

PORT OF SEATTLE POLICE

2024 Annual Report



MISSION

In support of the Port of Seattle's mission, we exist to protect and ensure safe passage through our gateways.

VISION

...the nation's finest port police

GUIDING PRINCIPLES

- Leadership
- Integrity
- Accountability

Port of Seattle Commissioners and Executive Director Metruck:

It is my honor to present to you the 2024 Police Department Annual Report. This year, the Port of Seattle Police Department (POSPD) was tested in ways few could have anticipated, and I am proud to report that our dedicated team rose to the occasion with unwavering professionalism, resilience, and commitment to service.

In 2024, the Port experienced a significant cyberattack that disrupted critical systems and forced our department to rapidly adapt. Despite the challenges of operating without full access to essential technology, our staff implemented innovative workarounds to ensure continuity of operations. While short-staffed and navigating the operational impacts of the cyber incident, our officers and professional staff fulfilled our core purpose — to protect and ensure safe passage through our gateways at Seattle-Tacoma International Airport (SEA) and the seaport facilities. This success speaks to the character and capability of our team.

We continued to make meaningful progress on the 21st Century Policing (21CP) Task Force recommendations, completing several key initiatives and building on the work already in motion. Our ongoing focus on transparency, accountability, and community engagement remains central to the way we serve.

Staffing remains a persistent challenge, primarily due to an increase in retirements. We are addressing this through active recruitment efforts, retention strategies, and succession planning. Despite these hurdles, I'm pleased to share that we successfully promoted several deserving individuals within the department, strengthening our leadership ranks and supporting our next generation of leaders.

Additionally, we undertook a department-wide reorganization designed to align our structure with our strategic priorities, improve operational efficiency, and better support our employees. These changes will help us meet evolving demands and continue providing the highest level of public safety service.

I am deeply grateful for your continued support and for the dedication of the entire Port of Seattle Police Department team. I invite you to review our 2024 Annual Report, which highlights the achievements and resilience of our department during a year of both challenge and progress.



Ryan Calkins, Toshiko Hasegawa, Sam Cho, Hamdi Mohamed, Fred Felleman, and Stephen P. Metruck

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COMMAND TEAM



MIKE VILLA
CHIEF OF POLICE



JENNIFER ROBINSON
SR. ADMINISTRATIVE ASSISTANT



MARK THOMAS
DEPUTY CHIEF
Services Bureau



TOM BAILEY
DEPUTY CHIEF
Special Operations Bureau



SEAN GILLEBO
DEPUTY CHIEF
Operations Bureau



ULLIYA QURESHI
OPERATIONS BUREAU
ADMINISTRATIVE ASSISTANT



APRIL DOYLE
OFFICE OF
PROFESSIONAL
ACCOUNTABILITY



JENNIFER CRIPPEN
POLICE RECORDS
MANAGER



CMDR.
ANDREW DEPOLO
STANDARDS AND
PROFESSIONAL
DEVELOPMENT



STACY WASSALL
911 MANAGER
COMMUNICATIONS
& TECHNOLOGY



CMDR.
DARIUS ALDRIDGE
HOMELAND SECURITY
DIVISION



CMDR.
KYLE YOSHIMURA
CRIMINAL
INVESTIGATIONS



CMDR.
ARMAN BARROS
AVIATION PATROL



CMDR.
DARRIN BENKO
AVIATION PATROL



CMDR.
DANIEL BREED
AVIATION PATROL



CMDR.
LISA DRAKE
MARITIME PATROL

JURISDICTION

The Port of Seattle Police Department provides the primary law enforcement service to Seattle-Tacoma International Airport (SEA) and seaport properties in Seattle owned by the Port of Seattle and Northwest Seaport Alliance (NWSA).

Seaport Properties

The Northwest Seaport Alliance is a marine cargo operating partnership between the Port of Seattle and Port of Tacoma, and is the fourth-largest container gateway in North America. Under a port development authority, the ports manage the container, breakbulk, auto, and some bulk terminals in Seattle and Tacoma.

Airport Properties

With one of the best on-time performance records in the nation, a world-class passenger experience, and an important place in regional and global travel and commerce, SEA Airport stands apart. And it's always improving.

A premier transportation hub, with thousands of employees and its own police and fire departments, SEA Airport operates like a small city:

- 52.6 million total annual passengers in 2024
- 36 airlines serving 93 non-stop domestic and 33 international destinations

SEAPORT UNITS

- Marine Patrol Unit
- Dive Team

AIRPORT UNITS

- Bomb Disposal Unit
- K-9 Unit
- Traffic Support Specialists
- Bike Team
- Honor Guard

PARTNERSHIPS

- FBI Joint Terrorism Task Force
- Valley SWAT
- Crisis negotiators
- Crowd Management Unit
- Valley Independent Investigation Team (VIIT)



PORT OF SEATTLE
PROPERTIES

1. Salmon Bay Marina
2. Maritime Industrial Center
3. Smith Cove Cruise Terminal
4. World Trade Center
5. Bell Harbor Marina
6. Harbor Island Marina



CALEA ACCREDITATION

The Port of Seattle Police Department is one of eight Commission on Accreditation for Law Enforcement Agencies (CALEA) accredited agencies in the State of Washington, have completed four accreditation processes, and are into the third year of our fifth accreditation. POSPD received initial accreditation in 2011 and received reaccreditation in 2014, 2017, and 2021. As CALEA states, the purpose of accreditation is to improve the delivery of public safety services by maintaining a body of standards by establishing a foundation within public safety agencies that focuses on achieving the best outcomes in the delivery of services. Consistent internal and external review, combined with third-party validation of an agency's policies and procedures, is critical in the delivery of high-quality public safety services and promotes accountability.

Specifically, CALEA's goals are to:

- Strengthen crime prevention and control capabilities
- Formalize essential management procedures
- Establish fair and nondiscriminatory personnel practices
- Improve service delivery
- Solidify interagency cooperation and coordination and
- Increase community and staff confidence in the agency

CALEA is a continuous process entailing annual web-based assessments and an on-site evaluation every four years. Every year POSPD is required to proof and maintain files for every standard to be prepared for the annual compliance reviews. Currently there are 165 standards, 130 of which contain written directives that are reviewed and replaced with each policy manual update and well over 500 proofs are entered each year. The site-based assessment is extensive. CALEA assessors hold public meetings and phone-in sessions, conduct interviews, review proofs of compliance, make observations, and collect information from stakeholders to verify the agency's practices complement policies and achieve intended outcomes. Additionally, site-based assessment teams develop areas of focus that are linked to standards which are determined through consultation with the agency and CALEA staff.

There is tremendous value in maintaining CALEA accreditation. Throughout CALEA's standards manuals, there is a clear commitment to procedural justice, ethical policing, community trust and engagement, transparency in service delivery, appropriate organizational culture, fairness in systems and processes, and consistency in what citizens should expect from their law enforcement agency. It is a powerful example of a directed initiative to promote the adherence to the constitution and fairness in the application of justice. It includes employee recruitment and selection, management of internal and criminal investigations, promotion, evidence management, preparation for unusual occurrences, victim and witness support, engagement with at-risk and juvenile populations, contract and administrative management, use of authority and force, and all aspects of operational activities.





EQUITY DIVERSITY AND INCLUSION

Port of Seattle's Office of Equity, Diversity, and Inclusion (EDI) leads systemic efforts to dismantle historical inequities, ensuring recruitment, promotions, policies, and interactions both within and on the outside reflect the full diversity of the communities we serve. POSPD is committed to diversifying hiring panels, requiring on going anti-bias training, and committing to transparent use of force reporting and complaints. This level of commitment ensures accountability and builds public trust from the ground up.

- **Procedural Justice:** All POSPD staff are certified in Procedural Justice training, emphasizing equitable, respectful, and transparent interactions with the public while recognizing and addressing the diverse experiences and identities within communities. By centering equity and inclusion, the training builds trust, promotes legitimacy, and strengthens public safety through fair and unbiased practices
- **Race and Law Enforcement:** Acting Commander Arman Barros organized the Race and Law Enforcement Lunch and Learn featuring Ron Stallworth. This exemplifies the department's commitment to equity, diversity, and inclusion and the Port's RAISE values and reached over 150 Port employees
- **Racial Equity 101:** Detective Ashley Lamb spearheaded the Racial Equity 101 workshop where all POSPD staff explored foundational anti-racism concepts, the importance of centering race in equity work, and strategies to identify and challenge racial bias. In alignment with the Commission's 2020 Racial Bias and Equity Motion, this required training supports POSPD's collective responsibility to drive meaningful, lasting change
- **Intro to Survival Spanish for Law Enforcement:** In October 2024, Commander Barros and Detective Lamb launched a department-wide training course, Intro to Survival Spanish for Law Enforcement, to equip officers with basic Spanish skills. This program was designed to improve communication and build bridges between law enforcement and the Latinx community, while fostering trust and equity within the organization and the communities it serves
- **Women's Outstanding Achievement Award:** Commander Lisa Drake, Commander Hannah Minnehan, and Communications Supervisor Jenny Murry were nominated for the Women's Outstanding Achievement Award (WOAA). This award recognizes Port of Seattle women for their significant accomplishments at work

EDI SPOTLIGHT

ARMAN BARROS COMMANDER



Arman Barros joined the Port of Seattle Police Department in July 2018 as a patrol officer, transferring from the Redmond Police Department. In October 2024, Arman was promoted to Commander. As Commander, Arman is responsible for and assists in overseeing patrol operations, budgeting, emergency management, and is POSPD's lead EDI representative.

Shortly after the murder of George Floyd, Arman and Chief Villa had several one-on-one conversations about law enforcement and community relations, and Arman expressed a deep commitment to ensuring that the POSPD was going above and beyond its duty to serve our community.

"I believe we have reached a point in our nation's ongoing story where we can no longer stand in the shadows. If we want to make our communities, workplaces, and homes better places for all people, we must work for it," said Arman.

Arman has served on the Port of Seattle's Change Team since its beginning in the Fall of 2020. Over the last several years, Arman has been an active member of the Change Team and an EDI advocate within the POSPD. He has been instrumental in leading SWOT analyses that have shaped the POSPD's annual EDI goals and budget, leading Equity Moments and conversations about equity, and encouraging his fellow officers to create a culture of belonging and inclusion.

Arman has been instrumental in organizing several EDI Lunch and Learn events that focus on the intersection of equity and law enforcement. One example is the, Port-wide offering: ***A Conversation with Dr. Robert Livingston***, held in December 2024. Dr. Livingston is a social psychologist and one of the nation's leading experts on the science of underlying bias and racism in organizations. In October 2024 he set up a training for officers — ***Intro to Survival Spanish for Law Enforcement***. This course is designed for officers with little or no knowledge of the Spanish language to complete a preliminary police report, citation, or booking report using a method developed and validated. Officers learned how this method can impact an arrest, traffic stop, and high-risk traffic stop, and completed a practical exercise. These are just a few of the many accomplishments that he has made and continues to do for the organization.

Arman brings a friendly, hard-working, dedicated, and hopeful approach to his work. He is committed to fostering and building a workplace where people of all backgrounds want to work, and he is always looking for ways to help the organization improve.

COMMUNITY ENGAGEMENT

Strong relationships of mutual trust between police and the communities they serve are critical to maintaining public safety and effective policing. With the unique community POSPD serves, it is imperative that the department is visible, approachable, and interconnected with community members. Finding opportunities to interact with the community in non-enforcement ways is crucial to help the community break down personal barriers and overcome stereotypes while allowing officers to understand the community's needs. POSPD believes partnering with the community makes everyone safer.

- **Chinatown-International District Celebration:** POSPD joined with the Asian American and Pacific Islander (AAP) community in the Seattle Chinatown-International District event. This event encourages community connection by fostering open dialogue, cultural appreciation, and trust. It provides a welcoming space for building of relationships through meaningful, in-person engagement
- **National Night Out:** Each year, the Port of Seattle Police Department hosts National Night Out at Shilshole Bay Marina to promote police community partnerships and neighborhood camaraderie. This year we showcased our special teams including K-9, Bomb Disposal Units, and Boat and Dive.. It allowed both kids and adults to come out and enjoy food trucks and drinks, and learn what POSPD does!
- **Coffee with a Cop:** POSPD hosted Coffee with a Cop both at the Jibe Cafe at Shilshole Bay Marina and the AOB in the airport. Officers interacted with members from the community, staff, and frequent visitors
- **Special Olympics:** Torch Run: For over 50 years, the Law Enforcement Torch Run (LETR) has united with law enforcement and communities to promote inclusion and champion Special Olympics athletes. This year the POSPD and other local law enforcement members carried the torch as it made its way to the opening ceremonies. LETR represents a "movement of guardians of the flame who have carried THE FLAME OF HOPE to light the way for a more inclusive world"
- **Take Our Kids to Work Day:** Port of Seattle 2024 Take Our Kids to Work Day was the first in-person opportunity for Port employees to bring their kids to work since 2020. One hundred participants attended the Port of Seattle Police Department (POSPD) events including canine, bomb truck, and robot demonstrations, and patrol car and armored vehicle tours. Children and parents toured the airport's 911 communication center. The Police Dive Team demonstrated what it means to be a professional diver at Bell Harbor Marina. Afterwards, the group toured the Port's police boat. Police officers' favorite part was putting a smile on everyone's face and spreading joy in the work they do while keeping everyone safe
- **Maritime High School:** Much like Aviation High School and the Puget Sound Skills Center, Maritime High School (MHS) is another local educational and vocational resource within Highline Public Schools. POSPD Office Scott Colby developed the department's relationship with MHS and has led conversations with students for the past three years about the Port of Seattle Police Department and career opportunities within the department



The Operations Bureau is the department's most visible presence. Patrol officers form the foundation of the department's ability to protect and ensure safe passage through our gateways. These professionals patrol our airport and seaport jurisdictions, developing creative solutions to ensure safety for the traveling public, airline and seaport workers, and fellow Port employees.

Patrol officers, crisis response team, marine patrol unit, dive team, traffic support specialists, and the crowd management unit fall under Operations Services. Patrol officers are the uniformed first responders to incidents, dispatched by the 911 center, assisting the public, providing proactive patrols, and facilitating the safe and efficient movement of traffic 24 hours a day. The Operations Bureau is comprised of approximately 77 commissioned officers and is divided into two divisions — the Airport and Seaport. In 2024, SEA Airport had a record number 52.6 million passengers and a 3% increase in cruise ship traffic. With these increases, POSPD officers responded to approximately 81,302 calls for service (this number is approximate due to the cyberattack) ranging from assists to thefts, area checks to collision investigations, and unattended items.

Patrol officers have dynamic, diverse, and exciting jobs. Every shift brings a variety of calls, and a chance to interact with diverse groups of people and solve new and ongoing issues.

Patrol Operations' professionalism and experience was showcased on April 15, 2024, when approximately 46 protesters with eight vehicles stopped their cars on the southbound Airport Freeway, as part of a pro-Palestinian protest.

As a result, all southbound traffic on Airport Freeway was shut down for approximately three hours while POSPD and law enforcement partners worked to remove the protesters from the freeway. When protesters blocked the road, Valley Civil Disturbance Unit (CDU) and other mutual aid partners responded to assist. Forty-six people were arrested and eight vehicles were impounded. Although this major incident provided a significant impact on airport operations, POSPD's response resulted in no injuries and a safe resolution for all involved.



RYAN CODY-BERRY

1. *Can you tell us a bit about your background and where you're from?*
I'm from central California — a small town called Turlock. I grew up with my two moms, Sue Berry and Marty Cody. Marty is my birth mom, and Sue Berry is my adopted/stepmom. Growing up I loved playing baseball, any outdoor recreation, and music.

2. *How did you get started in law enforcement?*
I would say I got started in Law Enforcement at a very young age. Both of my parents were firefighters/paramedics for the city of San Francisco, so I was exposed to the first responder life at a very young age. During college I studied Kinesiology and Criminal Justice and finally settled on Law Enforcement as my career of choice. Like most in our career, my goal was and is to help people. Currently, I believe I get to fulfill that goal. As a police officer of more than 6 years I've had the opportunity to help individuals from all walks of life, in any and all circumstances you can think of. Currently I am a member of the SWAT team where I help resolve high risk incidents with the ultimate goal of saving lives.

3. *How do you mentally prepare for each shift?*
I mentally prepare for shifts everyday by ensuring all of my gear and kit is organized and operational. As corny as it might sound, I like to remind myself why I do this job, and who I do it for.

4. *How do you balance life as an officer versus family life?*
The balance between family life and officer life can be a challenge. As a busy SWAT team member, I'm gone a lot for trainings or callouts, and also just regular duty. I'm also married to the love of my life, and we have two boys (three and four) so home life is just as busy. The best way to balance the two is to make time for each and to be intentional with what you do, especially when spending time with family. Having a very supportive wife and kids helps as well.

5. *What part of the job do you find most fulfilling?*
This is a pretty simply answer. Helping people gives me meaning and purpose. It allows me to feel like I'm living a life well lived and I'm very proud to be in this career.

6. *What advice would you give to someone considering a career in law enforcement?*
Do your research, go on ride alongs, talk to both new and experienced officers. Ensure that you know exactly what you're getting into before you do. Law enforcement needs good people with a strong moral compass and desire to help others at the expense of themselves. If you do decide to pursue a career in law enforcement, make sure you never stop learning and growing, and stay physically fit and proficient with your tools. Finally, be able to admit and learn from your mistakes, because there will be a lot of them, and remember, we are all just people trying to do good in this world.

Chiefs and Commanders —

I wanted to take a moment to tell you about the excellent character types that exist in one of our officers here at the Port, Officer Ryan Cody-Berry, or as we refer to him, RCB. On an early Wednesday morning around 0420 hours, RCB was traveling to an early morning Valley SWAT warrant service in Renton. As he was on his way in, he observed a rollover collision on SR410. Even though he was out of his patrol area, RCB is always a first responder and was the first one on scene. When RCB approached the vehicle, he quickly assessed the occupant, and the driver was unconscious and bleeding profusely from somewhere below his waist and on his arm. RCB quickly jumped into action, used his training and experience, and applied a tourniquet to the driver's arm, stopping the bleeding. Unfortunately, RCB was unable to gain access to the driver's waist as the dash of the vehicle was covering that area. RCB realized the driver was not breathing and began to give him CPR. As sad of a day that Wednesday was because the driver passed away, RCB never wavered in his commitment to saving lives. This speaks volumes about RCB's character and dedication to the community and public safety.



CRISIS RESPONSE TEAM

The SEA Cares initiative was implemented in 2022 as an immediate step to ensure the safety of travelers and airport employees while developing a long-term strategy for responding to and assisting people in crisis. The Department collaborated with SEA leadership as part of the SEA Cares Team, which served as a model example of a multi-disciplinary intra-departmental approach to addressing a complex community public safety issue. Since then, the Port continues to learn from these efforts and adjust strategies to meet the objectives below:

- 1) Provide a safe and secure airport for employees and the public
- 2) Offer resources when applicable and be compassionate
- 3) Reduce the likelihood of a serious incident (assault or use of force)
- 4) Understand the airport's role and responsibility to the community

In 2024, the Crisis Response Team responded to 538 encounters. Of the 538 encounters, 67% of the individuals contacted received formal assistance or a referral. In addition, there was a jail diversion rate of over 91%. This is an outstanding testament to the positive impact the Crisis Response Team has on people's lives during some of their most vulnerable moments. Providing support, understanding, and compassion to a wide range of individuals who may be going through mental health crises or facing emotional challenges while at the airport is key.

In February 2024, a patrol officer on an area check of bag claim contacted a man who appeared to be using the GMLAH (Gina Marie Linsey Arrivals Hall) as an emergency shelter. During their conversation, the officer found out the man was a U.S. Navy veteran like himself and had served on the same ship the officer had. He was recently released from the hospital and stated he wanted to go to detox for his substance use issues; had a lengthy history of criminal justice involvement, and had current out-of-state warrants. The officer called Officer Michelle Bregel, our Crisis Responder, to the scene to provide assistance. Officer Bregel arrived and was able to connect with the man about their mutual military experience. Officer Bregel was concerned about the man's cough; however, he insisted he was fine. The man agreed to meet with the Recovery Navigator program, and they departed to the hospital to be medically cleared before he could go to shelter and treatment. That was the last time Officer Bregel had heard from the man. Weeks later, Officer Bregel received a text from the man. The text stated, "You saved my life that day." He explained to Officer Bregel that he ended up being admitted into the hospital because he had a serious infection that was making him very sick and he almost died. Once the man was released from the hospital, the RNP team was able to get him housed in a transitional housing program in Pierce County specifically for military veterans. He was incredibly grateful to Officer Bregel and the other officer for saving his life and stabilizing him in housing. This is just one of the many success stories from our Crisis Response Team. They strive each day to provide services to individuals in behavioral health crisis with a focus on diversion and improving they and their family's quality of life.



Crisis Coordinator Michelle Bregel

As a certified Crisis Intervention Specialist II and Advanced Crisis Negotiator, Officer Michelle Bregel monitors radio traffic, responds to crisis calls, and serves as a key resource for police officers, local outreach organizations, and community programs. Officer Bregel is trained to respond to people needing specialized assistance and is deeply engaged with regional organizations to provide direct assistance to people in distress.

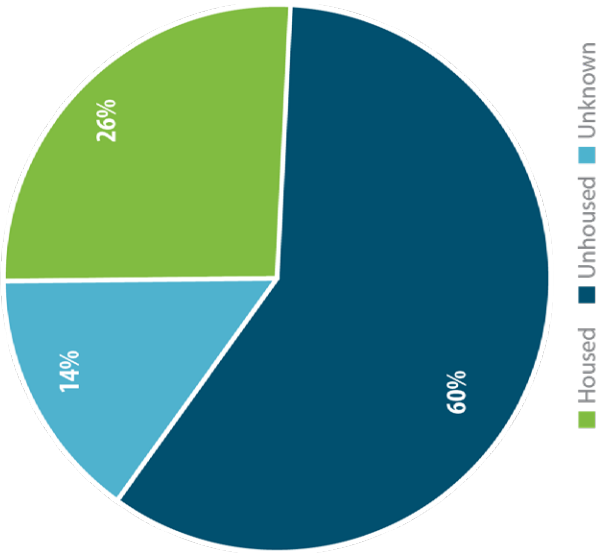


Mental Health Professional (MHP) Viktoriya Shook

Viktoriya Shook has a master's degree in social work and a longtime passion for helping people who are experiencing acute mental health issues. She has experience working in hospital emergency rooms and alongside law enforcement.



2024 CRISIS RESPONSE TEAM DATA



- 538 Encounters
- 362 of the 538 encounters received a form of assistance or referral
- 494 of the 538 encounters resolved without an arrest

Note: Numbers are based on manually entered data after each encounter, so the actual count may be slightly higher

HONOR GUARD

The Port of Seattle Police Department's Honor Guard, which includes a bagpiper, has been a proud tradition for many years. Members represent the Port of Seattle and the Police Department at many ceremonies, work with Seattle Police Pipes and Drums association, and participate at formal events, regardless of the hour, weather conditions, or venue. The Honor Guard presents and posts the American and State of Washington flags at Port events.

In 2024, the Port of Seattle Police Department's Honor Guard team participated in several significant events, providing bagpipe performances at 14 memorials. Notable memorials include one for retired Seattle police officers, a Line of Duty Death memorial for Washington State Patrol (WSP) trooper Chris Gadd, and for the Ronald McDonald House Cruise at Shilshole Bay Marina.

Other flag presentations, bagpiping, and Honor Guard services included:

- The Port of Seattle's Memorial Day recognition event
- Peace Officer Memorial / Medal of Honor Ceremony for the State of Washington
- The Port of Seattle's 9/11 Memorial event
- Seattle PD Foundation Awards Ceremony
- Behind the Badge foundation
- Peace Officer Memorial Day at CJTC
- Memorial for Gray's Harbor County Deputy Jason Gregory
- Memorial for Seattle PD Detective Tim Gifford



Membership requires devotion and commitment to Honor Guard standards of ethics, honor, and integrity.



TRAFFIC SUPPORT SPECIALISTS

POSPD's 16-member Traffic Support Specialist (TSS) team supports the mission of the Police Department by providing a vigilant and active presence on the Arrivals and Departures drives of SEA Airport and by facilitating the movement of traffic. They also provide customer support services such as information on terminal locations, transportation services, amenities, and local activities. In 2024, the TSS assisted with the movement of over 14,225,708 vehicles and ensured the safety and security of the traveling community.

Traffic support specialists operate 365 days a year, provide excellent customer service, safely manage traffic on the arrival and departure drives, and offer extra eyes and ears on the drives.

"I wanted to give a high 5 to the traffic support specialists. Today both upper and lower drives were very busy, and they did great moving cars along on Arrivals, where the rental car shuttle line was getting longer. I heard multiple passengers verbally compliment their work, saying, "They're really good!" or "They're doing great moving the cars." This team doesn't always get the recognition they deserve, but with the busy travel season, I wanted to highlight the valuable work they do, especially in the midst of all the construction happening on the drives. Their contribution to the safety and positive experience of the passenger is invaluable!" - Customer Charizz Legaspi

To improve mobility and visibility, TSS incorporate modern equipment such as the Segway P-3 Patroller in everyday operations. Two P-3 Patroller units are currently being utilized to keep traffic moving on the lower and upper drives. The ability for the TSS to respond quickly on Segways has increased productivity, efficiency, and effectiveness. Their presence has deterred criminal activity and provided efficient and immediate aid to the traveling public.

This year TSS have incorporated two new lead positions who are assigned to assist the Sergeant with leadership, training, and day-to-day operations. As SEA continues to grow, so will the crucial role of our TSS employees.

EMPLOYEE SPOTLIGHT

SAADIA FADIL

1. *Can you tell us a bit about your background and where you're from?*

My name is Saadia Fadil. I was born in Morocco; my story is one of continuous learning and professional growth. After earning an associate degree in economics, I moved to Italy and held positions in sales and customer service. Since joining SEA in 2015, I have held a variety of roles from customer service to translation to now as traffic support specialist.

2. *How did you get started as a traffic support specialist?*

I got started as a traffic support specialist after working several years in customer service and airport operations at SEA. Over time, I developed strong communication skills, knowledge of airport safety procedures, and the ability to stay calm under pressure. These experiences prepared me to step into the traffic support role, where I now help support the overall safety and efficiency of the airport environment.

3. *What are the core responsibilities of a traffic support specialist?*

Some of the role's responsibilities are:

- Traffic control support: I assist police officers in managing vehicular traffic around the airport terminal to ensure the safe and efficient movement of people and vehicles
- Customer assistance: I offer directional and informational support to the public, regarding airline line terminals and airport amenities, transportation services, local areas, and ground transportation facilities, improving the passenger experience
- Patrolled airport grounds: I monitor roadways, safety conditions, vehicle activity, and crowds across designated areas, ensuring compliance with safety protocols and operational efficiency
- Collaboration with police: I work closely with law enforcement to request additional crowd and vehicle control as needed, contributing to the safety and orderliness of the airport environment
- Emergency response support: I assist with quick-response measures for traffic or safety incidents, coordinating with police and emergency services to maintain operational flow

4. *What are some of the biggest challenges you face on the job?*

One of the biggest challenges is managing large crowds and heavy traffic during peak travel times or flight delays. It can get very busy and stressful, especially when travelers are in a rush or frustrated. Another challenge is communicating clearly with people who may not speak English or who are unfamiliar with the airport. I use my multilingual skills to help when I can, and I stay patient and calm. Working in all kinds of weather conditions and always being alert for safety issues is also demanding, but I take pride in staying focused and helping both travelers and my team. Despite the challenges, I find the work rewarding because I know I'm helping create a safe and positive experience for travelers.

5. *What accomplishments are you most proud of in your career so far?*

One accomplishment I'm very proud of is recently I helped the Police Department arrest an individual who hit several cars on the upper drive. I followed the person and called on the radio to give the full physical description, which helped the police catch him quickly. The sergeants congratulated me, and I was very proud I could help.

6. *What motivates you in your work every day?*

What motivates me most is helping people, especially travelers who are stressed, confused, or need extra support. I know that a small act of kindness or clear guidance can make a big difference in someone's travel experience. I also feel proud to represent the airport and keep things running safely and smoothly. I enjoy being part of a team, using my language skills to connect with people, and knowing that my work helps create a safer, more welcoming environment for everyone. That feeling of making a positive impact is what keeps me going every day.

High 5 from customer Dwayne Bockman. He wrote, "I would like to acknowledge one of your outstanding traffic support specialists, Saadia Fadil. She consistently does an amazing job managing traffic and handling a multitude of drivers and passengers with exceptional skill. Thanks to her efforts, rental car buses can navigate in and out of traffic with greater ease. Thank you, Saadia Fadil, for all you do, and with a smile while doing her job." Great work, Saadia; we appreciate all your frontline work and glad you are part of the team.

SEAPORT DIVISION

MARINE PATROL UNIT

The Marine Patrol Unit (MPU) consists of four boat operators and operates Harbor 2, a 35-foot Safe Boat. Harbor 2 patrols the waters of Elliott Bay, Shilshole Bay Marina, Fishermen's Terminal, the area around the Hiram Chittenden Locks, and the Duwamish waterways. They conduct water side security during the cruise ship season and respond at the request of the U.S. Coast Guard to other emergency situations on the waters of Puget Sound, from Des Moines all the way to Ballard, including Seattle and Bainbridge Island.

In 2024, the MPU team conducted 76 deployments for cruise ship security zone enforcement (a 25% increase from 2023), and about 350 critical infrastructure checks (12.5% increase over 2023) which is vital to the continuity of commercial operations within Puget Sound and Elliott Bay. 2024 showed a marked increase in cruise ship passenger traffic and revenue. Cruise ship passenger traffic increased almost 3% (2.94%) from 1.7 million passengers to about 1.75 million passengers in 2024.

The MPU team conducted deployments for cruise ship operations, performed rescues, inspected critical infrastructure on several Coast Guard regulated facilities within its jurisdiction, removed navigational hazards from the waterway, contacted suspicious and/or derelict vessels at or near Port properties, and assisted with visiting delegations and Port of Seattle stakeholders from various departments and entities to view Port operations.

One notable moment of 2024 for the MPU is when members cleared a 60-foot boom from Elliott Bay that was drifting dangerously towards the entrance to Bell Harbor Marina and the ferry traffic lanes. This is a perfect example of the team's commitment to ensure the safety and security of the Port of Seattle's gateways.

DIVE TEAM

The POSPD Dive Team provides law enforcement services during Port-sponsored maritime events, waterside security to the cruise ships, and conducts large scale infrastructure inspections and searches in Puget Sound and surrounding bodies of water. They consist of eight members who work closely with the Marine Patrol Unit. Dive Team members are trained in basic and advanced open water SCUBA diving, among other advanced training. Divers use their specialized skills in underwater search and recovery to investigate of waterborne crimes, conduct hull and pier sweeps, and locate underwater navigational hazards. In 2024, the Dive Team executed 20 dives and located a five-foot Mark II munition on the east side of Terminal 91. Navy Explosive Ordnance Disposal (EOD) responded and took possession of it.

The Dive Team also assisted electrical contractors in recovering the last four large conduit pipes that fell into the water at Pier 66 during construction. The divers utilized lift bags to bring the pipes to the surface where the contractors were able to rig the pipes and get them the rest of the way out. The pipes were about four feet in diameter and about 10 feet long, weighing around 130 pounds each.

Both the Marine and Dive units play an important role in community outreach. They attend a variety of events each year including National Night Out and Fishermen's Fall Festival, conduct recruitment at the Seattle Boat Show, and present to students at the Maritime High School forum.



SPECIAL OPERATIONS BUREAU

In 2024, to respond to U.S. and international threats, the Port of Seattle Police Department established a new counterterrorism-focused Homeland Security Division. This new division aligns POSPD's most specialized counterterrorism resources (Bomb Disposal Unit, Bomb Detecting K9s, Joint Terrorism Task Force/ Intel, and Special Weapons and Tactics (SWAT)) under one command, aiming to deploy and utilize these teams in the most effective and efficient manner. The Homeland Security Division will help POSPD accomplish our most important function — “responding to and stabilizing acts of terrorism or unusual events” (Key function 5, Strategic Plan, POSPD.)

We will accomplish our purpose of “deter, detect, defend,” by:

- Dedicating and aligning POSPD special resources to preparing for terrorist and other violent attacks on our jurisdiction. These resources are highly visible, prepared, and well-trained
- Deploying full-time SWAT resources to maintain high visibility seven days a week, plan for major events, train with federal and local law enforcement partners, plan and arrange dignitary and VIP movements through SEA, and provide tactical response to violent incidents at SEA
- Coordinating with partner agencies at SEA, the Seattle waterfront, and across the region to ensure a an effective response to a major event
- Planning for specific events, regular training on the plan (including Port and regional partners), and revising/ adapting the plan as needed
- Equipping personnel to keep themselves and the community safe
- Applying for grants to support Homeland Security Initiatives



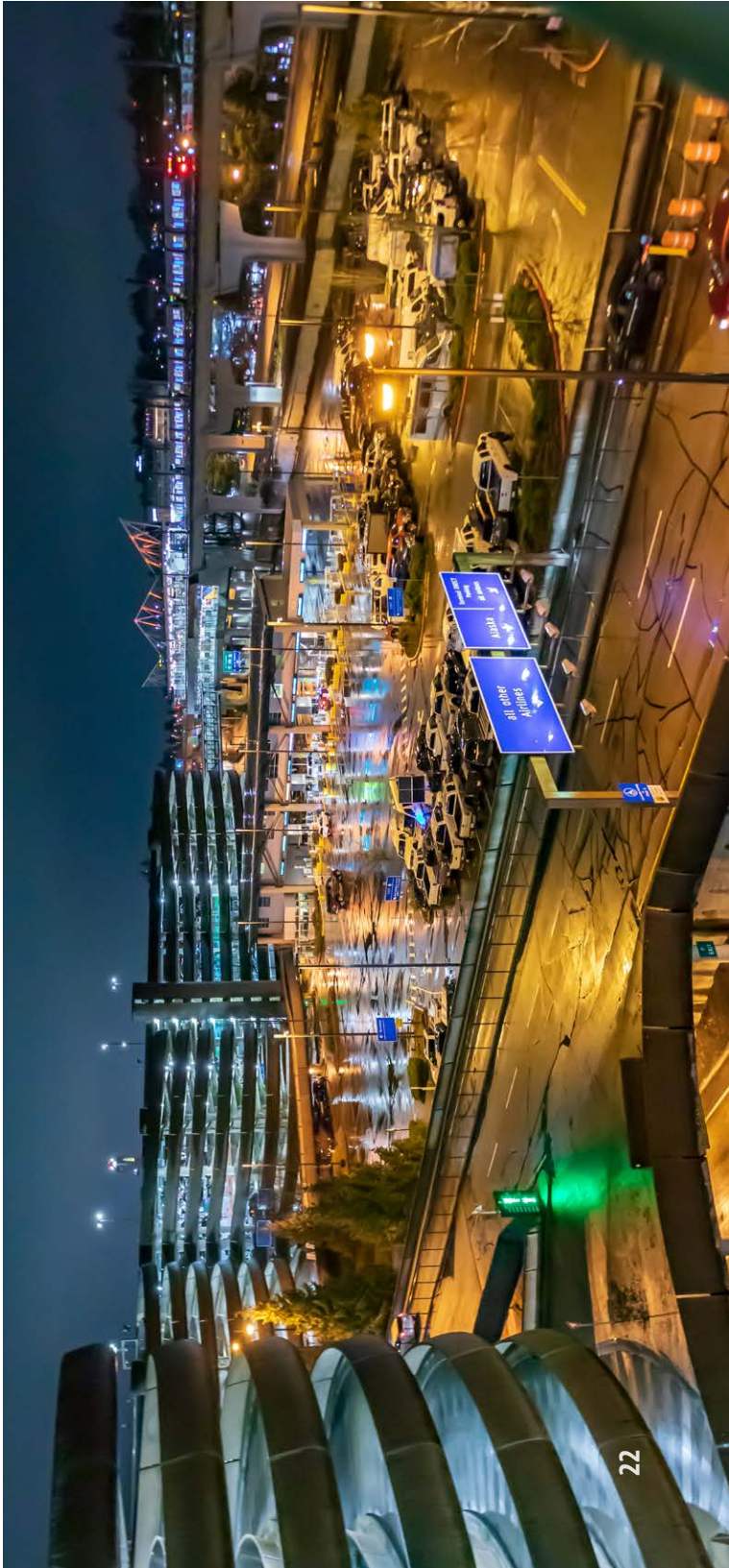
BOMB DISPOSAL UNIT

Established in the early 1970s, the Bomb Disposal Unit (BDU) protects customers, employees, and property at Seattle-Tacoma International Airport (SEA) and the Port of Seattle seaport and serves as a regional asset by assisting surrounding Puget Sound communities.

In 2023, the Port of Seattle Bomb Technicians conducted 265 activities, including SWAT assists (41), training, ammo pickup, maintenance, and magazine inspections. The Unit responded to 29 incidents during the year, 19 of which were on our premises for suspicious items, explosive detection testing (EDT) alarms, pipe bombs, military regulations, and improvised explosive devices (IEDs).

The Bomb Disposal Unit is one of approximately 450 accredited bomb squads in the country. When deployed to a potential bomb threat, the first task is to safely evacuate the area and then inspect and, if necessary, render the suspicious device safe.

A highlight of 2023 was receiving authorization to increase our number of certified technicians. We currently have two officers on the waiting list to attend Hazardous Devices School.





EXPLOSIVES DETECTION CANINE UNIT (K9) UNIT

The Port of Seattle Explosives Detection Canine Unit (K9 Unit) is an element of the Homeland Security Division. As part of the strategic plan enacted by the Port Police, members maintain airport operations, keep employees safe, and provide a physical and psychological deterrence. The K9 Unit does this by conducting directed and variable canine sweeps on airport properties and areas with high passenger volumes or areas of key infrastructure. The K9 Unit is comprised of both Transportation Security Administration (TSA) canines as well as Port- owned and operated Air Scent Canines. All teams undergo a strict certification process where the teams are tested in their ability to detect explosives’ odors to source in various environments.

The Port of Seattle Police Department is the first law enforcement agency in the State of Washington to have certified working Air Scent Canine teams. Because SEA Airport hosts many heads of state, high-ranking government officials, and other VIPs requiring heightened protective measures, the K9 Unit provides sweeps of motorcades to enhance safe travel. In addition, the K9 Unit is seen as a regional expert; they are called upon by other police agencies to assist with searches during heightened security events affecting our region.

In 2024, the Port of Seattle K9 Unit performed the following (2024 stats are unavailable due to the cyberattack in August 2024; listed below are stats from 2023):

- 2,611 canine emphasis patrols of high passenger volume areas at SEA Airport
- 9 callouts/bomb threats where canine are utilized to sweep large areas prior to resuming normal operations
- 38 requested canine sweeps. Generally, these sweeps are requested during other threats like breaches or assists to cargo facilities, or when the POSPD Bomb Squad requests assistance searching additional areas or items
- 274 unattended items on Port of Seattle properties

The canine program serves as a frontline defense on America’s war on terror, plays a key role in keeping air transportation safe, and maximizes commerce at Port-owned facilities. The K9 Unit’s speed and flexibility in detecting the presence of explosives along with their ability to quickly search large areas, gives them a significant edge over currently available technology. In addition, the canines are very popular with airport employees and visitors.

The handlers and their dogs spend most of their time together on and off duty. Canines live with their handlers and become part of the family.



CRIMINAL INVESTIGATIONS DIVISION

The Port of Seattle Police Department Criminal Investigations Division (CID) is responsible for providing specialized investigations for crimes committed within the jurisdiction of the Port of Seattle. Under the supervision of an Investigations Commander, CID works closely with the Patrol Division Leadership Team. CID is comprised of a detective sergeant, six general investigations detectives, two drug interdiction detectives, and a detective assigned to the Homeland Security Division (HSD). Members collaborate on investigations with the Federal Bureau of Investigations (FBI) as part of the Joint Terrorism Taskforce (JTTF), a detective assigned as an evidence and forensic technician, a civilian administrative specialist, and two drug sniffing canines — Poncho, and Demi. Additionally, POSPD CID is part of the Valley Independent Investigative Team, which investigates officer-involved shootings and major uses of force in South King County.

The unique mission of the Port of Seattle Police Department is reflected in the variety of duties and disciplines specific to CID. From baggage thefts and underwater death investigations to threats against aviation and maritime security, CID provides the support services and special investigations needed to detect and prevent crime at Port facilities.

The detective assigned as the Evidence and Identification Technician/Crime Scene Specialist provides technical assistance to detectives and patrol officers at crime scenes. This detective is also responsible for training new officers in the collection and preservation of evidence during investigations.

DRUG INTERDICTION UNIT

POSPD drug interdiction detectives focus on domestic and international narcotics traffickers connected to the airport and seaport. These detectives investigate cases and leads to detect and monitor criminal organizations that may utilize Port property or the transportation in and out of Port facilities for drug trafficking. To assist with these investigations, both detectives are also issued a drug detection canine partner.



CID HIGHLIGHTS

- Narcotics detectives and their canine partners Demi and Poncho were certified on the odor of fentanyl, which has already shown to have a significant impact on the safety of the greater community
- Interdiction detectives assisted the U.S. Postal Inspection Service with a canine application and seizure of more than seven kilograms of M30 fentanyl pills, more than three kilograms of raw fentanyl powder, and nearly 12 kilograms of methamphetamine
- Narcotics interdiction investigation and canine application led to the seizure of more than nine kilograms (80,000+) of fentanyl pills and more than two kilograms of raw fentanyl powder
- Narcotics interdiction investigation and canine application led to the arrest of a narcotics courier in possession of more than one kilogram of cocaine
- Nearly \$150,000 was seized from multiple suspected narcotics traffickers
- One detective was selected and assigned to the Seattle FBI Child Exploitation and Human Trafficking Task Force
- Over 200 felony investigations were assigned to detectives; these crimes include: assaults, auto thefts, burglaries, harassment, fraud, death investigations, human trafficking, and narcotics violations

Garage Auto Theft Ring: Detectives worked countless hours combing through evidence to identify and ultimately arrest an organized auto theft ring responsible for stealing more than 100 high-end vehicles from the SEA parking garage. The primary suspects and several others were arrested and charged with over 20 felony cases. Their collaboration with the King County Prosecuting Attorney from the high-profile offender unit has led to the filing of more than 20 felony cases that include theft of a motor vehicle, theft of a firearm, ID theft, vehicle prowl, and eluding. These arrests and criminal charges have led to a significant decline in criminal activity within the SEA parking garage.

Airport Employee Thefts: Detectives investigated numerous baggage theft and pilferage cases leading to the identification of suspects working at the airport. Through undercover operations and proactive investigative work, detectives arrested these employees and filed criminal charges for forgery, theft, identity theft, and trafficking stolen property with the King County Prosecuting Attorney.

In-flight Crimes: In collaboration with the FBI and JTTF, detectives responded to more than 20 in-flight disturbances, leading to the arrest and prosecution of at least six subjects for various assault crimes. Additionally, detectives investigated numerous counterterrorism and security-related concerns.

EMPLOYEE SPOTLIGHT

DARIN BEAM



1. *Can you tell me a bit about your personal background and what initially drew you to a career in law enforcement?*

I started my law enforcement career a little late. At 36 years old, I was serving on active duty in the U.S. Army. After about 11 years, I decided I was missing too many of my children's milestones; my youngest son Nick learned to walk while I was deployed. Wanting to spend more time with my family, I made the difficult decision to leave the military. Knowing I wanted a career in a field with a similar structure to the military, I was encouraged to consider (law enforcement) police work by a couple of friends from the Tacoma Police Department. It seemed to be a great fit with the paramilitary structure and the ability to continue to defend and serve the citizens of my community.

2. *Were there any specific experiences or mentors early in your life that influenced your decision to pursue this path?*

Having done several ride alongs with various agencies, I knew what I wanted to do and where I wanted to be a Seattle Police Department bike officer in the west district! Thank God for unanswered prayers. Although I received a job offer from SPD, I also received one from the Port of Seattle Police Department as well. After some soul searching, I decided the Port of Seattle was more aligned with where I wanted my next career and accepted a position with POSPD.

Career in Law Enforcement

3. *What was your first role in law enforcement, and how did that experience shape your approach to policing?*

While working in patrol, I was fortunate enough to have the opportunity to work with detectives on a variety of projects. Working with the Criminal Investigations Division opened a new passion for policing I never knew I had. The unit was tight knit, worked a variety of cases that spanned a spectrum of felonies, and everyone knew what their role was. My Field Training Officer and mentor, Steve Ivey, had become a detective. Watching Detective Ivey working felony cases and Detective Stairs breeze through narcotic interdictions fueled my desire to join their team; they made work look exciting and fun. In 2010, I was lucky enough to land a position in the Criminal Investigations Division as a detective. I have been fortunate enough to find myself further assigned to my dream job as a canine handler in the Narcotics Interdiction Unit with my canine partner Demi.

4. *Over the course of your career, what have been some of the most valuable lessons you've learned on the job?*

Over the course of my career, most of the lessons I've learned have come from watching my coworkers apply their personal work ethics to criminal investigations and my desire to match, or at least imitate their work; Det. Lamb and King's enthusiasm, Det. Huston's and Carlton's thoroughness, Det. Ivey's patience and Det. Stairs' and Leavengood's no nonsense approach to detective work have left an indelible impression on my approach to each of the cases I'm assigned.

Becoming a Detective at the Port of Seattle

5. *What led you to join the Port of Seattle Police Department, and how does the work there differ from other departments?*

For me, the bottom line is I find I enjoy my job as much as I do because I am lucky enough to be part of a team that values each other's strengths, helps identify and address their weaknesses, and shares a professional set of work ethics and values that are aligned across the entire Criminal Investigations Division.

Kudos and Recognition:

Detective Darin Beam was assigned a fraud case where the suspect stole the victim's wallet, subsequently made multiple high-dollar fraudulent charges to a business they owned, and then made payments to them self exceeding \$100k. Suspecting they were going to flee the country, Detective Beam wrote search warrants to freeze the suspect's bank account and investigate the accounts for cash deposits matching the fraudulent charges. Detective Beam received information that the suspect had left the country before he could stop them but was able to detain them as they returned to SEA. The suspect confessed and was later booked into the King County Jail.

The King County Prosecutor's Office will be filing felony charges against the suspect. Detective Beam faced numerous setbacks and challenges trying to develop this case; however, he persisted through with outstanding results. Nice work, Detective Beam!

Detectives Darin Beam, Cory Stairs, and Sergeant Benko of the POSPD Drug Interdiction Team have recently arrested many smugglers hauling astonishing amounts of fentanyl, methamphetamine, heroin, and large amounts of illegally packaged marijuana.

In recent events, the interdiction team was tipped about a woman who had booked a one-way ticket. Dogs alerted to the presence of drugs in her checked bag. Inside, they found 150,000 fentanyl pills. Another case involved a 26-year-old man recently stopped after landing at SEA. Inside his luggage, a search warrant revealed a box packed with nearly 34 pounds of fentanyl pills. Another tip led to the discovery of an enormous shipment of heavy cargo ticketed for St. Louis, where pot is not legal. In stacks of boxes, the drug dogs revealed an astounding 934 pounds of illegally grown vacuum-sealed bags of marijuana.

These are just a few examples of amazing work done by this team to reduce the flow of illicit drugs through the airport to help keep our communities safe and drug free.



SERVICES BUREAU

The Services Bureau is responsible for performing all the non-uniformed functions of the Police Department. These include criminal investigations, 911 fire and police communications, and administrative requirements such as training and development, policies and standards, records management, fleet and supply, and finance and budget. Deputy Chief Mark Thomas oversaw and led the Services Bureau during 2024.

The Services Bureau consists of the following divisions:

- Communications Division
- Administrative Services Division

POLICE AND FIRE COMMUNICATIONS CENTER/DISPATCH

The Port of Seattle Police and Fire Communications unit is located at SEA Airport and is staffed 24/7. The Communications Center is a primary public safety answering point (PSAP) and handles the police, fire, and medical requests for the Port of Seattle. All dispatchers complete 24 hours of training annually and are trained in police and fire dispatching/call taking as well as emergency medical dispatching and provide prearrival medical instructions to callers.

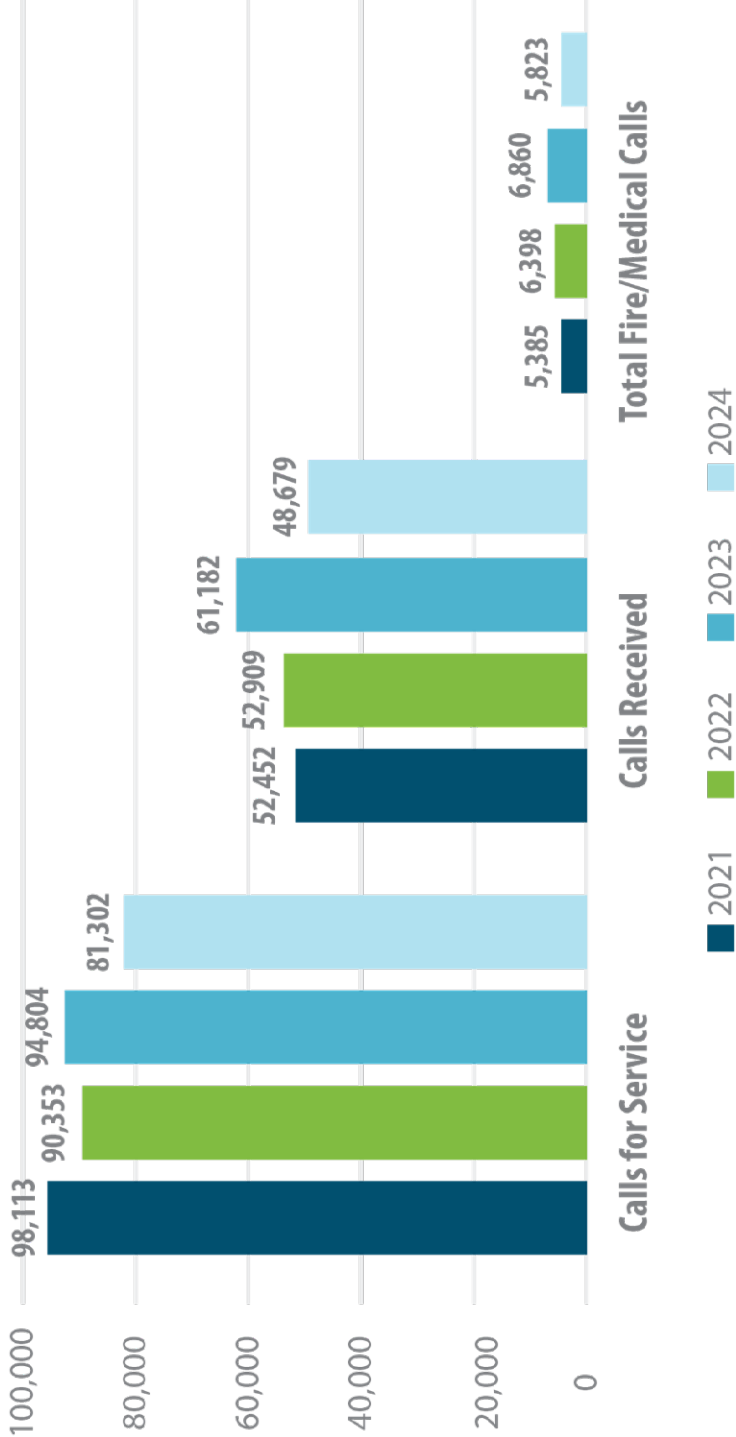
Major Events/Accomplishments:

- The Communications Center processed 81,302 police, fire, and medical calls
- 16 full-time dispatchers
- 3 full-time supervisors
- In 2024 we processed 81,302 dispatchable police and fire events
 - Total CFS: 48,679
 - Total Fire/Medical Calls: 5,823

Please note that the lower call volume is due to the impact the cyberattack had on our life safety systems, including CAD, RMS, and phone system. Phones were restored on 02/11/2025. CAD was partially restored in mid-September 2024. RMS is still not restored.

Call volume January-July 2024 increased 24% over the same time period in 2023.

Call volume August -December 2024 decreased approximately 60% over the same time period in 2023.





ADMINISTRATIVE SERVICES DIVISION

OFFICE OF PROFESSIONAL DEVELOPMENT

The Office of Professional Development (OPD) ensures all Police Department employees meet applicable, legislated training requirements, and have adequate training to perform their jobs effectively and efficiently. Washington State requires all commissioned officers attend at least 24 hours of in-service training each year and the officers' collective bargaining agreement requires 40 hours. Entry level officers require approximately 720 hours of academy training as a new hire. Non-commissioned staff, dispatchers, police specialists, and traffic support specialists, receive several hours of training annually as well.

The Department generally exceeds these requirements, with each commissioned officer receiving an average of 90 hours of in-service and additional training.

OPD conducts a wide range of training to ensure POSPD personnel are some of the best trained in the state of Washington. This includes annual in-service training in firearms, legal updates, high-liability policies (use of force and pursuit), bias-based policing, interaction with persons in crisis, blood-borne pathogens, heat injuries, and other health and safety topics. Additional regular training includes control devices, first aid, driver's training, and more. OPD also acts as the Department's liaison with the Washington State Criminal Justice Training Commission (WSCJTC) in matters related to training, such as the Basic Law Enforcement Academy (BLEA) for newly hired, entry-level police officers, along with advanced instructor level courses for various training cadre members. This has led to an extremely well-trained staff which continues to identify and respond to the needs of the community.

POLICE TRAINING OFFICER (PTO)

The Police Training Officer (PTO) program is responsible for the field training of all entry and lateral officers. PTO is built upon adult-based learning principles and problem-based learning. The program is designed to encourage community-oriented policing and actively encourages officers to not just handle calls but solve problems. PTO is flexible based on the needs of the student officer. Entry-level officers spend 15 weeks and lateral officers spend on average 10 weeks completing the program. The student officer needs to demonstrate proficiency in 15 core competencies before being released to solo patrol. During 2024, the PTO cadre trained approximately 15 new officers. During 2024, due to the large number of new hires, the PTO cadre grew to 10 officers. To serve in the role as a PTO, the officer must complete a weeklong training program covering all aspects of the program.

POLICE SPECIALISTS

The Port of Seattle Police Department employs nine civilian police specialists. These specialists provide critical primary services to the Department in important areas including records administration, payroll, crime analysis, police accreditation, scheduling, purchasing, fleet, supply, and customer service. In addition, these specialists also provide vital assistance in property and evidence support, patrol support, training, criminal investigations, budget management, personnel, and public disclosure.

The behind-the-scenes work these dedicated professionals perform helps the Port of Seattle Police Department operate effectively and efficiently while maintaining local, state, and federal regulatory compliance with applicable laws and regulations as well as national accreditation standards.



EMPLOYEE SPOTLIGHT

TAMARA SHEPPARD

1. Can you tell us about your early background and where you grew up?

My name is TaMara Sheppard. I was born in a small town in Illinois and I moved here with my husband, three children, and dogs in 2008. We enjoy spending time together traveling, playing games, and hanging out at the park.

2. What drew you to the specialist side of police work?

After many years of working shift work and missing time with my family and friends during holidays and vacations, it was time for a change. The opportunity to change career paths into an administrative role such as a police specialist could not be overlooked. The Port of Seattle Police Department gave me the chance to develop expertise and work with like-minded individuals. Having the possibility to achieve a work-life balance has been tremendously appreciated.

3. Can you describe a typical day in your role?

A typical day as the POSPD payroll/time administrator for a department with 167 employees revolves around managing, processing, and maintaining employees time data, ensuring accuracy, and resolving any discrepancies. The day often begins with checking the shared payroll mailbox and answering any payroll-related questions. The police scheduling system "Planit" is then reviewed to check for employee straight time hours and overtime slips are coded correctly with corresponding overtime shift documented in Planit. Leave slips are checked to ensure they are accurately reflecting available leave banks. Throughout the shift, time is spent maintaining and updating several payroll databases. I also collaborate with HR, payroll, and leave team to resolve time reporting issues or discrepancies. End-of-day involves payroll preparation which requires resolving any outstanding issues or discrepancies that arise, working with employees and supervisors.

4. What are the biggest challenges you face in your role?

The biggest challenges in the role of administrator often revolve around effectively managing multiple employees' time and ensuring timely completion of tasks, especially with constant interruptions and competing demands. Balancing the needs of multiple individuals and ensuring everyone's deadlines are met is difficult for one person to accomplish. Lack of clear communication can lead to delays.

5. What achievement in your career are you most proud of?

I have worked in this role for a short period of time. I am very proud of my own personal growth by challenging myself to step into a new career path with a positive outlook. Department payroll/time administrator was an unexpected role. I have learned to balance payroll tasks, ensuring accurate timekeeping and navigating complex Collective Bargaining Agreement (CBA) policies and procedures. I have maintained strong organizational skills, attention to detail, and the ability to effectively communicate with various co-workers, HR teams, and supervisors. I really appreciate the advice of those who have worked in this position before me as I learn and grow my knowledge of the job. I often lean on their expertise for help.

6. What keeps you motivated to serve and protect, especially in challenging times?

I have served my community in various roles in the U.S. Army, Department of Corrections, and as a deputy sheriff and 911 dispatcher. I am motivated by my choice to enjoy what I do every day.

I draw strength from remembering why I am here, and that my presence serves a purpose to those I am here to help.

I take on challenges of the day by breaking down large goals into smaller, manageable tasks and focusing on what I can control.

Additionally, I seek support, celebrate small victories, and maintain a positive routine.

Kudos and Recognition:

Thank you, Police Specialist TaMara Sheppard, for your outstanding dedication and hard work in managing our payroll. Your attention to detail — from making timely corrections to consistently reminding us to submit time sheets and verify Planit — ensures everything runs smoothly. We truly appreciate your commitment to keeping us on track!

EMPLOYEE WELLNESS PROGRAM

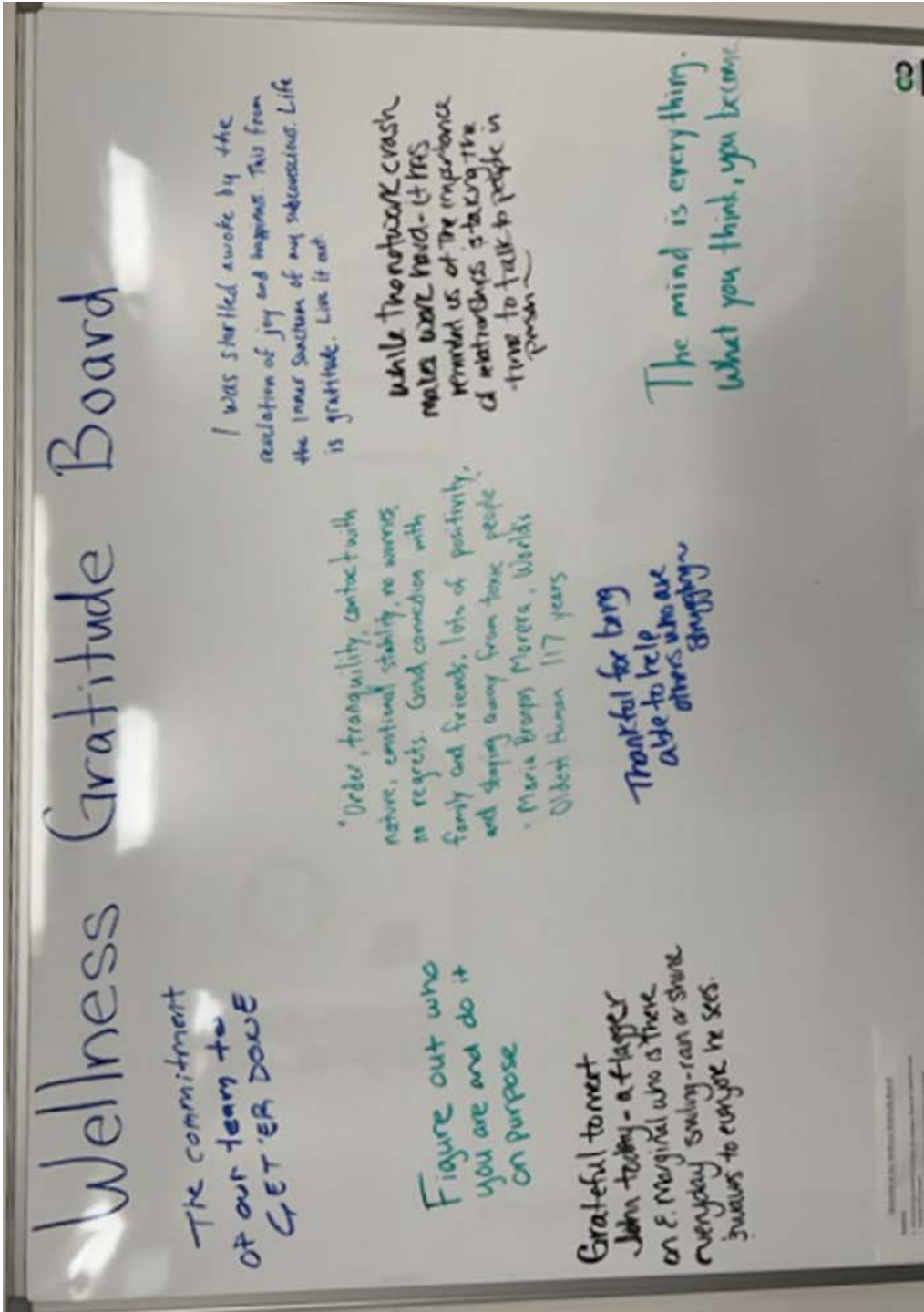
A healthy department is a stronger department, one that benefits everyone — the officers, their families, and the community. The Department-wide Wellness Program is available to all staff to address the physical and mental health demands of POSPD's personnel. The program focuses on the holistic development of mental, physical, social, and financial resiliency to foster a healthier and more resilient department.

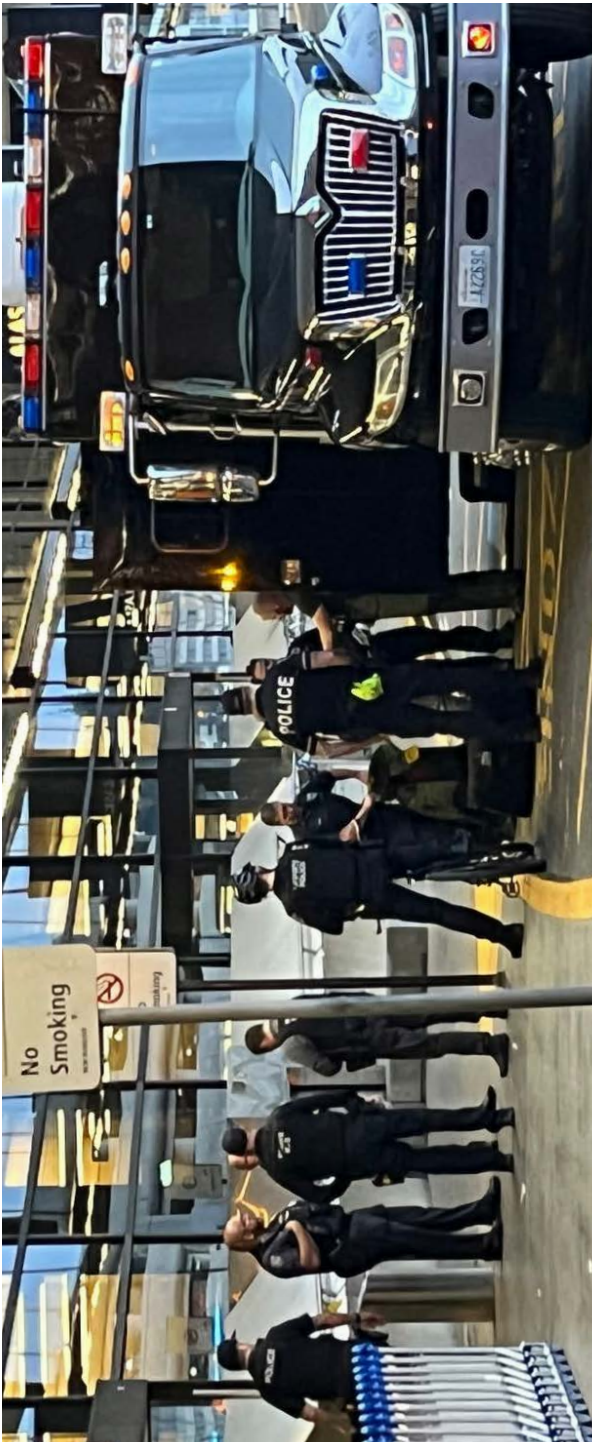
Saltwater State Park Family Picnic: On September 7, the Department had its first family picnic at Saltwater State Park. Sergeant Kali Matuska and Officer Cat Citron coordinated a fun-filled family day of food, games, and connection.

Fall Family Fun Celebration: POSPD Wellness Unit hosted a night of spooky fall fun on October 23 for POSPD families. Families were invited to participate in a potluck, trick-or-treating, games, crafts, and even vote for the best decorated workspace.

Quarterly Wellness Updates: In 2024, our Wellness Unit sent out quarterly updates regarding resources in the CORDICO app. In addition, these updates were posted on the POSPD Wellness SharePoint site to ensure easy accessibility for our employees.

Wellness Gratitude Boards: Wellness gratitude boards were installed in the Police Department, the waterfront office, and dispatch. Department members contribute by sharing positive messages of thankfulness and appreciation with each other. They foster joy, positivity, and a sense of belonging amongst employees. When the boards are full, they are not erased but photographed, and the images are uploaded to the POSPD Wellness SharePoint site.



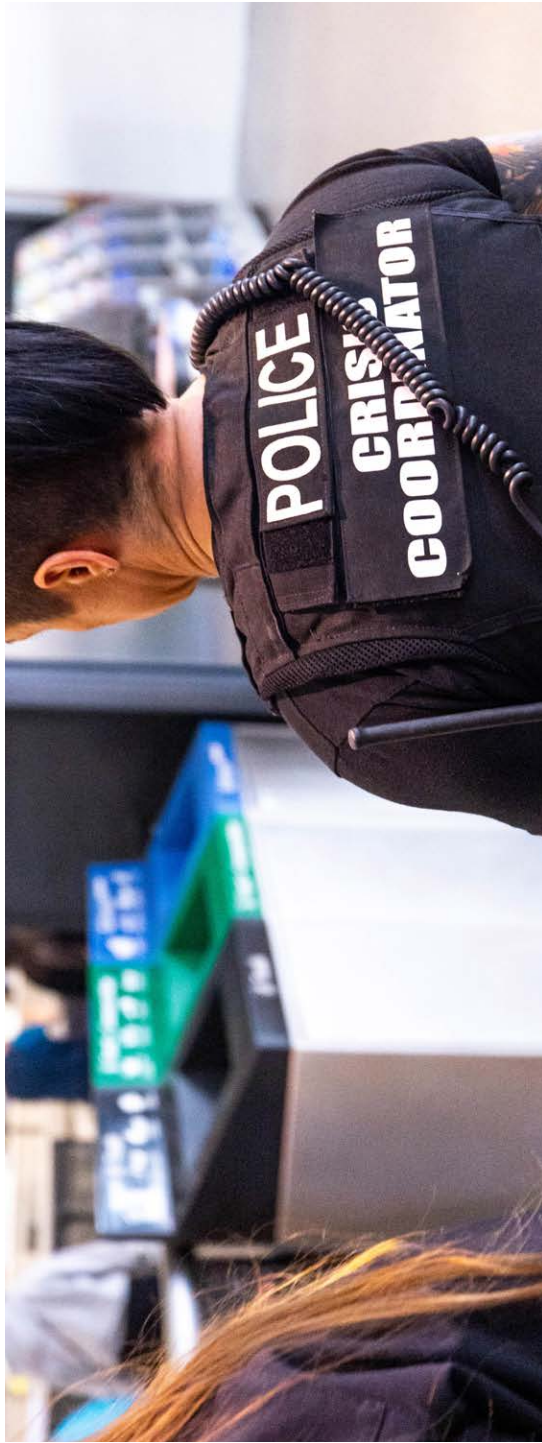


PEER SUPPORT TEAM

Formalized in 2016, the Peer Support Team is comprised of commissioned law enforcement officers, sergeants, commanders, dispatchers, and civilian employees of the Port of Seattle Police Department. The team is supported by a certified Mental Health Professional (MHP) available to officers involved in critical incidents. All team members are appointed volunteers, with each receiving special training in critical incident stress management and crisis intervention techniques.

The purpose of the Peer Support Team is to prevent or lessen the potential negative impact of stress upon Department members by providing emotional support, information, and assistance. The program provides Police Department personnel with psychological and emotional support through pre-incident education, wellness check-ins, family support, demobilization, post-incident defusing, and confidential one-on-one interactions. A critical incident can be defined as any event that has a stressful impact sufficient enough to overwhelm the usually effective coping skills of an individual.

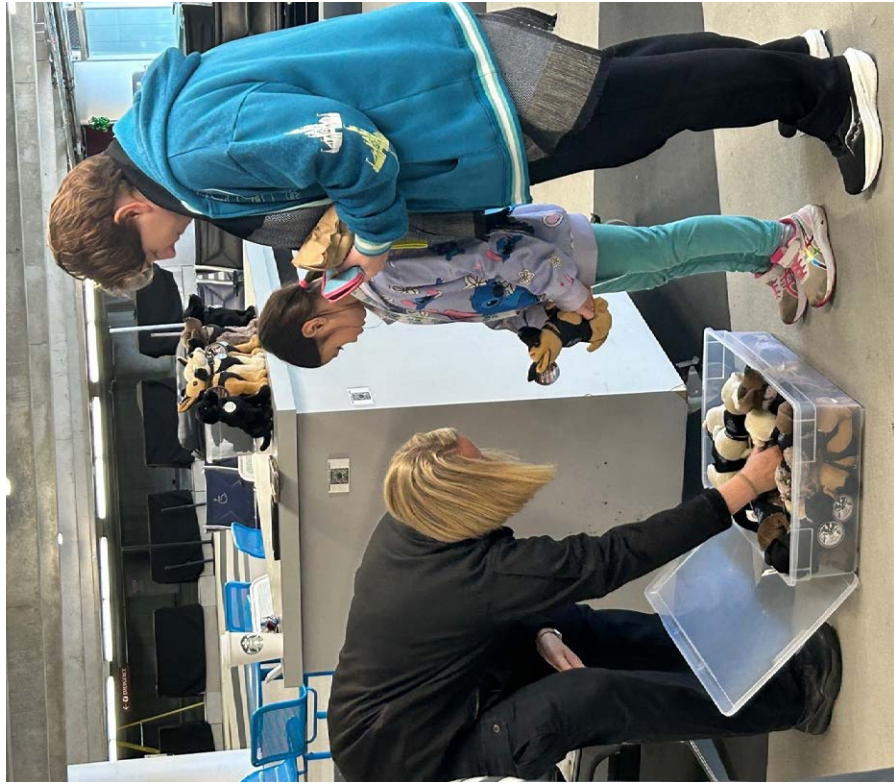
In 2024, the Peer Support Team collaborated with the POSPD Employee Wellness Program to provide a holistic wellness support system to department members. In the coming year, the two teams will continue to work together to ensure Department members have access to a robust support system of resources that ensure their overall well-being.



POLICE BENEVOLENT ASSOCIATION

The Port of Seattle Police Department Police Benevolent Association (PBA) is a member-driven organization dedicated to supporting our officers and their families. The PBA provides bereavement assistance not only in cases of officer injury or death, but also when members experience the loss of close family. This includes financial help, emotional support, and aid with related expenses — ensuring no one faces hardship alone.

PBA programs are funded through member contributions and community donations, and reinvested back into the Department. This includes producing POSPD-branded merchandise that builds camaraderie while raising funds and maintaining a convenient lunchroom “market” stocked with food, snacks, and drinks. Proceeds from these initiatives help sustain the PBA’s mission of care and support for our Department family.



OFFICE OF PROFESSIONAL STANDARDS

The Office of Professional Standards (OPS) serves as the department’s central coordination point for policy/procedure development, manual updating, and directive/order creation and dissemination. OPS manages our agency’s Lexipol-based policy manual system. Lexipol is a subscription service providing state-specific policies which are foundational for further OPS policy development and customization.

POSPD played a proactive role in bringing Lexipol to Washington State by assisting Lexipol in developing their initial draft policy manual and training related content to meet the unique needs of our state. Once the Lexipol Washington State master policy manual was ready, our agency quickly adopted and fielded our first, Lexipol-based policy manual in 2007. Through the years, under management of OPS, our Lexipol-based manual has allowed the department to successfully obtain, and maintain, first, state level, and then, international level accreditation.

In addition to accreditation and policy-related work, OPS also provides technical support to other agency entities to include: the Office of Professional Development (OPD) — ensuring training reconciles with policy and fulfills accreditation requirements, the Office of Professional Accountability (OPA) — responding to external policy /procedure related inquiries, and as requested by leadership, assisting with other special projects.





OFFICE OF PROFESSIONAL ACCOUNTABILITY

The Office of Professional Accountability (OPA) has a multitude of responsibilities which include conducting internal affairs, serving as the department liaison to Port Media Relations, and overseeing and releasing police records through public disclosure requests. The OPA works closely with the Port of Seattle Legal Department, Human Resources and Workplace Responsibility, Labor Relations, Media and External Relations, and the Public Disclosure Department.

While the primary function of the OPA is conducting investigations of alleged employee misconduct, we also seek to identify potential issues, training needs, and opportunities to self-correct and to build community trust and relationships.

The use of force by law enforcement officers is another area of public concern which can lead to deteriorating relationships within our community when it is not accounted for. Therefore, OPA tracks all incidents where physical force is used by any of our officers to ensure we are acting within policy and law.

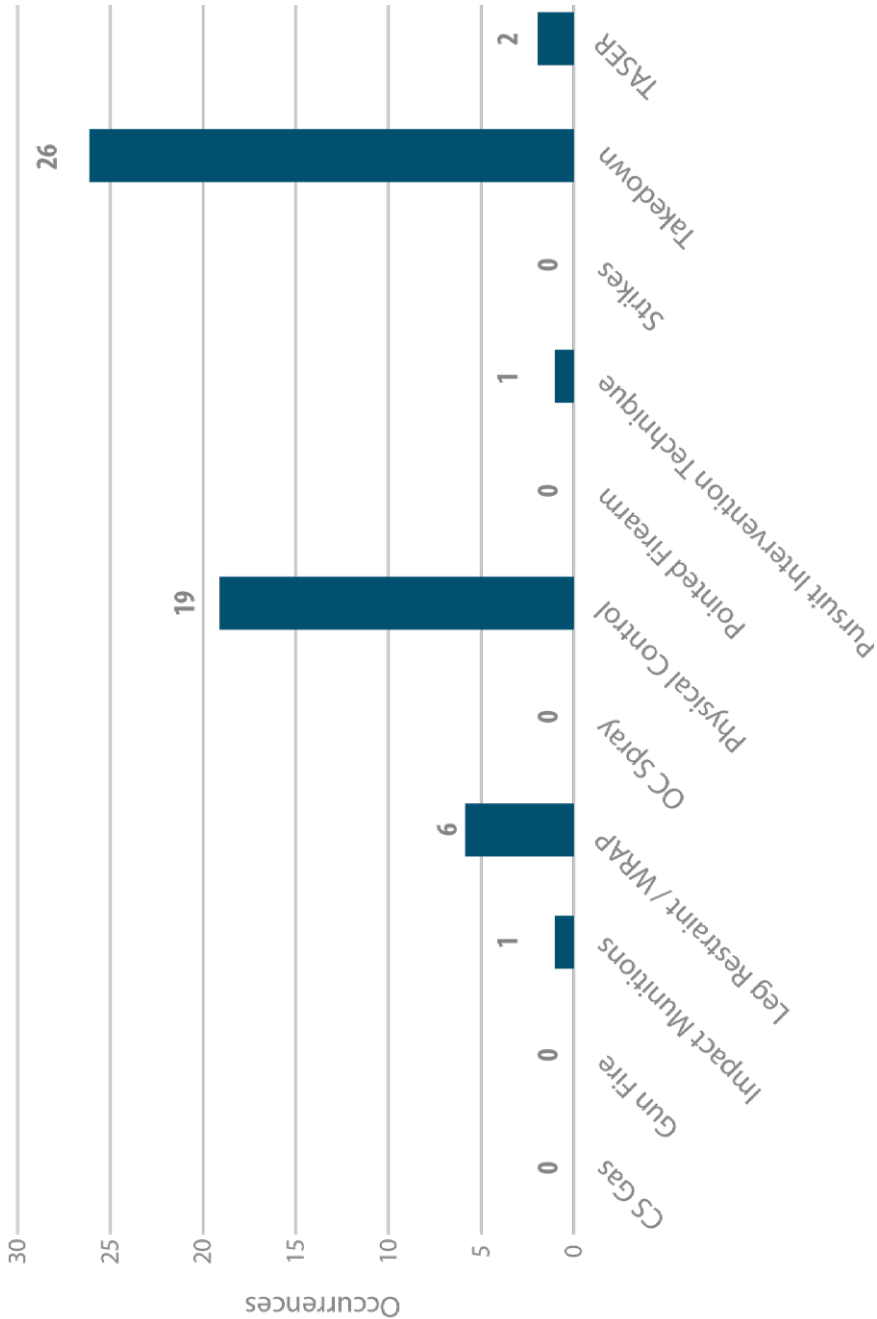
In 2024, the Port of Seattle Police Department initiated 28 use of force events and a total of 55 separate uses of force.

REPORTABLE FORCE EVENTS TABLE

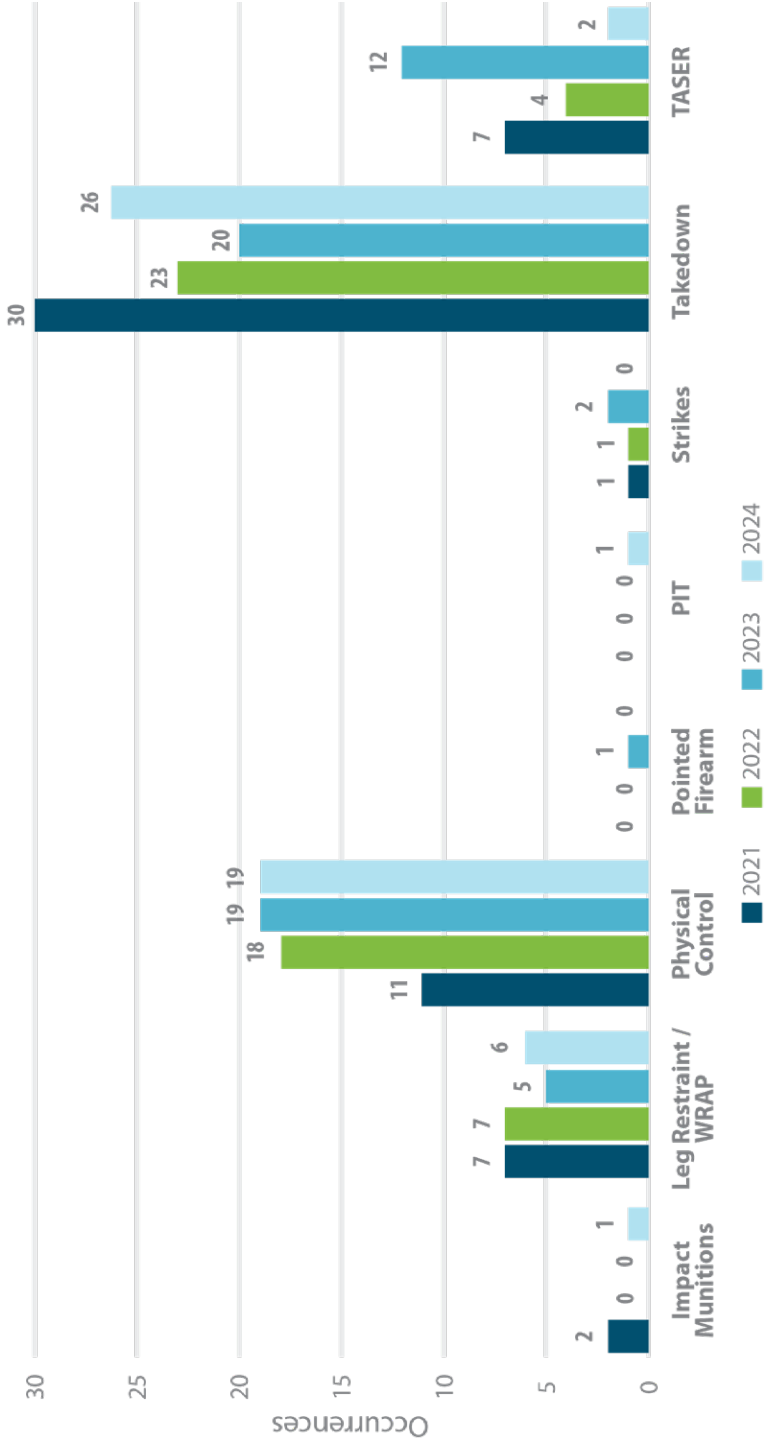
	2021	2022	2023	2024
Reportable Uses of Force	34	30	23	35
Takedowns	30	23	20	26
TASER	7	4	12	2
Impact Munitions	2	0	0	1
OC Spray	0	0	0	0
Leg Restraint	7	7	5	2
WRAP	0	0	0	4
Physical Control	11	18	19	19
Gun Fire	0	0	0	0
Pointed Firearm	0	0	1	0
CS Gas	0	0	0	0
PIT	0	0	0	1
Strikes	1	1	2	0

The Reportable Force Events referenced here may have required multiple techniques to be applied by the officers involved. For this reason, the total sum of the number of actual techniques listed as being used by our officers may be higher than the overall number of Reportable Force Events.

2024 USE OF FORCE



2021 - 2024 USE OF FORCE COMPARISON



PUBLIC SAFETY PARTNERSHIPS

VALLEY INDEPENDENT INVESTIGATIONS TEAM

The Valley Independent Investigative Team (VIIT, formed in 2012) investigates all officer-involved shooting (OIS) or other deadly force that results in great bodily/serious bodily harm or death.

- Consists of POSPD Criminal Investigations Division, along with detectives from Auburn, Des Moines, Federal Way, Kent, Renton, King County Sheriff’s Office, and Tukwila Police Departments
- Based on foundational principles of independence, transparency, communication, and credibility
- Since its inception in 2012, VIIT has investigated over 80 officer-involved shootings and in custody deaths
- The involved agency does not participate in an independent investigation
- This requires the involved agency and VIIT follow the LETSCA (Law Enforcement Training and Community Safety Act) and WAC Rules (WAC 139-12-020 and 139-12-030)

In 2024, POSPD detectives were the Valley Independent Investigative Team (VIIT) primary investigating agency for one officer-involved shooting incident that occurred in the City of Kent. POSPD Detectives responded to assist in several other Valley Independent Investigative Team (VIIT) callouts in 2024.



VALLEY PARTNERSHIPS

The Port of Seattle Police Department is one of seven partner agencies in the South King County Valley region. This partnership allows the Department to align resources and facilitate the creation of special teams made up of agency personnel and resources. This partnership results in each Valley agency having access to larger, highly-trained, and well-equipped teams that specialize in Special Weapons and Tactics, Crisis Negotiations, Civil Disturbance, and Special Investigations. Chief Villa has served as the chair of both the Valley CDU and Valley SWAT Executive Boards since 2020 and 2021 respectively.

These participating Valley agencies consist of:

- Auburn
- Des Moines
- Federal Way
- Kent
- Renton
- Tukwila
- Port of Seattle Police Department

PUGET SOUND JOINT TERRORISM TASK FORCE (PSJTTF)

The Puget Sound Joint Terrorism Task Force (PSJTTF) was formed in 2000. The Port of Seattle is a participating agency. It provides personnel to work with the Federal Bureau of Investigation (FBI) in conducting domestic and international terrorism investigations. The taskforce uses the skills, experience, and resources of local agencies to prevent and solve acts of terrorism and support cases nationally and internationally.



VALLEY SWAT

Valley SWAT (VSWAT) maintains an excellent reputation across the region and the nation. SWAT officers from the Port of Seattle Police Department serve as instructors and in leadership roles for both the Washington State and National Tactical Officers associations.

The team facilitates the region-wide Valley Active Shooter School, which trains the region's police officers in patrol-level active shooter response and provided active shooter response training to Port of Seattle stakeholders. Such training better prepares POSPD and law enforcement partners to neutralize active killer threats, EMS partners to ensure trauma care to victims, and other stakeholders to mitigate and recover from these types of extraordinary events.

Valley SWAT is composed of one sergeant, five officers, and one commander from each participating Valley agency. The team's mission is to save lives by providing stabilization and resolution to high-risk situations that are beyond the ability of standard police patrol units to resolve safely.

The large number of highly-trained and well-equipped officers allows for:

- Safe and effective response to potentially volatile situations on all Port properties
- Access to the largest tactical team in the State of Washington
- Increased financial responsibility by spreading the costs of maintaining a team across six jurisdictions

Valley SWAT's primary duties focus on:

- High-risk warrant service
- Dignitary protection
- Armed barricade suspect resolution
- Critical infrastructure protection
- Response to coordinated multi-cell terrorist attacks
- Hostage rescue
- Narcotics enforcement

During 2024 Valley SWAT completed 75 tactical missions that included high-risk search warrants, narcotics enforcement, barricaded subjects, and hostage rescue details. Port members of Valley SWAT conducted over 65 dignitary protection details at SEA. In 2024 VSWAT trained approximately 150 officers at its regional active shooter class. VSWAT completed over 7000 training hours and provided instruction as a member of the Washington State Tactical Officers' Association.

The POSPD members of Valley SWAT are highly regarded in the tactical community and provide POSPD with an increased capability to respond to critical incidents which could occur at SEA or other Port facilities. POSPD SWAT has been incorporated into POSPD's newly-formed Homeland Security Division on a full-time basis.

In September 2024 VSWAT completed counter terrorism training at the Direct-Action Resource Center (DARC). This is the most prestigious counter terrorism training program in the United States for law enforcement tactical units.



VALLEY CIVIL DISTURBANCE UNIT

The Port of Seattle Crowd Management Unit (CMU) includes 19 commissioned officers with specialized training using bicycles as a crowd management tool. The CMU is a member of the Valley Civil Disturbance Unit (VCDU) which is comprised of over 100 officers and command personnel. The Port team specializes in bike deployment and is the main bike group for VCDU. The team also deploys as a regional asset for crowd management issues in the region and is known as one of the premier crowd management teams in the state.

The CMU unit is in place to provide crowd management in a way that protects the rights of individuals and groups to peacefully assemble and protest but also to discourage acts of lawlessness. The CMU unit deploys to a wide variety of events ranging from active riot situations to special events with large crowds.

To become a member of CMU, an officer must demonstrate their ability to make sound decisions under the most stressful of situations. Officers that are selected must also complete a 40-hour bike class which includes eight hours of bike crowd management.

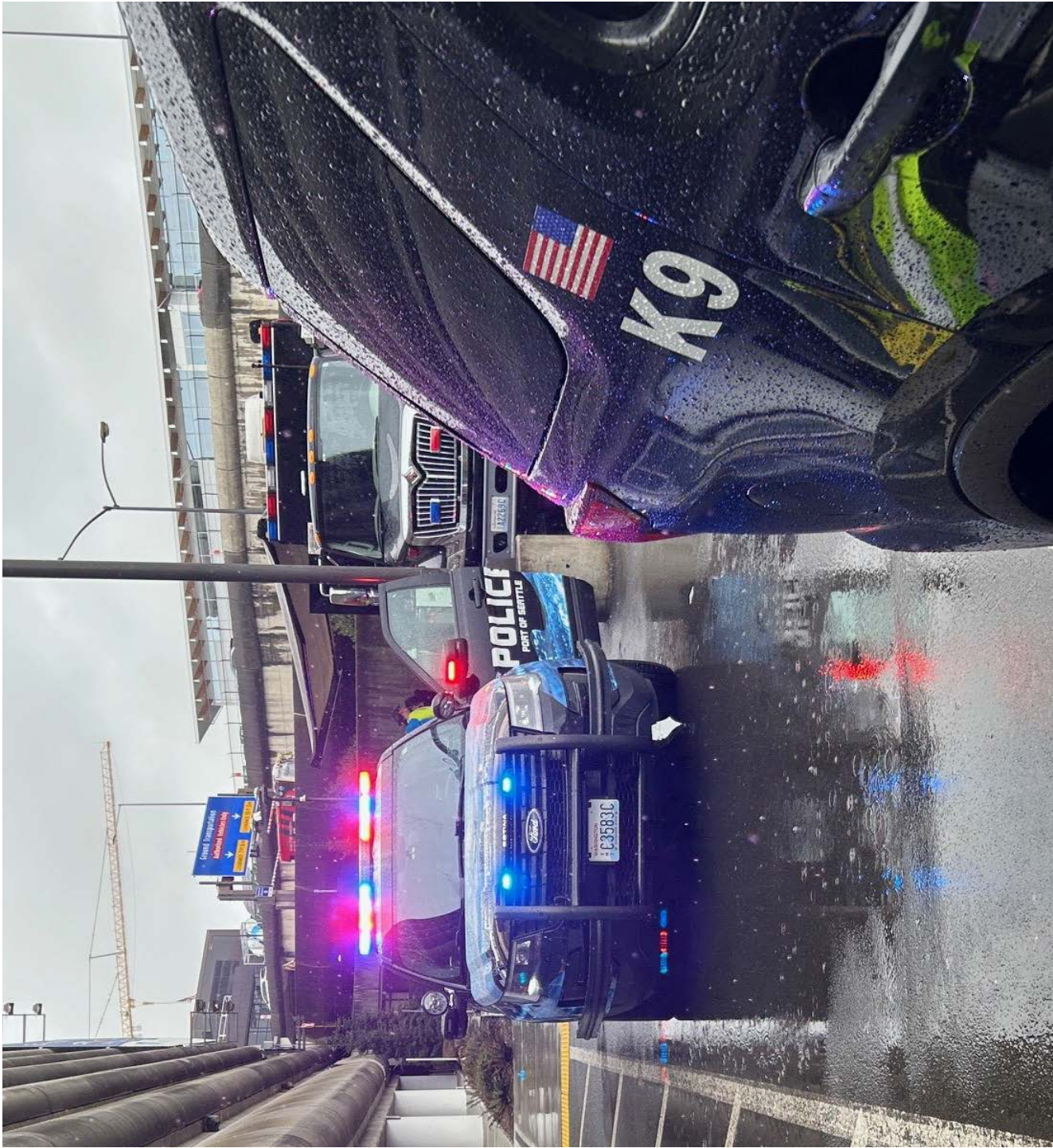
The members of the POSPD Crowd Management Unit are the standard for professionalism, and are proud to serve the Port and our community.



VALLEY HOSTAGE NEGOTIATIONS TEAM

The Port of Seattle Police Department's Hostage Negotiation Team (HNT) contributes personnel to the Valley Hostage Negotiations Team (VHNT) and is fully integrated with Valley SWAT. This contribution consists of one commander, one team leader, and two officers. The VHNT provides trained negotiators to the Valley agencies when they experience high risk and stressful incidents that could involve hostage situations, domestic violence events, barricaded subjects, suicidal subjects, and subjects suffering from mental health issues. The goal is to use crisis communications and tactics to save lives and resolve crisis incidents while avoiding unnecessary risk to officers, citizens, victims, and others.

In 2024, POSPD VHNT members responded to 22 incidents in which team members engaged in crisis communications to help bring safe resolution to these critical incidents. In 2024 POSPD VHNT members completed 211.5 hours of training specific to crisis/hostage negotiations.



EMPLOYEE ENGAGEMENT



POLICING ASSESSMENT

In 2020, Port of Seattle commissioners voted to hire an outside consultant to review policing practices within the Port of Seattle Police Department. The final selection was a team with 21CP Solutions. As pulled from the 21CP Solutions business page:

“21CP Solutions helps cities and communities effectively tackle the challenges of delivering safe, effective, just, and constitutional public safety services in the 21st Century. We empower communities across the country to develop and implement equitable and integrity-driven public safety – grounded in building trust and strengthening relationships.”

The assessment conducted was a collaborative approach, involving Police Department members, Port of Seattle stakeholders, and community members. There were eight sections involved with the assessment: training and development, general recommendations, use of force, advocacy recommendations, diversity in recruitment and hiring, mutual aid recommendations, oversight/accountability/equity and civil rights, and budget/roles and equipment. Each of these sections had subject matter experts from the Police Department provide greater insight and understanding. More important, in each of these sections, members of our community and stakeholders participated, providing valuable feedback.



The collaborative approach allowed us to discover ways we could improve our services as a department.

At the conclusion of the assessment, 21CP Solutions provided the Police Department with 52 recommendations. The recommendations brought forward will help ensure the Police Department continues to provide exceptional service to the community, while always striving for our vision, “the nation’s finest port police.”

The Police Department continues to be proactive in the implementation of the 52 recommendations provided by the 21CP Solutions assessment conducted in 2021. To validate that the recommendations were being properly implemented, the Port Commission approved a contract with 21CP to review and evaluate such recommendations. By the end of 2023, 21CP reviewed 20 recommendations (37% percent of the total recommendations) and found that 19 of the 20 recommendations had been satisfactorily met. After completing the next review in early 2024, 21CP Solutions’ report indicated that 27 of the 52 recommendations (or 52%) had been implemented.

The next review period is scheduled for early 2025 with the goal of implementing a total of 75% of the recommendations. The process continues to be a collaborative approach, and the Police Department is committed to have all 52 recommendations implemented by the end of 2026.

RECRUITING

The Port of Seattle Police Department ramped up recruiting efforts through the creation of a dedicated recruitment team. This highly-dedicated, eight-member team helped POSPD recruit and hire 15 officers in 2024. The goal of the Port of Seattle Police Department Recruitment Plan is to attract the highest qualified individuals to pursue a career with the Port of Seattle Police Department. The vision is to develop a team that is fully staffed, maintains national standards of professional law enforcement, mirrors the diversity of its community, and increases trust and credibility for the law enforcement profession.

In addition, detectives have conducted numerous thorough background checks on applicants, to ensure new hires model POSPD values and will truly contribute to the team.

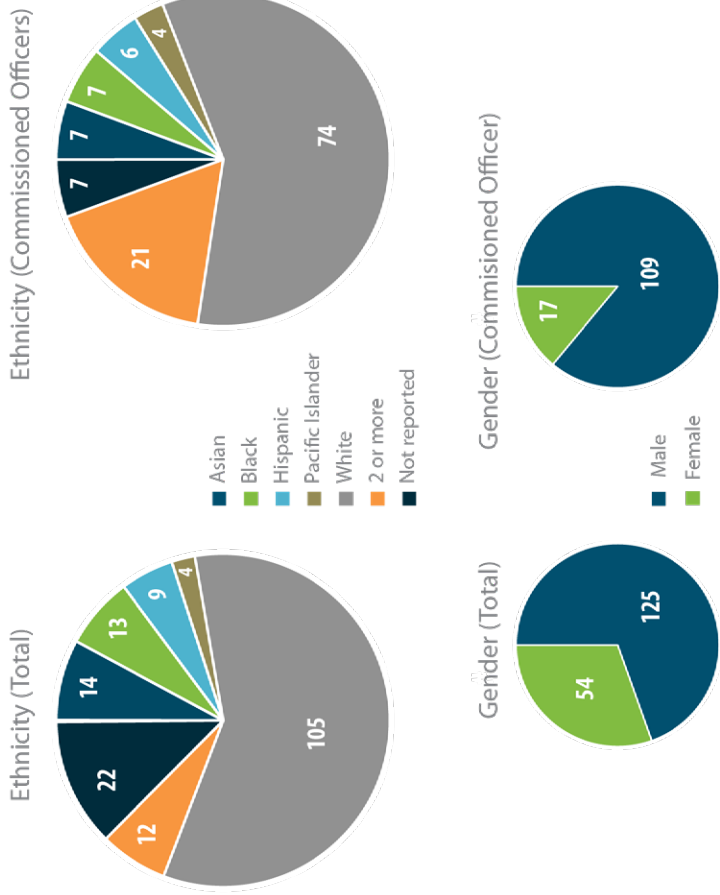
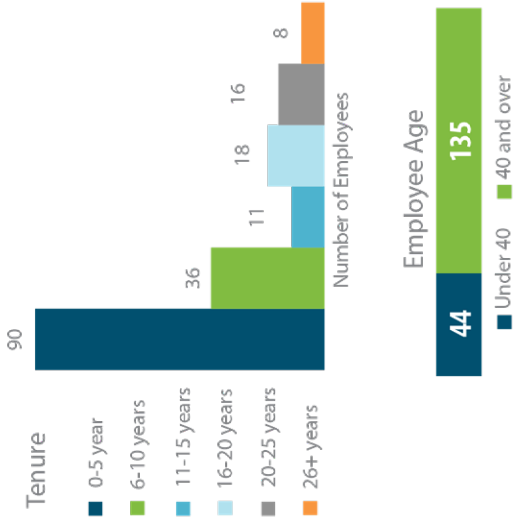


STATISTICS

DEPARTMENT DEMOGRAPHICS (2024)

179 employees*

126 Commissioned personnel
53 Non-Commissioned personnel



STAFFING - FILLED POSITIONS FOR 2023



- Officers**
- 1 chief
 - 3 deputy chiefs
 - 7 commanders
 - 21 sergeants
 - 86 police officers
- Communications**
- 1 communications manager
 - 3 communications supervisors
 - 16 communications specialists
- Support**
- 1 police records manager
 - 1 non-sworn administrative supervisor
 - 1 Sr. administrative assistant
 - 1 administrative assistant
 - 1 mental health professional
 - 9 police specialists
 - 14 traffic support specialists

PROMOTIONS

- **Thomas Bailey** – promoted to Deputy Chief
- **Darrin Benko** – promoted to Commander
- **Arman Barros** – promoted to Commander
- **Daniel Breed** – promoted to Commander
- **Jesse Petersen** – promoted to Sergeant
- **Vincent Gonzales** – promoted to Sergeant
- **Pete Sele** – promoted to Sergeant
- **Nicholas Jensen** – promoted to Sergeant
- **April Calabrese** – promoted to Communications Supervisor

AWARDS

- 2024 Officer of the Year:** Ryan Dacey
- 2024 Non-Sworn Employee of the Year:** Brad Owen

Spirit of the Vision: Cory Stairs

Soldiers of the Mission:

- Brian Presley
- Jenny Murry
- Ryan Leavengood
- Al Baalaer
- Matt Huston

Lifesaving:

- John Minshall and Josh Landers from 7/17/2024 event
- Eric Mattson and Alexandr Ignatov from 11/27/2024 event

Letters of Commendation:

- Robert Omatsu
- Matt Oh







**PORT OF SEATTLE
COMMISSIONERS**

Ryan Calkins

Sam Cho

Fred Felleman

Toshiko Hasegawa

Hamdi Mohamed

EXECUTIVE DIRECTOR

Stephen P. Metruck

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or follow us on Facebook

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