



Albany Police Department

2024 ANNUAL REPORT

**TOP
WORK
PLACES
2024**

The Oregonian



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MESSAGE FROM THE CHIEF

The Albany Police Department has much to celebrate in 2024, both internally and externally. These achievements reflect the ongoing dedication and professionalism of the men and women in the department, including police officers, community service officers, telecommunicators, records specialists, and support staff. Together, they contribute to our commitment to "Excellence Through Service."

Among the numerous external accomplishments is the decrease in homicides, traffic fatalities, and overdose deaths. This progress is attributed to several factors, including strong outreach, education, partnerships, and increased enforcement.

During this fiscal year, we have continued funding key positions such as the mental health intervention specialist and a victim assistance specialist, which provide essential wraparound services to our community members. Additionally, the department received a grant from the Oregon Department of Transportation to support a DUI officer position. Another significant achievement is the opening of an East substation for officers to use during their shifts, aiming to maintain resources in the busiest areas of the city while giving officers a secure and equipped space to complete their investigations.

Internally, the department has experienced another year of low vacancy rates, with police officer vacancies hovering between 1-2%. However, filling communications specialist positions continues to be challenging, reflecting a national trend. We are actively seeking solutions to address these vacancies, as this role is crucial to our operations. Furthermore, our focus on fostering a Wellness Culture has gained national attention and recognition, with other agencies regarding us as a model. We believe healthy employees lead to positive interactions with the community we serve. This approach resulted in us earning the 2024 Top Workplaces Award from the Oregonian.

We are also proud to have completed our sixth year of international accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). This accreditation ensures we implement best practices for a high-performing department.

I take great pride in our staff at the Albany Police Department. Their commitment to our mission is evident in their daily work.



Marcia Harnden
Chief of Police



EXCELLENCE THROUGH SERVICE



OUR MISSION

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
- Wellness
- Service
- Adaptability
- Teamwork
- Professionalism
- Dedication

STRATEGIC PRIORITIES

1. Build a robust highly performing workforce.
2. Enhance a healthy culture focused on wellness and retention.
3. Utilize data and technology to further our mission and efficiencies.
4. Good stewardship of public funds.
5. Maintain and grow community engagement.
6. Strengthen community and city partnerships.

STRATEGIC PLAN ACCOMPLISHMENTS



ACCOMPLISHMENTS

- Earned recognition as a 2024 Top Workplace by The Oregonian, highlighting our commitment to creating a positive work environment.
- Established a new eastside substation, significantly improving response times for the east side of Albany.
- Achieved the prestigious FBI Law Enforcement Executive Development Association Agency Trilogy Award by meeting advanced training requirements for all APD management personnel.
- Secured over \$650,000 in grants to support departmental initiatives and community-focused programs.
- Delivered comprehensive wellness training for all employees, demonstrating our commitment to their health and wellbeing.
- Enhanced the employee wellness program by organizing wellness-focused lunch-and-learn sessions, introducing a communication TV in the main hallway, and upgrading equipment in the fitness center.
- Continued hosting training courses at APD to minimize costs while expanding training opportunities for staff.
- Received four AEDs and fifty LifeVacs for patrol vehicles through a generous donation from the Public Safety Foundation, ensuring preparedness in emergency situations.
- Successfully hosted two Community Academies, fostering stronger relationships with residents.
- Launched the Situation Table, a collaborative initiative that meets weekly at APD to address community needs.
- Conducted semi-annual lockdown drills at all local schools, reinforcing our commitment to student safety and preparedness.

RECRUITMENT & HIRING

Being recognized by The Oregonian as a 2024 Top Workplace is a significant achievement, and we are immensely proud of this honor. It reflects the positive culture we've cultivated and the value our employees feel as members of the APD team.

In 2024, we hired ten new employees: five female, five male, five sworn, five non-sworn. In 2023, we joined the 30x30 Pledge, a nationwide initiative aimed at advancing women in policing, as they continue to be underrepresented in law enforcement. We are making remarkable strides toward our goal of having 30% sworn female officers by 2030. Currently, our department stands at 22%, an impressive 10% above the national average.

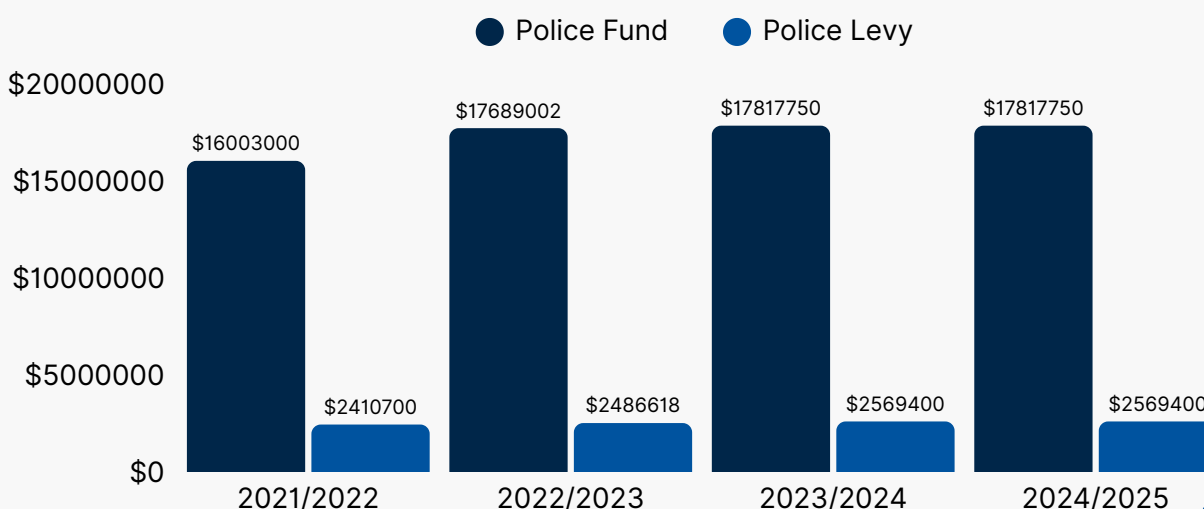
As we anticipate upcoming retirements, we are excited about the opportunity to welcome new members to our team. Explore this report to learn more about the various roles that make APD a distinguished and dedicated organization.



FISCAL REPORT

APD's combined General Fund and Levy Fund budget is \$20,387,150 for the second half of the biennium, Fiscal Year 2024-2025. 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. 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 added an additional sergeant position for the Community Resource Unit.

Wages and benefits are 84 percent of the police department's total spending for the year, while 16 percent encompasses all other department operation expenses including central service charges and equipment replacement. The department set aside less than \$20,000 for equipment replacement needs and \$51,000 for information technology equipment replacement needs in the second half of the biennium. While additional funds have been set aside for equipment replacement 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 buy capital equipment when equipment reaches end of life. Trying to keep pace with the equipment needs of the department is challenging. Necessary purchases over the next 3-5 years will include vehicles, radios, body cameras, computers, and firearms.



CALEA ACCREDITATION

APD achieved international accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA) on November 16, 2019. This milestone reflects our commitment to excellence and adherence to industry best practices. In November 2023, APD earned its first reaccreditation award, reaffirming our dedication to maintaining compliance with CALEA standards. In October 2024, we completed our first annual accreditation review as part of our second reaccreditation cycle. APD is proud to be one of only three law enforcement agencies in Oregon to attain this prestigious status. By pursuing CALEA accreditation, we have voluntarily embraced the challenge of meeting the most rigorous standards for law enforcement, further solidifying our promise to serve our community with professionalism and integrity.

463

Compliance Standards

143

Department Policies
Available Online

918

Proofs of Compliance
Submitted



COMMUNITY OUTREACH



Our department takes pride in actively engaging with the community through a variety of programs and events, such as Special Olympics, concerts in the park, Shop with a Cop, the Veterans Day Parade, reading at schools, and hosting our annual adult and youth community academies. These initiatives highlight our commitment to fostering connections and serving the community we are proud to be a part of.

We are continually humbled by the support we receive in return. Whether it's blankets, hats, and toys donated for those in need or simply stopping by to say hello, your acts of kindness do not go unnoticed. Additionally, our 'Kindness 911' citations allow us to recognize individuals for their good deeds, further strengthening the bond between our department and the community.

Thank you for your unwavering support and generosity. Together, we build a stronger, more compassionate community.





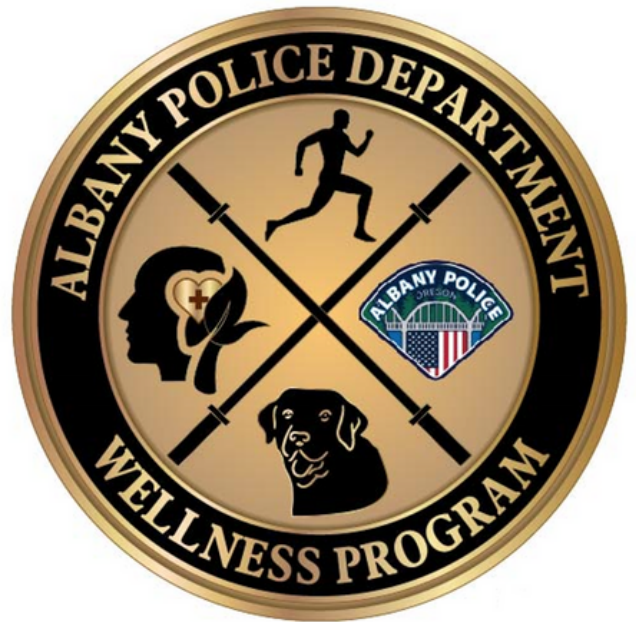
BE A PART OF
SOMETHING BIGGER



WELLNESS PROGRAM

Our wellness program continues to thrive and has garnered national recognition. At APD, we prioritize the well-being of our department members and their families, fostering a culture centered on health and support. To advance this mission, our wellness committee plays a vital role by organizing wellness events, offering valuable resources, and providing educational opportunities. The committee also oversees the communication TV located at the main employee entrance. This platform delivers weekly updates on department happenings, wellness topics, inspirational quotes, healthy recipes, and other resources to keep employees informed and motivated.

In addition, APD conducts an annual all-department wellness training. This year, the training focused on the critical topic of sleep—a key consideration for our 24/7 operations with rotating schedules and shift changes. The training underscored our commitment to the well-being of our members, equipping them with strategies to maintain health and balance in a demanding environment.



7 Pillars of Wellness

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

CAREER DEVELOPMENT

In 2020, APD created a Career Development Program for employees. The purpose of the career development program is to promote the development and improvement of the skills, knowledge, and abilities of department members by providing access to training and enhancement opportunities. The program has continued to grow and become a benefit to the participants. The program offers promotion preparation, job shadowing opportunities, mock interview panels, resume assistance, relevant training, and career coaching.

In 2024, 35% of employees participated in the program. We continue to find new ways to invest in our employees. We achieved a department goal this year by earning our FBI Law Enforcement Executive Development Association (LEEDA) Agency Trilogy Award. This award will be presented in person in 2025, but we can boast now. Earning the FBI LEEDA Agency Trilogy Award means that all of our management team (lieutenants and above) have completed the FBI LEEDA Trilogy training series including Supervisor Leadership Institute, Command Leadership Institute, and Executive Leadership Institute. These are weeklong courses focused on providing the highest level of leadership training in the United States. We host at least two of these courses at APD each year and we receive free registration for two or three employees. This helps us achieve our professional goals while being good stewards of public funds.



IN MEMORY OF K9 CHETCO

K9 Chetco passed away unexpectedly after serving our department with unwavering dedication for over six years. Alongside his devoted handler, Officer Ben Arthur, K9 Chetco embodied loyalty, courage, and an unyielding commitment to duty. Together, they made a formidable team, ensuring the safety and security of our community.

A week before Chetco passed, he received a Medal of Honor for his courageous actions when a felon suspect pulled a gun on officers. His bravery in the face of danger exemplified his selflessness and devotion to his role.

Chetco's service was more than just work—it was a testament to his profound bond with Officer Arthur and his role in the department. His keen senses, intelligence, and gentle spirit touched the lives of so many. Whether in action or at rest, Chetco was a constant source of inspiration and joy.

It was an honor serving with you, Chetco. You are deeply loved and will be missed greatly. Your legacy lives on in the hearts of those who were fortunate enough to know and serve alongside you.

Rest easy, K9 Chetco. Your watch has ended, but your memory will endure forever.



K9 TEAM



K9 Mando
Patrol

K9 Ace
Patrol

K9 Kovu
Detection



K9 Bentley - Wellness

INVESTIGATIONS

DETECTIVE UNIT

The Albany Police Department's detective unit is essential in handling a broad range of felony investigations, remaining on-call 24/7 year-round. This highly skilled team reviews and oversees all felony cases reported by the patrol division, along with those requiring specialized expertise. Their work includes sensitive investigations, detailed interviews, suspicious death cases, out-of-city follow-ups, digital evidence recovery, advanced crime scene processing, and high-profile criminal matters.

In 2024, the detective unit reviewed over 500 cases, taking on 220 for active investigation across a range of criminal activities. Their work included executing numerous search warrants to secure critical evidence in cases involving homicide, human trafficking, crimes against children, robberies, burglaries, shootings, and stabbings. Additionally, they partnered with the Linn and Benton County Major Crimes Team on six complex investigations, including two homicides, two officer-involved shootings, and two attempted murders targeting police officers. These demanding cases required substantial time, dedication, and an unwavering commitment from the unit.



LINE



LINN INTERAGENCY NARCOTICS ENFORCEMENT

The Linn Interagency Narcotics Enforcement (LINE) team operates undercover, specializing in narcotics investigations throughout Linn County. In 2024, the team achieved significant results, making 38 arrests, dismantling four local drug trafficking organizations, and providing vital support to other agencies in various investigations and search warrants. LINE conducted 13 search warrants and facilitated 26 controlled buys. The unwavering dedication of this team has successfully removed drugs from the streets and brought drug traffickers to justice.

WHOLESALE VALUE OF DRUGS SEIZED \$46,558,433

2024 Seizures

- 5,453 Fentanyl pills
- 95 kilos Marijuana
- 6,713 kilos Marijuana plants
- 2.9 kilos Cocaine/Crack
- 13.8 kilos Methamphetamine
- 87 Firearms
- \$65,429 Cash
- \$950,500 Other Assets

COMMUNITY RESOURCE UNIT

The Community Resource Unit (CRU) is a dedicated team committed to enhancing Albany's livability and overall quality of life. The unit includes two sergeants, two school resource officers, four community service officers, a code compliance officer, a community engagement program coordinator, a park service officer, a victim assistance specialist, and a strong network of volunteers.

Our school resource officers play a vital role in supporting 21 schools throughout Albany. Their primary responsibilities include educating students and investigating school-related incidents. In 2024, they handled 613 calls for service, reinforcing their essential role in maintaining a safe and secure learning environment.

The park service officer serves as an important advocate for Albany's parks, working to maintain their safety and accessibility. In 2024, they responded to 483 calls for service, addressing park security concerns and ordinance violations. Their dedication ensures that Albany's parks remain safe and welcoming spaces for the community.



COMMUNITY RESOURCE UNIT

In 2024, our community service officers handled 4,231 calls for service. Their primary areas of focus included abandoned vehicles, city ordinance violations, parking complaints, and addressing dog-at-large incidents. Meanwhile, our code compliance officer concentrated on more complex violations, such as derelict properties and chronic nuisance concerns.

Our victim assistance specialist (VAS) plays a crucial role in supporting crime victims by finding innovative ways to assist them. Whether guiding victims through court processes or providing a donated bicycle to replace a stolen one, our VAS serves as a source of comfort and stability during challenging times.

The community engagement program coordinator is responsible for managing our dynamic social media presence, organizing community events, and positively representing our department. While each team member has distinct responsibilities, CRU often collaborates on initiatives such as community events and transient camp cleanups.

Our dedicated volunteers contribute significantly to various efforts, including graffiti abatement, addressing parking complaints, conducting vacation checks, assisting with community events, and maintaining the beautiful rose garden at the police department. In 2024, they logged an impressive 580 hours of service, showcasing their unwavering commitment to the community.



COMMUNICATION CENTER



The Albany Police Department Communications Center operates as a secondary Public Safety Answering Point (PSAP), staffed 24/7, 365 days a year by a dedicated team of 11 communications specialists and one communications supervisor. These specialists play a vital role in maintaining radio communications, recording field unit activities, and handling both emergency and non-emergency calls, all while managing service requests through the Computer Aided Dispatch (CAD) system.

In addition to these responsibilities, communications specialists provide essential support to department personnel, including conducting investigations on individuals and vehicles for law enforcement interest, coordinating tow trucks and taxis, facilitating interagency requests, taking telephone reports, processing arrest warrants, and verifying stolen property checks. They also extend their expertise to the public by offering general assistance and serve as the after-hours contact for emergencies involving individuals, animal control, public works, utilities, and other city-related matters.

In 2024, the Communications Center made remarkable contributions, entering 3,415 Albany Municipal Court warrants and processing over 3,000 warrants. Additionally, employees managed 46,577 calls for service, consisting of 30,431 resident-initiated events and 16,146 officer-initiated events, demonstrating their unwavering commitment to keeping the community safe and informed.

RECORDS UNIT AND PROPERTY & EVIDENCE

The records unit and property and evidence are overseen by the Records & Systems Supervisor. The records unit processes reports, and manages the retention, distribution, and disposal of records and digital evidence. Police clerks handle non-emergency calls during business hours, enter non-active service requests, and review online reports from the public. They provide police-related information to the community and government agencies, correct report errors, and assist officers. Additionally, they register sex offenders, conduct fingerprinting for the Albany Municipal Court and the public, and process community-focused submissions such as alarm permits, patrol observations, and safe return registrations.

- 16,982 Phone contacts
- 166 Reports written
- 8,204 Reports processed
- 318 Fingerprints processed
- 3,904 Records requests
- 386 Sex offender registrations



- 10,343 Items disposed
- 7,232 Items booked
- 2,691 Drugs disposed

The Property and Evidence Unit oversees the proper intake, storage, processing, and disposal of evidence while ensuring the integrity of the chain of custody. Property and Evidence Specialists manage the release of property to the public, maintain lost and found items, coordinate public auctions for unclaimed property, and facilitate the lawful disposal of property and evidence. Additionally, they submit items to state laboratories for testing as needed.

AWARDS



Officer Blake Miller

Operations Division Employee of the Year



Communications Specialist Kara Sloan

Support Service Division Employee of the Year



Patrol Lieutenant Alex Johnson

Supervisor of the Year

LIFE SAVING AWARDS



**Officer
Trevor Eaton**



**Officer
Paul Harris**



**Officer
Justin Felty**



**Officer
John Beckwith**



**Officer
David St. Pierre**



**Officer
Melissa Unrau**



RETIREMENTS



Sergeant Dan Jones

25 years of law enforcement service



Captain Brad Liles

30 years of law enforcement service



Support Services Manager Mike Peaslee

30 years of law enforcement service

PROMOTIONS



Captain Buck Pearce



Lieutenant Brian Corbett



Sergeant Joe Clausen



Sergeant Peter Teague



**Communications
Supervisor
Chris Johnson**



**Records & Systems
Supervisor
Lesley Barriga**

HONORABLE MENTION

Operations Division Employees of the Quarter



Police Officer
Melissa Unrau



Police Officer
Erin Bagley



Police Officer
Tehya Mayer



Police Officer
Blake Miller

Support Services Division Employees of the Quarter



Communications Specialist
Carrie Davis



Communications Specialist
Kelsie Nelson



Property & Evidence Specialist
Gretchen Westmoreland



Communications Specialist
Kara Sloan



Detective Koddie Lowery
received the
ABC House 2024
Community Partner Award



Volunteer Steven Mills
retired after volunteering
with APD for 10 years.
Thank you for your service!

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.

PROFESSIONAL STANDARDS REPORT

Community Member Complaints/Inquiries

Conduct/Attitude	Total # IA Complaints	Total %	Disposition
Conduct/Policy/Services	2	100%	Sustained
Force	0	0	NA
Racial Profiling	0	0	NA
Criminal Wrongdoing/Serious Non-Criminal Misconduct	0	0	NA
Dissatisfaction of Service	0	0	NA
Total	2	100%	Sustained

Internal Affairs Investigations

Conduct/Attitude	Total # IA Complaints	Total %	Disposition
Conduct/Policy/Services	4	25.00%	1 Not Sustained 1 Exonerated 2 Unfounded
Conduct/Attitude	4	25.00%	4 Unfounded
Force	4	25.00%	4 Unfounded
Racial Profiling	1	6.25%	1 Unfounded
Criminal Wrongdoing/Serious Non-Criminal Misconduct	1	6.25%	1 Unfounded
Dissatisfaction of Service	2	12.5%	2 Unfounded
Total	16	100.00%	14 Unfounded 1 Exonerated 1 Not Sustained

CONTACT US



ALBANY POLICE DEPARTMENT

2600 Pacific Boulevard SW

Albany, Oregon 97321

Open 7:00a.m - 5:15p.m.

 @albanypd

 @albanypd

 @albanyoregonpolice

CALL 911 IN AN EMERGENCY

Non-Emergency: 541-917-7680

albanyoregon.gov/police



QR Code
*Victim and witness
services and resources*