

# Mercer Island Police Department 2020 - 2021 Work Plan



## About the Mercer Island Police Department

The Police Department is organized around administration, operations (patrol, special teams), and services (training, records, special programs) to:






- Protect life and property, enforce laws and ordinances, investigate crimes, and maintain civil order;
- Provide special programs and services to the community and Mercer Island schools.



## Work Item 1: Council Priority 2 - Prepare for Light Rail and Improve On-and-Off Island Mobility

Description	Dept. Lead / Liaison	Staff Comments	Timeline	
<b>Prepare for Sound Transit Light Rail Station and Bus Intercept</b> MIPD, in conjunction with MIFD, will work with Sound Transit (ST), King County Metro, other agencies, and staff to ensure safe design and implementation of the Light Rail Station and bus intercept.	Ed Holmes	High Priority	2020	2021
			→ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 →	

## Work Item 2: Administration

Description	Dept. Lead / Liaison	Staff Comments	Timeline	
<b>Puget Sound Emergency Radio Network (PSERN)</b> Work with MIFD and partner agencies to execute an ILA for a new Public Safety radio network (replace aging analog system with a digital system). This system will be utilized by all Public Safety Answering Points (PSAP) in King County for enhanced communication with Fire and Police agencies, as well as utilities and school districts. This will also help the Department achieve the goal of increased interoperability for all public safety agencies in King County.	Dave Jokinen	High Priority	2020	2021
			Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4	
<b>Automated License Plate Reader Program</b> Prepare a recommendation and cost estimate for an Automated License Plate Reader (ALPR) program. ALPRs will allow for greatly improved parking enforcement capabilities, as well as enhance our capacity to identify stolen vehicles.	Jeff Magnan	Moderate Priority	Q1	Q2 Q3 Q4 Q1 Q2 Q3 Q4
			Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4	
<b>Scheduling Software</b> Research options for a web-based scheduling software platform. This will allow the Department to manage the Patrol schedule remotely from computers/smartphones, rather than continuing to the paper version we've used for many years.	Dave Jokinen	Moderate Priority	Q1	Q2 Q3 Q4 Q1 Q2 Q3 Q4
			Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4	

<b>Work Item 2: Administration (Continued)</b>			
Description	Dept. Lead / Liaison	Staff Comments	Timeline
<b>Evaluate Replacement Options for Marine Patrol Vessel #11</b> <i>Research a grant opportunity to replace the Department's oldest boat. There is a potential for significant cost-savings to the City.</i>	Dave Jokinen	Moderate Priority	2020                      2021 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4
<b>School Resource Officer ILA</b> <i>Work with the MISD to update the terms of the School Resource Officer (SRO) interlocal agreement (ILA).</i>	Ed Holmes	Moderate Priority	Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4
<b>Vacancies</b> <i>Review and update recruiting and retention strategies given the anticipated vacancy rate of 6 patrol officers for Q1 and Q2 (2020).</i>	Ed Holmes	High Priority	 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4
<b>Labor Agreements with Union</b> <i>Negotiate new Collective Bargaining Agreements with Police and Police Support bargaining groups. Address recruiting and retention strategies to combat the loss of several MIPD officers to other agencies. As Police Departments in the region compete for new officers (entry level and lateral candidates), surrounding agencies have added attractive incentives for potential candidates. Creativity in our recruiting and retention efforts is needed.</i>	Ed Holmes	High Priority	Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4
<b>2021 - 2022 Biennial Budget</b> <i>Work with Finance to develop the 2021-2022 budget.</i>	Ed Holmes	High Priority	 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 
<b>Communication Strategies</b> <i>In conjunction with City Communications Manager, Ross Freeman, continue public outreach efforts via social media (Facebook and Instagram). Expand recruitment efforts.</i>	Ed Holmes	Moderate Priority	 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 

<b>Work Item 3: Operations (Continued)</b>			
Description	Dept. Lead / Liaison	Staff Comments	Timeline
<b>Patrol</b> <i>Ensure the 3-officer minimum patrol staffing levels on each shift are met to reduce the impact of crime through proactive enforcement and community outreach, and to ensure officer safety. Maintain response time goals in a manner consistent with best practices and policies. Current response time for priority calls averages 5.8 minutes, with an average of 65% of calls responded to in less than six minutes. Mercer Island has consistently had the second lowest violent and property crime rates among the six Eastside Cities – Sammamish, Redmond, Issaquah, Kirkland and Bellevue – with 0.32 violent crimes / 24.3 property crimes per 1000 population (four year average).</i>	Dave Jokinen	High Priority	2020                      2021  Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 

### Work Item 3: Operations

Description	Dept. Lead / Liaison	Staff Comments	Timeline	
<p><b>Marine Patrol</b>  <i>Reduce boating collisions through proactive boating law enforcement and boater education, (includes over 400 boat stops and 125 public assists each year). Work closely with partners and affiliated agencies, participate in regional programs and initiatives, and provide educational programs to schools and the community to include providing Water Safety classes to 1,000+ Kindergartners each year.</i></p>	Dave Jokinen	High Priority	2020	2021
			⇒ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 ⇒	
<p><b>Special Teams</b>  <i>Manage special teams including Dive Team, Bike Team, and Special Operations in patrol, educational campaigns, and providing enhanced tactical training.</i></p>	Mike Seifert	High Priority	2020	2021
			⇒ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 ⇒	

### Work Item 4: Police Services

Description	Dept. Lead / Liaison	Staff Comments	Timeline	
<p><b>Personnel and Training</b>  <i>Ensure thorough background investigations are done on all new-hires and that all officers meet annual training requirements, provide legal update training, and assist with re-accreditation. Each officer receives an average of 90-hours of training per year, including State-mandated classes, Crisis Intervention Training, training required by accreditation, training necessary for maintaining certifications, and additional specialized continuing education and advanced training. The Department hired and trained 3 new officers and 1 support personnel in 2017, 2 officers in 2018, and 4 officers and 2 support personnel in 2019. We are forecasting the need to hire and train at least 4 officers in 2020.</i></p>	Mike Seifert	High Priority	2020	2021
			⇒ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 ⇒	
<p><b>Investigations, Evidence, and Records</b>  <i>Continue to vigorously pursue criminals, and work with MISD and school counselors in addressing adolescent issues, manage Drug-Take-Back program, refine best practices, increase efficiencies, and more.</i></p>	Jeff Magnan	High Priority	2020	2021
			⇒ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 ⇒	

## Work Item 5: Emergency Management

Description	Dept. Lead / Liaison	Staff Comments	Timeline
<p><b>Emergency Operations Center Improvement Project</b>  <i>Improvements to the Emergency Operations Center (EOC) are 80% complete. The EOC serves as the central location when managing mid-to large-scale emergencies. The last 20% will enable the EOC to be fully operational.</i></p>	Jennifer Franklin	Moderate Priority	<p style="text-align: center;">2020                      2021</p> <p>➡ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4</p>
<p><b>MI Community Emergency Hub Program</b>  <i>Identify central locations throughout the city where a limited/specific amount of communications and emergency equipment and supplies will be stored, to be used during an emergency. Qualified community members will be trained in helping manage each Hub.</i></p>	Jennifer Franklin	Moderate Priority	<p>Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4</p>
<p><b>Emergency Preparedness Training</b>  <i>Provide training to City staff via drills and training.</i></p>	Jennifer Franklin	High Priority	<p>➡ Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 ➡</p>
<p><b>Hazard Mitigation Plan</b>  <i>Receive Council acceptance and adoption of FEMA's approved "King County Regional Hazard Mitigation Plan Update."</i></p>	Jennifer Franklin	Moderate Priority	<p>Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4</p>
<p><b>Community Outreach Program: CERT/ Business Preparedness</b>  <i>Restore Citizens Academy, Community Emergency Response Team (CERT) course, and National Night for 2020 (funded by citizen donation).</i></p>	Jennifer Franklin	Moderate Priority	<p>Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4</p>