



CITY OF
BRIER
ESTD 1965

2024 Annual Report

Brier Police Department



MESSAGE FROM CHIEF HAWLEY

Dear Community Members,

I am pleased to present the Brier Police Department's Annual Report, which highlights our unwavering commitment to delivering outstanding police services to both residents and visitors in our community. This report is a testament to the hard work and dedication of our officers and staff.

First and foremost, I want to extend my heartfelt gratitude to our wonderful community for the honor of serving you. Your support and cooperation are invaluable to our mission.

I would also like to thank the Snohomish County Sheriff's Office for their assistance with patrol staffing through March while we worked diligently to fill our ranks. I am proud to announce that as of September, we are fully staffed, a significant achievement considering we were down to only myself and one officer at one point. We have also created a new patrol sergeant position to enhance our operational efficiency and supervisory capabilities.

Our efforts have yielded impressive results for 2024. Compared to 2023: overall proactive, officer-initiated activity is up 172%, traffic stops have increased by more than 143%, traffic ticket and citation issuance is up by 320%, and AEPs (targeted traffic enforcement / crime deterrence based primarily upon requests from concerned citizens) have surged by over 545%.

Looking forward to the coming year, we will continue to innovate and cultivate best practices in providing law enforcement services. We remain committed to fostering partnerships with residents to keep our community safe and secure.

If you have any questions about this report, please contact us at 425/775-5452, or email me at ahawley@ci.brier.wa.us.

Thank you for your continued trust and support.

Sincerely,

Alexander Hawley
Chief of Police
Brier Police Department

BRIER POLICE DEPARTMENT'S MISSION STATEMENT

The mission of the Brier Police Department is dedicated to protecting lives and property, minimizing crime and the fear of crime, and enhancing public safety through collaboration with the community to improve overall quality of life.

We are mandated to carry out our duties with courage and integrity, consistently upholding the highest ethical standards to preserve public confidence.

BRIER POLICE DEPARTMENT'S CORE VALUES

Courage

Courage is a guiding force, influencing our approach to challenges and shaping our actions. It signifies a commitment to face difficulties with bravery and resilience, empowering us to make tough decisions, uphold justice, and confront adversity head-on. This orientation towards courage inspires our team to act with determination and fortitude, contributing to the pursuit of maintaining public safety and fostering trust within our community.

Integrity

Integrity is the essence of how we operate. It represents a steadfast commitment to honesty, transparency, and ethical conduct, cultivating a culture of trust among our team and the community. This dedication to integrity guides us to uphold the highest standards, ensuring accountability and preserving the confidence of those we serve.

Service

Service is our commitment to selflessly serve and protect the community. It underscores our dedication to prioritizing the well-being of individuals and neighborhoods, fostering trust through empathetic and responsive interactions. By placing service at the forefront, we aim to create a safer and more supportive environment, building strong connections between law enforcement and the community we proudly serve.

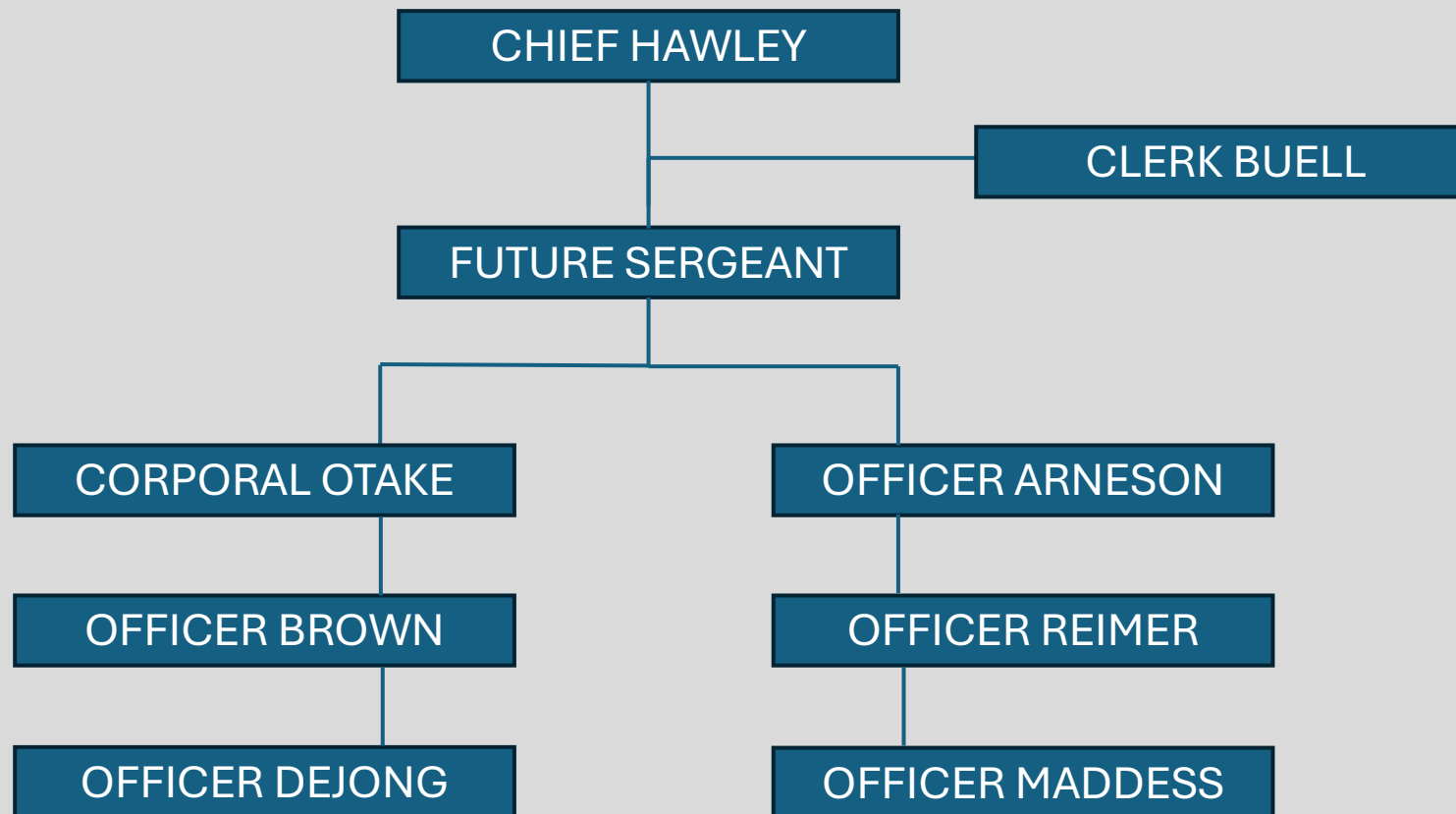
Proficiency

Proficiency reflects our commitment to excellence and continuous skill development. It highlights our dedication to maintaining a high level of expertise in law enforcement practices, technology, and evolving challenges. By prioritizing proficiency, we aim to ensure effective and informed responses, ultimately enhancing our ability to serve and protect the community with the utmost competence and professionalism.

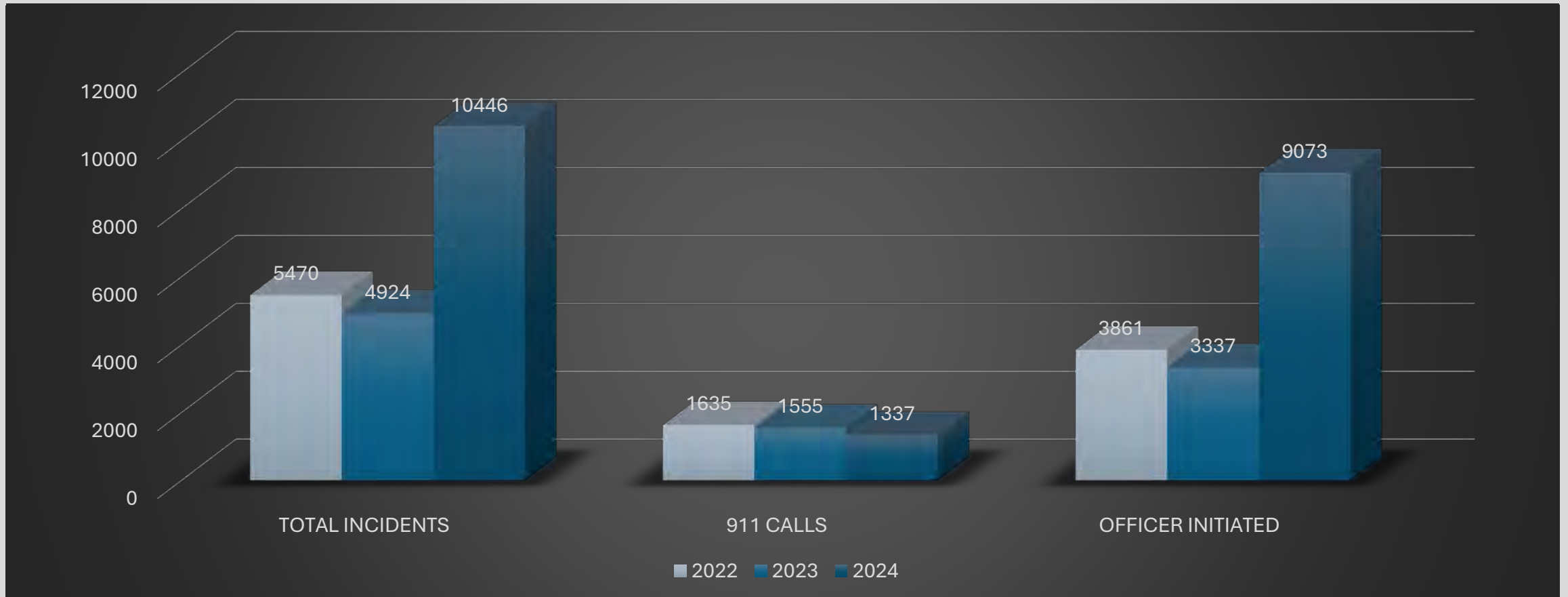
Continuous Improvement

Continuous improvement is a commitment to the evolution and refinement of our practices. It embodies our dedication to learning from experiences, adapting to emerging challenges, and embracing innovative solutions to enhance the effectiveness of our law enforcement efforts. It emphasizes a proactive approach, fostering a culture that values self-assessment, feedback, and a relentless pursuit of excellence in service to our community.

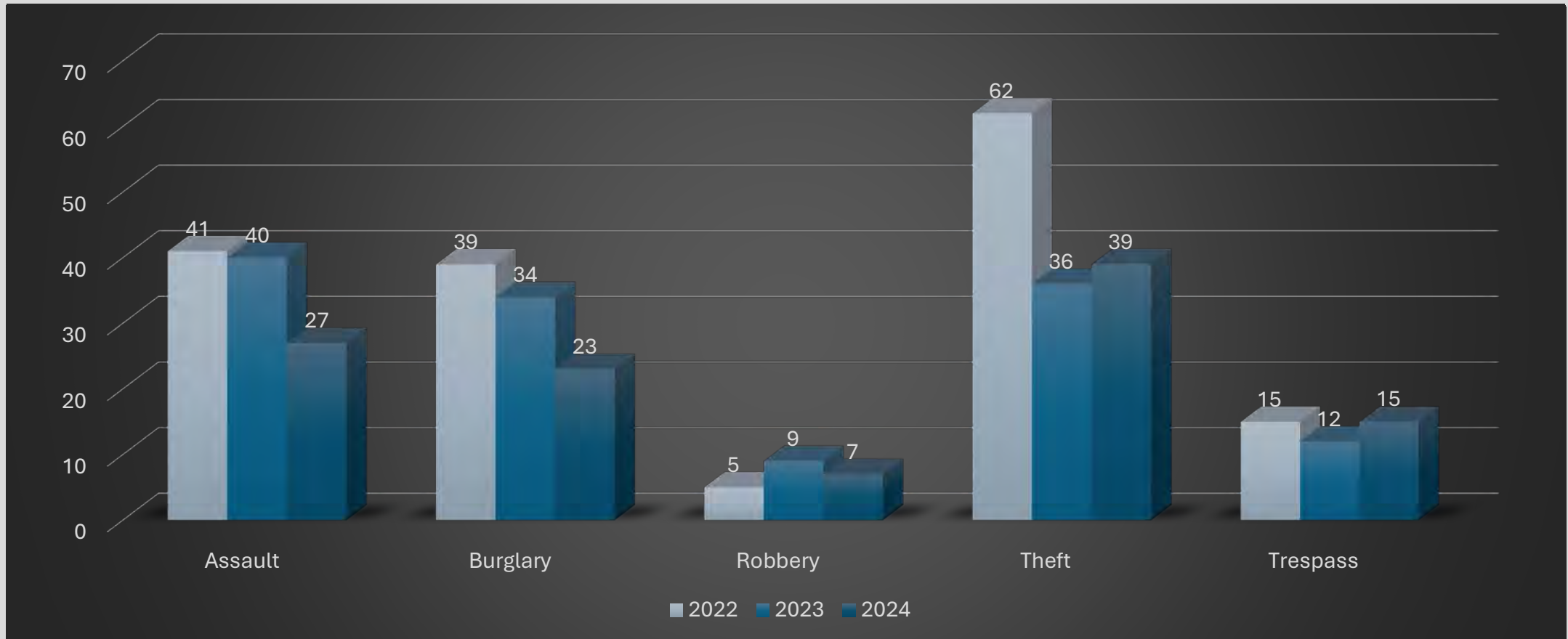
ORGANIZATIONAL CHART



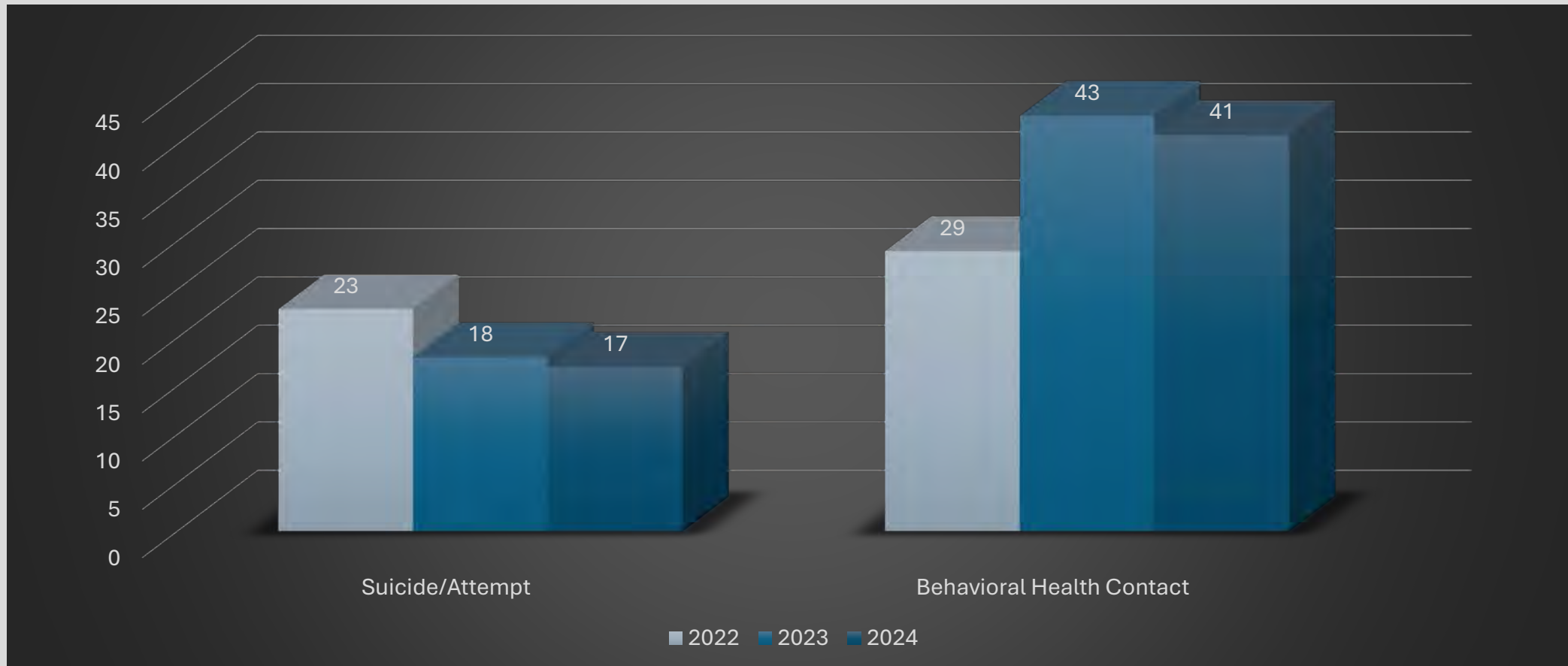
3-YEAR ACTIVITY TREND



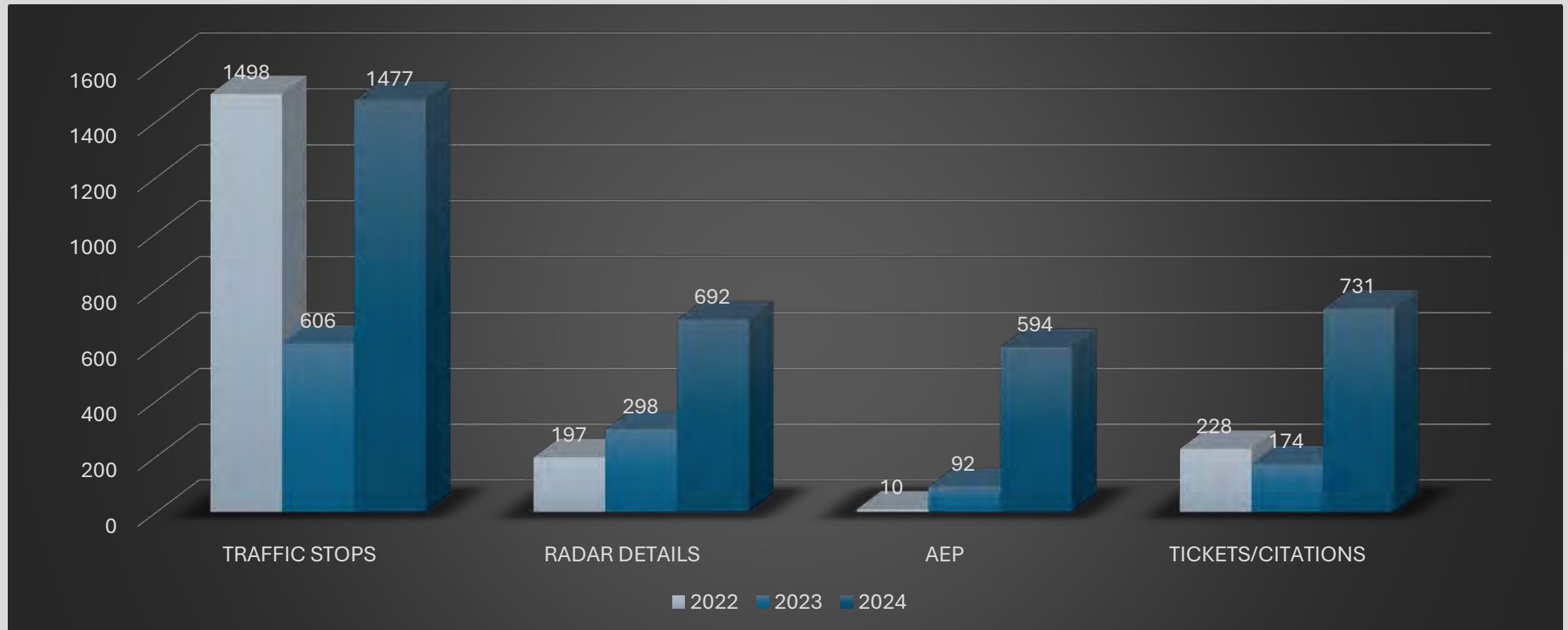
CRIME TRENDS



MENTAL HEALTH TRENDS



TRAFFIC ENFORCEMENT



AEP = targeted traffic enforcement / crime deterrence based primarily upon requests from concerned citizens

MERITORIOUS SERVICE AWARD

In August, Corporal Otake was presented with a Meritorious Service Award. The citation reads:

In keeping with the highest standards of the Brier Police Department, in the past year, Corporal Otake has completed eight background investigations (is currently conducting three additional background investigations), field-trained four new officers, and completed multiple courses in advanced investigative techniques, as well as graduating from the CJTC sponsored First-Level Supervisor's Course. These accomplishments were all achieved while Corporal Otake was working full-time as a patrol officer. Furthermore, Corporal Otake has taken it upon herself to fill-in and complete the crucial required tasks of the Police Clerk position while the department seeks to fill that vacancy.



NOTABLE TRAINING ACHIEVEMENTS

Professional Development

School Resource Officer

Taser Instructor

Preliminary Breath Technician-DUI

Advanced Roadside Impaired
Driving Enforcement

Patrol Tactics

First Level Supervisor School

Police Records Clerk

Supervising Patrol Critical
Incidents

LE Response to Critical Incidents

Police Training Officer School

Advanced Interviewing

Ongoing Training

Crisis Intervention Training

De-escalation Strategies

Firearms Proficiency

Annual in-Service

-Patrol tactics course

Less Lethal Options

-Taser

Bias Training

BAC / SFST / PBT Refresher – DUI related
investigative competencies

CPR / First Aid

DEPARTMENT GOALS FOR 2025

- Enhance internal professional development
 - Establish standardized patrol officer development track
 - Get officers advanced training in multiple investigative disciplines
- Fill the newly created patrol sergeant position
- Expand and improve less lethal weapon options
 - Explore less lethal platforms that allow officers to maintain time, distance, and shielding thereby enhancing our de-escalation capabilities
- Employee wellness
 - Seek out grant funding for improving the PD's fitness center
 - Look for additional wellness programs to incorporate in promoting the overall health of our employees
- Outreach initiatives
 - Identify opportunities to partner with the community
- Establish supervisor training
 - Get supervisors certified by WA State Criminal Justice Training Commission in First Level Supervision