



Albany Police Department

2023 Annual Report



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OUR MISSION

Excellence Through Service

The Albany Police Department is dedicated to ensuring the safety and wellness of our community through community engagement. We achieve this by employing dedicated members who have the utmost integrity and are adaptable to the evolving needs of the community we serve.

CORE VALUES

- **Integrity**
- **Adaptability**
- **Teamwork**
- **Dedication**
- **Service**
- **Professionalism**
- **Wellness**



MESSAGE FROM THE CHIEF

The Albany Police Department is comprised of highly skilled and dedicated public servants who are committed to ensuring public safety. They work as police officers, community service officers, telecommunicators, records specialists, and support staff. Their professionalism, teamwork, courage, and community outreach are commendable, and we are proud of them. In the annual report, you will see that the Albany Police Department is a busy and active police department. At the beginning of 2023, we faced three critical incidents that tested our resiliency and wellness efforts. Despite the traumatic nature of these incidents, our team showed professionalism and solidarity, which brought us closer together.



The Albany Police Department has an excellent reputation that has helped stabilize our staffing numbers. We hired several new employees in 2023 and reached full staffing for part of the year. Throughout the year, our vacancy rate remained at 2% or lower. In the current budget cycle, we added a new sworn position in the form of a sergeant who will take on a portion of the Community Resource Unit. Although our goal was to add three police officers, we were only able to add the one sergeant and a police clerk. We used the remaining funds to cover the 2023-2025 increases in the collective bargaining agreement with the Albany Police Association. Our aim is to be responsible stewards of public funds as we plan for the future and the growth of Albany. The annual report contains details of the good work that the various units completed in support of our mission, which is "Excellence Through Service." It also provides an overview of the state of the city in terms of crime and public safety. I am happy to report that the Albany Police Department has achieved its ongoing commitment to reach reaccreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). This accreditation ensures that we have all the best practices in place for a high-performing police agency.

A handwritten signature in black ink that reads "Marcia A. Harnden". The signature is written in a cursive, flowing style.

Marcia Harnden
Chief of Police

Strategic Plan Progress and Accomplishments

#1 Building a Robust Highly Performing Workforce

- Hired 11 employees; 73% were female
- Increased employee participation in wellness program
- Achieved re-accreditation through CALEA in November 2023
- 90% of officers are Crisis Intervention Training certified
- Lieutenant Buck Pearce completed the FBI National Academy
- 40% of employees participated in career development program
- Conducted department-wide workload analysis



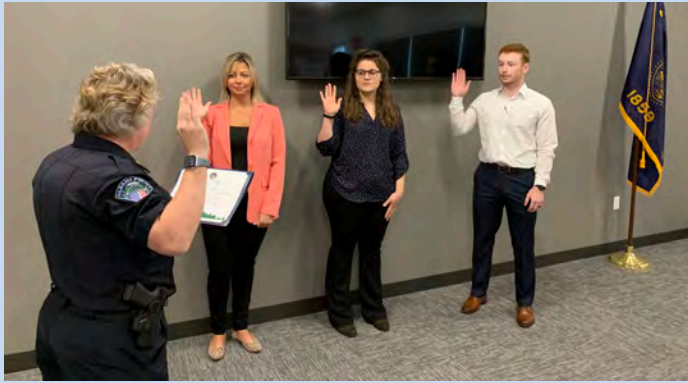
#2 Utilizing Data and Technology to Further Our Mission and Efficiencies

- Added new drones to the fleet
- Increased social media followers
- Issued new tasers to patrol officers
- Worked towards the expansion of photo red light program



#3 Good Stewardship of Public Funds

- Achieved full staffing for 14 days in 2023
- Reduced overtime costs
- Increased grant funds



#4 Maintain and Grow Community Engagement

- Hosted two community academies
- Increased volunteer hours by 23%

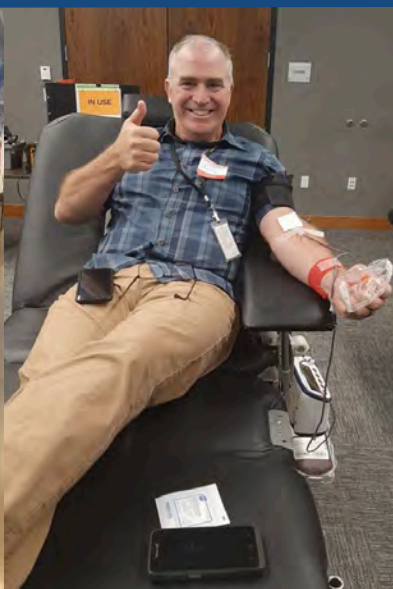


#5 Strengthen Community and City Partnerships

- Attended several community outreach events
- Sgt. Corder received the 2023 Stand Against Hate Award for Public Safety Partners from the Oregon Department of Justice

WHO WE ARE

The Albany Police Department (APD) serves over 57,000 residents, employs 65 sworn officers and 35 civilian staff who carry on a rich tradition of professional public safety service for the City of Albany. The Department provides 24-hour service to the community every day of the year.



RECRUITMENT

COME JOIN OUR FAMILY WE'RE HIRING!

In 2023, APD was fully staffed for 14 days. That is a huge accomplishment! We hired eleven employees which included five police officers, four communication specialists, and two police clerks. We continue to grow our department by hiring new members to our APD family.

In March 2023, we joined The 30x30 Pledge. This is a nationwide initiative focused on advancing women in policing as they are extremely underrepresented in law enforcement. The goal of the initiative is to achieve women representing 30% of our sworn staff by 2030. This year, we made significant progress as 73% of our newly hired employees, both sworn and civilian, were women. We started the year with 16.1% female officers, and ended the year with 19.4% female officers. We hosted a recruitment event geared towards encouraging women to consider law enforcement as a career option. We will continue our efforts as we strive to achieve this 30x30 goal.

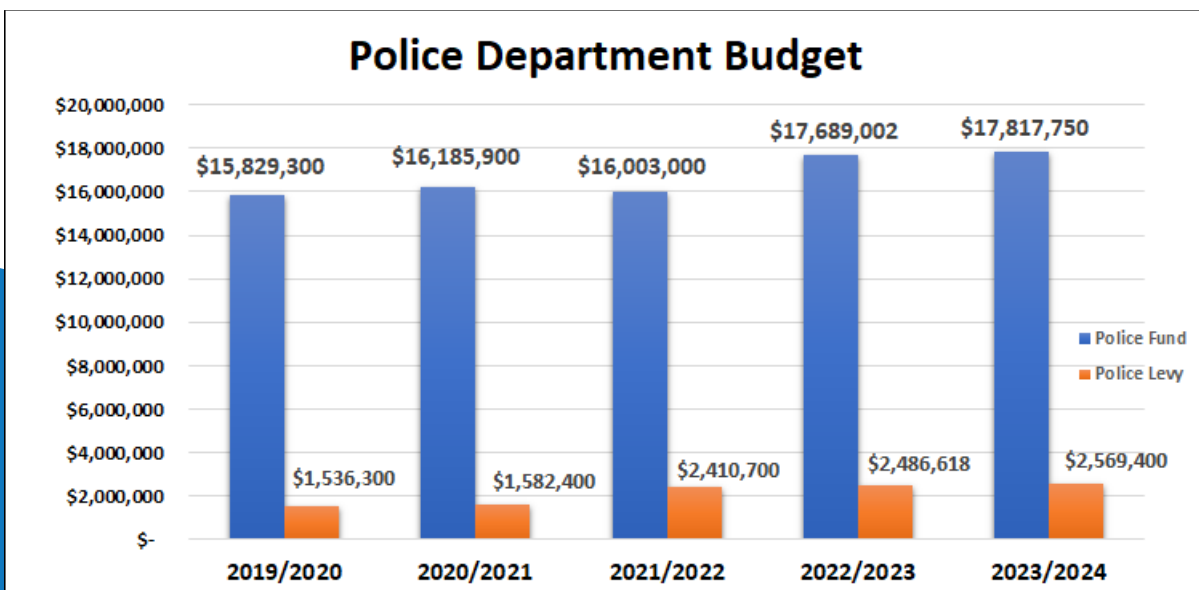
Our Field Training and Evaluation Program (FTEP) had an 83% success rate in 2023. Five trainees passed the program, four were in training or attending the academy, and one was just beginning the program at the end of the year. It takes new recruits an average of 37-40 weeks of training and lateral officers anywhere from 6-12 weeks to become a solo police officer.



FISCAL REPORT

APD's combined General Fund and Levy Fund budget is \$20,387,150 for the first half of the biennium, Fiscal Year 2023-2024. The Albany Police Department has 99.25 FTE, with two positions – a police officer and a victim advocate specialist – being fully funded by federal and state grants, and a third – a mental health specialist – being funded by American Rescue Plan Act funds. In addition to this, APD has teamed up with the Parks and Recreation Department to create a parks service officer. The funding for this position is split equally between the two departments and is utilized to better address crime in our local parks. During this fiscal year, APD also added an additional sergeant position to the Community Resource Unit.

Wages and benefits equate to 84 percent of the police department's total spending for the year, while 16 percent encompasses all other department operational expenses including central service charges and equipment replacement. The department set aside less than \$20,000 for equipment replacement needs in the first half of the biennium. While additional funds have been set aside for equipment replacement needs in past years, the need to have items replaced will outpace the amount of funds available. Equipment replacement is used to pay fleet leases and to make capital equipment purchases when equipment reaches end of life. Trying to keep pace with the equipment needs of the department is challenging due to having a finite amount of funds. Necessary purchases over the next 3-5 years will include vehicles, radios, body cameras, computers, and firearms.



CALEA ACCREDITATION

The Albany Police Department proudly became internationally accredited on November 16, 2019 through the Commission on Accreditation Law Enforcement Agencies (CALEA). Our department is currently the third law enforcement agency in Oregon to achieve this status. We received our first reaccreditation award in November 2023 affirming our continued commitment and compliance with CALEA standards.



Benefits of Accreditation include:

- Enhanced community partnerships
- Coordination with neighboring agencies and other parts of the criminal justice system.
- Systematic assessment and upgrading of training and equipment.
- Reduction of liability litigation and related costs.
- Proactively developed management systems, policies and procedures.
- Impartial guidelines for evaluation and change.
- International recognition of professional excellence.



ALL ABOUT BENTLEY

2023 marks our first full year with K9 Bentley as part of our department family. Caring for Bentley is a team effort. He lives at APD, but enjoys going home with employees for weekend adventures where he can relax and just be a dog. Bentley gets to attend sporting events, school activities, community gatherings, and comforts us in times of need. He has found a special place in all of our hearts and we love him dearly.



WELLNESS PROGRAM

APD has been developing a robust employee wellness program over the past four years. Our wellness program is available to our department members and their families. We created a wellness committee inclusive of members from all units who focus on providing education, events, and resources for each of the seven wellness pillars.



We partnered with several neighboring law enforcement agencies to host a free training by Dr. Kevin Gilmartin. This all day seminar with 200 attendees was focused on emotional survival for public safety professionals.



7 Pillars of Wellness

- Emotional
- Physical
- Social
- Financial
- Environmental
- Intellectual
- Spiritual



TRAINING



As a part of our commitment to being good stewards of public funds we host training events at APD to reduce our costs and increase attendance. By hosting training at our facility we often receive complimentary seats for our employees and remove additional costs such as per diem and travel expenses. This also benefits our local partner agencies. We aim to host at least one training per month which includes two FBI Leadership Institute courses per year.



DOING WHAT MATTERS SCHOOL LOCK DOWN DRILLS

We conduct lock down drills at every school in Albany twice per school year. This is no easy feat. It takes preparation, planning, and staff time. We do this because it is of the utmost importance to keep children safe and thriving. By conducting these drills, our officers learn the layout of the schools while students and teachers become familiar with the process and with our officers.

In addition to school lock down drills, our Community Resource Unit conducts safety trainings at local businesses which include Stop the Bleed and Run, Hide, Fight.



COMMUNITY RESOURCE UNIT

The Community Resource Unit (CRU) consists of two sergeants, two school resource officers, four community service officers, one code compliance officer, one community engagement program coordinator, one park service officer, one victim assistance specialist, and our volunteers. CRU focuses on community livability issues. Our two dedicated school resource officers provide support to 21 schools in Albany. The majority of their time is spent educating students and investigating crimes that occur within the schools. In 2023, they responded to 1,146 calls for service. The park service officer serves as an ambassador for all of the parks within the City of Albany. A total of 621 calls for service were responded to which include park security checks and ordinance complaints.



COMMUNITY RESOURCE UNIT

Our community service officers responded to 2,705 calls for service in 2023. Their top calls for service were abandoned vehicles, city ordinance violations, parking complaints, and dog at large calls. Our code compliance officer focuses on more in-depth code violations such as derelict properties and chronic nuisance properties.

Our victim's assistance specialist (VAS) works with victims of crime finding new ways to support them. Whether it's assisting them through court processes or bringing a victim a donated bicycle to replace the stolen one, our VAS brings calm during the storm.

Our community engagement program coordinator is responsible for our amazing social media accounts, community events, and promoting our department in positive ways. While each employee has their own duties, CRU often works together as a team. They participate in community events and transient camp cleanups.

Our volunteers focus their efforts on graffiti abatement, parking complaints, vacation checks, helping with community events, and keeping the small rose garden at the police department looking beautiful. They logged over 740 hours in 2023!



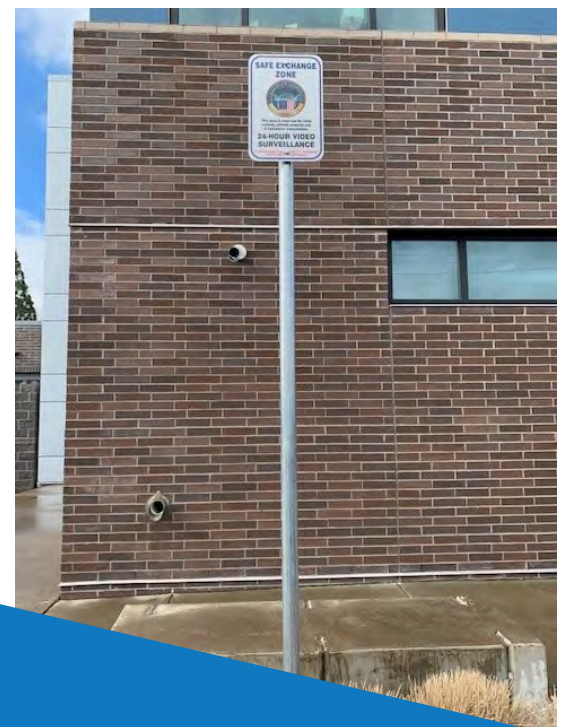
SUPPORT ROOM

We transformed one of our interview rooms into a Support Room. The Support Room is meant for victims, survivors, or anyone needing a comfortable place while dealing with the most stressful situations.



SAFE EXCHANGE ZONE

We added two Safe Exchange Zone parking spaces for private party transactions including online purchases and for child custody transfers. The Safe Exchange Zone is meant to provide a safe alternative to meeting a stranger at a private residence or unfamiliar location and it's under video surveillance 24/7.



COMMUNITY OUTREACH

Pride



Trick or Treat in the Park



National Night Out



Polar Plunge



Youth Community Academy



Safety Camp



INVESTIGATIONS

The detective unit is involved in a wide range of felony investigations and remains on-call 24 hours a day, 365 days a year. The detective unit reviews and monitors all felony cases reported to the patrol division as well as all cases that are sensitive, require in-depth interviews, suspicious deaths, out-of-city follow-up, digital evidence recovery, special crime scene processing, or higher profile crimes or allegations.

In 2023, the APD detective unit reviewed almost 500 cases and was assigned 207 cases for investigations at varied levels of crime. The unit served multiple search warrants to recover evidence to support those investigations. Investigations included homicide, human trafficking, crimes against children, robberies, burglaries, shootings, and stabbings. They assisted Linn and Benton County Major Crimes with six investigations: two murders, two officer-involved shootings, and two attempted murder of a police officer cases. These investigations require significant staff time, dedication, and diligence.

MAJOR INVESTIGATIONS

85 Crimes Against Children Assigned
10 Burglaries
9 Felony Thefts
9 Missing Person Cases
5 Infant and Adult Death Investigations
5 Robberies

3 Murders
2 Officer Involved Shootings
1 Attempted Murder of APD Officer
Investigated by Linn/Benton Major Crime Teams
1 Attempted Murder
1 Fatal Vehicle DUII Manslaughter



LINN INTERAGENCY NARCOTICS ENFORCEMENT (LINE)

The Linn Interagency Narcotics Enforcement (LINE) team works undercover focusing on narcotic investigations within Linn County. In 2023, LINE made 38 arrests, dismantled 5 local drug trafficking organizations, and assisted other agencies in a variety of investigations and search warrants. LINE served 11 search warrants, and conducted 21 controlled buys. APD responded to 126 overdoses; 18 of which LINE investigated. The overdose investigations led to multiple arrests and charges of manslaughter. LINE detectives conducted over 20 presentations to educate our community on the dangers of fentanyl. The dedication of this team has removed drugs off the streets and placed drug traffickers in prison.

Wholesale Value of Drugs Seized \$36,442,260

Assets Seized

Cash \$76,482 Other Assets \$1,513,821

Firearms Seized 23

Marijuana 5,307 Kg

Cocaine 1.23 Kg

Heroin 1.03 Kg

Fentanyl 1.124 Kg and 16,105 D.U.

Methamphetamine 5.51 Kg



K-9 PROGRAM



K9 Mando - Patrol



K9 Chetco - Patrol



K9 Kovu - Detection



In Memory of Jäger

Retired Police K-9 Jäger was laid to rest on May 22, 2023 at the age of 12 after serving the Albany Police Department for more than 7 years.

We will always remember his intense work ethic, natural ability to track scents, the way he loved kids, and his love for snacks. He completed his law enforcement career in 2021 with over 350 deployments. He spent his resting years with his K9 Handler Officer Ard and their family. We loved him dearly and he will forever be in our hearts.



COMMUNICATIONS CENTER

The Albany Police Department Communications Center is a secondary Public Safety Answering Point (PSAP) which is staffed 24 hours per day, 365 days per year by eleven communications specialists and one Support Service Manager. Communications specialists maintain radio communications, record field unit activities, answer emergency and non-emergency telephone calls all while entering calls for service into the Computer Aided Dispatch (CAD) system. Communications specialists provide support to department employees by handling investigation requests such as checking people and vehicles for law enforcement interest, organizing tow trucks and taxis, facilitating requests to and from other agencies, taking telephone reports, processing arrest warrants and stolen property checks, while providing general assistance to the public. Communications specialists also serve as the after-hours contact for individuals, animal control, public works, utility problems, and other city emergencies.

In 2023, communications specialists entered 4,617 Albany Municipal Court warrants and processed 3,246 Albany Municipal Court warrants.

Employees entered and/or handled 49,760 calls for service. Of those calls, 32,709 were resident-initiated events and 17,051 were officer-initiated events.



PROPERTY & EVIDENCE

The Property and Evidence Unit has over 34,000 items of physical evidence in storage. Property and evidence are not the same. Evidence items are related to criminal investigations. Property includes items that community members find and bring to the police department as well as items held for safekeeping for arrestees. If the owner cannot be located or the owner fails to pick up their items within a designated time, the items are sent for disposal. Every circumstance is different, and we always comply with state law.

In 2023, APD booked 6,957 items into evidence. When property or evidence items are no longer needed for a case, have no known owner, or attempts to contact an owner are unsuccessful, the items are destroyed, auctioned, or donated to non-profit agencies. APD disposed of 8,998 items; of those items, 1,546 were drugs or drug related (paraphernalia). This cleared out much needed space in the storage areas.



RECORDS

The records division greets customers visiting our department lobby and handles a wide variety of tasks and processes. Records employees provide vital assistance to both the public and internally. They provide service at the front counter and by taking all non-emergency phone calls. During 2023, the records division was comprised of one civilian supervisor and six employees. Records handles all police public records requests, ensuring the public receives timely copies of case reports, 911 audio files, photographs, etc. The team works closely with the investigations division and the prosecutor's office in handling criminal filings and other required documents.

They also provide background checks for other law enforcement agencies nationwide and ensure all reports entered into the records management system are accurate.

The records division processes police reports and records. During 2023, the records staff took 1,418 calls for service, wrote 138 reports, reviewed 8,143 reports, processed 307 fingerprint appointments, and released 3,125 records to the public. A total of 353 sex offender registrations were completed at the front counter.

Records also handles National Incident Based Reporting System (NIBRS), a program required by the state of Oregon for defining, coding and consolidating crime data. While no single measure or statistic can capture or define crime trends, NIBRS is a good place to start when comparing crime across similarly sized cities and is the law enforcement industry standard. NIBRS data accuracy requires daily cooperation between records and the rest of the police department.



AWARDS



Operations Division
Employee of the Year
Officer Jon Wymore



Support Services Division
Employee of the Year
Detective Gabe Flores



Supervisor of the Year
**Support Services Manager
Mike Peaslee**



Purple Heart

Officer Andy Albrecht

Medal of Honor

Officer Andy Albrecht

Medal of Valor

Officer Cameron Chrisemer

Officer Ken Fandrem

Officer Eric Tress

Life Saving with Valor Award

Officer John Beckwith

Life Saving Award

Officer Charlie Emery x2

Officer Matt Thomas

Officer Cameron Chrisemer

Officer Skylar Tevepaugh

Officer Andy Albrecht

Detective Ben Hatley

Detective Jason Camillo

Officer Michael Norlander

Officer Blake Miller

Officer Jon Wymore

Sergeant Dan Jones

Officer Trevor Eaton

Officer Justin Felty

Officer Melissa Unrau

RETIREMENTS



**Sergeant
Ron Parker**
26 Years of Service



**Officer
Ken Fandrem**
24 Years of Service



**Lieutenant
Robert Hayes**
28 Years of Service

2022 Award Recipients Being Honored During 2023 City Council Meeting



PROMOTIONS



Lieutenant
Alex Johnson



Sergeant
Kyle Libra



Sergeant
Sam Posthuma



Police Business Manager
Diana Eilers



Administrative Assistant
Nicole Loguidice



Sergeant
Curtis Bell

PROFESSIONAL STANDARDS

Community Member Complaints/Inquiries

Complaint/IA Type	Total # IA Complaints	Total %	Disposition
Conduct/Attitude	1	6%	1 Not Sustained
Conduct/Policy/Services	7	41%	1 Not Sustained 5 Unfounded 1 Sustained
Force	0	0%	
Racial Profiling	1	6%	1 Unfounded
Criminal Wrongdoing/ Serious Non-Criminal Misconduct	2	12%	2 Unfounded (investigated by other agencies)
Dissatisfaction of Service	6	35%	5 Unfounded 1 Exonerated
Total	17	100%	13 Unfounded 2 Not Sustained 1 Sustained 1 Exonerated

Internal Affairs Investigations

Complaint/IA Type	Total # IA Complaints	Total %	Disposition
Conduct/Orders	1	50%	1 Sustained
Conduct/Policy/Services	1	50%	1 Sustained
Force	0	0%	
Racial Profiling	0	0%	
Criminal Wrongdoing/ Serious Non-Criminal Misconduct	0	0%	
Total	2	100%	2 Internal Investigations

DISPOSITIONS

Unfounded - When the investigation discloses that the alleged acts did not occur or did not involve department members.

Exonerated - When the investigation discloses that the alleged act occurred but that the act was justified, lawful, and/or proper.

Not sustained - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

Sustained - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

CONTACT US:

ALBANY POLICE DEPARTMENT

2600 Pacific Boulevard SW, Albany, OR 97321

Open 7:00 AM - 5:15 PM Monday - Friday

CALL 911 IN AN EMERGENCY

Non-Emergency: 541-917-7680

albanyoregon.gov

 @albanypd

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QR CODE

*Victim and witness services
and resources*

