

ALBANY POLICE DEPARTMENT



2025 ANNUAL REPORT



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MESSAGE FROM THE CHIEF

A handwritten signature in black ink that reads "Marcia A. Harnden".

Marcia Harnden

Chief of Police



It is my honor to present the Albany Police Department's (APD) 2025 Annual Report, a reflection of a year marked by progress, resilience, and extraordinary dedication from the men and women who serve our community. As you look through these pages, I hope you feel the same pride I do in the continued professionalism, compassion, and innovation demonstrated by our entire team.

This past year, APD made meaningful advances across every corner of the organization. We strengthened frontline safety through critical equipment upgrades, expanded our use of technology with online reporting and new drones, and invested in leadership development with every supervisor completing West Point Leadership training. Our Communications Center reached full staffing for the first time in years, our accreditation efforts reaffirmed our commitment to national best practices, and our recruitment strategies supported by the 30x30 Pledge continued to build a workforce that reflects the values of our community.

Our accomplishments are not just operational successes, they are signs of a department that is growing stronger, more adaptable, and more united in its mission. Whether through proactive patrol work, complex felony investigations, community-driven outreach, or the behind-the-scenes efforts of our civilian professionals, every member of APD plays a vital role in delivering exceptional service to Albany.

We also celebrate the individuals who went above and beyond, those who earned awards for lifesaving actions, exceptional leadership, and outstanding service. And we honor the retirees whose decades of commitment helped shape the department we are today. Their legacies remain woven into our culture of integrity, professionalism, and service.

As we look ahead, APD remains steadfast in our strategic priorities, which guide us forward and ensure we continue to meet the evolving needs of the city we proudly serve. Thank you for your trust, your partnership, and your support. Together, we will continue to make Albany a safe, thriving, and connected community.



MISSION

The Albany Police Department (APD) 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.





ACCOMPLISHMENTS

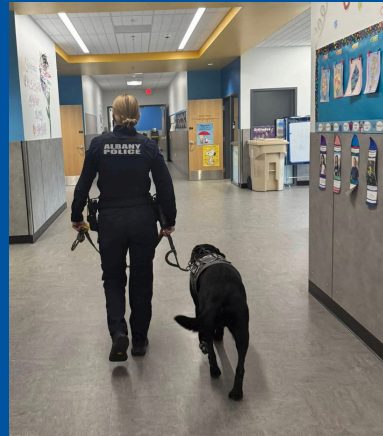
Over the past year, the department made significant progress toward the goals outlined in our strategic plan, advancing each of our core priorities with measurable results. Through investments in training, technology, staffing, and community-focused initiatives, we continued building a highly capable workforce, strengthening a culture centered on wellness and retention, and expanding the tools and data systems that support our mission. At the same time, we remained committed to responsible stewardship of public resources and deepened our engagement with residents and partner agencies. Together, these accomplishments reflect a year of purposeful growth and sustained momentum toward a safer, more connected community.

- The department strengthened frontline safety by acquiring two ballistic shields, seven new tasers, and 18 rifles equipped with modern optics. These upgrades enhance readiness and ensure officers have reliable tools for critical situations.
- For the first time in several years, the communications center reached full staffing, improving response capacity and reducing strain on personnel. Additionally, a new lead communication specialist role was created to improve oversight, training, and operational consistency within the communications center.
- All supervisory staff completed West Point Leadership training, reinforcing a unified leadership philosophy and strengthening decision-making across the organization.
- The department advanced long-term stability by actively recruiting and preparing new hires to ensure smooth transitions as veteran staff approach retirement.
- Online reporting was launched using MyPDConnect, giving community members a convenient, accessible way to file non-emergency reports and improving overall service efficiency.
- Two new drones were added to the department's technology resources, expanding capabilities for scene documentation and situational awareness.
- Photo enforcement for speed and red-light violations was deployed at two additional locations, supporting traffic safety efforts and reducing dangerous driving behaviors.
- The department secured funding for two additional roles, one detective and one patrol officer, strengthening investigative capacity and patrol coverage.



WHO WE ARE

APD proudly serves a community of more than 57,000 residents with a dedicated team of 67 sworn officers and 35 civilian professionals. Together, they uphold a long-standing commitment to delivering high-quality public safety services to the City of Albany. The Department provides continuous, around-the-clock service, ensuring the community receives support and protection every day of the year.





HIRING & RECRUITMENT

APD continued to build a strong, resilient workforce by prioritizing strategic recruitment, employee support, and long-term staffing stability. Our efforts this year focused on attracting qualified candidates who reflect the professionalism, integrity, and community-centered values that define APD.

We welcomed a new group of sworn and professional staff members whose diverse backgrounds and skills strengthen our ability to serve the Albany community. Our commitment to the 30x30 Pledge remains a central part of our recruitment strategy. Women continue to be underrepresented in law enforcement nationwide, and APD is proud to be part of the movement to change that. We are pleased to report that 25% of our sworn officers are now women, placing us well ahead of national averages and keeping us firmly on track to reach 30% by 2030. This progress reflects both intentional outreach and the supportive culture that encourages women to pursue and thrive in law enforcement careers.

As we prepare for anticipated retirements and evolving service demands, we expanded our recruitment outreach, strengthened partnerships with local schools and colleges, and enhanced our mentorship and training opportunities. These efforts ensure that new hires are not only well-qualified but also well-supported as they transition into their roles.

Come work with us!

In 2025, we hired:

- **7 Sworn Officers**
 - **2 Lateral Hires**
- **3 Communications Specialists**
 - **2 Lateral Hires**
- **1 Records Clerk**





TRAINING



Senior Management Institute for Police (SMIP)

Captain Buck Pearce completed the three-week SMIP program, gaining advanced executive-level training in modern management practices for police leaders.

In-Service Training

Officers completed over 40 hours of in-service training related to deescalation, use of force, firearms, crisis intervention, ethics, emergency vehicle operations, and more.



National FBI Academy

Lieutenant David Vaughn attended and completed the elite ten-week FBI National Academy in Quantico, Virginia focused on leadership and professionalism.

Training Academy

Eight members attended the Department of Public Safety Standards and Training (DPSST) academy for police officer and communications specialist certification.





ACCREDITATION

In 2025, APD continued its strong commitment to excellence through ongoing compliance with the Commission on Accreditation for Law Enforcement Agencies (CALEA). Since first achieving international accreditation in 2019 and earning our initial reaccreditation in 2023, APD has remained dedicated to upholding the highest standards of professional policing.

This year, we completed our second annual review within the current reaccreditation cycle. As part of this process, our policies, procedures, and proofs of compliance underwent a thorough assessment to ensure alignment with CALEA’s rigorous and evolving best practices. Maintaining this level of accountability reinforces our commitment to transparency, consistency, and continuous improvement.

APD remains one of only three law enforcement agencies in Oregon to hold CALEA accreditation, an achievement that reflects the professionalism and dedication of our staff. By voluntarily embracing these standards, we demonstrate our ongoing promise to serve the Albany community with integrity, fairness, and excellence.



466
COMPLIANCE
STANDARDS

923
PROOFS OF
COMPLIANCE

145
POLICIES AVAILABLE
TO THE PUBLIC



FISCAL REPORT

APD’s combined General Fund and Levy Fund budget for the first half of the 2025–2027 biennium (Fiscal Year 2025–2026) is \$23,477,400. The department is authorized for 102.25 FTE, including two positions, a DUII traffic officer and a victim advocate specialist, funded through federal and state grants. A third grant-funded position, the mental health behavior manager, is supported by American Rescue Plan Act funds.

APD partners with the Parks and Recreation Department to support a shared parks service officer. This jointly funded position enhances the City’s ability to address crime and safety concerns in local parks. In addition, the department added two new patrol officer positions in the 2025–2027 biennium to strengthen frontline service delivery.

Personnel costs account for approximately 85 percent of the department’s total annual expenditures. The remaining 15 percent covers all other operating expenses, including interdepartmental service charges and equipment replacement. The department has allocated less than \$35,000 for equipment replacement this year. While previous years included additional allocations, projected replacement needs will outpace available funding.

Equipment replacement funds support fleet leases and capital equipment purchases when items reach end of life. Maintaining pace with these needs remains challenging due to limited resources. The department is currently replacing and upgrading mobile radios, which cost nearly \$10,000 each. Additional necessary equipment purchases anticipated over the next five years include vehicles, body-worn cameras, computers, and firearms. Looking ahead, department leadership will also need to plan for building repairs and facility modifications to support future operational needs.

Ensuring adequate funding for public safety personnel, essential equipment, and facility improvements is critical to sustaining APD’s ability to deliver safe, reliable, and effective public safety services to the Albany community.





PATROL

The Patrol Operations Division is the backbone of APD, providing continuous 24-hour service to the community every day of the year. The division is led by one captain who oversees two patrol lieutenants, each responsible for two patrol teams. Every team is staffed with one sergeant and seven to eight patrol officers who work 12-hour shifts with rotating days off to ensure consistent coverage across the city. The Patrol Operations Division remains committed to proactive policing, community partnership, and maintaining a strong, visible presence throughout the city.

Service Areas

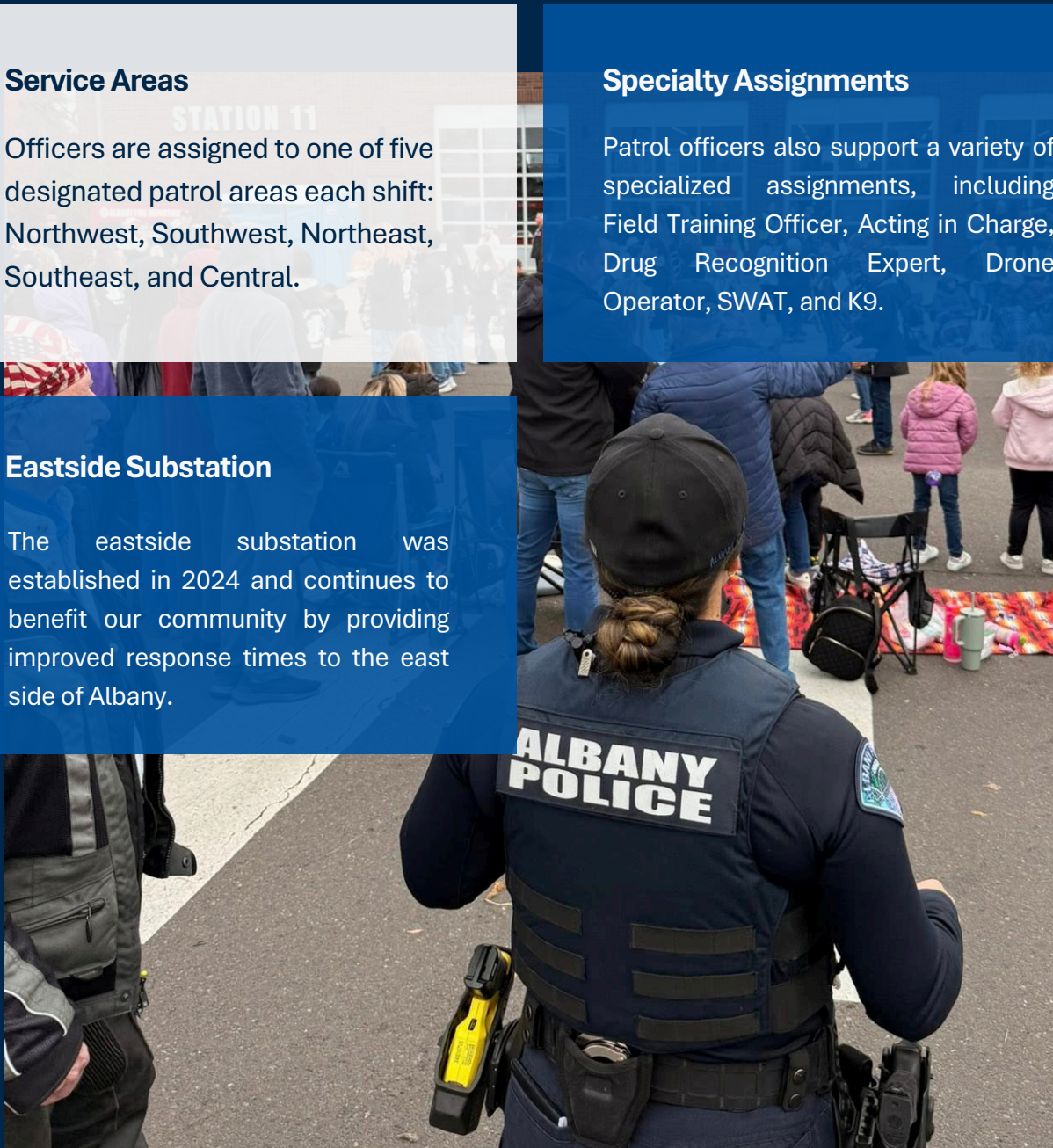
Officers are assigned to one of five designated patrol areas each shift: Northwest, Southwest, Northeast, Southeast, and Central.

Specialty Assignments

Patrol officers also support a variety of specialized assignments, including Field Training Officer, Acting in Charge, Drug Recognition Expert, Drone Operator, SWAT, and K9.

Eastside Substation

The eastside substation was established in 2024 and continues to benefit our community by providing improved response times to the east side of Albany.





INVESTIGATIONS

APD's Detective Unit plays a critical role in investigating a wide range of felony crimes and remains on call around the clock, every day of the year. This highly trained team reviews and manages all felony cases generated by the patrol division, as well as those requiring specialized investigative expertise. Their responsibilities include conducting sensitive investigations, completing detailed interviews, handling suspicious death cases, performing out-of-city follow-ups, recovering digital evidence, processing complex crime scenes, and managing high-profile criminal cases.

In 2025, the Detective Unit reviewed hundreds of cases, leading to 93 arrests connected to major crimes and long-term investigations. Detectives executed numerous search warrants to secure essential evidence in cases involving homicide, human trafficking, crimes against children, robberies, burglaries, shootings, and stabbings. The unit also worked closely with federal partners and the Department of Human Services to triage and review more than 1,000 child abuse reports. These mandatory reports are the reason three detectives are dedicated specifically to child and elder abuse investigations.

The cases assigned to the Detective Unit demand extensive time, specialized skill, and an unwavering commitment to seeking justice for victims and the community.

For 2025 crime statistics, please refer to the [2025 Annual Crime Report](#).





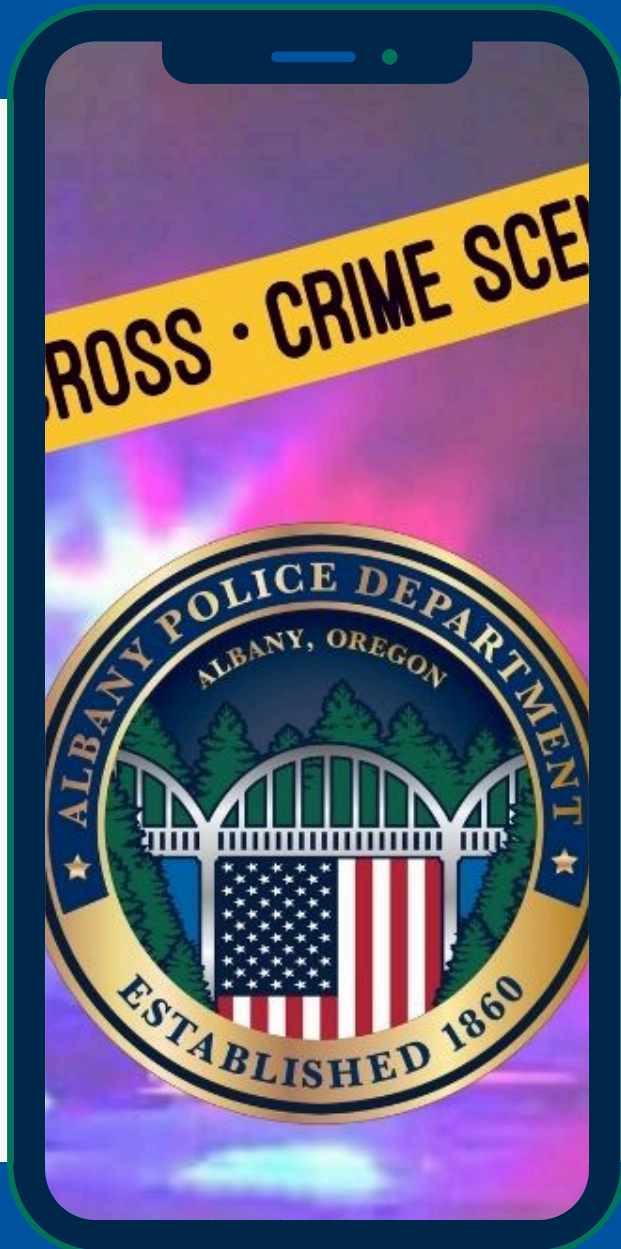
ONLINE REPORTING

APD completed its first full year of using MyPDConnect, our online reporting platform that allows community members to report low-level crimes from any phone, tablet, or computer. The system streamlines the reporting process, reduces wait times, and ensures victims can quickly share information including photos, videos, and documents directly with law enforcement. With multilingual support and instant status notifications, MyPDConnect has strengthened accessibility and improved the overall reporting experience for our community.

Online Reports
Submitted
1,089

Languages
Available
8

Report Types
20





K9 TEAM

APD's K-9 Unit continued to thrive in 2025, supported by strong community engagement and generous contributions to the K-9 Replacement Fund. This ongoing support helps sustain the program's long-term success, and the unit remains actively involved in community outreach through demonstrations and educational events.

The department currently operates two patrol K-9 teams trained in tracking and trailing, building and area searches, discarded article searches, suspect apprehension, and officer protection. In addition, one dedicated drug-detection K-9 provides specialized narcotics detection capabilities. Together, these teams play a vital role in enhancing officer safety, improving operational effectiveness, and strengthening the department's connection with the community.



**K9 MANDO
PATROL**

**K9 ACE
PATROL**

**K9 KOVU
DETECTION**



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 continues to include 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. In 2025, the unit expanded with the addition of a traffic officer position funded through a DUII grant, further strengthening CRU's ability to support community safety. The Park Service Officer responded to 937 calls, helping maintain safe and welcoming parks throughout the city.

- Community Service Officers handled 5,826 calls, addressing abandoned vehicles, ordinance violations, parking issues, and dog-at-large complaints.
- The Code Compliance Officer managed 562 cases, focusing on chronic nuisance properties and complex violations.
- The Victim Assistance Specialist continued providing essential support and resources to crime victims.
- CRU volunteers contributed over 580 hours to graffiti abatement, parking complaint follow-up, vacation checks, community events, and maintenance of the police department's rose garden.





COMMUNITY RESOURCE UNIT

School Resource Officers

School Resource Officers supported 20 schools and handled 1,071 calls for service, continuing their work in education, relationship-building, and school safety.



Traffic Officer

The newly added Traffic Officer made a significant impact with 58 impaired driving arrests and 8 drug evaluations in just nine months, earning the Robert Hayes Guardian Award for excellence in DUII enforcement.

Community Engagement Program Coordinator

The Community Engagement Program Coordinator led outreach efforts, including the successful Big Pick-Up event, where volunteers helped fill eight and a half dumpsters and collect 500+ tires, supported by Republic Services and community partners.





RECORDS AND PROPERTY & EVIDENCE

Records Unit

The Records Unit, overseen by the Records & Systems Supervisor, manages police report processing, records retention, digital evidence, and a wide range of public-facing services. Police clerks handle non-emergency calls, enter service requests, review online reports, assist officers, register sex offenders, conduct fingerprinting, and process community submissions such as alarm permits. In 2025, the unit managed 20,237 phone contacts, created 2,853 CAD calls, wrote 112 reports, processed 7,445 reports, completed 187 fingerprintings, fulfilled 3,948 record requests, handled 473 sex offender registrations, processed sealing of 298 adult records and 326 expungements, created 1,138 body camera routing cases, and processed 896 alarm permits, reflecting its essential role in supporting both the department and the community.

Property & Evidence

The Property and Evidence Unit is responsible for the secure intake, storage, processing, and disposal of evidence while maintaining the integrity of the chain of custody. Specialists manage the release of property to the public, maintain lost and found items, coordinate public auctions for unclaimed property, and submit items to state laboratories for testing. Because property and evidence is a high-liability area for the department, the unit undergoes four inspections each year; in 2025, all four inspections were completed with zero missing or misplaced items. Throughout the year, the unit booked 5,946 items into Property and Evidence, researched and disposed of 7,491 items, monitored 31,674 stored items as of December, generated \$6,053 through auctioned property, and sent 283 items to the state lab, demonstrating strong accountability and meticulous evidence management.





COMMUNICATIONS CENTER

The APD Communications Center operates as a secondary Public Safety Answering Point (PSAP) and remains staffed around the clock by a dedicated team of communications specialists who ensure continuous support for both the community and officers in the field. These specialists manage all radio communications, document field activity, and handle a wide range of emergency and non-emergency calls through the Computer Aided Dispatch (CAD) system. Their responsibilities extend well beyond call-taking, including conducting investigative queries on individuals and vehicles, coordinating tow trucks and taxis, processing arrest warrants, taking telephone reports, and assisting with interagency requests. They also serve as the city's after-hours point of contact for urgent issues involving individuals, animal control, public works, utilities, and other municipal services, ensuring that critical needs are addressed at any hour.

In 2025, the Communications Center continued to demonstrate its essential role in public safety operations. Specialists entered 3,413 Albany Municipal Court warrants and processed more than 3,084 served warrants, supporting both court functions and field operations. They managed 48,561 calls for service throughout the year, including 29,150 resident-initiated calls and 19,411 self-initiated events by officers. These numbers reflect the center's ongoing commitment to maintaining reliable communication, timely response coordination, and uninterrupted service to the Albany community.





COMMUNITY OUTREACH

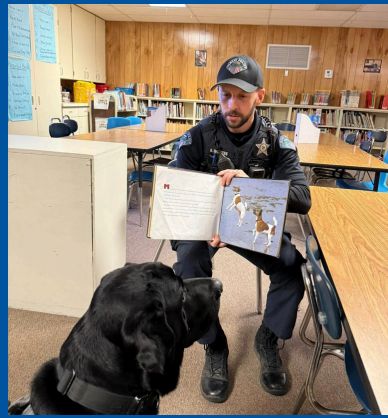
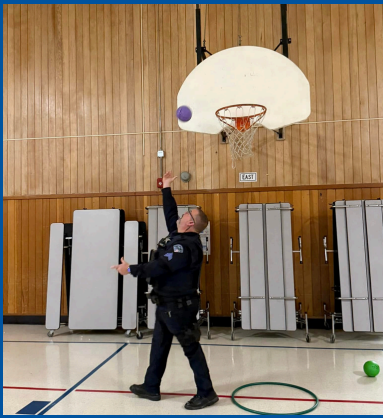
We are proud to stay connected with our community through Special Olympics, concerts in the park, Shop with a Cop, the Veterans Day Parade, school reading events, and our adult and youth academies. Each program strengthens our relationships and reinforces our commitment to the community we serve.





WELLNESS MINDED

Our commitment to wellness remains central to our culture. Through a strong employee wellness program and meaningful career development opportunities, we support the personal and professional goals of our team. Humor keeps our workplace grounded and connected, reminding us of our purpose and helping us take a breath on the toughest days. Bentley, our dedicated wellness dog, brings daily comfort, joy, and plenty of laughter as he gives as much love as he receives.





AWARDS

Department Employees of the Year

Honoring outstanding individuals from the Operations Division, Support Division, and our supervisory team who have demonstrated exceptional performance, professionalism, and dedication to customer service throughout the year.

Operations Division Employee of the Year

Officer Chris Burbey set the pace for operational excellence through his high level of initiative, consistent productivity, and commitment to serving both the community and his fellow officers.



Support Services Division Employee of the Year

Detective Jason Camillo distinguished himself through his thorough investigative work, willingness to take on challenging cases, and steady leadership, making him an invaluable asset to the Support Services Division in 2025.

Supervisor of the Year

Sergeant Sam Posthuma demonstrated exceptional leadership in patrol operations, tactical readiness, and officer development, setting a department-wide standard for professionalism, teamwork, and service in 2025.





AWARDS

Each year, APD highlights the exceptional achievements of our employees and community partners whose actions strengthen our mission and elevate our service to the public. While professionalism is the foundation of our work, many individuals go above and beyond these expectations, demonstrating extraordinary dedication, initiative, and leadership

Annual Awards

All of these incredible officers were honored in May 2025 at the City Council meeting for their heroic actions in the past year. We are so proud to live, work and play in the City of Albany.

Life-Saving Awards: Sergeant Curtis Bell, Officer Charlie Breshears, Officer Chris Burbey, Officer Jim Estes, Lieutenant Alex Johnson, Officer Michael Norlander, Captain Buck Pearce, Officer Valerie Stalford, Officer Haley Voldbaek, and Officer Corey Turnbull.

Medal of Valor: Officer Bret Adams, Officer Ben Arthur, Officer Perry Baker, Officer Charlie Breshears, Officer Chris Burbey, Officer Engel Diaz, Officer Trevor Eaton, Lieutenant Kyle Libra, Officer Lee Phelps, and Officer Corey Turnbull.

Medal of Honor: Officer Ben Arthur, K9 Chetco, Officer Blake Miller, Captain Buck Pearce, and Officer Corey Turnbull.





RETIREMENTS

This year, we proudly celebrated the retirement of several dedicated members whose years of service helped shape our department. Their commitment, professionalism, and lasting contributions leave a meaningful legacy that will continue to benefit our agency and community.

Lieutenant Steve Dorn

Thank you for your 27 years of service!



Officer Jenn Williams

Thank you for your 26 years of service!

Officer John Beckwith

Thank you for your 18 years of service!



Mental Health Intervention Specialist Kiersten Glaeser

Thank you for your 26 years of service combined with APD and past experience!

**Photo not available*



PROMOTIONS

The department celebrated three internal promotions, each representing the strength of our succession-planning efforts. By investing in the growth of our own personnel, we continue to build a resilient and future-ready leadership team.

Lieutenant Kyle Libra



Sergeant Eric Tress

Sergeant Gabe Flores





LINE

Linn Interagency Narcotics Enforcement (LINE)

The LINE team consists of one Albany Police lieutenant, one Albany Police detective, two Oregon State Police detectives, one Linn County detective, one DEA agent, two National Guard counter-drug analysts, one Lebanon Police detective, and one part-time Sweet Home Police detective. This team works undercover, focusing on narcotics investigations within Linn County.

In 2025, the LINE team continued its dedicated efforts to disrupt drug trafficking activity throughout the region. The team made 24 arrests, dismantled local drug distribution networks, and provided essential support to partner agencies during complex investigations and search warrant operations.

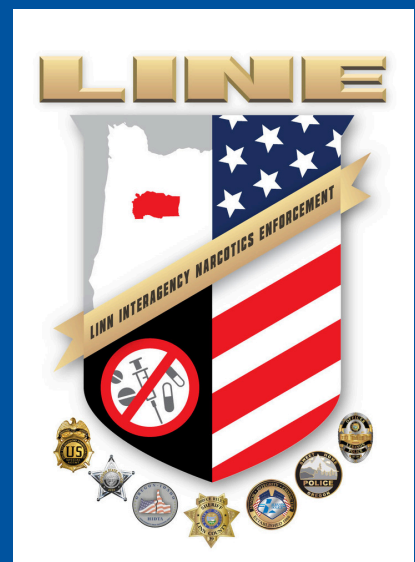
Throughout the year, LINE detectives executed multiple search warrants and facilitated controlled buys that were instrumental in identifying drug suppliers and gathering critical evidence. Their collaboration with local, state, and federal partners strengthened countywide efforts to combat narcotics-related crime.

The unwavering commitment of the LINE team remains vital to removing dangerous drugs from the community and holding traffickers accountable, reinforcing their essential role in protecting public safety across Linn County.

WHOLESALE VALUE OF DRUG SEIZURES \$8,493,139

Seizures

- 123.6 kilos Marijuana
- 796.8 kilos Marijuana Plants
- 13.7 kilos Cocaine/Crack
- 91 Fentanyl pills
- 30 Firearms
- \$192,338 Cash assets
- \$1,215,400 Other assets





PROFESSIONAL STANDARDS REPORT

Transparency and accountability remain central to the Albany Police Department's commitment to public trust. By openly sharing information about internal investigations and citizen complaints, the department reinforces its dedication to ethical policing and continuous improvement in service to the community.

In 2025, the Albany Police Department initiated six internal affairs investigations. Four of these cases were completed by the end of the calendar year, resulting in three sustained findings that led to disciplinary action. One employee resigned in lieu of potential discipline, and two investigations remained open as the year concluded. These cases reflect the department's ongoing efforts to uphold the highest standards of professional conduct among its members.

The department also received 14 citizen complaints in 2025, submitted by phone (six), online (four), and mail (four). Complaints were categorized as conduct or attitude (11) and conduct, policy, or services (three), with no allegations involving force, racial profiling, criminal wrongdoing, or serious misconduct. Final dispositions included eight unfounded complaints, four exonerated, one sustained, and one not sustained. This review process underscores the department's commitment to thoroughly addressing community concerns and maintaining transparency in its operations.

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

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