



# CITY OF MUKILTEO

## *Police Department*

**Mission:** *To provide professional police service for and with the community*

**Vision:** *To be a model Police Department invested in the growth and safety of our community through innovation and a balanced approach to law enforcement*

### **Core Values**

- *Professionalism – With pride we enforce the law with compassion, fairness, and respect for all. We strive for excellence in service by being a highly trained, self-disciplined, and motivated team.*
- *Integrity – We hold ourselves accountable to the highest standards of moral and ethical conduct. We hold ourselves to elevated standards of trust, responsibility, and discipline while promoting justice in a fair and impartial manner.*
- *Community – We are committed to partnering with the community to ensure public safety and promote a high quality of life. We value open communication and mutual trust.*

The following information is provided to help educate the public on current police training standards and the efforts that all law enforcement agencies in the State of Washington and City of Mukilteo are making to increase de-escalation training and crisis communications.

### **Recruiting**

The success of our community-oriented police department here in Mukilteo is dependent on our most valuable asset, our people. Each staff member is tested, interviewed, and screened with a thorough background investigation to ensure our agency is bringing in someone of the highest character who possesses the desire to answer the call to protect and serve the public. Each potential candidate must be the right fit for our community and willing to work each day to establish and maintain the trust of those we serve.

Our core values of Professionalism – Integrity – Community are proven through each professional contact we make, whether it is a simple social interaction or a crisis situation. Building upon this solid foundation, our police agency provides the tools and teaches all of the technical skillsets to safely and effectively perform our mission “to provide professional police service for and with the community”.

### **Training**

Our Statewide Basic Law Enforcement Academy (BLEA) provides 720 hours of mandated basic training to every police officer in the state, which includes de-escalation and crisis intervention training. The instructional core blocks include:

- Criminal law and procedures
- Traffic enforcement
- Cultural awareness
- Communication skills



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- Emergency Vehicle Operations Course
- Firearms
- Crisis intervention
- Patrol Procedures
- Criminal Investigation
- Defensive Tactics
- De-escalation techniques

All law enforcement officers must complete an additional crisis intervention training course and are also required every year to complete refresher training on updated crisis intervention techniques. Here's a link to the state's Crisis Intervention training standards and resources: [Crisis Intervention Team Training](#)

In 2018, voters in the State of Washington approved Initiative 940, which became the Law Enforcement Training and Community Safety Act (LETCSA). This measure required law enforcement officers receive an additional 40 hours of training every three years with an emphasis on de-escalation and mental health training. It also established the standards for independent investigations of deadly force. Additional information about LETCSA can be found at the Washington State Criminal Justice Training Commission website: [LETCSA Overview and information](#)

### **Policies**

Our department use of force policy can be found [here](#). The Mukilteo Police Department objectively evaluates the use of force by its members to ensure that their authority is lawful, appropriate, and is consistent with training and policy.

### **Body cameras**

The Mukilteo Police Department does not currently utilize body cameras. We are interested in the concept in the future, but at this point there is a backend cost and resource management needs that are not funded and would potentially be substantial in cost. Public records requirements would probably result in additional staff needed to manage the system and the large amount of data and information.

### **Statistics**

Additional information on crime statistics can be found on our Police Department website and the Washington State Sheriffs and Police Chiefs Association crime and statistics website.

[Mukilteo Police Department Annual Reports and Statistics](#)  
[WASPC CJIS Statistics and Reports](#)