



Olympia Police Department Update Report

Community Livability and Public Safety Committee

Shelby Parker, Interim Police Chief
Paul Frailey, Police Lieutenant

September 24, 2025

Agenda

- Mid-Year Review of Department Data and Crime Rates
- Overview of the Nisqually Jail, Utilization, and Budget
- Public Demonstrations
- Staffing Challenges
- Flock Update

Data Snapshot

Activity	2023 Total	2024 Total	2025 Total (Jan-June)
Public Disclosure Requests Fulfilled*	3,970	4,145	1,979
Reports Filed	7,698	6,971	3,237
Civil Orders Processed	816	800	405
Community Engagement Events/Activities	248	235	86
Crisis Response Unit Contacts	3,144	5,497	2,728
Calls for Service (w/officer)	56,788	52,995	26,407

* Does not include self-service accident reports

Crime Snapshot

YEAR	HOMICIDE	ROBBERY	RAPE	FELONY ASSAULT	MISD ASSAULT	MISD ASSAULT % - DV RELATED
2021	2	72	36	144	453	46%
2022	3	88	34	184	430	42%
2023	1	92	31	170	455	47%
2024	4	61	36	183	461	45%
2025 (Jan-June)	0	28	24	78	233	48.1%

Crime Snapshot - Continued

YEAR	AUTO THEFT	COMMERCIAL BURGLARY	RESIDENTIAL BURGLARY	TRESPASS
2021	285	214	136	117
2022	376	207	153	462
2023	303	189	156	321
2024	215	169	145	200
2025 (Jan-June)	62	59	41	117

Questions?

Mid-Year Review of Data and Crime
Statistics

Corrections

Olympia Jail, History

- The Olympia jail was built in 1960
- In 2023, the jail closed due to:
 - Public Works Assessment
 - Beyond useful life
 - Operational challenges
 - Replacement needed
 - Expense
 - Lack of Modern Features
 - Natural sunlight
 - Outdoor Recreation/Garden Space
 - Single Occupancy
 - City Values – Moving people toward wellness





Nisqually, Benefits

- Newer facility - opened in 2014
- Larger capacity - over 300
- Larger holding areas
- Outdoor recreation
- Community garden
- Technology
- Onsite medical services
- Natural sunlight

Nisqually, Inmate Healthcare



Stock image

- 24/7 Healthcare
 - Full time medical staff
 - Mobile x-ray
 - Diagnostic / Lab Services
 - Behavioral Health
 - Mental Health on-site full time
 - Additional services as needed

Nisqually, Detox Services

- Detox services
 - Medication for opiate use disorder
 - Medication for alcohol use disorder
 - Step-down detox program
 - Medication-assisted treatment
 - Medications and referral services available prior to release

Nisqually, In-Person Programs



Stock image

- In-Person Programs and Services
 - Alcoholics Anonymous
 - Narcotics Anonymous
 - Religious services
 - Northwest Resources - treatment assistance
 - United Healthcare
 - Narcan treatment program
 - Department of Children, Youth, and Families

Nisqually, Self-Paced Programs

- Available via Tablet
 - Domestic violence education
 - General education
 - Religion
 - Life skills
 - Resume building
 - Job search
 - Financial skills
 - CPR and first-aid



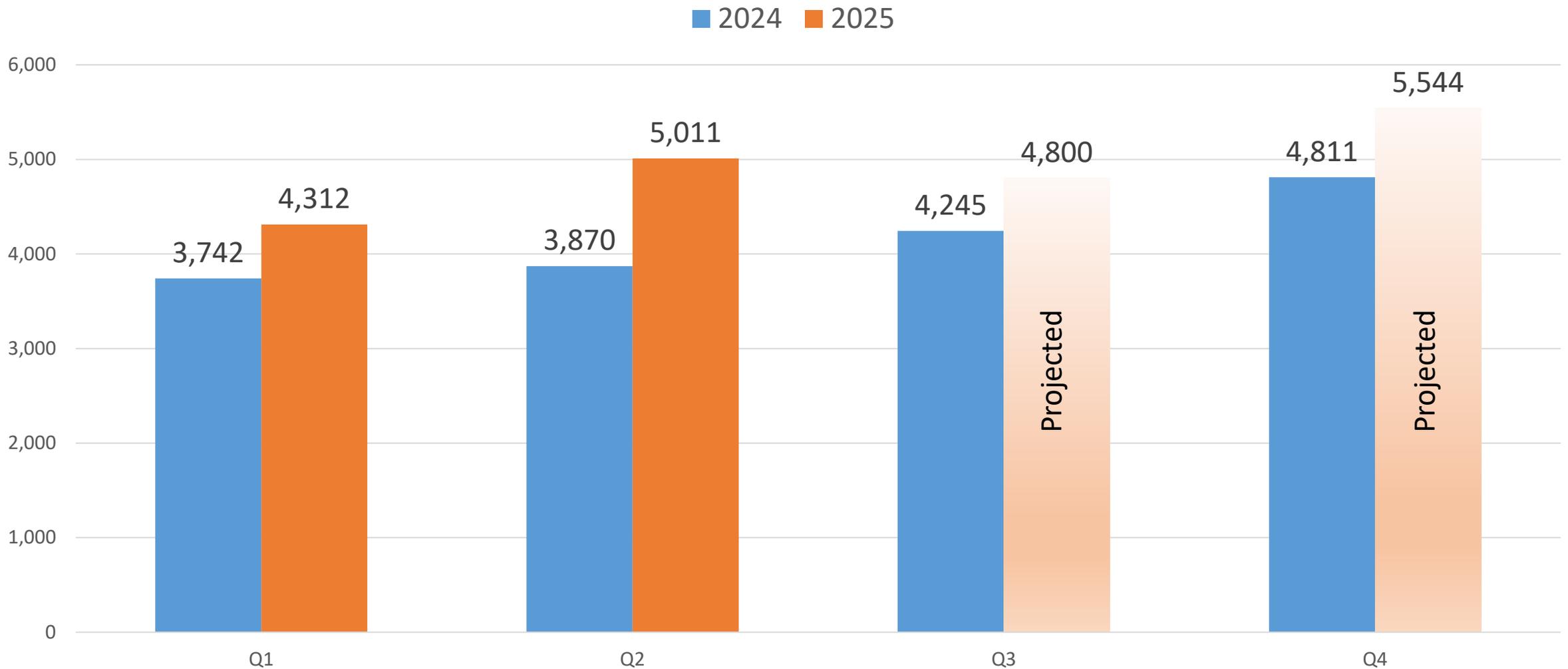
Nisqually, Medicaid Re-Entry

- Assists with:
 - Discharge Planning
 - Community Relationships
 - United Healthcare
 - Molina
 - Multi-care
 - Virginia Mason



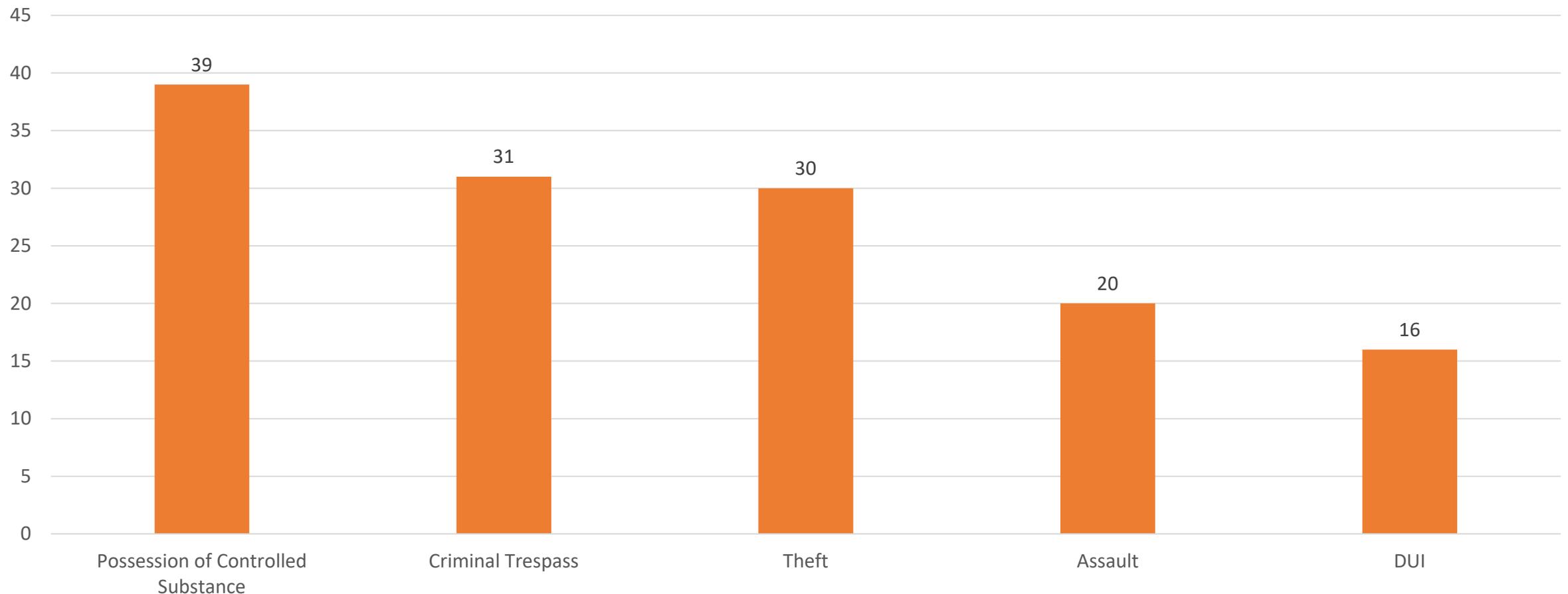
Stock image

Quarterly Population from OPD at Nisqually Jail

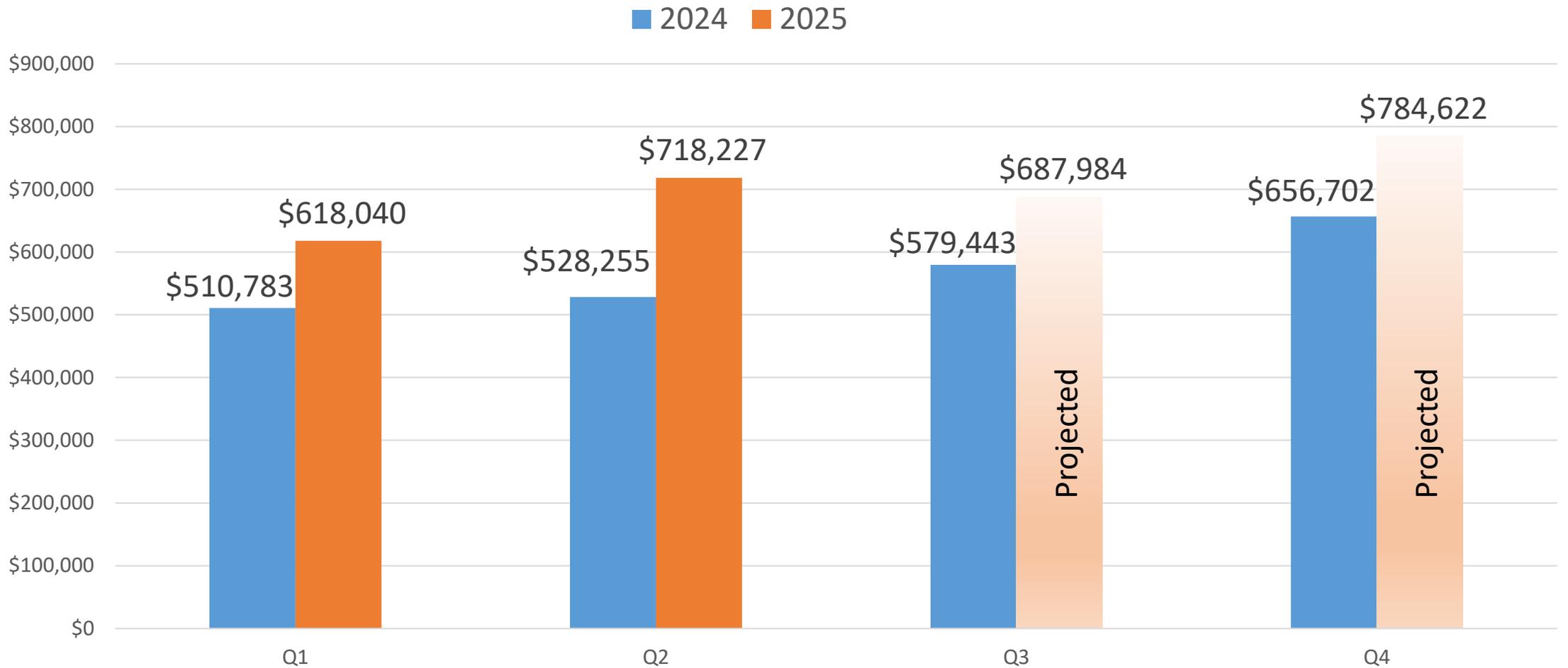


2nd Quarter - Top Five Crimes

April – June 2025



Nisqually Correctional Expenses



Nisqually Expenses vs Budget

2025 Nisqually Budget: \$475 K Quarterly/\$1.9 M Annual



Questions?

Olympia Jail/Nisqually Jail

Public Demonstrations

OPD's Goals

When responding to public demonstrations, OPD's goals are to:

- Protect people
- Protect property
- De-escalate conflict
- Facilitate constitutional rights of all participants



OPD achieves these goals through:

- Training
- Planning
- Communication
- Coordination

Planning Process

The process begins with event planning and safety assessments based on known information, such as:

- Re-occurring events
- Past interactions with the group(s)
- Reviewing permits submitted to the City
- Information from the WA State Fusion Center
- Potential counter-demonstrations
- Known point of contacts for event organizers



Communication & Collaboration

A lieutenant is responsible for the planning process and does the following:

- Communicate with event organizers to gather information and discuss the Department's response
- Coordinate with partners such as the Fire Department and Public Works to plan road closures and alternative routes for emergency response
- Designate a sergeant to oversee officer deployment based on the dynamic movement of the group and to maintain real-time communication with partners and event organizers

Officer Deployment



- Staffing levels are determined by estimated group size and geographical area
- Officers are assigned to monitor and control traffic to prevent vehicles from endangering pedestrians
- Additional crowd management officers are deployed if conflict is anticipated
 - All assigned officers receive specialized training per Department policy
 - Training includes:
 - Crowd management tactics
 - Use of specialized equipment
 - De-escalation techniques

De-escalation

De-escalation remains the primary objective and is achieved through:

- Communication with event organizers
- Standardized verbal instruction over a public address system
- Strategies to create distance between competing groups



Following Public Demonstrations

- The lieutenant overseeing the event meets with team leaders to review the Department's involvement and identify opportunities for improvement
 - The Department remains committed to ensuring public safety, upholding constitutional rights, and refining its approach to best serve the community
- If force is used or arrests are made, the details are appropriately documented and reviewed per policy
- Summary of the event is provided to the Chief of Police, City Manager, City Communications, and other relevant staff

Questions?

Public Demonstrations

OPD Staffing

88 Commissioned Positions

- 3 Administrators
 - Chief & 2 Deputy Chiefs (2 vacancies)
- 6 Lieutenants
- 13 Sergeants (1 vacant)
- 7 Detectives (1 vacant)
- 6 Walking Patrol Officers (2 vacant)
- 2 Neighborhood Patrol Officers
- 1 Traffic Officer (1 vacant)
- 49 Patrol Officers (14 vacancies)
- 1 SRO Position (Frozen)

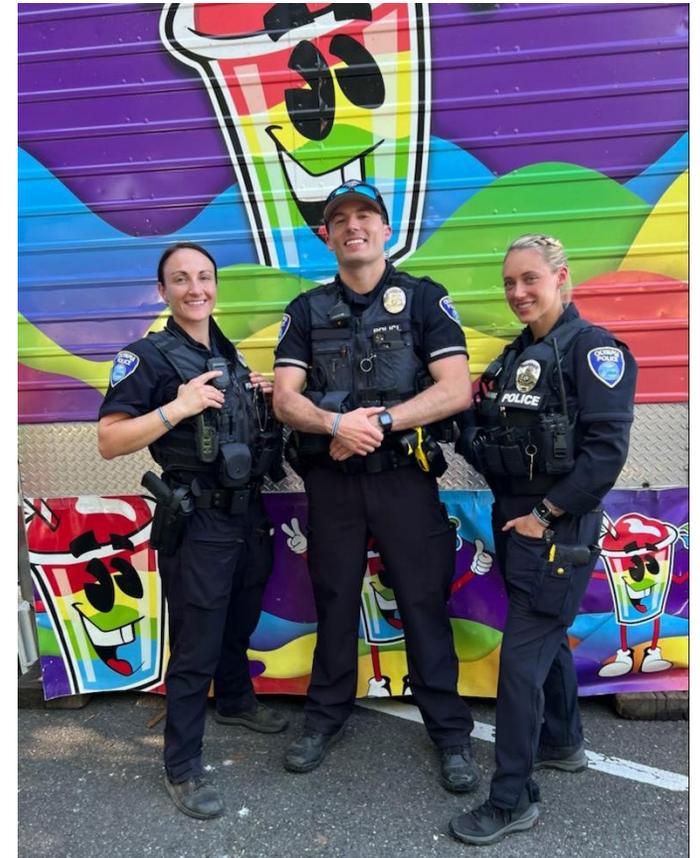
Staffing Challenges

Minimum Staffing for the Patrol Division

- 32 officers
 - 16 per team

Current Patrol Division Staffing

- 23 officers
 - 9 short of minimum staffing



How Did We Get Here?

14 Officer Vacancies

- Retirements
- Officers leaving for opportunities at other departments (Federal, State, County, and Municipal Agencies)
- Officers leaving the profession

10 Officers in Training

- 1 year of training before a new officer positively impacts staffing

9 Officers on Leave

- PFML, FMLA, Light-duty, etc.

Temporary Changes

September 22

- Community Policing Officers/Sergeants Temporarily Assigned to the Patrol Division

Beginning of December

- 4 Officers in field training will graduate
- Multiple officers on leave will be returning
- Community Policing Officers/Sergeants will return to their assignments



Recruitment Strategy

- A hiring incentive will be implemented to attract experienced lateral officers
 - \$25,000 phased approach for qualified lateral police officers
 - \$10,000 upon hire
 - \$5,000 after successful completion of field training
 - \$10,000 at completion of probation (18 months)
 - 106.7 hours one-time leave bank
 - Combined sick and vacation leave
 - Participating officers will be required to serve a minimum of three years with OPD
- OPD Member Recruitment Incentive
 - Members who recruit candidates who are successfully hired, trained, and pass probation receive a tiered incentive totaling \$5,000



Questions?

OPD Staffing

Flock Cameras



The Need for ALPRs

Increased Crimes with Stolen Vehicles

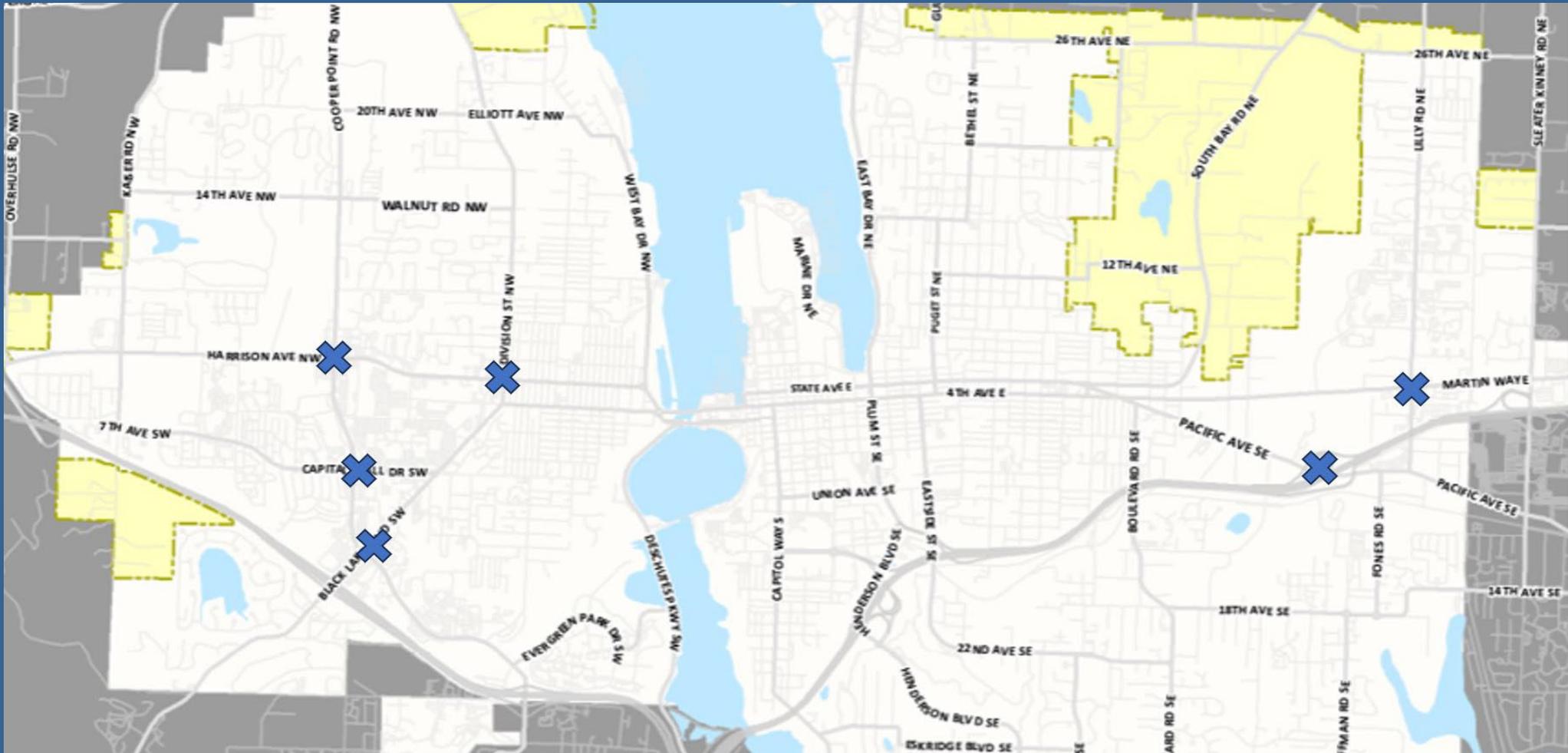
- Marijuana/commercial burglaries
- Armed robberies
- Organized retail theft



Our Approach

- Goals: Recover stolen vehicles and apprehend retail thieves
- Obtained a grant from the Department of Commerce
- Presented information to CLPS on Feb. 28, 2024, and Council on March 19, 2024
- Contracted with Flock Safety on March 29, 2024
 - Two-year program
 - Current subscription expires July 2026
 - Cost: \$98,820 for two years after sales tax
- Flock cameras were activated on July 26, 2024

Camera Placement



Flock

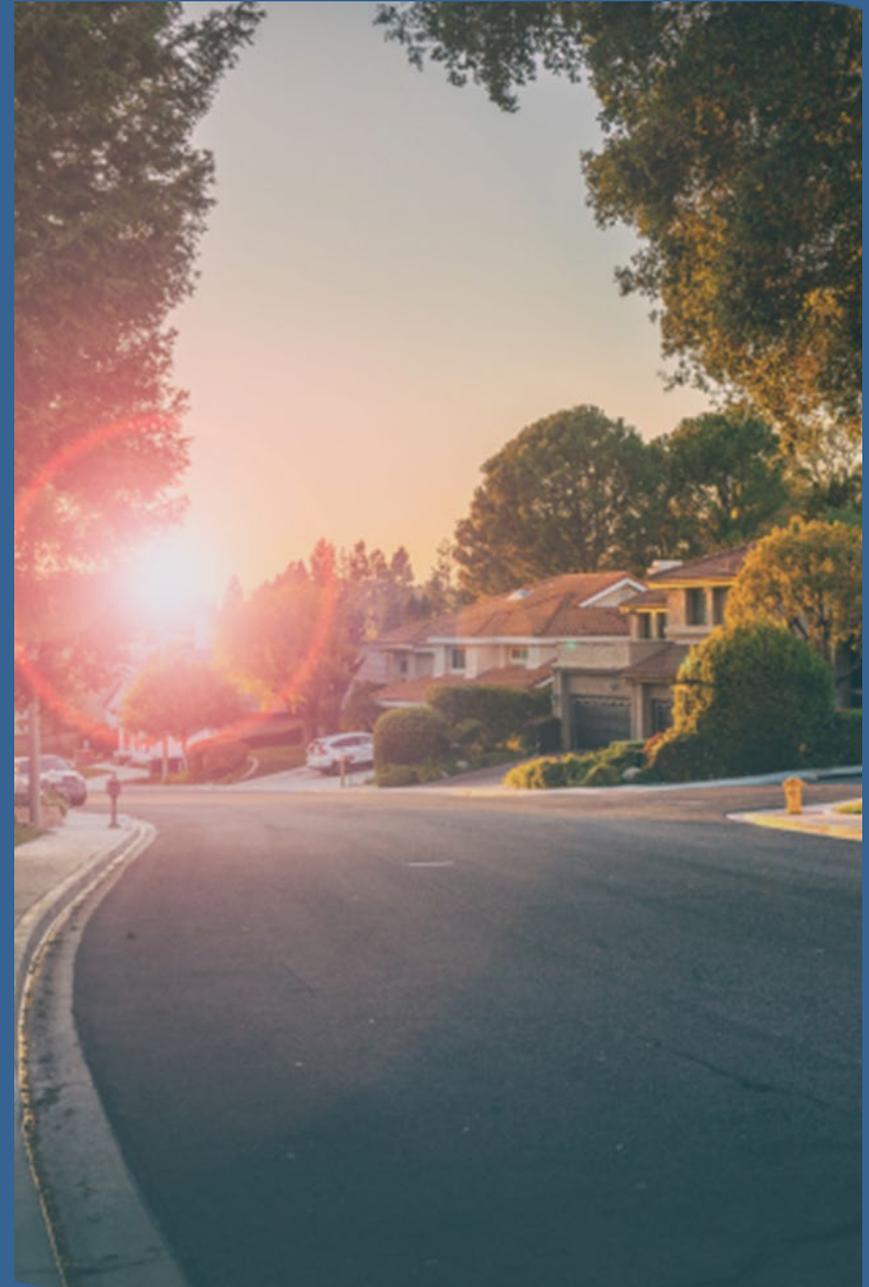
- Recognizes license plates
- Gathers objective evidence and facts about vehicles, not people
- Alerts police of wanted vehicles
- Helps solve crime
- Adheres to all state laws

Flock Is NOT

- Facial recognition software
- Linked to Personal Identifiable Information
- Used for traffic enforcement
- Used for Immigration Enforcement
- Shared with federal or out of state law enforcement

How does this technology prevent and eliminate crime?

- Proactive: Real time alerts when stolen or wanted vehicles enter Olympia
- Investigative: As clearance rates increase, crime rates decrease
- Flock cameras serve as a deterrent



Protecting Privacy

- Footage is owned by OPD and will never be sold or shared by Flock without legal authorization
- 30-day data retention, then deleted
- Short retention period ensures that all data not associated with a crime is automatically deleted & unrecoverable
- All data is stored securely in secured cloud storage with end-to-end encryption
- Search reason is required for audit trail
- NOT predictive policing
- Not connected to registration data or 3rd party databases (Carfax, DMV)
- Transparency Portal available on OPD website

Amended Contract/Policy

- Contract amended May 15, 2025, to limit disclosure of data
 - Flock may only access, use, preserve and/or disclose footage if legally required to do so or as authorized by OPD
 - If disclosure is legally required, Flock shall notify OPD prior to disclosure, if possible, or as soon as notification can be reasonably provided
 - Except as necessary to address security, privacy, fraud, or technical issues of Flock's operating system, Flock shall not access, use, or preserve data without written consent from OPD
- OPD amended Policy 428, Automated License Plate Readers (ALPRs)
 - ALPRs shall not be used for:
 - Immigration enforcement
 - Surveillance based on a protected class
 - Monitoring First Amendment-protected activity
 - Tracking travel to or from health care facilities



Flock Report: June 2025

Hits This Month	
Stolen Vehicle	121
Stolen Plate	245
Protection Order	37
Warrants	7
Violent Person	52
Assisted in 16 Arrests/Case Referrals to Prosecutors	
Top Case Assists	
Aggravated Assault	4
Auto Theft/Recovery	8
Burglary	4
Counterfeit	1
DV/DV Order	7
Fraud	3
Hit & Run	4
Narcotics	4
Sex Offense	2
Warrants	1
Vehicle Prowl/Theft	4

June Case Highlight

On June 22nd, an officer and their trainee received an alert from our Flock Safety camera system about a stolen vehicle entering Olympia. Officers quickly located the vehicle in a westside parking lot and conducted surveillance. As more officers arrived, a coordinated effort was made to safely recover the vehicle.

Inside the vehicle, officers recovered a stolen firearm, over \$7,300 in cash, a large quantity of narcotics, and scales, packaging, and other distribution tools.

One suspect was also booked on a felony Department of Corrections warrant. The investigation is ongoing and will include follow-up for additional charges related to drugs, firearms, and identity theft.



Note: this data corresponds to license plate 'reads' that are reported as belonging to/associated with the listed categories by information provided by the National Crime Information Center (NCIC). All information must be verified prior to law enforcement

Transparency

- OPD's website contains:
 - Transparency Portal
 - General information about Flock
 - Agencies that have access to OPD data
 - Public search audit
 - Statistics
 - OPD's ALPR Policy
 - Monthly Reports
 - Hits
 - Arrests
 - Assists
 - Case highlight

Flock-Assisted Arrests

110 Flock-Assisted Arrests since August 2024. 29 Stolen Vehicles Recovered

Crime	Total Arrests
Assault/DV	39
Bomb Threat	1
Burglary	13
DUI	1
Fraud	4
Homicide/Att Homicide	6
Human Trafficking	1
Kidnapping	1

Crime	Total Arrests
Missing Person	1
Narcotics	14
Robbery	7
Sex Offense	1
Theft/ORT/Shoplifting	10
Vandalism	1
Warrants	7
Weapons Violation	3

Success Stories

Stolen Vehicle and Possession of Narcotics

- Officers received a Flock alert for a vehicle stolen in Columbia County
- Officers quickly located the vehicle and confirmed it was stolen
- The driver was placed under arrest and was also found to be in possession of approximately 28 grams of fentanyl

Road Rage and Felony Assault

- Officers responded to a minor collision, where one driver exited his vehicle and attacked the other vehicle with an axe
- A short time later, Lacey PD received a report of the same individual attacking a vehicle with an axe and obtained a license plate
- A few days later, officers received a Flock alert for the vehicle and arrested the suspect for both violent attacks

Success Stores - Continued

Possession of a Stolen Vehicle and Felony Warrant

- An officer and their trainee received a Flock alert about a stolen vehicle entering Olympia
- Officers quickly located the vehicle in a westside parking lot and conducted surveillance
- As more officers arrived, a coordinated effort was made to safely recover the vehicle
- Inside the vehicle, officers recovered:
 - Stolen firearm
 - Over \$7,300 in cash
 - Large quantity of narcotics
 - Scales, packaging, and other narcotics distribution tools.

Questions?

Flock Cameras



Thank you