



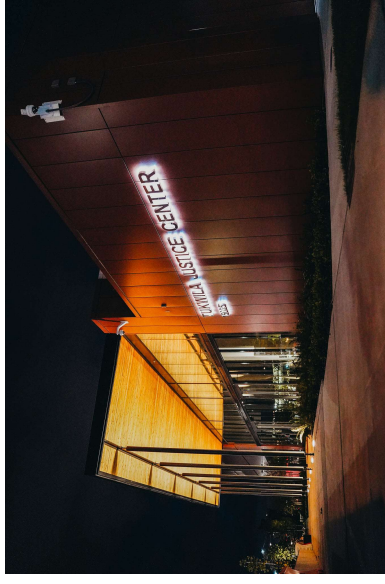
PRESENTED TO COMMUNITY SERVICE AND SAFETY COMMITTEE

June 7, 2021

By
Eric Drever
Chief of police

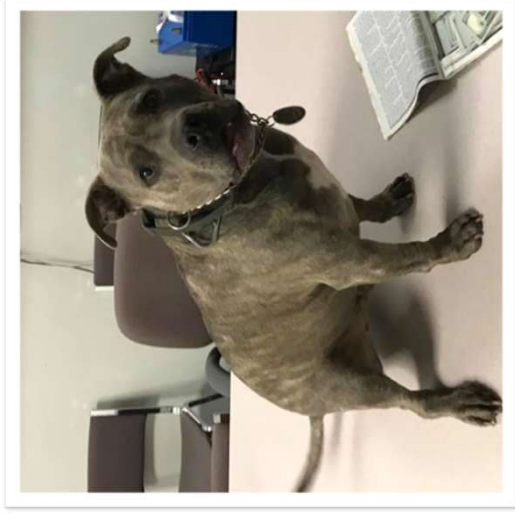
2020 HIGHLIGHTS

- COVID-19 Emergency Command Operation
- Homeless outreach
- Law Enforcement Training and Community Safety Act (LETCSA)
- Valley Independent Investigative Team (VIIT)
- Accreditation
- Recruitment and Retention
- Officer Safety/Wellness
- School Engagement
- Justice Center Move



INVESTIGATION DIVISION

- Narcotics Detection K9 Team assisted with seizures of cash and drugs
- Human trafficking emphasis
- Regular information sharing meetings with patrol and external stakeholders
- Major Crimes Unit
 - 316 cases were assigned
- Valley Investigations Team membership



PATROL DIVISION

- Staffing challenges
- Response to pandemic, riots
- Received 30,000+ calls for service
- 6785 cases taken by officers
- 1257 cases completed via online reporting
- Continued focus:
 - Tukwila International Boulevard
 - Central Business District
 - Other hotspots
- De-escalation training
- Internal and external communication



SUPPORT OPERATIONS DIVISION

- Processed 3588 records requests
- 1638 hours approximately spent on records request
- 3321 evidence and property processed
- Completed 90% of all-evidence inventory and successfully moved to Justice Center
- Digitized cases from 2005-2006 and loaded them into Laserfiche
- 7889 police reports processed



PROFESSIONAL STANDARDS DIVISION

- 24-hour training requirement for all sworn personnel achieved
- Development and implementation of LETCSA-required training
- Accreditation



SPECIAL OPERATIONS DIVISION

- Continued homeless taskforce effort
- Continued work with International Rescue Committee
- Second year of “Bully Proof” student program by SRO
- Co-responder program proposal drafted
- Pedestrian and Bicyclist Safety grant
- Traffic:
 - 488 traffic infractions
 - 126 criminal traffic cases
 - Assisted with traffic safety during several protests



REGIONAL PARTNERSHIPS

- Special Weapons and Tactics
- Civil Disturbance Unit
- Puget Sound Auto Theft Task Force
- Valley Narcotics Enforcement Team
- Valley Independent Investigation Team
- Valley Hostage Negotiation Team



RECOGNITION/PROMOTION

- EMPLOYEE OF THE YEAR
 - Rebecca Hixson
- EMPLOYEE OF THE QUARTER
 - Chris Dunn
 - Kenneth Etheridge
 - Ana Beard
 - Larry Hann
 - Christina Titialii
 - Henry Linehan
 - Patrick Hisa
 - Jon Thomas
- LIFE SAVING MEDALS
 - Officer Oziel Arjona
 - Officer Kellie Greenhill
 - Officer Isaiah Harris
 - Commander Todd Rossi
 - Officer Jon Thomas
 - Officer Peter Tiemann
 - Officer Aaron Zwicky
- MERITORIOUS SERVICE MEDAL
 - Officer Kenneth Etheridge
- PROMOTION
 - Commander Dale Rock
 - Sergeant Isaiah Harris
 - Sergeant Ceith Cullens

STATISTICS

	2020	2019	2018
Population	21,229	20,198	20,144
Calls For Service	28,646	30,189	31,266
Crimes Against Persons			
Murder	3	2	3
Rape	31	24	19
Robbery	64	70	69
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TOTAL CRIMES AGAINST PERSONS	148	157	149
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Arson	13	1	4
Burglary	223	184	272
Larceny	2,295	2,744	2,614
Auto Thefts	547	488	579
TOTAL CRIMES AGAINST PROPERTY	3,078	3,417	3,469

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Fatal	4	2	2
Non-Injury (not including hit-and-run)	292	428	446
Injury hit-and-run	7	23	13
TOTALS	452	662	638

**During the year, the department operated with seven frozen commissioned positions and one frozen non-commissioned position.*

BUDGET

ONLY INCLUDES GENERAL FUND				
Expenditures	2020 Expenses	2019 Expenses	2018 Expenses	2017 Expenses
Police Operations	\$ 15,323,581	\$ 16,078,989	\$ 15,155,622	
Jail	\$ 1,069,946	\$ 1,626,355	\$ 1,579,506	
Dispatch	\$ 1,174,997	\$ 1,152,470	\$ 1,131,133	
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Total Expenditures	\$ 17,682,031	\$ 18,962,996	\$ 17,966,627	
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Total Revenues	\$ 390,128	\$ 544,910	\$ 748,719	
ANNUAL BUDGET FIGURES				
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Total Budget (Post Amendment)	\$ 19,390,720	\$ 19,431,073	\$ 18,726,049	

THANK YOU!

Tukwila Police Department



20
Annual Report
20



Mission Statement

We, the members of the Tukwila Police Department, are committed to being responsive to our community in the delivery of quality services. We recognize our responsibility to maintain order, while affording dignity and respect to every individual. Our mission is to improve the quality of life for all through community partnerships and problem solving to promote safe, secure neighborhoods.

TUKWILA POLICE DEPARTMENT



LEADERSHIP—EXCELLENCE—ACCOUNTABILITY—DEDICATION



CHIEF'S MESSAGE



The Honorable Mayor Allan Ekberg, Tukwila City Council, and Tukwila Community:

On behalf of the members of the Tukwila Police Department, thank you for your support as we responded together to address the challenges that impacted our nation in 2020. Communities around the world were incapacitated by the Covid-19 pandemic, while at the same time our country experienced civil unrest and political divide not seen for decades. In partnership with the community, the Tukwila Police Department established itself at the forefront of law enforcement, as it embraced the City's core values of being "Professional, Responsive, and Caring" to the Tukwila Community.

The Department remained committed to building trust and reducing crime in our community through community engagement. In 2020, we implemented several strategies to achieve our engagement goals, beginning with improving standards and processes for establishing transparency and accountability. Members of the Tukwila Police Department were pivotal in the administration of policy and the implementation of training at a regional level for compliance with I-940 and the Law Enforcement Training and Community Safety Act (LETCSA). The Valley Independent Investigative Team (VIIT) members are considered experts on independent transparent investigations and helped other agencies stand up their teams. During the year, the Department searched for and added community members to VIIT to assist with the review of independent investigations. The same VIIT assigned community members were asked to participate in our newly created Use of Force Review Board.



In addition to the above strategies, other community engagement activities included: engaging homelessness in the City with empathy and providing resources to those in need, while ensuring the safety of everyone in the community; participating in the T3AMS Juvenile Theft 3 diversion program, which continued to show a reduction in recidivism by its participants; conducting "Bullyproof" training for Foster High School students. Many of our other standing engagement activities needed to be cancelled due to the pandemic. Community Academy, Night Out Against Crime, Shop with a Cop, Touch a Truck, and other Community gatherings were impacted.

The Tukwila Police Department began the process of accreditation through the Washington Association of Sheriffs and Police Chiefs (WASPC). Accreditation establishes accountability and improves processes through adoption of established best practices in law enforcement. The Department is on track to be certified as an accredited agency in the Fall of 2021.

Recruitment and retention remained a priority for the department in 2020, although recruitment continued to be an issue nationally and we felt the impacts in Tukwila as well. Due to budget restrictions associated with the pandemic, the Department ended the year down 10% of its commissioned staff. Addressing attrition in staffing with a renewed focus on quality recruitment efforts, we hired applicants that share our values to best serve the community. Part of the recruitment efforts included a national search for a new Chief of Police after Chief Bruce Linton retired at the end of September. We thank Chief Linton for his leadership and contributions, and wish him the best in his retirement from law enforcement.

September also marked the official move into the new Justice Center for the Police Department and the Court. Due to the pandemic, the Justice Center was unable to open its door to the public in 2020. We look forward to the community utilizing designated spaces in the Justice Center for their purposeful gatherings in 2021.

The Tukwila Police Department is committed to building upon our relationships with the community and finding new ways to meet their needs through creative communication and listening to the community through our engagement efforts.

We thank you for the continued opportunity to serve Tukwila!

I nvestigation

The year 2020 was a challenging one for the Investigations Division, the Tukwila Police Department, the City and many others. The impacts of the COVID-19 pandemic, political turmoil associated with the 2020 elections, and the social unrest that spanned mid-spring through the fall presented us with challenges not previously faced. Members of the Investigations Division remained committed to the Department and City vision, mission, and values. We adapted our work model to include teleworking and maximized the use of available technology to collaborate and remain effective despite social distancing recommendations and mandates. Detectives from the Major Crimes Unit investigated all types of felony crime that occurred in 2020 and continued working cases that remained open from previous years including unsolved "cold cases". Other cases such as missing persons are regularly handled by this unit when they require detailed investigative efforts and special attention. During 2020, 316 cases were assigned to the Major Crimes Unit for investigation. Many of these cases were filed with the King County Prosecutor, while some remain open, and others were closed for various reasons. In general, felony crime in the city was slightly lower than 2019.



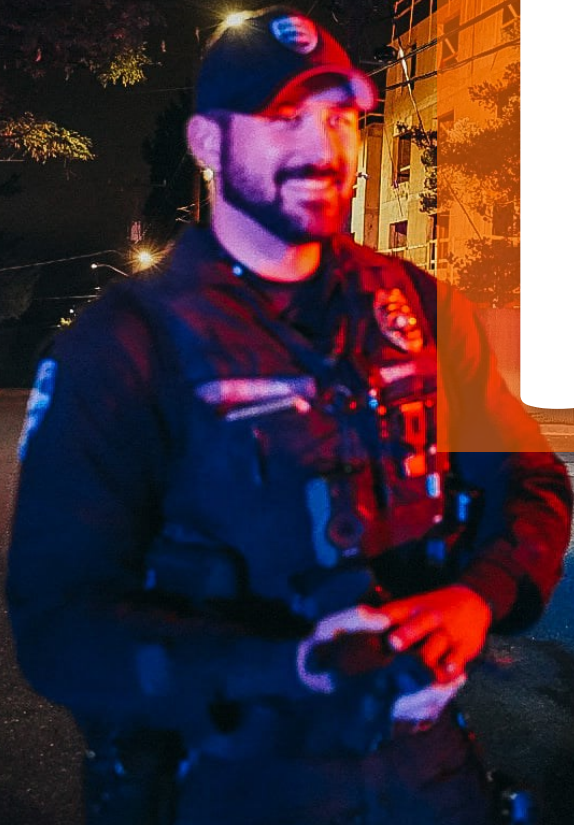
ns Division



The Tukwila Anti-Crime (TAC) Detectives remained active in both local, regional, and nationwide investigations. Local and regional narcotics and human trafficking investigations are the primary focus of the team, but some investigations lead to interstate and occasionally international investigations. Larger investigations often require the assistance of our regional, state, and federal partners as the complexity, scope, and persons involved in the investigation exceed what the unit is capable of handling on its own. For a second year in a row, our narcotics detection K9 team was responsible for the location and seizure of more than \$1,000,000 in cash suspected to be the profits of illegal narcotics activity. In addition to cash, illicit drugs including heroin, cocaine, fentanyl, and others were located and seized during numerous investigations. Beyond their duties as detectives, several personnel within the Division have additional duties with regional teams and specialties within the Police Department. These additional duties include serving as members of the Valley SWAT Team, Valley Civil Disturbance Unit, Valley Hostage Negotiations Team, Valley Narcotics Enforcement Task Force, Valley Independent Investigative Team, and multiple instructor positions vital to the training of a modern police department.

During the year, we said farewell to the TAC Team and Major Crimes Unit Sergeants, as well as our Domestic Violence Victim Advocate as each retired, with 30, 23, and 14 years of dedicated service to the city and department. In addition to retirements, we congratulated Detective Ceith Cullens as he was selected for promotion and returned to the Patrol Division to serve as a new Patrol Division Sergeant.

PATROL DIV

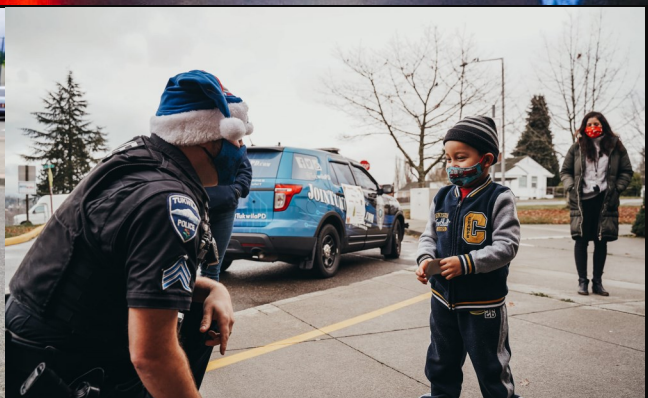


Despite the challenges, the division continued to work as a team providing professional services to the community.



The Patrol Division was challenged in ways that were unprecedented in the history of the Tukwila Police Department. Not only did the officers have to handle the everyday challenges of their jobs, they also had to navigate through riots, a worldwide pandemic, and a move of operations to the new Justice Center all while still providing professional services to the community they serve. The Patrol Division received more than 30,000 calls for service and took 6785 cases that were documented. Online reports became more prevalent as a way for the community to report crimes. Officers and sergeants took a total of 1257 online reports this year. De-escalation training was a

VISION



major focus of the officers. This training is evident by the decrease in the number of times officers had to use force in the course of their duties. Officers used force almost 19% less in 2020 than they did in 2019. The Patrol Division continued to allocate resources that targeted crime hotspots within the city. Patrol officers continued their close working relationships with other divisions within the department, other agencies, and business owners to target and address criminal activity. Bike patrols, foot patrols, speed enforcement, business checks and targeted patrols helped reduce and deter crime. During 2020, the Patrol Division struggled to

maintain their staffing levels. Injuries, illness, and departure from the department affected the division's ability to remain fully-staffed. Patrol had to be supplemented by other divisions to maintain minimum staffing. Despite the challenges, the division continued to work as a team providing professional services to the community. Moving to the new Justice Center allowed members of the Tukwila Police Department to communicate more frequently between divisions. This ability to communicate on a day-to-day basis with other divisions allowed officers to be engaged in a case from the beginning of the process until the end.

SUPPORT SERVICES DIVISION

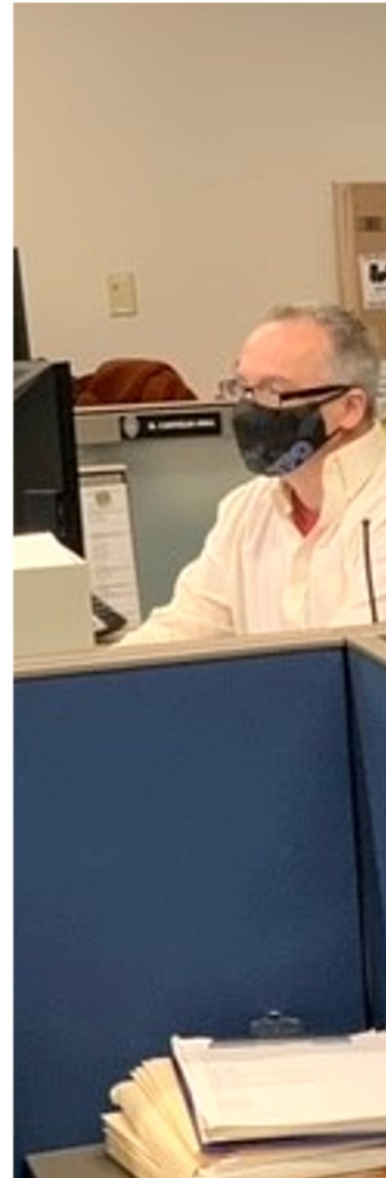
The Support Operations Division, comprised of two units, adds value to the Tukwila Police Department daily by meeting records and evidence needs. This group of 13 people extends help to the Department, community members, Puget Sound residential members, other law enforcement agencies, City staff, prosecutors, defense attorneys, Washington State Patrol staff and many others.

The Records Unit processed 7,889 police reports in 2020, handled records retention requirements and provided statistical data for the National Incident-Based Reporting System (NIBRS). They administered 107 concealed pistol licenses, 815 firearm transfers, and one dealer's license. Staff also processed 3,588 records requests, which took approximately 1,638 hours of time. In addition, they processed warrants and court mandated orders, reviewed and sorted 159 boxes of records per retention requirements.

The Evidence Unit ensured the proper security and chain of custody for property and evidence items taken in by the Tukwila Police Department. In 2020, 3,321 items of evidence and property were processed, 4,780 items were destroyed and 113 items were

donated. The unit continuously received, stored, and disposed of items taken into custody. Items were purged as cases got adjudicated, when they were no longer needed as evidence due to expiration of the statute of limitations, or when they were no longer needed to be held per statute such as found property.

One of the Division's goals in 2020 was to focus on recruitment and retention strategies to address department staffing shortages. They accomplished this goal by hiring a second evidence technician, applying for and receiving a grant for a 12-month disposition specialist position, and hiring a records specialist to fill a position vacated through retirement. The second goal was to leverage technology to improve workplace efficiency and communication. They were able to digitize cases from 2005-2006 and loaded them into Laserfiche, the records management system. They also accomplished the goal of meeting all legal requirements by completing 90% of an all-evidence inventory, and successfully moving from City Hall to the Justice Center with no lapse in service, and processing 2006, 2007 and 2008 records for disposition.







Officer being trained on applying tourniquet and deep wound packing.

P ROFESSIONAL S

The Professional Standards Unit (PSU) is responsible for training, the purchasing and inventory of equipment, intake of new officers, and policy development and implementation. The unit is staffed with a commander, a sergeant and a training officer. In 2020, the training officer digitized all training records to help with the elimination of paper files. She handled all the training needs for the department including fees and travel arrangements. The Training Unit also ensured that officers achieved the 24-hour training requirement for all sworn personnel. They were also responsible for the development and implementation of new training to meet the requirements of the Law Enforcement Community Safety Act that was passed in the state legislature. To meet these requirements, a patrol tactics cadre was chosen for this important task. The cadre designed training based on the requirements of the Washington State Criminal Justice Training Center (WSCJTC) guidelines. The Tukwila Police Department led the way to develop its own in-house training which was approved by the WSCJTC. Three 8-hour classes were designed, and training began in October. Much of the training was completed online because of COVID-19 restrictions. The Training Unit successfully navigated this task to meet our training requirements. This included our first aid and crisis intervention training.

The PSU was instrumental in the move to the Justice Center. The PSU sergeant supervised the relocation of all police department equipment and organization to the new facility. He was also part of the committee to oversee the successful transition. The PSU also added a new utility terrain vehicle to the fleet as well as completed a rebuild and deployment of the police department rescue boat. PSU also was able to convert quartermaster to an online approval process.

The Tukwila Police department hired three new officers in 2020. Two were entry level and one was a lateral hire. The PSU ensured that these officers were trained not only in the academy, but also filled shortfalls in CJTC training due to COVID to ensure that these officers were prepared to go into field training program.

The PSU was responsible for developing, implementing, and updating department policies to ensure that the department provides professional service to the community. To this end, they had also been working to become an accredited agency through the Washington Association of Sheriffs and Police Chiefs (WASPC). They started the process of reviewing and updating policies to WASPC standards. This accreditation process is scheduled to be completed in the summer of 2021. Accreditation will ensure that the Tukwila Police Department meets the highest standards and is in line with state and national policies and laws. It will not only guarantee quality service, but also helps with funding opportunities through grants.

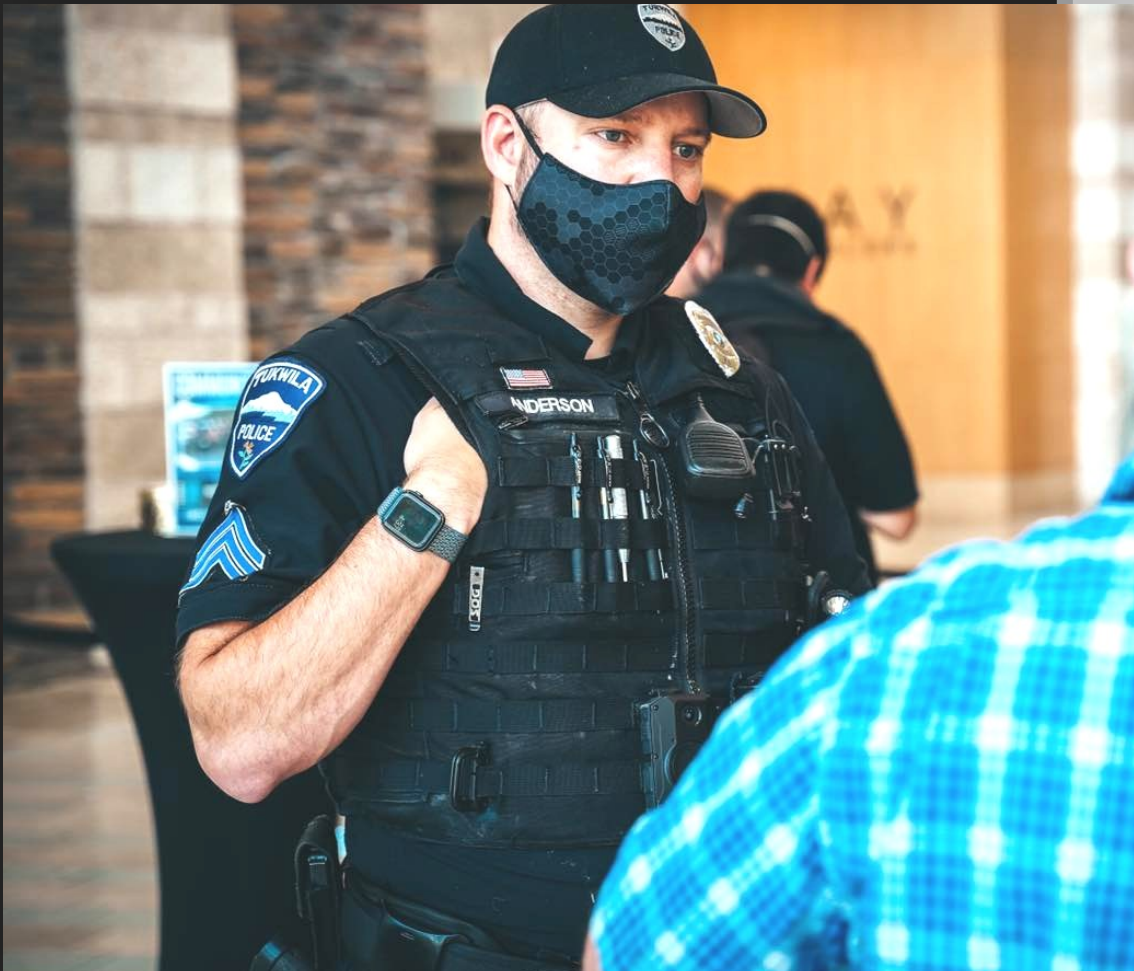
TANDARDS Division



Special Operations

As was the case for nearly everyone, 2020 presented incredible challenges to the Community Police Team (CPT) and the Community Liaison Officer (CLO) program. The year began as any other for the team as they participated in several neighborhood meetings, where they collaborated with the residents and worked to prioritize and aggressively pursue the criminal activity. The CPT/CLO taught orientation classes at the International Rescue Committee that comprised of international refugees new to the United States with the goal of familiarizing themselves with American police. The team also continued their outreach efforts to the Tukwila homeless population to help get them off the streets and into stable housing. Then March came and the world changed. The teams jumped to the forefront of the COVID pandemic response as they contacted every homeless individual in the city who were most at risk for serious infection of the virus. They distributed

sanitizer and masks and directed people to safe, socially distant shelters when available. Community and neighborhood meetings moved to Zoom, Microsoft Teams, and email as the team continued to go out of their way to maintain close ties to the community. Utilizing this model, CPT detectives along with TAC detectives and the patrol division were able to work with residents of an apartment complex to single out an apartment that was dealing in narcotics and stolen goods. With the help of the residents, the problem individuals were sought out, arrested and prosecuted. A search warrant of the apartment yielded drugs, stolen property, and a number of arrests of tenants and others associated with the



room. As the pandemic lingered on, the Community Liaison Officer worked with our many houses of worship regarding safely reopening to in person congregations amid state guidelines. CPT also drafted, submitted and was awarded a substantial grant from the Washington Traffic Safety Commission for a Pedestrian and Bicyclist Safety program to be implemented in 2021. The grant is to assist in improving safety, particularly in the Tukwila International Boulevard corridor. Finally, they also assisted in envisioning and drafting a proposal for a co-responder program which would embed a mental health professional to improve the Tukwila Police Department's response to those experiencing mental health crisis. The Community Police Team and Community Liaison Officer look forward to 2021 to continue to bridge the divisiveness in our society and increase the trust and legitimacy in the Tukwila Police Department and policing as a whole.

ions DIVISION

The Traffic Unit is responsible for traffic safety and enforcement in the city, the investigation of traffic collisions, and criminal traffic investigations. The unit consists of four officers and one sergeant. In 2020, the Traffic Unit wrote 488 traffic infractions and handled 126 criminal traffic cases. They investigated numerous serious injury collisions to include fatality collisions. Not only does they take care of traffic related issues, they also handle patrol calls during periods of high call volume. The Traffic Unit has focused on residential speed enforcement throughout the year. Due to the COVID 19 pandemic, the unit has been pulled away from their primary duties on several occasions to assist with patrol shortages. They provided escort services, allowing for safe movement of people involved with several protests that occurred in the City of Tukwila. Additionally, traffic officers provided training to department members in RADAR/LIDAR, defensive tactics, firearms, and collision investigation.



EMPLOYEE OF THE YEAR

Senior Manager Rebecca Hixson



PROMOTION



Commander
Dale Rock



Sergeant
Isaiah Harris



Sergeant
Ceith Cullens

EMPLOYEES OF



52 Chris Dunn
Records Specialist



Kenekth Etheridge
Officer



Ana Beard
Evidence Lead



Larry Hann
Detective



LIFE SAVING MEDALS

- Officer Oziel Arjona
- Officer Kellie Greenhill
- Officer Isaiah Harris
- Commander Todd Rossi
- Officer Jon Thomas
- Officer Peter Tiemann
- Officer Aaron Zwicky



MERITORIOUS SERVICE MEDAL

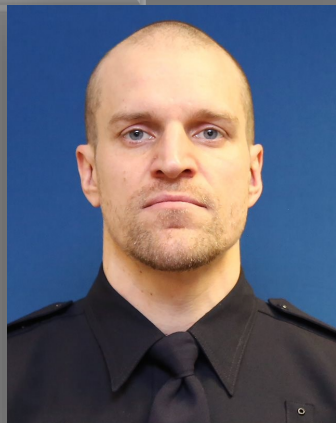
Officer Kenneth Etheridge



THE QUARTER



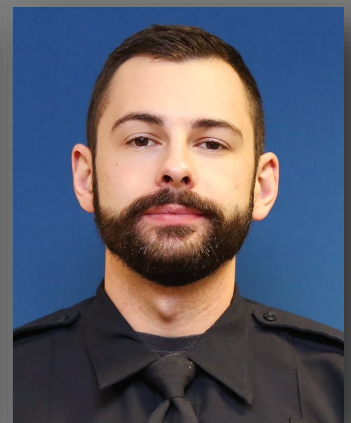
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Records Specialist*



*Henry Linehan
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*Jon Thomas
Officer*

CRIME IN TUKWILA

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The Tukwila Police Department submits its crime data through the Washington Association of Sheriffs and Police Chiefs (WASPC). WASPC then sends the state's crime data to the FBI. The FBI has mandated that all reporting starting in 2021 is done via the National Incident-Based Reporting System (NIBRS) rather than the Uniform Crime Reporting (UCR) standards. In previous annual reports, UCR data was reported, but in compliance with the FBI, we are now reporting NIBRS data. The same categories are used, and the 2017 and 2018 data was updated to NIBRS standards in this report. The numbers reported here are pulled from the WASPC website; additional data points are researched for analysis.

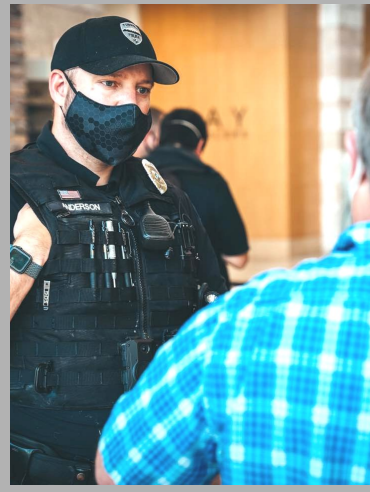
COMPARATIVE TOTALS WITH 3- YEAR COMPARISON

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As I go about
 Every step al
 Help me mak
 In this world ea
 Give me a heart
 A mind that kno
 Give me the eyes and
 The truth as i
 Give me protection
 Strength to fa
 Help me to stand
 To daily d
 Give me the courage
 Compassion for
 Help me lift up the on
 Give a hand to those
 Give me grace to f
 To give my li
 Let your strong han
 Protect the ones th





my duty, God,
along the way
to make a difference
each passing day
to be concerned,
knows what is right,
ears to see and hear
in Your sight,
from things unseen,
face each test,
for law and order,
to my best.
to defend the weak,
those oppressed,
ones who've stumbled,
who are distressed,
face my final hour,
life in service.
and loving heart
that I hold dearest.



2020 City Council

Council President De'Sean Quinn
Council Member Verna Seal
Council Member Kathy Hougardy
Council Member Kate Kruller
Council Member Thomas McLeod
Council Member Zak Idan
Council Member Cynthia Delostrinos Johnson



City Administration

Allan Ekberg, Mayor
David Cline, City Administrator



Police Administration

Bruce Linton, Chief of Police (Through September 30, 2020)
Eric Drever, Interim Chief of Police (Beginning October 1, 2020)
Eric Lund, Acting Deputy Chief
Todd Rossi, Commander
Kraig Boyd, Commander
Dale Rock, Commander
Rebecca Hixson, Senior Manager