



TPD Police Strategic Plan and 2024 Review



TODAY'S AGENDA

Who we are

High risk areas

Police Strategic
Growth Plan
(PSGP)

WHO WE ARE

Operations

- 24/7 Patrol
- Traffic enforcement
- K9
- SWAT
- Code Enforcement
- Training

Detectives

- Investigations
- SROs
- Evidence

Administration

- Records
- PDRs
- Protection orders
- Warrants
- Concealed carry permits
- Analysis



Personnel



POSITIONS

Commissioned	37
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Limited Commissioned	2
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Non-Commissioned	7
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PERSONNEL CHANGES

Hired	6
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Departed	3
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Hiring Processes Held	12
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OPERATIONS

Operations

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- Concealed carry permits

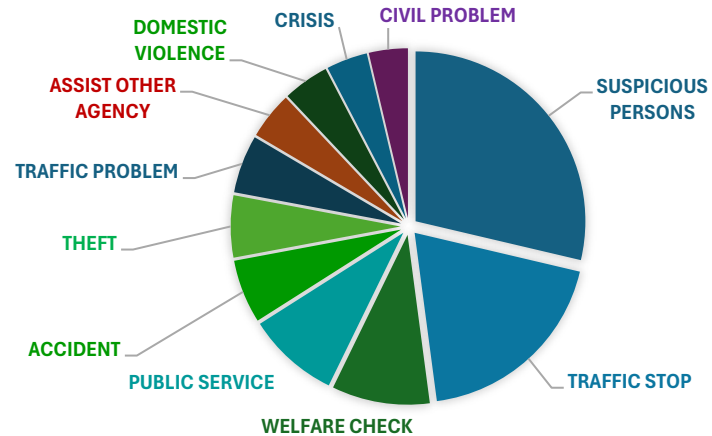


Calls for Service

Calls for Service
2024

19,270

Top 10 Calls for Service



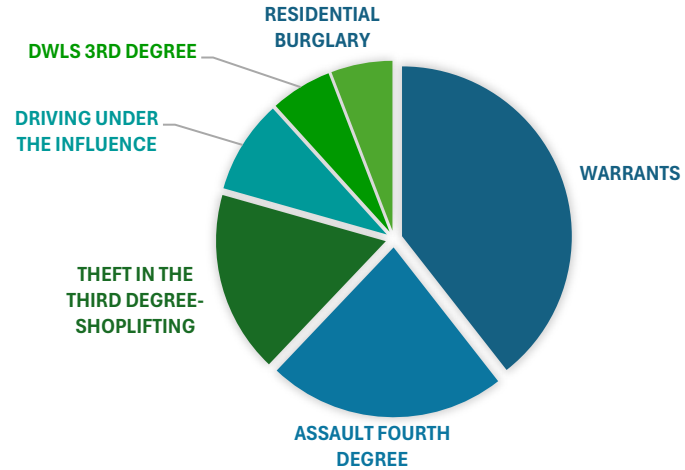


Arrests

Arrests
2024

628

Top 5 Arrests





K9

Officer Grimmett & K9 Thor

Deployments.....29

Training.....83

Social Visits.....5

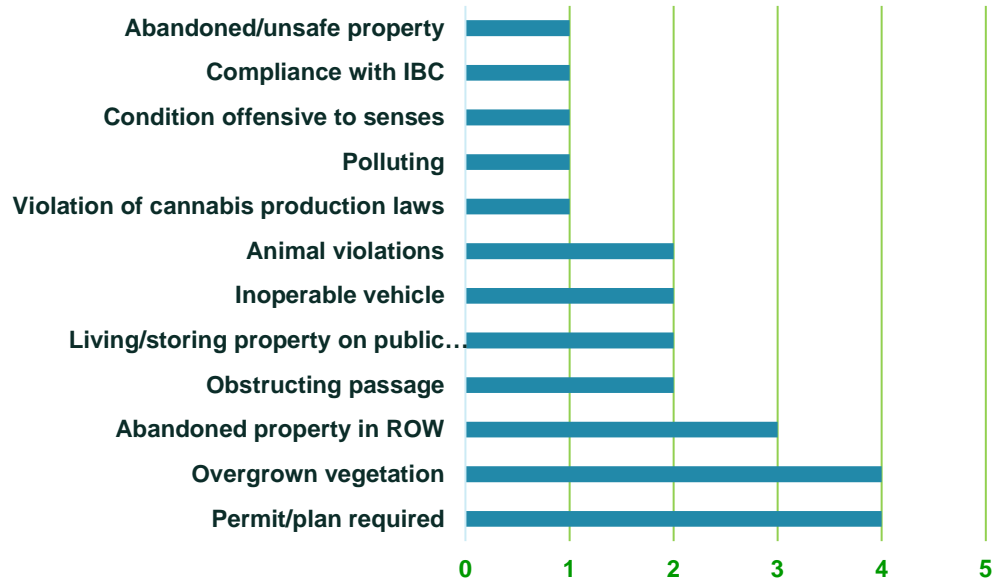




CODE ENFORCEMENT



Code Enforcement Violations - 2024





OPERATIONS 2024 ACCOMPLISHMENTS

Retail Theft Details

- Partnered with major retail stores
- Worked with Loss Prevention
- Performed targeted enforcement

Community Events

- National Night Out
- Dog Days
- Shop with a Cop
- 4th of July
- Brew Fest

Management Certifications

- Washington State Criminal Justice Training Commission (CJTC) certification
- All sergeants
- 80-100 hours of training
- Middle Management certification

DETECTIVES

Operations

- 24/7 Patrol
- Traffic enforcement & collision investigation
- K9
- SWAT
- Code Enforcement

Detectives

- Investigations
- SROs
- Evidence
- Hiring & Backgrounds

Administration

- Records
- PDRs
- Protection orders
- Warrants
- Concealed carry permits



Detectives Activity

Cases Investigated

- 219 total investigations
- 58 cases referred by APS/CPS
- Includes SRO investigations

Major Felony Cases

- Hit & Run fatality
- Robbery & Kidnapping
- Multiple aggravated assaults
- Multiple sex offenses

Hiring Activity

- 12 entry-level oral boards
- 89 entry level applicants
- 18 background investigations
- 6 new employees
- 16 TPD staff assisted with oral boards

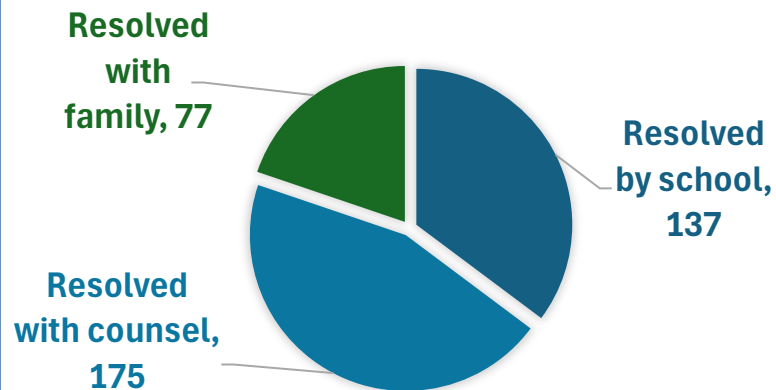


SRO ACTIVITY

School or SRO Initiation



Incident Resolution





DETECTIVES 2024 ACCOMPLISHMENTS

Pre-Academy Training

- Training for new officers before they attend BLEA
- Learn TPD policy, WA State law, geography, and basic report writing skills
- Shadow prosecutors, TCOMM, and TFD

Patrol Assistance

- Detectives assisted officers in 98 cases

Community Events

- Attended 25+ community events
- City events
- Hiring & recruitment events
- Safety events

ADMINISTRATION

Operations

- 24/7 Patrol
- Traffic enforcement & collision investigation
- K9
- SWAT
- Code Enforcement

Detectives

- Investigations
- SROs
- Evidence

Administration

- Records
- PDRs
- Protection orders
- Warrants
- Concealed carry permits
- Research & Analysis



638

Cases to Prosecutor's Office



1,032

Protection Orders & Warrants



1,567

Public Disclosure Requests



ADMINISTRATION 2024 ACCOMPLISHMENTS

Police Strategic Growth Plan

- In development from 2022-2024.
- 5 year guide for TPD.
- Developed using proven social science research methods
- Included input from the community and staff.

Increased Social Media

- Implemented Communications Plan
- Increased FaceBook programming
- Continued popular weekly “Chief’s Message” on website

RMS contract

- Records Management System (RMS) serves all Thurston County law enforcement
- Began replacement search in 2021
- Contracted with 365Labs for RMS and a Jail Management System (JMS) in 2024
- Go-live expected in early 2027



RESEARCH & ANALYSIS

Investigations &
Crime Analysis

Management
Analysis

Inter-agency
Cooperation

Teaching



RESEARCH & ANALYSIS

2024

ACCOMPLISHMENTS

Cooperative Investigation

- Oregon Police homicide bulletin
- Vehicle photo and description
- Dr. Bowers identified the vehicle
- Homicide suspect was identified based on the vehicle information

Garvey Institute Partnership

- Partnered with the Garvey Institute on academic and medical research
- Developing resources for responding to people with memory-related conditions

IACP Presentation

- Presented “Thinking Big in Smaller Departments” at International Association of Chiefs of Police (IACP) conference
- Multiple agencies have reached out for professional assistance



HIGH RISK AREAS

49

Uses of Force

- Low Ready.....18
- Control Tactics.....27
- Intermediate Tactics.....4

4

Pursuits

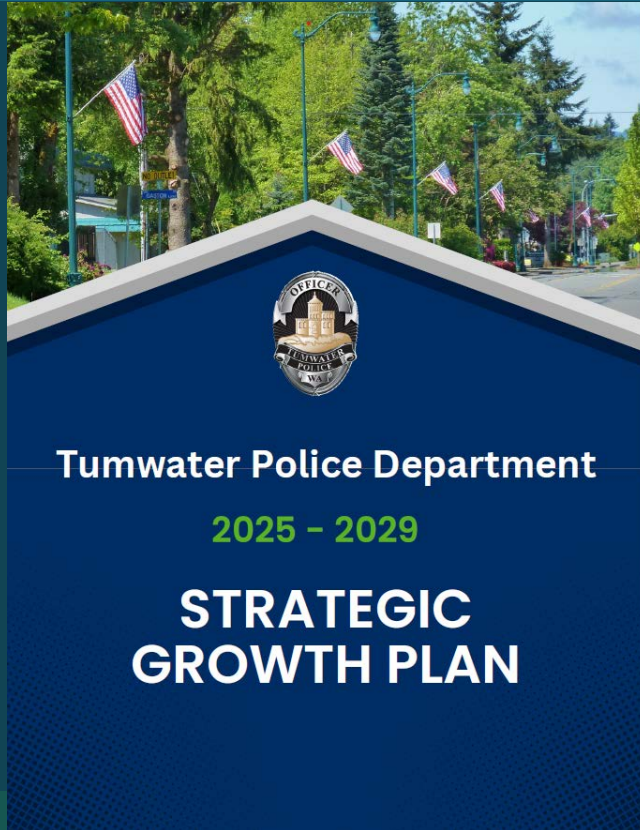
- Intervention Techniques.....0
- Collisions.....0
- Injuries.....0
- Arrests.....0

2

Community Complaints

- Sustained.....0
- Not Sustained.....2

POLICE STRATEGIC GROWTH PLAN



PSGP Adjustments 2025

Planned

- Retail corridor patrol
- Volunteer program
- Regional Investigation Team
- Intern program

Implementing

- Body worn cameras
- New business welcome program