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Employee of the Year
Officer Stephanie Newcomb

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WELCOME

The Police Department's mission is to partner with the community to make Lacey a safe and desirable place to live, work, learn, and play. To accomplish this mission, the department operates under the following philosophies:

- Community Based Policing,
- Problem Solving Policing,
- No Tolerance Policing,
- Preventative Policing,
- Knowledge Based Innovative Policing.

As a part of these philosophies, officers work to establish professional, yet personable relationships with businesses, school officials, citizens, and youth.

The Police Department operates a variety of programs to help support our mission to make Lacey a safe and desirable place to live, work, learn, and play. School Resource Officers are assigned to North Thurston School District's four high schools and three middle schools providing not only enforcement and security, but also initiating proactive contact with the students, parents, and administration. The Police Department collaborates with other Law Enforcement Agencies in Thurston County to include the Thurston County Narcotics Task Force, TCSO SWAT and Dive Teams, as well as the Thurston County Prosecuting Attorney's Office.

The Multi-Housing Program, coordinated by the Anti-Crime Officer, continues working to reduce the number of police calls to rental properties. To encourage citizen involvement and community outreach, the Department will continue its annual Cops, Cars and Kids event, the Chief of Police Roundtable, Meet My LPD community meetings, and representation on the Hispanic Roundtable. A successful Lacey Resource Unit enlists citizen volunteers to assist the Patrol Division in many areas, including checking on resident's homes while they are on vacation, operating the Inmate Litter Patrol Program, Graffiti Identification and Cleanup Program, and performing numerous administrative assignments.

We look forward to continuing our community outreach programs, maintaining high training and professional standards, reducing incidents of property crime, and maintaining quality contacts with the public to build partnerships and trust.

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EMPLOYEE OF THE YEAR

For the past five years Officer Newcomb has been assigned as a School Resource Officer, and has shown tremendous growth as she not only learned the job, but performed well above expectations. Officer Newcomb has developed a rapport with students and strong professional relationships with staff and school administration. Officer Newcomb has also reached out to other stakeholders in order to maintain safety and security of the students and the community.

Officer Newcomb is responsible for Timberline High School, Komachin Middle School, Horizons Elementary, Chambers Prairie Elementary, and Lakes Elementary. She is able to effectively triage problems at the schools and recommend appropriate resources, she manages her time well, conducts time consuming and in-depth investigations, and submits well written, detailed reports.

Aside from the aforementioned skills and abilities Officer Newcomb demonstrates, she also assists patrol with calls for service when the call load is heavy or there is a call near the school. Officer Newcomb will fill in for patrol when there is a shift shortage and jumps back into patrol mode when there is a school break.

Officer Newcomb is involved in a number of different activities at her schools. She has reached out to other jurisdictions and put together curriculum to teach kids the danger of “sexting” and other issues regarding appropriate dating relationships. Officer Newcomb has provided that training to middle schools and high schools. Officer Newcomb works with her elementary schools by providing “Good Citizen” talks

to the younger kids. She also assists with training staff members in “Run, Hide, Fight” response to an active threat on campus.

Officer Newcomb frequently thinks “outside the box” to problem-solve issues with her schools. She recognized an issue with students frequently shoplifting at the Yelm Hwy Safeway store and to prevent patrol from having to deal with her students, she has the store manager contact her directly and provide the information. Officer Newcomb will then contact the student at school and handle the matter. Earlier this year, she was dealing with frequent issues on the school bus and rode the bus several days to monitor the behavior of the kids. Officer Newcomb ran a campaign at Timberline High School warning students about the dangers of drinking and driving just before the yearly prom.

It is apparent that Officer Newcomb is passionate in her duties as a police officer and is willing to go the extra mile to ensure the success of the school resource program. This type of work ethic has not gone unnoticed by staff or students of the schools she serves. Officer Newcomb receives letters of appreciation and thanks on a regular basis. Congratulations Officer Newcomb!



EXCEPTIONAL SERVICE

Officer Bell started with the Lacey Police Department in January 2005 and previously served as a Community Service Officer. Officer Bell is an experienced firearms instructor and takes a lead role in the program. During his tenure as a firearms instructor, Officer Bell has worked to improve the quality of training by implementing new drills and training scenarios. Officer Bell was fundamental in the research, selection, and issuance of the new patrol rifles. Officer Bell is routinely relied upon to assist with repair and maintenance of weapons.

Aside from all the work Officer Bell does for the Firearms Program, he went above and beyond this year making a lasting impact on a victim's family with his caring and compassion. On October 12, 2018, Lacey units responded to a murder-suicide in the parking lot of a local retailer. The victim left behind two daughters, ages 15 and 11.

Officer Bell had responded to the residence for calls for service in the past and the family was familiar with him. During a visit with the family after the victim's death, he saw the family was in the process of moving the children from their home and realized they had no moving supplies. He obtained money through the department's "We Care" fund and went to a local retailer to purchase boxes, tape, and other essentials. Once he told the retailer what he was doing, all the moving supplies were donated. This is just one example of how Officer Bell was able to alleviate some of the stress from the family during their time of grief.

Officer Bell learned the victim had gone to Michael's to purchase one of the daughter's Christmas gifts from her wish

list. Officer Bell obtained a copy of the children's wish list and set about making it a reality. Officer Bell worked with other officers, local retailers, and other local charitable organizations to fulfill the wish list for the children. Officer Bell and his co-workers purchased and delivered the gifts on their own time.



What Officer Bell has done for this family is an amazing display of true, heartfelt compassion. In doing so he exemplifies the mission, vision, and values of the Lacey Police Department. Officer Bell is awarded the 2018 Exceptional Service Award for the Patrol Division.

EXCEPTIONAL SERVICE

Detective Mason began his career with the Lacey Police Department in 2007. He spent three months working in the evidence unit while waiting for his academy start date. During the course of Detective Mason's employment with the Lacey Police Department he has distinguished himself as a valued member of the department by consistently exemplifying the values of the Lacey Police Department.

Above and beyond his normal detective duties in 2018, Detective Mason participated in the following department and community events: coordinated No Child Wet Behind, set up a booth and presented at the City of Lacey STEM Fair, participated in a leadership role for Cops, Cars, N' Kids, participated in the Back to School shopping spree at Shopko, participated in Crime Stoppers Community Shred Event, prepared a safety presentation on fraud for residents of Panorama City, he is the department representative for Crime Stoppers, he is the representative on APS's vulnerable adult task force, he assisted with drafting the police department's drone policy and obtained his drone license. He volunteered to work with the county wide DV protocol team to update the policy, he revised the PD's polygraph policy, he assisted Yelm PD and Olympia PD with their Sergeant Assessment Center and he has conducted 21 polygraphs.

Detective Mason is a professional who strives to ensure all the police services he provides are the highest quality. He takes pride in fulfilling his duties to the best of his ability. Detective Mason has been the lead detective on two murder cases in 2018 and a stabbing. He was an active team member on two 2017 murder cases

that went to court and finalized in 2018 and he has been called out to lead four serious collisions. He has participated on the multi-jurisdictional officer involved critical incident team, he is assigned to the Cat Task Force (CTF), and he investigated \$300K vulnerable adult theft where the money was eventually returned to the victim due to Detective Mason's tenacity.



Detective Mason can be counted on "to do the right thing and take responsibility". He always demonstrates leadership and respect..

Detective Mason has held many positions within the department during the course of his employment. He is currently a polygraph examiner, EVOC instructor, traffic investigator, and fills in as a Detective Relief Supervisor. He has been a traffic officer and Lidar instructor.

Detective Mason frequently goes above and beyond the call of duty to ensure that the Mission, Vision, and Values of the Lacey Police Department are displayed to the community while he performs his law enforcement duties. Detective Mason is awarded the 2018 Exceptional Service Award for the Investigative Division.

EXCEPTIONAL SERVICE

Officer Westphal started with the Lacey Police Department in December of 2004 as a lateral officer from the Milton Police Department. Officer Westphal quickly established himself as an expert DUI investigator and became the Department's Drug Recognition Expert (DRE) as well as an SFST instructor.

Officer Westphal has taught at the national DRE Conference and throughout the State of Washington. He is often called upon by the Washington State Patrol and other departments to assist with investigations and conduct training.

In 2009, Officer Westphal took over as the School Resource Officer at River Ridge High School. He served there for three years and returned to patrol in 2012. In 2013, Officer Westphal returned to River Ridge as their SRO and held that position through the end of the 2018 school year. In all, Officer Westphal served as the River Ridge High School SRO for 9 ½ years.

As the River Ridge High SRO, Officer Westphal is responsible for Salish Middle School, Aspire Middle School, Lacey Elementary, and Woodland Elementary. He has created strong working relationships with the staff at each of his schools and has a positive presence with the students. Officer Westphal has worked for the last 6 years to make River Ridge High School a safe place for students. He partnered with developers of a nearby parcel to limb trees, put up road blocks, install a fence and cameras to prevent unwanted people from having access to the campus. He teaches the dangers of drinking and driving to the students every year by organizing a mock DUI crash scene that involves the fire department, coroner's office, Life Flight, and a DUI survivor's group. Last year he expanded his event to include all high schools in the North Thurston Public School District.

When Salish Middle School opened, the department received numerous calls in reference to the safety of the students who had to cross Willamette Drive. One concern was the fact they did not use the HAWK crosswalk correctly. Officer Westphal conducted several trainings with the students and even created a video showing the students how to cross the street safely. He routinely follows up with the school by providing traffic enforcement in the area.

Officer Westphal loves working in the schools and this is evident by the positive comments he receives from staff and students. Based on the above exemplary service, School Resource Officer Westphal is awarded the 2018 Exceptional Service Award for the Administrative Division.



AWARDS

LIFE SAVING AWARD

On December 16, 2018, at 2148 hours, Officer Bartz responded to an “assist agency” call at the Super 8 Motel on College Street in Lacey. Officer Bartz arrived on scene at approximately 2154 hours and immediately called for an ALS upgrade based on the large amount of blood in the front lobby of the hotel. 90 seconds later, Officer Bartz asked dispatch to note the he had applied a tourniquet.

The patient had become upset and punched out one of the glass doors on the back side of the building, causing a deep laceration that was about four inches long on his upper arm. The BLS unit on scene advised they were able to cancel the ALS response due to the quick response of the tourniquet being applied and the patient was transported to St. Peter’s Hospital.

The physician who treated the patient advised the patient had severed his brachial artery and that the patient had lost 1/3 of the total blood in his body. The doctor advised that had the tourniquet not been applied so quickly and accurately, that the patient would have quickly lost enough blood for the wound to be fatal.

Officer Bartz credited the application of the tourniquet to training that he received earlier in the year that was provided by the Lacey Police Department.

COMMENDATION

On April 2, 2018, at 0417 hours, Lacey Officers responded to an “assist agency” call at a residence in Lacey. The call was reported as a three month old infant that was in cardiac arrest and was not breathing. Upon arrival, Officer Dumont entered the residence and immediately contacted Lacey Fire personnel who were on the scene and asked what he could do to help. Officer Dumont was instructed to retrieve an infant CPR bag valve mask, apply it to the infant, and begin ventilating.

Officer Dumont’s assistance allowed the second medic on scene to set up their lifesaving equipment while the first medic performed chest compressions. Officer Dumont continued performing ventilations with the CPR bag mask until he was relieved by other responding fire personnel.

The primary medic, Preston Wallace, commented that Officer Dumont was extremely professional and calm throughout the call. Wallace stated that Officer Dumont performed with a calm and skill that he expects to see with experienced EMT’s and paramedics. Wallace further stated that Officer Dumont “did an amazing job” and “is a reflection of the Corp of Officers that are with the Lacey Police Department.”

This incident accurately reflects how Officer Dumont performs his duties on an everyday basis on patrol: with professionalism and dignity.

AWARDS

COMMENDATION

On December 18, 2018, in the early morning hours, Officer Hadley, while off-duty and in his personal vehicle, came upon a vehicle versus pedestrian collision in the 1100 block of Fones Road SE in Olympia. A 79 year old male had been struck by a vehicle and was lying in the roadway unresponsive and showing no signs of life.

Officer Hadley, recognizing the severity of the situation, quickly exited his vehicle and assessed the victim. Finding no pulse or signs of breathing, he began administering CPR. During his efforts, the victim showed signs of resuscitation by regaining consciousness. Tragically, the elderly male's injuries proved too great and he passed away at the hospital. Although a life was not saved, the effort should not go unrecognized.

It can be argued that Officer Hadley did what was expected. However, we as first responders know all too well the psychological impact of responding to such a traumatic incident. Officer Hadley showed no hesitation to act. His decisive efforts in such an unfortunate incident surely brought some comfort to those having just witnessed the incident.

Officer Hadley's willingness to get involved under extreme stress to try and save a human life reflects highly on himself and the Lacey Police Department.

COMMENDATION

On July 31, 2017, a double homicide, kidnapping, assault 1st degree, and sexual assault occurred in SE Lacey. The Lacey Police Department Detective Unit was charged with leading the investigation. This investigation took over six months to complete. Detectives spent hundreds of hours conducting interviews, reviewing and gathering evidence, compiling reports, and working with the prosecutor's office to ensure the offender would be held accountable.

On July 25, 2018, the suspect took a plea agreement in Thurston County Superior Court in lieu of the death penalty as an option. The suspect was held accountable for all charges and was remanded to prison for the rest of his natural life without the possibility of parole or other release. During the sentencing Judge Dixon referenced the suspect as a "monster" and said that he was "evil."

The unwavering commitment and teamwork shown by this group of detectives was amazing. They displayed the highest level of policing values of the Lacey Police Detectives. These types of investigations can take a toll on a person's mental health and outlook. These committed Detectives stayed focused and on task to ensure justice was obtained for the victims and family in this terrible case.

Detective Williams, Detective Stetler, Detective Mason, Detective Stansberry, Detective Sergeant Newcomb, and Evidence Technician Liening.

AWARDS

COMMENDATION

In August of 2017, Detective Stetler began a difficult investigation on a child sex crime. It was reported that a young female had been sexually assaulted by her three cousins over a ten year period.

Detective Stetler began her investigation with the purpose to uncover the truth and bring any and all offenders to justice. Over the next eight months, Detective Stetler conducted numerous interviews of family and friends who may have necessary information to support the case.

Detective Stetler coordinated the forensic interview of the child victim. The interview showed a pattern of sexual assault by the cousins with the most frequent being in the past year. Detective Stetler conducted a follow up interview with the victim to gather additional information.

Detective Stetler then interviewed all three of the suspects. Due to her skill and abilities she was able to get all three suspects to admit to sexual crimes against the victim. All three suspects were charged and prosecuted in 2018. Charges ranged from Rape of a Child 1st degree, Rape of a Child 2nd degree, Child Molestation 1st degree, to Child Molestation 2nd degree.

Family sexual assault cases are not easy to investigate. They are very difficult and time consuming due to the internal relationships and communications that take place within the family. People are reluctant to talk due to the fact that relationships will become diminished.

Detective Stetler showed outstanding

effort during this eight month investigation. She worked diligently to bring all the offenders to justice so the victim can begin the healing process.

Detective Stetler is awarded a department Commendation for her outstanding work on this difficult case and successfully obtaining three convictions on the suspects.

COMMENDATION

On December 31, 2018, Officer Hadley completed his four-year term as the Lacey Police Department's Anti-Crime Officer.

While in this position, he received specialized training relating to street crimes and gang activity and was responsible for assisting with the investigation of several major crimes to include burglaries, robberies, and homicides. Officer Hadley was the case agent for "Operation Red Light", a human trafficking investigation which shut down a brothel being run out of a Lacey apartment.

Officer Hadley has the desire to educate the citizens of Lacey with self-help outreach so they can work out their difference in a legal manner. His focus has been to make personal contact to ensure quality of life issues are resolved to both parties' satisfaction.

Officer Hadley has great pride in his work and has organized and/or participated in several community service projects and supervised department projects such as: Multi-Housing Program, tracked apartment complex/hotel statistics, Multi-Housing Program manager training and meetings, coordinated the Tip-A-Cop event each year, coordinated National Night Out,

AWARDS

coordinated Stop and Treat, and helped coordinate the City of Lacey's involvement in the annual AUSA Army Field Day.

Officer Hadley strives to produce quality work and his results are as follows: he coordinated over 23 problem locations to eradicate criminal behavior, squatter, and encampments with the overall effect to maintain the peace. He presented at over 50 HOA meetings, provided active shooter training to internal and external stakeholders, performed crime prevention through environmental design analysis for businesses and residences, and represented the police department at Thurston County Youth Services theft circles.

Due to Officer Hadley's past four years as the Lacey Police Anti-Crime Officer coupled with his motivation to make Lacey a safe and desirable place to live, work, learn, and play, he is awarded a department Commendation for successfully completing his tour of duty.

COMMENDATION

On December 31, 2018 Detective Stansberry completed his six-year term as a Lacey Police Department Detective.

While in the detective division he was responsible for the investigation of major crimes. Detective Stansberry received hundreds of hours of training on criminal investigations and has received specialized training relating to serious street crimes and gang activity. Detective Stansberry also served as the relief supervisor in the absence of the Detective Sergeant.

Detective Stansberry has always displayed a genuine dedication and desire to serve the citizens of Lacey. His focus has been criminal investigations over the past six years and his approach has been to aggressively pursue the suspects to bring them to justice. Detective Stansberry worked on several multi-jurisdictional officer involved critical incidents while assigned to the Investigations Division and frequently assisted the Thurston County Narcotics Task Force and other partner agencies on joint crime spree operations/investigations.

Detective Stansberry has great pride in his community and has organized and/or participated in several community service projects such as: Latin Youth Summit, Shop with a Cop, Cops, Cars, N' Kids, and participated with several outreach programs for the Boys and Girls Club of Lacey.

Detective Stansberry is a person who prides himself on his professionalism and quality. He is energetic, positive, and proactive. He is not satisfied with average; he is always challenging himself and other officers to be the best.

Due to Detective Stansberry's ongoing exceptional performance over the past six years as a Lacey Police Detective, coupled with his true dedication to making Lacey a safe and desirable place to live, learn, work, and play, he is awarded a department Commendation for successfully completing his tour of duty above and beyond the call of duty.

INSPIRATIONAL PARTNER AWARD

2018 - Officer Stephanie Newcomb

2017 - Officer Roland Sapinoso

2016 - Sergeant Adam Seig

2015 - Officer Davie Scott

2014 - Officer Joseph Waldon

2013 - Officer Ryan Haynes

2012 - Officer Ed McClanahan

2011 - Sergeant Dave Campbell

2010- Officer Dave Miller



The Inspirational Partner Award was established in 2010 and presented in memory of Officer Tina Griswold who was a former member of the department. Tina Griswold, along with Mark Renninger, Ronald Owens, and Greg Richards, was slain in Lakewood on November 29, 2009. The award is voted on by patrol officers and given to the officer who they would most want by their side at a difficult call or to have their back in a difficult situation, the officer who they would want to respond to their family in a time of need, who inspires them to be better, and who they would know would be there for them.

DIVISIONS

ANTI-CRIME

The 2018 Anti-Crime Unit was led by Anti-Crime Officer Jesse Hadley. It is the goal of the Anti-Crime Unit to be the department's community liaison officer, who will provide pro-active, flexible, focused enforcement services to reduce person and property crimes and reduce the fear of crime in our community.

The Anti-Crime Unit coordinates the Crime Free Multi-Housing program, Retail Theft program, and National Night Out. Officer Hadley also organizes community outreach.

COMMUNITY SERVICE OFFICER

Community Service Officers are unarmed, non-commissioned civilian personnel. Each of the three Community Service Officers work on a full-time shift based schedule. The position allows them to gain knowledge of a law enforcement career and opens a greater range of opportunity should they desire to become a commissioned police officer. They augment the patrol division and support services division.

They have many duties which include: transporting prisoners, assisting with traffic control at accidents and crime scenes, tag/tow improperly parked or abandoned vehicles, complete found property reports, and log evidence. Each Community Service Officer, and the assistance they provide to the citizens of Lacey and the police department, is essential in achieving our mission.

DETECTIVES

The Detective Unit investigates major crimes, special victim crimes, financial crimes, and crimes which require a degree of specialization or a centralized investigative approach. Their objective is to aggressively and proactively identify and investigate criminal activity so that crimes are solved and offenders are held accountable.

In 2018 the unit was comprised of a Commander, four Detectives, one Sergeant, and a Lacey Resource Unit volunteer. The team is often called upon to assist with complex crimes and follow up on felony investigations. They also act as a liaison with the Thurston County Courts, Crime Stoppers, and other law enforcement investigative units.

EVIDENCE

The Evidence Unit is comprised of one full time technician and one back-up technician. In 2018, the evidence unit logged and released thousands of items. When items are "released" they are returned to the owner, destroyed, or auctioned. In 2018 the prescription drop box took in 3,919 pounds of unwanted medication. Also, 52 bicycles were donated to Vet Bikes and sent to kids in Africa. Without the bikes, the disabled veterans and kids would have a harder time getting around.

DIVISIONS

RECORDS

The Records team is comprised of a Commander, the Customer Service Supervisor and four Police Assistants. They are the first point of contact in the Lacey Police Department business office and are responsible for records maintenance, data entry, processing warrants and court orders, fingerprint and notary services, and all front desk and phone customer service.

In 2018, they also completed 2,557 public disclosure requests, 1,179 fingerprints, issued 953 concealed pistol licenses, processed 1,359 gun transfers, and transcribed 81 taped statements. They not only assist citizens, but also serve as support staff for police officers, administrative staff, detectives, anti-crime, and the Lacey City Attorney.

TRAFFIC

In an effort to improve traffic safety, the two officers in the Traffic Unit provide enforcement of state traffic laws within the Lacey City Limits. They are the Lacey Police Department's experts in major collision investigation and regularly participate in seat belt, DUI, and aggressive driving enforcement programs. The traffic unit has two dedicated traffic cars that are equipped with the latest traffic enforcement technology available to law enforcement. As a team in 2018 they issued 717 tickets.

SCHOOL RESOURCE OFFICER

The School Resource Officer team is comprised of three full-time officers and are supervised by a Sergeant. These officers maintain the partnership and commitment to the North Thurston Public Schools, the students, and the parents of our community. In addition to proactively patrolling the schools, the School Resource Officers provide counseling, education and demonstrations on personal safety, traffic safety and law and justice. For many of the students, these officers are the first contact they have with law enforcement and the positive presence the officers provide can leave a lasting impression.

UNIFORMED PATROL

Uniformed Patrol is comprised of a Commander, 6 Sergeants and 51 Patrol Officers who are responsible for responding to all 9-1-1 as well as non-emergency calls 24 hours a day. They write reports, enforce traffic laws, investigate collisions, and enforce criminal laws within the Lacey City limits through a proactive problem solving approach to crime.

VOLUNTEERS

LACEY RESOURCE UNIT

The Lacey Resource Unit consists of 13 volunteers who are over the age of 45 and volunteer a minimum of 4 hours each week. It is a uniformed position in the Lacey Resource Unit. In 2018, the Lacey Resource Unit volunteered 6,197 hours, all of which provided services to the community that could not otherwise be accomplished.



With limited commission, Resource Unit members are able to issue warnings for handicap parking violations. They patrol the portions of the Chehalis Western Trail within the Lacey City limits as well as many streets and the City of Lacey parking lots. The Lacey Resource Unit offers Vacation House Checks, a free service which allows the citizens of Lacey to request their homes be checked while out of town. The Lacey Resource Unit checked homes over 10,688 times in 2018. They also provided support and increased patrol for several community events including The Polar Bear Plunge, Lacey Fun Fair, Halloween Stop and Treat, Kids Day at Huntamer Park, National Night Out, multiple Crime Stoppers events, and the City of Lacey 4th of July Celebration.

POLICE EXPLORERS

The Lacey Police Explorer Post is comprised of youth between the ages of 15½ and 21. As a team, they contributed 1,588 hours of service to the City of Lacey in 2018.

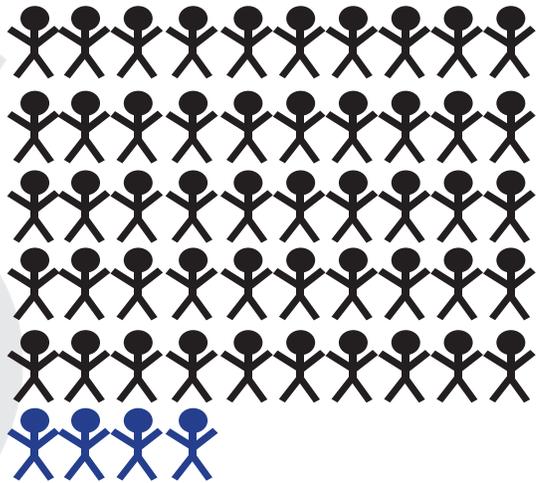
They coordinated parking and provided crowd control for numerous community events including the Polar Bear Plunge, Lacey Food and Wine Festival, Lacey Fun Fair, Mushroom Festival, Family Fish In, and seven high school graduations.

The Explorer Post helps youth gain insight into a variety of programs that offer hands-on career activities. For young men and women who are interested in law enforcement, this program offers experiential learning with lots of fun-filled, hands-on activities that promote the growth and development of adolescent youth.

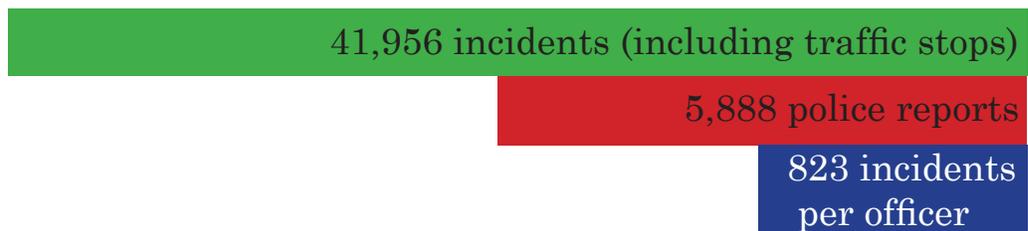


STATISTICS

2018



State reported collisions: 1,014
State reported injury collisions: 310
Fatal collisions: 2



* statistics as of March 30, 2019

On October 30, 2018, Chief Dusty Pierpoint retired after 33 years of service with the Lacey Police Department. Congratulations on your retirement!



In 2018, the Lacey Resource Officer of the Year award was renamed the LRU Gerald Abernathy Award. The award is in honor of longtime LRU officer Gerald Abernathy who passed away in 2015.

Congratulations Officers George Kostin and Bob Houser!





Mission

Partnering with the community to make Lacey a safe and desirable place to live, work, learn, and play.

Vision

Protect and serve with honor.

Values

The Lacey Police Department delivers professional police services based on the following values:

- Ethics and Integrity
 - Be honest
 - Do the right thing
 - Take responsibility
 - Be accountable

Leadership:

- Expected from all members of LPD
- Show fairness and impartiality
 - Be consistent
 - Be trustworthy
 - Lead by example
- Use open communication

Respect:

- Each other
- The community
 - Diversity

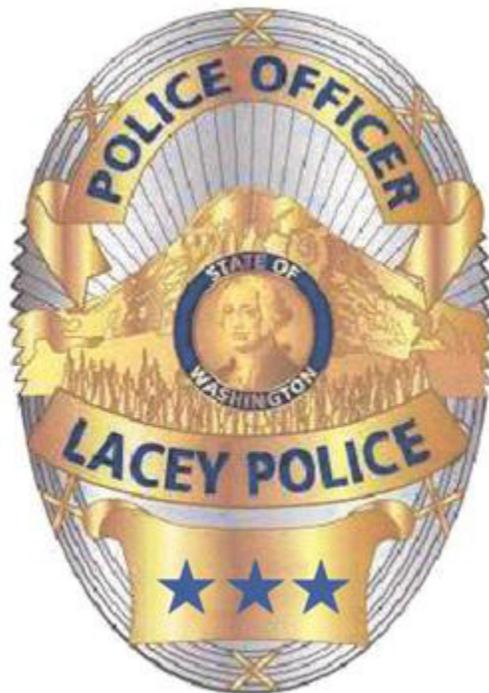
Professionalism and Excellence:

- Team work
- Community partnership
- Dedication and commitment
- Accessible and approachable
 - Quality of service
 - Empathy and caring

Innovation:

- Encourage and implement new ideas

Partnering with the community to make Lacey a safe and desirable place to live, work, learn, and play.



Lacey Police Department
420 College St SE
Lacey, WA 98503
(360) 459-4333