

2024 ANNUAL REPORT



Kitsap County Sheriff's Office
Sheriff John Gese



www.kitsap.gov/sheriff

Table of Contents

Executive Staff	1
Organization Chart	2
Our Mission	3
Sheriff's Message	4
Budget	5
Patrol	6
Detectives	9
Corrections	12
Support Services	15
2024 Events	18



Executive Staff



**Sheriff
John Gese**



**Undersheriff
Russ Clithero**



**Corrections Chief
Penelope Sapp**



**Patrol Chief
Jeffrey Menge**



**Detectives Chief
Chad Birkenfeld**



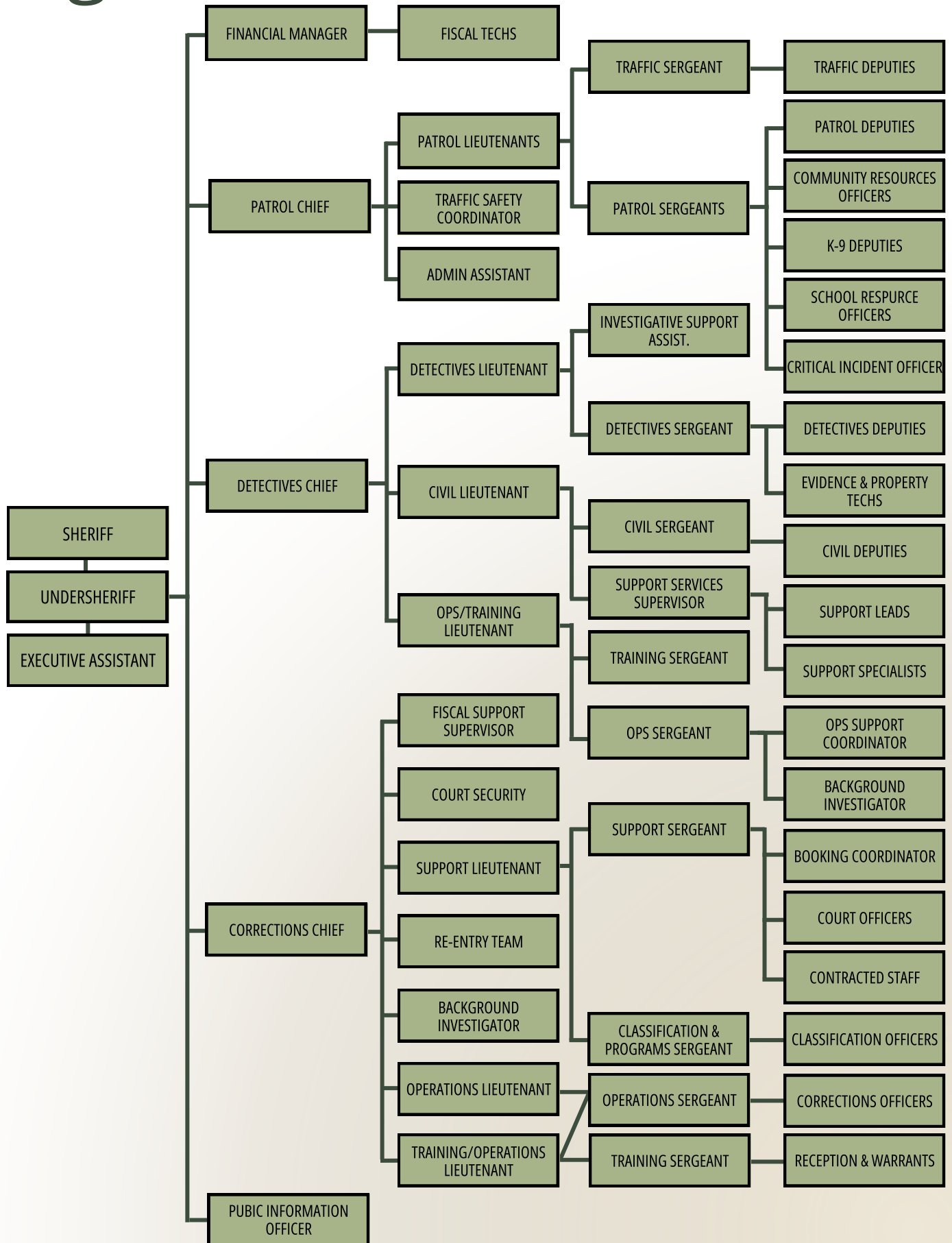
**Financial Manager
Wendy
Dutenhoeffer**



**Executive Assistant
Melynda Phelps**



Organization Chart



Our Mission

MISSION STATEMENT

Through our vision and values, we are dedicated to providing quality public safety services in partnership with our diverse communities.

VISION

To be recognized as a respected and trusted Sheriff's Office while making Kitsap County a safer place to live, work, and visit.

CORE VALUES

Central to our mission are the values which guide our work. These values are the foundation of our agency and help us to ensure the quality of life and public safety in Kitsap County.

Teamwork

We are committed to consistently engaging and interacting with the public, civic partners, and other police agencies in order to continually improve our community and our Sheriff's Office. We also empower and support the individual talents and creativity of our personnel. We understand that collaboration, and the sharing of knowledge and information result in the greatest problem-solving outcomes for all and further cultivate partnerships across our community.

Integrity

Understanding the great authority given to us, whether observed by others or not, we embrace the highest standards of honesty, discipline, and ethics. We ensure that our communication and actions are conscientious and empathetic. We respect and show dignity to all persons, recognizing that diversity enhances our community.

Professionalism

We recognize and adjust to the evolving needs of our community, ensuring a sustained commitment to those we serve. We are an agency that remains fiscally responsible, progressive, proactive, effective, and reliable. Being sworn to be accountable to ourselves and to the citizens, we conduct ourselves as an example to others. We invest in the welfare and safety of our personnel and the public. We are an agency that continuously strives to learn and operate at the highest levels of our professions in order to ensure that we continue to provide quality services.



Sheriff's Message

Greetings Kitsap County citizens,

I am happy to provide the following Kitsap County Sheriff's Office annual report for 2024. This report should give you an insight into the work our agency and its members are performing on behalf of our community. It highlights some of the great work being accomplished and efforts being made to improve the agency going forward and provide the services you expect from your Sheriff's Office.

The last few years have been very dynamic and challenging. The pandemic had major and ongoing impacts. We have also had historic staffing turnover occurring over the last four years. We have also absorbed the significant police reform efforts that have occurred and are still coming. We have gone through profound changes and challenges. Our members stay dedicated to adapting and moving forward. They are committed to our community.

Crime rates have been in flux in the last several years as well.

Crime numbers increased substantially in 2022 and 2023, but many have moderated slightly in 2024. Our website provides ongoing crime statistics. Areas of concern include the number of violent crimes we are seeing in domestic violence, and we have seen youth and young adults committing crimes with weapons in higher numbers. Additionally, the high number of impaired driving cases, together with more reports of reckless and negligent driving, has led to a higher number of collisions, serious collisions, and fatal collisions recently.

In addition to our efforts in our core business of providing 9-1-1 response and addressing crime through our patrol and detectives' efforts, we continue to provide outreach and education, and those have been significant in 2024 as we have attended more community meetings. We held outreach and education events and have partnered with many different groups to build connections, share information, and work closely with our community.

Looking forward, staffing and resources are a major concern. Currently, Washington State ranks 50 out of 50 states for officers per 1,000 population. The Kitsap County Sheriff's Office ranks near the bottom of Washington State agencies when considering the same ratio. Kitsap County is growing, and the expectation for services has been high. Growth will most likely increase the calls for service and demand for service soon. Additionally, our county government faces a budget shortfall in the coming years, and even maintaining current services may be challenging.

I look forward to providing our citizens with a level of service to meet their expectations and working with them to reach our shared goals.



Sheriff John Gese

Sheriff John Gese

Kitsap County Sheriff's Office
www.kitsap.gov/sheriff

Budget

The Finance Division provides financial oversight for the Sheriff's Office; it consists of a Financial Manager and 3 Fiscal Technicians.

The Kitsap County Sheriff's Office's final 2024 budget appropriations represented 43% of the County's general fund.

KCSO TOTAL GENERAL FUND BUDGET (\$58,273,241)	KITSAP COUNTY GENERAL FUND BUDGET (\$133,340,000)
--	--

KCSO TOTAL BUDGET

General Fund Budget	\$58,273,241	Special Revenue Funds	\$1,226,279
Actual Expenses	\$58,106,743	Actual Expenses	\$833,432
Percentage Spent	99.7%	Percentage Spent	68%
Remaining Funds	\$166,498	Remaining Funds	\$392,847
Total		\$59,499,520	
Actual Expenses		\$58,940,175	
Percentage		99.1%	
Remaining Funds		\$559,344	

Budget Breakdown in Divisions	Total	% of total budget
Corrections, Court Security, & Mental Health Grant	\$24,406,288	42%
Law Enforcement & Administration	\$33,866,953	58%

Budget Breakdown in Spend Categories	Total	% of total budget
Payroll & Benefits	\$42,811,309	74%
Discretionary	\$8,991,584	15%
Intergovernmental	\$6,470,348	11%



PATROL DIVISION

The Patrol Division is responsible for a myriad of functions. Primarily, it includes 9-1-1 response and proactive policing, but also the responsibility of traffic collision investigations, traffic enforcement, and impaired driving response. The division also provides numerous collateral responsibilities for special groups. They include SWAT, Search and Rescue, Marine, Hostage Rescue, School Resource Officer, Crisis Intervention Officer, and Community Resource Officers, to name just a few.



Patrol

2024 Successes

The past year has been remarkable in the amount of change in the Patrol Division. Much of our efforts have been implementing and adapting to the new Body-Worn Cameras and In-Car Cameras. The time and effort required to adapt to this change cannot be understated. Our Deputies have handled this with patience and understanding, which speaks volumes about their dedication and professionalism. Even more remarkable is that they did so while still learning and developing their skills as Deputies.

More than 50 of the 65 Deputies assigned to Patrol have under 5 years of experience. In addition, Deputies had to learn and adapt to the third different Vehicle Pursuit Policy in 4 years as the Legislature continues to throw us for the occasional loop.

	2024 Totals
Calls for Service (CFS)	75,248
Self-Initiated Contacts	24,640
Reports	11,634
Total Arrests	1,814
% of Arrests to Reports	15.59%

Even with those challenges in mind, we set a goal to increase our traffic infractions by 20% in 2024 compared to 2023. Amazingly, the Patrol Division shattered that goal and increased the number of infractions by 70%! Our number of self-initiated calls increased despite a reduced number of overall calls for service. Our proactive approach appears to be making a noticeable difference, as our arrests have increased, and the percentage of reports resulting in arrests has also increased. This increase is a direct result of the focus on proactive patrolling.

The need for a continued increase in traffic continues. Unfortunately, despite our efforts in enforcement, we are still seeing an unacceptable level of fatal collisions and major collisions. One encouraging sign is that collision numbers are down a bit. As part of our continued focus on traffic safety throughout Patrol, we have set out to increase our traffic infractions by 10% for 2025.

Traffic Numbers	2020	2021	2022	2023	2024
Staffing	7	7	8	9	9
DUIs	168	169	172	228	217
NOI/Agency	5,115	4,583	2,947	3,066	5,164
Collisions	894	1,048	1,085	1,091	1,079
Fatal Collisions	9	8	10	8	13
Major Collisions	13	19	15	18	22



Patrol

2025 Goals

Goal 1 - Staffing

Ensure optimal staffing levels to maintain effective case management, investigative coverage, and continuity.

- Maintain at least 60 Patrol Deputies, still below our suggested minimum of 64
- Add a 2nd traffic enforcement position

Goal 2 - Professional Development

Enhance skills, knowledge, and overall professional growth to keep the division equipped with the latest investigative techniques and best practices.

- Job analysis of Sergeants, Admin Sergeants, and the Admin Assistant to increase accuracy, consistency, and efficiency.

Goal 3 - Program Development

Introduce and refine programs that enhance investigative capabilities, and inter-agency collaboration.

- Large tabletop tactical exercise with fire and local agencies.
- Increase traffic tickets in 2025 by 10%.
- Program sheets for Patrol and every sub-unit explaining the purpose, scope, budget, etc.
- Implement cross-over day plan and schedule to increase access to training, targeted enforcement and self-directed activity.
- Complete Procedure Manual

Goal 4 - Capital Improvements

Provide a workspace that is safe and pleasant to work in.

- Implement county-wide radio system upgrade, both portable and in-car radios



DETECTIVES DIVISION

The Detective group handles both general investigations and complex investigations, as well as manages the property evidence room. Detectives are responsible for sex offender registration and verification.



Detectives

2024 Successes

Kelly Detective

- We were able to begin this program in Oct. 2024. We have a list of interested deputies who would like to cross-train, and depending on patrol needs, we would like to bring the next Kelly Det. back early in 2025.

Training

- We were able to bring valuable training to Kitsap County for not only our team but other detectives in the region.
- However, In-house training was derailed due to the workloads and other training.

Process improvements

- Detectives went to the In-Time system making leave requests easier and more efficient.

Capital improvements

- New flooring and paint were done in the conference room.
- The lab flooring was abated and now awaiting resurfacing.
- IRecord System was installed.

Program Development

- The plan was to begin establishing a Child Abduction Response Team (CART) however, the need for a Field Training Program was more pressing for the division, and resources were diverted to begin the implementation of an FTO/mentorship program in detectives.

	2024
CASES ASSIGNED	445
APS/CPS REPORTS WRITTEN (assigned to detectives and patrol)	610
REPORTS CREATED BUT NEVER ASSIGNED TO	132
SUPPLEMENTALS WRITTEN	2,089
SEARCH WARRANTS	141
AGENCY ASSISTS	10

Case Managment	2020	2021	2022	2023	2024
Sex Offences	260	215	324	242	185
Burglaries	47	62	86	32	22
Assaults	31	37	150	50	22
Robbery	6	9	18	6	7
All Other Cases	232	282	446	865	1,030
Total	576	605	1,024	1,195	1,187

*These only reflect the cases referred or assigned to detectives. The numbers have decreased in 2024 due to the cases going back to Patrol and SROs once Detectives reviewed the cases.



Detectives

2025 Goals

Goal 1 - Staffing

Ensure optimal staffing levels to maintain effective case management, investigative coverage, and continuity.

- Recruitment: Work toward identifying deputies with an interest in detectives and encourage cross-training opportunities.
- Retention: Encourage the use of wellness programs/county benefits, and flexible schedules to retain current staff, reduce burnout, and enhance job satisfaction.
- Team Balancing: Regularly assess team dynamics and caseloads to balance workload distribution and avoid overextension.
- Kelly Detective: The goal for 2025 is still to have deputies cross-train on a 4-month rotation. We must be flexible with start dates so as to not negatively affect the staffing levels on patrol, but this will still remain a priority for us.



Goal 2 - Professional Development

Enhance skills, knowledge, and overall professional growth to keep the division equipped with the latest investigative techniques and best practices.

- In-house training: Establish a quarterly training schedule where each detective (group of detectives) conducts a training session on a topic.
- Detective Training: Ensure each detective has the necessary training required by RCW, WAC, and CJTC.
- Certifications and Specialized Training: Support detectives in obtaining advanced training to handle specific types of cases (specializations).
- Leadership Development: Provide leadership training programs for detectives interested in supervisory roles to foster a culture of continuous growth.

Goal 3 - Program Development

Introduce and refine programs that enhance investigative capabilities, and inter-agency collaboration.

- Field Training/Mentorship Program: Continue to develop and refine a structured program that will allow newer detectives to establish a strong foundation of knowledge in which to build their skills.
 - Mentorship is continuous. Each detective should not only learn from others but also be willing to share their knowledge.
- Child Abduction Response Team (CART): Develop an agency (and eventually a multi-agency team) to respond to missing and/or abducted children.

Goal 4 - Capital Improvements

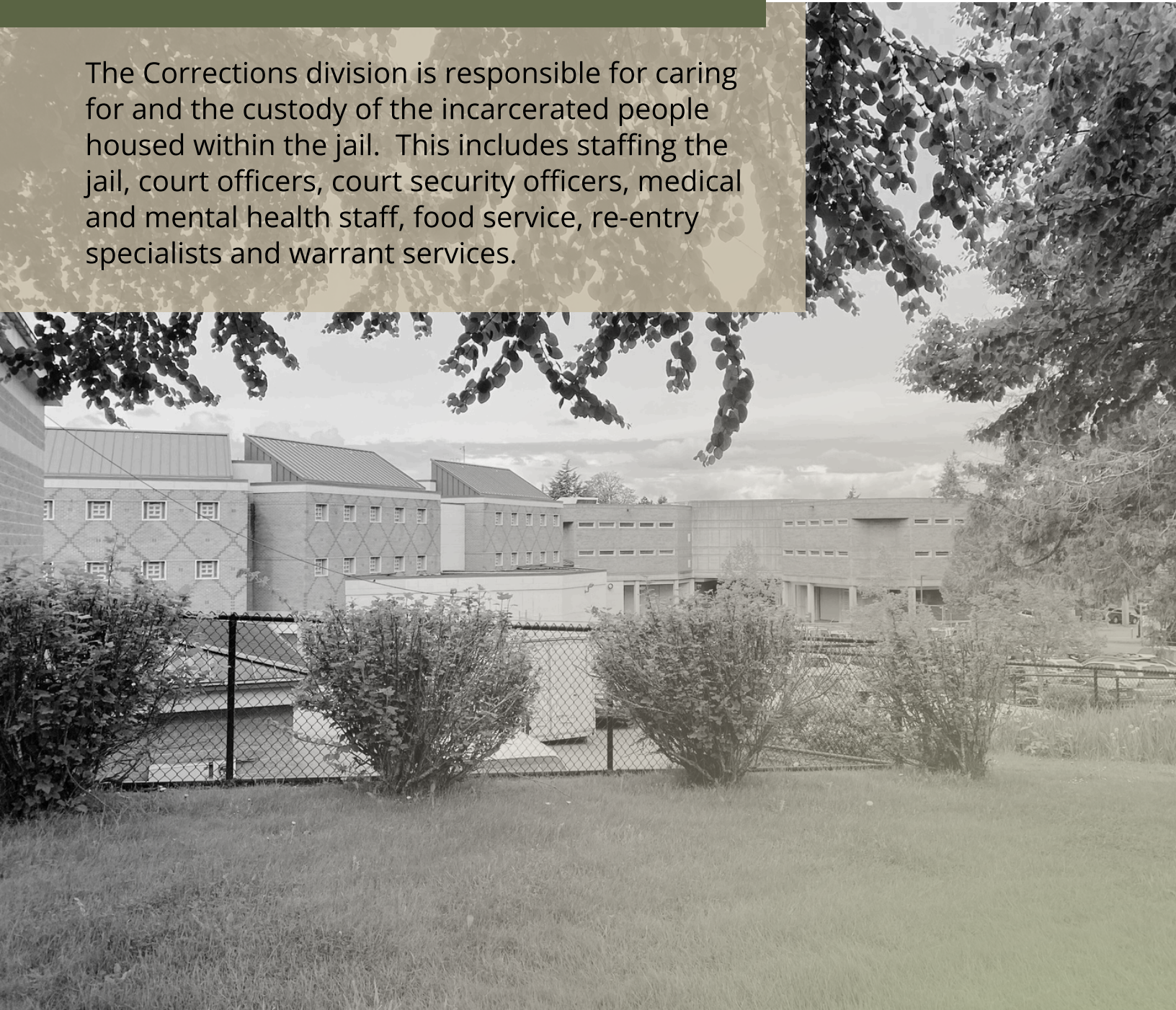
Provide a workspace that is safe and pleasant to work in.

- Office improvements: Assess and implement improvements to the current office spaces, interview rooms, and evidence processing that guarantee a healthy work environment.
- Finding suitable options: Working with Risk Management in addition to commercial realtors to identify alternative workspace.



CORRECTIONS DIVISION

The Corrections division is responsible for caring for and the custody of the incarcerated people housed within the jail. This includes staffing the jail, court officers, court security officers, medical and mental health staff, food service, re-entry specialists and warrant services.



Corrections

2024 Successes

In 2024, the Kitsap County Jail had some major overhauls and upgrades. The safety and security of the inmates is always a priority, and with the upgrades and updates, KCSO can provide those services more efficiently.

1. Upgraded the jail camera system.
2. Purchased and installed safety vents for the housing cells.
3. Replaced all the HVACs in the jail.
4. Replaced boilers.
5. We now have 2 Jail K-9s for drug detection within the jail.
6. Implemented body cameras for transports and courthouse activities.
7. All jail vehicles have car cameras.
8. Kitsap County Jail agreed to participate in Cohort 1 of the 1115 Medicaid Waiver. It will start on July 1, 2025.
9. Reentry assisted 483 unique individuals, and we had a reduction in recidivism by 40%.

Corrections Numbers	2020	2021	2022	2023	2024
Total ReEntry Referrals	615	542	540	570	483
Chemical Dependency Only	278	106	117	103	85
Mental Health Only	13	16	23	22	5
Co-Occurring	324	420	380	445	393
Total Returns	293	228	207	236	163
Reductions in Returns	52%	58%	62%	58%	60%
Patients in MAT Program	208	206	185	306	280

Booking Numbers	2020	2021	2022	2023	2024
Bookings	5,606	4,487	4,525	4,710	4,817
Average Daily Population	260	262	313	313	297
Average Length of Stay (days)	17	22.1	23.8	33	29



Corrections

2025 Goals

Goal 1 - Staffing & Professional Development

Make sure we are fully staffed to reduce mandatory overtime and continue to grow our future leaders by enhancing skills, knowledge, and overall professional growth to promote advancement and leadership within the division.

- Continuous recruiting, hiring, and training
- Create a development/leadership training track
- Promotional preparation for corrections officers

Goal 2 - Implement Medicaid Reentry Demonstration Initiative Project

This project will provide essential services for individuals while in or leaving the Kitsap County Sheriff's Office.

- Create reentry case management that is individual specific
- Provide medications for OPIOID use disorder
- Ensure that Medicaid clients are released with a 30-day supply of medications and medical supplies

Goal 3 - Program Development

Continue to provide the best resources to individuals incarcerated through accountability and exceeding minimum standards

- Update jail standards
- Complete reaccreditation for NCCHC
- Obtain accreditation through the Washington Association of Sheriffs and Police Chiefs

Goal 4 - Capital Improvements

Provide an environment that is safe and gratifying to staff and incarcerated individuals

- Complete HVAC replacement
- Complete camera upgrade project
- Upgrade plumbing equipment in housing units
- Prepare for roof replacement



SUPPORT SERVICES

Our Support Services group is responsible for crime report coordination and storage, state crime data reporting requirements, handling our front desk operations, taking police reports via phone and online, handling civil processes such as evictions, protection and restraining orders, public disclosure, and quarter master functions.



Support Services

2024 Successes

- Successful implementation of BWC program. Includes issuance and installation of Body Worn Cameras and Fleet In-Car Cameras with all new digital evidence being stored in Evidence.com.
- Moving Dissemination to a new space and getting staffed and trained.
- Overhaul and Implementation of FTO Training Program
- Upgrade to newest version of File on Q with minimal issues.
- In collaboration with Patrol, creation of daily email to prosecutor with PC Statements.
- Provided additional training for staff (Narcans, Deer Hollow, In Service)
- Continued regular staff meetings and culture building/maintaining activities (Staff Development/Appreciation Day, Hall-O-Ween, etc.)
- Promoted and supported more cross-training to make well rounded staff
- Addressed staff needs such as ergonomical chairs for Dissemination staff, stand-up desks, etc.
- Civil staff successfully entered all protection orders into EIS for easy access in the field by supervisors and Deputies.
- Civil procedures have been updated and maintained
- Purchasing has been streamlined via use of the KCSO Purchasing email.

	2017	2018	2019	2020	2021	2022	2023	2024
Reports Processed	13,812	14,221	13,917	12,495	12,495	14,947	12,636	12,381
Call Receiver Reports	727	552	786	463	359	484	NA	NA
Online Reports	985	884	887	2,043	455	1,371	1,176	1,436
Concealed Weapons Permits	6,453	7,189	6,258	6,668	7,004	6,452	6,446	5,547
Public Disclosure Requests	3,219	3,795	3,957	2,395	3,554	4,307	4,619	4,692
Civil Documents Serviced	2,514	2,530	2,559	1,591	1,346	1,734	2,094	1,806
Civil Fees Collected	\$194,824	\$184,921	\$202,547	\$101,445	\$74,953	\$90,922	\$102,751	\$120,340
Firearm Transfers	5,381	5,463	5,989*	11,291	10,358	10,484	6,449	15**

*There was a law change in July 2019, resulting in more firearm transactions being completed by law enforcement agencies.

**WSP took over all firearm transfers on February 1, 2024.

Additional stats

- Dissemination Fees collected \$5,481.93
- Civil Service attempts 4,007



Support Services

2025 Goals

Goal 1 - Staffing

Improve staffing and workload management for optimal efficiency and employee well-being.

Ensure staffing levels by effectively maintaining current staffing and implementing strategies for retention, with the aim of evaluating workload and departmental growth needs, evaluating current minimum staffing sustainability.

- Regular assessments of staffing needs to ensure alignment with organizational demands.
- Monitor staffing levels regularly and adjust cross-training opportunities to support mission demands.
- Conduct regular check-ins with employees to assess workload balance and address concerns around task overload or potential burnout.

Goal 2 - Training

Provide ongoing training and development opportunities for employees to foster cross-training, professional growth, and career satisfaction.

Establish a continuous learning culture by offering relevant training opportunities, regular cross-training sessions, professional development support, and career growth opportunities for all employees.

- Evaluate staffing qualifications to support mission critical functions and ensure cross training is utilized to maximize backfill opportunities.
- Offer relevant quarterly all staff training opportunities focusing on both technical and soft skills, ensuring employees have the tools to grow in their current roles and expand their understanding of the Sheriff's Office as a whole.
- Support access to external learning resources and certifications supporting employees in their career journey.

Goal 3 - Culture

Foster and develop a positive culture of teamwork, integrity, and professionalism.

Create a workplace environment that consistently promotes collaboration, professionalism, and ethical behavior by reinforcing the values of teamwork, integrity, professionalism and respect at all levels. This will lead to stronger relationships, improved performance, and a positive organizational reputation.

- Encourage and define clear guidelines for professional conduct and ethical decision-making, ensuring employees understand and model these values in their every day work.
- Recognize and celebrate individual and team achievements that reflect the Sheriff's Office core values of Teamwork, Integrity, and Professionalism.
- Encourage leadership at all levels to lead by example, reinforcing a culture of transparency, fairness, and mutual respect.
- Provide training on conflict resolution and interpersonal skills to support a respectful, and supportive work environment.
- Facilitate team-building activities that emphasize communication, collaboration, and trust-building among team members.





Kingston 4th of July
July 4, 2024



Kitsap Career Fair
March 19, 2024



Orchard Heights K9 Demo
June 13, 2024



National Night Out
August 6, 2024



Day of Participation
May 10, 2024



Whaling Days Parade
July 27, 2024



Pride Fest
July 20, 2024



Armed Forces Parade
May 19, 2024



Fathoms of Fun Fireworks
July 6, 2024



Unforgotten, Run to Tahoma
May 25, 2024



CKHS Mock Crash
May 29, 2024



Kitsap Fair & Stampede
August 2024



Coffee with a Cop
February 12, 2024



E-Gaming Tournament
August 22, 2024