

2025

Kitsap County
Sheriff's Office

ANNUAL REPORT

Sheriff John Gese
www.kitsap.gov/sheriff

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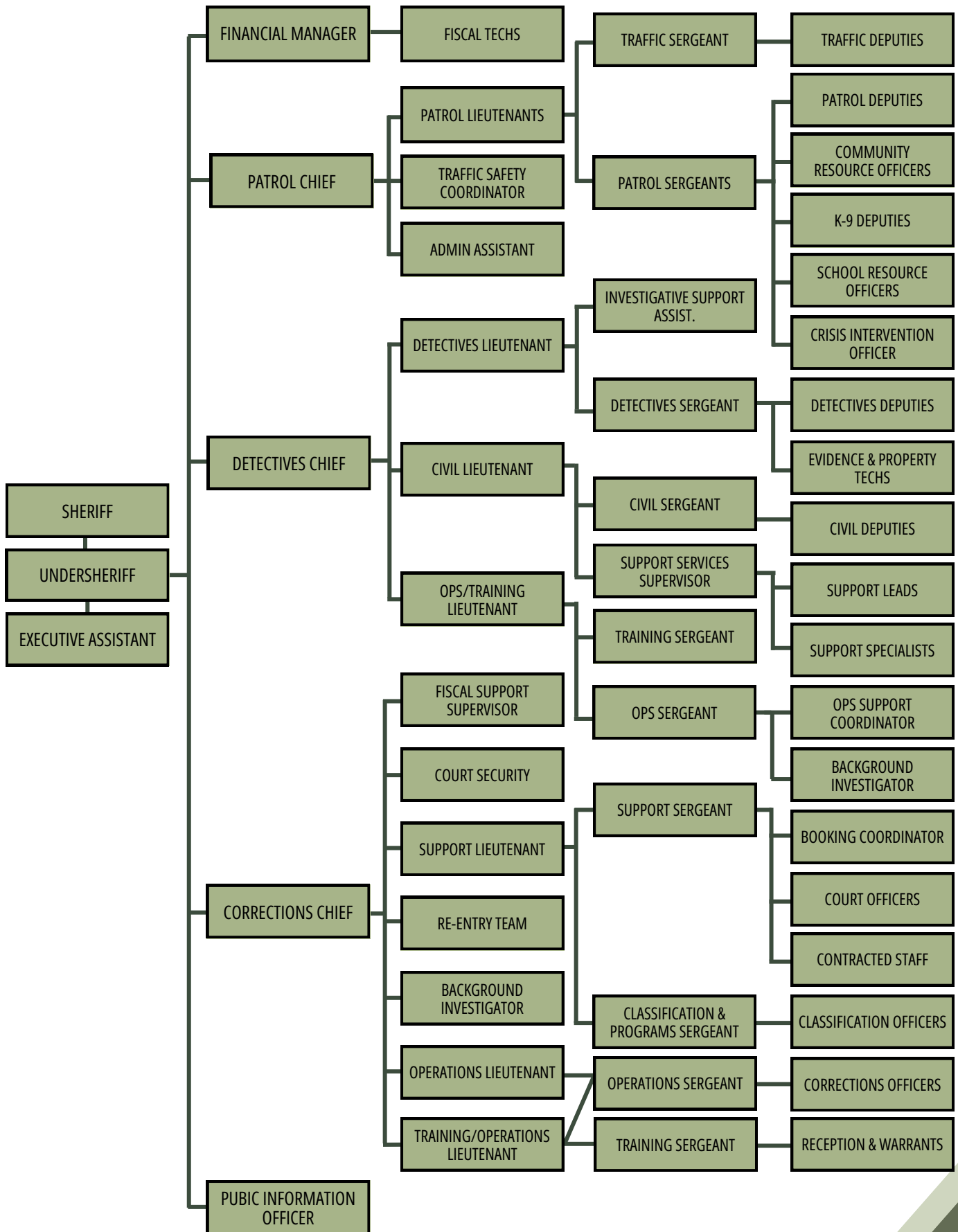
Executive Staff



From left to right: Financial Manager Wendy Dutenhoeffer, Patrol Chief Chad Birkenfeld, Undersheriff Russ Clithero, Corrections Chief Penelope Sapp, Detectives and Support Services Chief Lissa Gundrum, Sheriff John Gese, and 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

2025 was an eventful year for the Kitsap County Sheriff's Office. Despite facing several challenges, our agency continued to do great work in collaboration with our community and local partners. I am incredibly proud of the men and women of the Sheriff's Office, as well as our dedicated volunteers. Together, we remain committed to upholding our core values of teamwork, integrity, and professionalism.

This past year, we continued to face ongoing challenges—most notably staffing. Turnover due to retirements and departures from the profession remains significant, requiring considerable resources for recruiting, hiring, and training new employees. It can take up to a year and a half before a newly hired deputy is fully trained and ready for solo patrol. In 2025, we hired 32 individuals across various positions. Between 2022 and 2025, we brought on 121 new

employees within an agency staffed for 264 positions. While turnover may be slowing, we will continue to prioritize recruitment, training, and development of both new and current personnel.

Staffing challenges have impacted our operations. As a result, our primary focus has remained on 911 response and general detective work. This has required us to scale back efforts in areas such as traffic enforcement, higher-level drug investigations, and proactive policing. However, we made meaningful progress in 2025 and are optimistic about continuing to stabilize staffing levels so we can expand efforts in these areas. Washington State ranks 50th in the nation in officers per capita, and Kitsap County typically ranks among the lowest in the state, further highlighting the challenges we face.

Budgetary pressures are another growing concern. The cost of operating the Sheriff's Office continues to rise—keeping pace with inflation in some areas and exceeding it in others. Personnel wages and benefits have increased in response to market conditions and the need for recruitment and retention. Additional cost drivers, including jail medical services, overtime, and risk and liability expenses, have also risen significantly. At the same time, county budget forecasts project ongoing and increasing deficits, which could lead to reductions in staffing and services without additional revenue or cost-saving measures. As we finalized the 2026 budget,



Sheriff John Gese



Sheriff's Message Cont.

the agency will begin the year with three fewer deputy positions. These challenges come as Kitsap County continues to grow and experiences fluctuating crime trends.

Despite these challenges, 2025 was a year filled with meaningful accomplishments. Our corrections facility continues to be recognized as a progressive and well-managed operation. Staff have implemented innovative programs to address addiction and other health needs while also working to control costs through Medicaid reimbursement strategies. Our detectives continue to carry heavy caseloads and remain committed to investigating felony crimes with diligence and professionalism. Significant investments in training have strengthened the expertise within our detective unit. Patrol personnel have also demonstrated exceptional teamwork, balancing high call volumes with proactive policing efforts whenever possible.

Community outreach remained a priority throughout the year. We participated in numerous community events and launched new initiatives, including the first Kitsap County Public Safety Citizens' Academy—a collaborative effort with Central Kitsap Fire and Rescue. Additionally, we took part in the statewide "Chief/Sheriff for a Day" program, hosted by the Washington State Criminal Justice Training Commission. This program connects law enforcement leaders with children facing serious medical challenges. Our 2025 Sheriff for a Day, Miller Talley, a fifth grader, joined me at several events, including local parades. It was a truly rewarding experience for both of us.

Thank you, Kitsap County, for your continued support of the men and women of the Sheriff's Office and for the opportunity to serve this community.

Sheriff John Gese



Sheriff for a Day Miller Talley



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 2025 budget appropriations represented 42.3% of the County's general fund.

KCSO TOTAL GENERAL FUND BUDGET
\$59,115,086

KITSAP COUNTY GENERAL FUND BUDGET
\$139,911,718

KCSO TOTAL BUDGET

General Fund Budget	\$59,115,086	Special Revenue Funds	\$968,063
Actual Expenses	\$59,076,241	Actual Expenses	\$589,030
Percentage Spent	99.9%	Percentage Spent	60.8%
Remaining Funds	\$38,845	Remaining Funds	\$379,033
Total		\$60,083,149	
Actual Expenses		\$59,665,271	
Percentage		99.3%	
Remaining Funds		\$418,878	

Budget Breakdown in Divisions	Total	% of total budget
Corrections, Court Security, & Mental Health Grant	\$26,007,942	44%
Law Enforcement & Administration	\$33,657,329	56%

Budget Breakdown in Spend Categories	Total	% of total budget
Payroll & Benefits	\$42,757,125	72%
Operating Expenses	\$10,334,914	17%
Intergovernmental	\$6,573,232	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

2025 Key Accomplishments

In 2025, the Patrol Division made significant progress in strengthening operations, enhancing public safety, and investing in personnel and equipment:

- Completed the development and implementation of a comprehensive Patrol Procedures Manual, establishing standardized protocols that improve operational consistency, accountability, and effectiveness.
- Achieved a 10% increase in DUI enforcement activity, demonstrating a proactive commitment to roadway safety and compliance.
- Planned and executed a large-scale, multi-agency tabletop tactical exercise in coordination with fire services and regional partners, enhancing interagency communication and emergency preparedness.
- Successfully implemented a department-wide mobile radio system upgrade, improving communication reliability, interoperability, and officer safety.
- Strengthened the K9 program through the acquisition of an additional protective vest and the successful accreditation of all four K9 teams, ensuring readiness and adherence to professional standards.
- Expanded enforcement capabilities with the addition of a motorcycle officer position, increasing mobility, visibility, and traffic enforcement effectiveness.
- Increased training capacity and mentorship by adding additional Field Training Officers (FTOs), supporting recruit development and organizational readiness.

	2025
Calls for Service (CFS)	67,877
Self-Initiated Contacts	21,983
Reports	11,570
Total Arrests	1,698
% of Arrests to Reports	14.67%

TRAFFIC NUMBERS	2021	2022	2023	2024	2025
Staffing	7	8	9	9	9
DUIs	169	172	228	217	238
NOI/Agency	4,583	2,947	3,066	5,164	3,822
Collisions	1,048	1,085	1,091	1,079	974
Fatal Collisions	8	10	8	13	5
Major Collisions	19	15	18	22	14



Patrol

Goals for 2026 and Beyond

Building on our accomplishments, the Patrol Division has identified the following strategic priorities for 2026 and beyond:

- Complete the installation of a security fence at the Silverdale Office to enhance facility security and access control.
- Develop and implement a mission statement for the PROACT Team, aligning its function with departmental objectives and community needs.
- Expand de-escalation capabilities through the deployment of ten additional less-lethal systems, including 40mm launchers and PepperBall platforms.
- Enhance narcotics enforcement by adding two narcotics K9 teams to the Patrol Division.
- Upgrade and improve the Traffic Unit truck to ensure operational efficiency and reliability.
- Develop and implement enhanced Field Training Officer (FTO) training and mentoring programs, promoting consistency and excellence in officer development.
- Expand staffing with the addition of one Traffic Deputy and one Detective, increasing both enforcement and investigative capacity.
- Continue leadership development by sending supervisors to FBI-LEEDA and/or West Point leadership programs, and ensure all Sergeants complete this training within four years of promotion.
- Establish a Special Operations Sergeant position to oversee specialized assignments and critical incident coordination.
- Implement Incident Command System (ICS) training and scenario-based exercises for all schools within the unincorporated county, strengthening emergency preparedness and response.
- Develop a strategic plan to host a statewide K9 Tactical Training Camp in 2027, positioning the department as a leader in K9 operations.
- Fully implement a five-year equipment replacement plan, including ongoing evaluation and long-term analysis.
- Maintain staffing levels of ten full-time Traffic Unit members and two part-time enforcement positions to ensure sustained operational capacity.
- Establish the agency as a regional hub for Field Training Officer (FTO) training and successfully host the first Field Training Officer School, reinforcing leadership in training and professional development.



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

2025 Key Accomplishments

In 2025, the Detectives Division made substantial progress in strengthening personnel capacity, improving operational efficiency, and enhancing investigative capabilities:

- Successfully recruited and retained qualified detectives, ensuring continuity of experience, case management effectiveness, and long-term unit stability.
- Re-integrated a partial Kelly detective position, increasing investigative capacity and improving case throughput.
- Continued to enhance personnel development through the expansion of Field Training Officer (FTO) programs, updated training protocols, and improved new member orientation supported by clearly defined Standard Operating Procedures.
- Advanced regional collaboration efforts by progressing participation in the Child Abduction Response Team (CART), including introductory training conducted in partnership with the Kitsap County Sheriff's Office.
- Strengthened public communication capabilities as the Detective Sergeant completed Public Information Officer (PIO) training and is progressing toward serving as a backup PIO for the department.
- Identified and evaluated emerging investigative software and program solutions, with demonstrations indicating strong potential to streamline workflows and improve overall efficiency.
- Evaluated the Warrant Builder program, which demonstrated the ability to significantly increase workflow efficiency and reduce investigator exposure to traumatic content, particularly in ICAC-related investigations.
- Improved organizational alignment and case coordination by re-integrating the Property Division into the Investigations Division, enhancing evidence management and investigative support.
- Enhanced investigative quality and victim-centered practices, with the majority of detectives completing specialized Child Interviewing training, strengthening competency in sensitive and complex cases.

	2025
# of Detectives	9
Cases assigned	448
Supplementals written	1,656
Search Warrants	101

CASE MANAGEMENT	2025
Internet Crimes Against Children	21
Sex Offenses Against Children	71
Other Sex Offences*	31
Homicides	6
Death Investigations	9
Assaults	18
Domestic Violence	12
Child Neglect / CPS Referrals	28
All Other Cases	288

*Sex assault against an adult, FTR's, Human Trafficking, prostitution. These numbers only reflect the cases referred or assigned to detectives.



Detectives

Goals for 2026 and Beyond

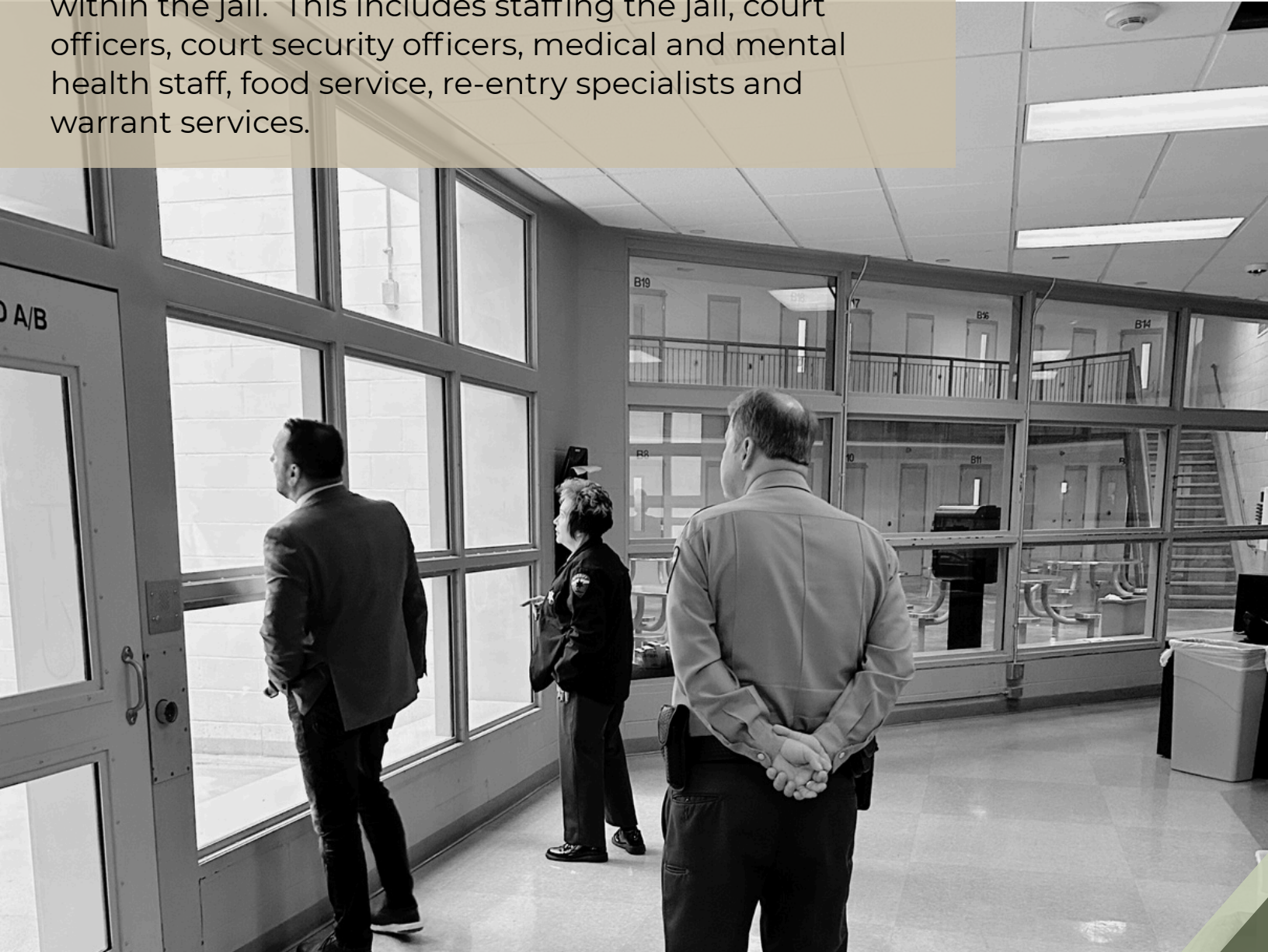
Building on our accomplishments, the Detectives Division has established the following priorities for 2026:

- Continue recruitment efforts, with the potential of an additional detective position by June 2026, to further strengthen investigative capacity.
- Pursue opportunities to secure additional Kelly detective positions, expanding resources dedicated to complex investigations.
- Continue development of the Child Abduction Response Team (CART) through advanced training and the establishment of formalized procedures and response protocols.
- Implement quarterly in-house training sessions, with an emphasis on knowledge-sharing and application of recently attended external training.
- Continue evaluating and implementing program and software improvements to enhance efficiency, case management, and investigative outcomes.
- Collaborate with facilities personnel to address needed repairs, workspace improvements, and exploration of alternative or expanded operational space.
- Expand continuing education and specialized training in narcotics, vice, and PROACT-related investigations to strengthen enforcement capabilities.
- Revitalize the Confidential Informant (CI) program, including improved documentation, oversight, and reporting practices.
- Strengthen collaborative partnerships with local, state, and federal agencies, enhancing information sharing and joint investigative efforts.
- Host or participate in a regional investigators meeting, incorporating training opportunities and case debriefs to promote shared learning and best practices.
- Advance Information Services integration, including the development of dedicated, full-time in-house IT support to improve technological efficiency and responsiveness.
- Develop multiple subject matter experts across diverse investigative disciplines, increasing internal expertise and operational resilience.
- Assign a detective to Task Force Officer (TFO) status, strengthening federal partnerships and expanding investigative reach.
- Continue to evaluate and advocate for additional personnel resources to meet increasing investigative demands.
- Identify and develop a functional workspace that meets operational needs, supporting efficiency, collaboration, and long-term growth.



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

2025 Key Accomplishments

In 2025, the Corrections Division achieved significant advancements in facility infrastructure, operational readiness, and inmate reentry outcomes, reinforcing a commitment to safety, rehabilitation, and community reintegration:

- Successfully completed a comprehensive jail camera system upgrade, enhancing facility security, surveillance capabilities, and incident documentation.
- Executed a department-wide firearm transition, ensuring personnel are equipped with modern, reliable tools that meet current safety and operational standards.
- Completed critical infrastructure improvements, including the replacement of the HVAC system and boiler, significantly improving facility reliability, environmental control, and long-term operational sustainability.
- Achieved a 71% reduction in recidivism among individuals enrolled in reentry services, demonstrating the effectiveness of evidence-based programming and the Division’s commitment to reducing repeat offenses.
- Became one of the first correctional facilities in the state to implement the Reentry Demonstration Initiative, launching the program on July 1, 2025.
- Successfully implemented the Reentry Demonstration Initiative under MTP 2.0, a forward-looking program designed to improve post-release outcomes through early access to healthcare and coordinated support services. Key components include:

- Pre-release Medicaid service activation, addressing historical gaps where coverage was previously suspended or terminated during incarceration.
- Improved health outcomes and continuity of care, including treatment for chronic conditions, behavioral health needs, and substance use disorders.
- Reduced reliance on emergency services and decreased likelihood of post-release crises through proactive care coordination.
- Strengthened linkages to community-based providers prior to release, ensuring a seamless transition back into the community.
- Delivered a range of core reentry services, including:
 - Reentry Targeted Case Management (rTCM)
 - Medications for opioid and alcohol use disorder (MOUD/MAUD)
 - A 30-day reentry pharmacy supply provided at the time of release
- Expanded access to optional supportive services, such as laboratory testing, radiology services, community health worker engagement (including individuals with lived experience), and clinical consultation support.

	2024	2025
Bookings	4,817	5,256
Average Daily Population	297	271
Average Length of Stay	29 days	27 days
Chemical Dependency	85	133
Total ReEntry Referrals	483	739
Mental Health Only	5	26
Co-Occurring	393	580
Total Returns	163	165
Reductions in Returns	60%	71%
Patients in MAT Program	280	334

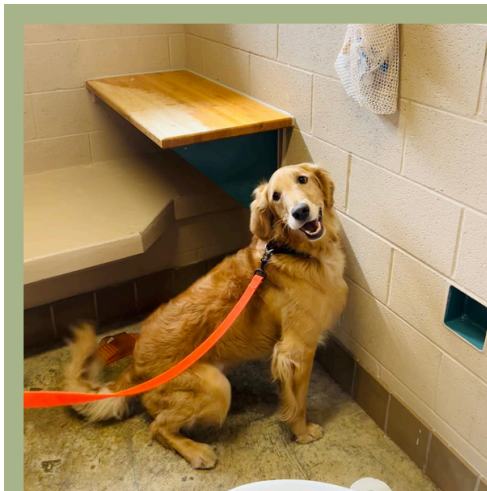
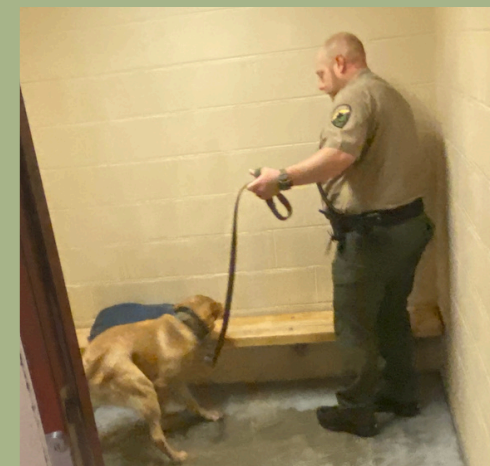


Corrections

Goals for 2026 and Beyond

Building on the Corrections Division accomplishments, the Corrections Division has identified the following priorities for 2026:

- Enhance recruitment and staffing efforts to ensure adequate personnel levels, reduce vacancies, and maintain safe and effective facility operations.
- Expand Medicaid reimbursement opportunities, maximizing available funding streams to support healthcare services and reentry programming.
- Maintain National Commission on Correctional Health Care (NCCHC) accreditation, ensuring continued compliance with nationally recognized standards for correctional healthcare.
- Achieve 100% compliance with the Criminal Justice Training Commission (CJTC) 24-hour in-service training requirement, reinforcing staff competency, professionalism, and regulatory adherence.
- Continue to address facility repairs, improvements, and long-term space planning, ensuring the facility meets operational demands and future growth needs.
- Strengthen and expand the Field Training Officer (FTO) program, enhancing onboarding, training consistency, and professional development for new corrections personnel.



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

2025 Key Accomplishments

In 2025, the Support Services Division made significant strides in improving administrative efficiency, operational support, and organizational effectiveness across the department:

- Successfully transitioned firearms background check responsibilities to the Washington State Patrol, streamlining the process for releasing firearms from Property and Evidence while ensuring compliance with state regulations.
- Achieved full staffing by filling all vacant positions, strengthening operational capacity, and improving service delivery across all support functions.
- Enhanced operational resilience by identifying and training additional personnel for Copy Desk assignments, ensuring continuity of service and improved workflow coverage.
- Worked to develop a more comprehensive crime statistics reporting system, improving accuracy, accessibility, and analytical capabilities.
- Conducted a thorough audit of uniform and equipment inventory, and implemented standardized “Day-1 Bags” for new employees, improving onboarding efficiency and readiness.
- Updated and refined Records Division procedures, ensuring compliance, consistency, and improved records management practices.
- Facilitated Public Information Officers (PIOs) attendance at Public Records training, strengthening compliance with public disclosure requirements, and enhancing transparency.
- Continued to foster a positive workplace culture by expanding staff appreciation and team-building initiatives, supporting morale, retention, and organizational cohesion.
- Completed a comprehensive inventory and cleanup of the KCSO Armory, improving accountability, organization, and operational readiness.
- Successfully transitioned the duty handgun platform from the Sig Sauer P320 to Shadow Systems, standardizing equipment and enhancing performance and reliability.
- Developed and launched a more robust external website for civil processes, providing improved public access to court order forms and streamlining community interactions.

	2020	2021	2022	2023	2024	2025
Reports Processed	12,495	12,495	14,947	12,636	12,381	11,129
Online Reports	2,043	455	1,371	1,176	1,436	1,816
Concealed Weapons Permits	6,668	7,004	6,452	6,446	5,547	5,700
Public Disclosure Requests	2,395	3,554	4,307	4,619	4,692	4,618
Civil Documents Served	1,591	1,346	1,734	2,094	1,806	2,025
Civil Fees Collected	\$101,445	\$74,953	\$90,922	\$102,751	\$120,340	\$111,234
Civil Service Attempts	2,329	2,940	3,023	3,948	4,007	3,835
Dissemination Fees Collected	\$6,550	\$3,944	\$5,415	\$6,132	\$5,482	\$13,496

** Due to staffing the Civil Division was on a miscellaneous service moratorium from July 21, 2025, until October 6, 2025, which impacted fees collected and documents served.



Support Services

Goals for 2026 and Beyond

Building on our accomplishments, the Support Services Division has identified the following priorities for 2026:

- Expand cross-training opportunities for all staff, increasing flexibility and ensuring continuity of operations during staffing shortages.
- Collaborate with the Prosecutor's Office to integrate Evidence Information Systems (EIS) with the Karpel case management system, improving efficiency and information sharing.
- Identify and train additional personnel to serve as Detectives Support backups, strengthening investigative support capabilities.
- Continue collaboration with Operations (OPS) to finalize and implement a standardized offboarding procedure, building on progress made in 2025.
- Conduct an annual inventory of major issued equipment, including firearms, vests, and other critical assets, to ensure accountability and readiness.
- Implement Support Staff scheduling within the InTime system, improving scheduling efficiency and transparency.
- Provide uniform jackets for support staff, promoting professionalism and consistency.
- Implement and expand a barcode-based inventory system, improving tracking, accountability, and long-term asset management.
- Invest in leadership development by sending Leads to at least one leadership course and Supervisors to two leadership courses, strengthening organizational leadership capacity.
- Improve efficiency by refining at least three key work processes within Dissemination, enhancing workflow and service delivery.
- Ensure all staff receive CPR and First Aid training, supporting workplace safety and emergency preparedness.
- Continue to foster morale through a staff appreciation event, reinforcing a positive organizational culture.
- Establish and staff a Records Lead position, providing dedicated oversight and support within the Records function.
- Once fully staffed, identify personnel available for part-time support within OPS, increasing inter-division collaboration and flexibility.
- Fill currently frozen positions as resources allow, restoring full operational capacity.
- Fully implement the barcode inventory system, ensuring consistent and department-wide utilization.





Kingston 4th of July Parade
July 4, 2025



Fallen Firefighter Memorial
March 22, 2025



Drive Friendly Campaign
May 6, 2025



Retsil Family Fun Day
June 28, 2025



Citizen's Academy Graduation
June 10, 2025



Whaling Days Parade
July 26, 2025



Pride Fest
July 19, 2025



Olalla Elementary's Last Day of
School June 23, 2025



Cub Scout Meeting
May 2025



Fathoms of Fun Parade
June 28, 2025



Viking Fest
May 17, 2025



Traffic Safety Awards
June 25, 2025



Kitsap Fair & Stampede
August 2025



The Cruz
August 10, 2025



Armed Forces Parade
May 17, 2025