


# Community





# Community (con't)

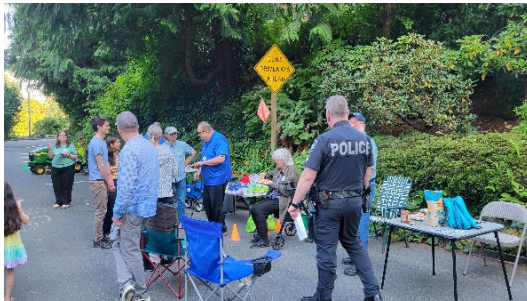


## Seattle U Career Fair





# National Night Out



Always a fun night for our community, National Night Out is a one-night event, beginning at 6 p.m., when over 30 neighborhood parties come outside and meet their neighbors. Police and Fire stop by the parties to join in the fun and talk about neighborhood issues.

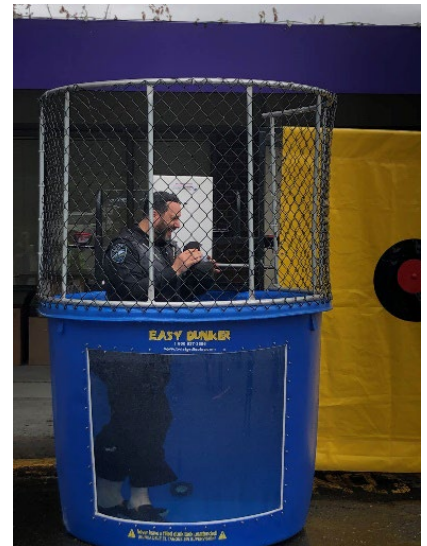
National Night Out is an annual campaign to foster police-community partnerships and promote camaraderie among neighbors, ultimately creating safer and more compassionate neighborhoods. This initiative strengthens the bond between law enforcement and community members and rekindles a true sense of community. Additionally, National Night Out offers an excellent opportunity to facilitate positive interactions between police and neighbors.

On the first Tuesday of August, National Night Out is observed by millions of neighbors in thousands of communities across all fifty states. During this event, neighborhoods organize block parties, festivals, parades, cookouts, and other community events, including safety demonstrations, seminars, youth activities, visits from emergency personnel, exhibits, and much more.





# Safety Day



## Safety Day for Kids!

In June 2024, the Lake Forest Park Police Department hosted "Kids' Safety Day," an expanded version of the popular 2021 Bike Rodeo. The event featured a fun and educational bicycle obstacle course where kids learned about traffic signs, crosswalk safety, navigating corners, and sharing paths with others.

Lake Forest Park Police Officers and King County Search & Rescue representatives offered tips on outdoor and water safety. Free bicycle helmets and life jackets were also distributed, including to children and adults with disabilities.

Joining the event were the Northshore Fire Department, a Police K9 unit, and the King County Marine Patrol Unit with their rescue boat. NEMCo Emergency Management was on hand to share emergency preparedness resources. Kids received free "safety bags," and the day was packed with fun activities, community vendors, and interactive displays—all set up in the City Hall parking lot.

This exciting and educational event has quickly become a favorite in our community, and we're already looking forward to the next one!



# Shop with a Cop

## 10<sup>th</sup> Annual Holiday Hero's Shop with a Cop 2024 Sponsored by the Rotary Club of Lake Forest Park



*Shop with a Cop*

The 10th Annual Shop with a Cop was another huge and heartwarming success!

Lake Forest Park Police Officers had the honor of serving 11 Lake Forest Park families, bringing smiles, joy, and holiday cheer to our community. The shopping fun took place at Target in Woodinville, where our police department teamed up with our amazing partners from Woodinville Police, King County Sheriff's Office, and neighboring agencies including Redmond Police, Bothell Police, and Washington State Patrol. Together, we helped families pick out gifts and we also provided food boxes to make this holiday season extra special. A huge shoutout to the Lake Forest Park Rotary, our generous and gracious sponsor, and to the many Rotarians who joined us as volunteers. Your support makes all the difference! Thank you to everyone who participated and helped create unforgettable memories for these families. This event is what the spirit of the season is all about!



# North Sound Police Foundation

The Lake Forest Park Police Department is deeply grateful for the ongoing support of the North Sound Police Foundation. Through their generous contributions, the Foundation has fully funded several key initiatives that enhance our public safety capabilities and officer wellness.

In 2024, the Foundation provided complete funding for the department's K9 Program, covering the cost of the dog, out-of-state training, necessary equipment, and the upcoming K9 vehicle. They also funded the launch of our Drone (UAV) Program, enabling aerial support for search and rescue, traffic collision analysis, and critical incident response. In addition, the Foundation supplied resources for our Cell Phone Forensics Program, helping improve our investigative capabilities in digital evidence recovery.

Beyond these programs, the Foundation contributed to officer wellness by helping purchase a portion of the new gym equipment used to support health and fitness within the department.

We sincerely thank the North Sound Police Foundation for their partnership and commitment to community safety and officer support.



To donate to  
Lake Forest Park PD:



The **North Sound Police Foundation** is a non-profit organization that supports law enforcement agencies in Lake Forest Park and Mill Creek. The foundation's mission is to enhance public safety and build community partnerships by providing resources and support to law enforcement agencies.

The North Sound Police Foundation raises funds through donations, grants, and community events, using these funds to support programs and initiatives not covered by government budgets. These initiatives include equipment and technology upgrades, training and education programs, community outreach and engagement, and support for officers and their families in times of need.

Overall, the North Sound Police Foundation plays a vital role in supporting the work of law enforcement agencies in the North Sound region and building stronger relationships between law enforcement and the communities they serve.



# Social Media

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Our organization's social media presence remains robust on multiple platforms, such as Facebook, Instagram, and Twitter (X). However, our largest and continuously growing following is on Nextdoor.com. Our police department's posts have been successful in reaching out to thousands of residents, with hundreds of thousands of views. To improve our communication with the community, we have established the Community Partners Emergency Communication System. This system is aimed at keeping community members informed about emergent issues like natural hazards or police activities. Additionally, we have produced informative videos that can be found on our YouTube channel.



<https://www.facebook.com/LakeForestParkPD>



[https://x.com/lfpd\\_police](https://x.com/lfpd_police)



<https://nextdoor.com/agency-detail/wa/lake-forest-park/lake-forest-park-police-department/>



<https://www.instagram.com/lakeforestparkpd/>



<https://www.youtube.com/@lakeforestparkpd> <https://www.instagram.com/lakeforestparkpd/>

## Lake Forest Park Community Partners Emergency Notification System

When an event occurs within the City or in neighboring jurisdictions that our community needs to know about, providing current and accurate information to the public is of great importance. The Police Department has created this system to notify residents, businesses, service providers, and other partners when an event occurs in the City that will be of interest to them. The system is web-based and utilizes cellular phone text notifications. Ask for “Code Red” for more information.

## Block Watch

Our Block Watch program encourages neighbors to get to know each other and work together to prevent crime; it involves citizens being trained to recognize and report suspicious activities in their neighborhoods. Citizens and police work together against crime, and citizens work with each other during emergencies. Get with your neighbors if you are interested in Block-Watch or are unsure if your neighborhood participates.

## Crime Watch

Crime Watch is a program staffed by volunteers who check the homes of residents who are out of town. The Lake Forest Park Police Department sponsors this free service. Each volunteer is assigned a partner, both of whom will go out together in a city vehicle to check the houses of those residents who have submitted the Vacation House Check Form. Being a Crime Watch volunteer not only benefits our community, but also the individuals who volunteer. It is a way to become more acquainted with your neighbors, as well as an opportunity to learn how to navigate the complicated road system in Lake Forest Park.

