EATONVILLE

POLICE DEPARTMENT- CHIEF JIM HEISHMAN

M E M O R A N D U M

DATE: 10/9/2015

TO: MAYOR SCHAUB AND TOWN COUNCIL

RE: EATONVILLE POLICE DEPARTMENT'S OCTOBER 2015 REPORT

Community Support

- All Town residents can now apply for and receive their State of Washington Concealed Pistol License or Pistol Transfers through the Eatonville Police Department. If interested, contact Gaille at the Police Department on Tuesdays and Wednesdays between 9:00 am and 4:00 pm. For full details and costs, please refer to the Town of Eatonville website or Facebook page for the two page fact sheet.
    - Please refer to the calls for service summary for number issued.

- Vacation checks can be requested by contacting Gaille or any officer and filling out the request form. With summer vacations being planned, please add this to your pre-vacation "to do" list so we can help check your house while you are gone.

- Washington Fish and Wildlife Officer Denny Flowers was invited to attend the Public Safety Committee meeting on 10-06-2015 as a subject matter expert for some of our community's concerns over archery hunting in the Town of Eatonville. Those in attendance had many questions and now have a better understanding because of Officer Flowers's efforts. A formal letter of appreciation has been sent to his Department's leadership to formally thank him for sharing his insight and time.

Public Safety Committee Requests

- The Public Safety Committee is reviewing the following E.P.D. requests;

    - E.M.C. review for Parks {EPD driven/08-04-2015}:
        - Current Eatonville Municipal Code {E.M.C.} makes it a misdemeanor crime to consume alcohol in any of our Parks, to include Bud Blanchard Trail.
        - Current Revised Code of Washington {R.C.W.} makes it a civil infraction to consume marijuana in public.
            - Requesting the Council review and standardize the penalty for intoxicants in the Park. Both should be civil infractions to align with State Law.
            - Status: Approved in Committee to advance to the Council. Under review.

    - Residential speed limits {EPD driven/Will be removed in November Report}:
        - Current E.M.C. has reduced the speed limit in most of our residential areas to 15mph. State law places the speed limit in all incorporated towns and cities at 25mph, unless posted otherwise.
            - Modified to read 25 mph unless otherwise posted by Ordinance.
            - Status: Approved by Council on September 28, 2015. Thank You!

- All Terrain Vehicles on Public Roadways {Mr. Donnie Stewart request at Council Meeting}:
  - Can properly equipped All Terrain Vehicles be allowed to operate on the public roadways of the Town of Eatonville?
  - Washington has changed the state laws to allow properly equipped and licensed ATVs to operate on public roadways outside of incorporated Towns and Cities.
  - Decision Point: Change the E.M.C. to bring our statute into alignment with state law, allowing it…or; not change the E.M.C. or allow our residents to operate their properly equipped ATVs on the Town's roadways?
    - Status: Approved in Committee to advance. Pending Council review.

- Should "Vaping" be allowed in businesses and Parks within Town limits, or be categorized and restricted by the same rules as tobacco products? {EPD driven/10-06-2015}.
  - Electronic cigarette use is being reviewed at the State, County and Local levels across Washington State. With most Ordinances placing "vaping in public" within the same restrictions as tobacco. Major concern is second hand vapor and the high number of substances that can be infusing into the vaping liquid, to include THC {marijuana extract} and other intoxicating substances.
  - We have one "Vape" business in Town
    - Status: Approved in Committee to advance. Council package being prepared.

Upcoming Events

- October 17: We are currently working with the Town Manager and coordinator of the Salmon Festival for the public safety requirements to support this event.

Performance Plan

- The Performance Plan is a Problem Oriented tool that is used by departments to address quality of life issues within their communities.

  - Emphasis of the Month
    - During October, our continued and combined focus will be crime prevention patrols and pedestrian safety. School has started, with vehicle and pedestrian surges during the beginning and end of school happening five days a week. We are trying to slow speed through education and enforcement as needed.

  - We continue to monitor the Bud Blanchard Trail system and develop strategy to manage new issues and patrol it effectively and efficiently. We have seen the trail system develop into a very positive destination location for the Town.
    - No crimes reported on the trail during September
    - We have increased our patrol checks of the trailhead and trail to deter and detect car prowls and thefts.

  - Pierce County 911 Service Contract
    - The contract has continued to work well. Through this contract, the department has been able to lower overtime costs while maintaining service.
      - For number of calls billed, please refer to the calls for service summary of this report.
      - This contract has helped my department manage the officer's requested time off, both sick leave and vacations. Ensures employees can take earned time off without impacting the community's needs (minimizes overtime spending during surge periods).
      - We should see a slight increase in billed calls for service for September and October due to employee vacations. As a prudent steward of Town funds, I am

not backfilling most of the shifts with overtime, but allowing the calls to be handled under the PCSD service contract.

- South Sound 911 Dispatch and Report Service Contract
  - We are still fine tuning the new radios, radio dispatch, computers in the cars and report writing system, but it is working well to date and we are now tied into the region, both with radios and reports.

Training

- For 2015, the officers have almost completed their 60 hours of on-going training with the Pierce County Sheriff's Department Training Unit, who provides regional certified training at no cost to their regional partners.
  - Includes 40 hours of in service training {legal updates, emergency vehicle operation, defensive tactics, active shooter and advanced patrol tactics, first aid to include the AED and other necessary topics}.
  - Includes twenty hours of firearms, tactics and lethal force training {2 ten hour training days, one summer and one winter}
  - This training criteria, topics and amount of hours exceeds the standards set by the industry and meets the professional training best practices.

Management Activities

2015

- The review of the current Policies and Procedures Manual is continuous.
- The 2015 Budget is operational.
- The 2015 Department Training Plan is almost complete.
- The Town Emergency Management Plan and Hazard Mitigation Plan is being revisited and updated in cooperation with Eatonville Fire and Emergency Management.

2016

- The 2016 Police Budget proposal has been crafted and submitted to Town staff.
- The 2016 Police Training schedule is being crafted.
- A 2016 Grant for a fully equipped patrol vehicle has been authored, reviewed and signed by the Mayor and submitted for consideration.
- Other Grant opportunities are being coordinated.

Significant Cases

Nothing to report.

Calls for Service Summary *{The Crime Analysis specialist has been sick this week and can't give me the calls for service total till next week. I use that report to pull the dispatched calls and the after hours billing. The missing information will be added once received and a complete report will be sent at that time}.*

September, 2015	
Dispatched Calls	TBD
Traffic Stops	*38*
Total Calls {all sources}	***** total***
Reports Generated	***22***
Community Service	7
Animal Control	3
Code Enforcement	3
Traffic Infractions	6
Criminal Citations	2
Traffic Accident Reports	4
Misdemeanor Arrests	5
Felony Arrests	0
PCSD 911 After Hours Contract Dispatched Calls – Billed	November, 2014: 6 December, 2014: 7 January, 2015: 7 February, 2015: 4 March, 2015: 3 April, 2015: 3 May, 2015: 4 June, 2015: 12 July, 2015: 7 August, 2015: 9 September, 2015: TBD
Concealed Pistol License (CPL) and Pistol Transfer Authorizations (PTA) Issued	December, 2014: 6 January, 2015: 16 February, 2015: 5 March, 2015: 7 April, 2015: 5 May, 2015: 5 June, 2015: 5 July, 2015 7 CPL / 3 PTA August, 2015 3 CPL / 2 PTA September, 2015: 2 CPL / 2 PTA

Town of Eatonville

MONTHLY CRIME AND OFFENSE REPORT

Town of
Eatonville
September 2015

Violent & Property Crimes

	September 2014	September 2015	2014 Year to Date	2015 Year to Date	Yearly Percentage Change
VIOLENT					
Aggravated Assault	0	0	0	2	**
Murder	0	0	1	0	-100%
Rape	0	0	0	0	**
Robbery	0	0	0	0	**
Armed	*0*	*0*	*0*	*0*	**
Strongarm	*0*	*0*	*0*	*0*	**
Violent Crimes Total	**0**	**0**	**1**	**2**	**100%**
PROPERTY					
Arson	0	0	0	0	**
Motor Vehicle Theft	1	0	1	5	400%
Burglary	0	3	0	15	**
Residential	*0*	*2*	*0*	*7*	**
Non Residential	*0*	*1*	*0*	*8*	**
Theft	0	2	1	30	2900%
From Vehicle	*0*	*0*	*0*	*9*	**
Gas Station Runouts	*0*	*0*	*0*	*1*	**
Mail Thefts	*0*	*0*	*0*	*0*	**
Other Thefts	*0*	*1*	*1*	*19*	*1800%*
Shoplifting	*0*	*1*	*0*	*1*	**
Property Crimes Total	**1**	**5**	**2**	**50**	**2400%**
TOTAL	**1**	**5**	**3**	**52**	**1633%**

Other Assaults

Non Aggravated Assault	0	2	0	18	**

Domestic Violence Offenses

DV Assaults *(Subset from above)*	September 2014	September 2015	Year to Date	Year to Date	Yearly Percentage Change
Aggravated Assault	0	0	0	1	**
Non Aggravated Assault	0	2	0	9	**
Other					
Protection Order Violations	1	1	1	2	100%

*This report was developed by the PCSD Crime Analysis Unit. It is intended to be used for crime trend comparison use only. This report is a current count of offenses at the time of publication and is not the UCR or NIBRS report, which is the official report of crime information created and distributed by SS911. These counts will change as offenses are removed, added, and updated ** Indicates not calculable*

Monthly Crime and Offense Report
Town of Eatonville

September 2015

Pro Active Offenses/Arrests

Drugs	September 2014	September 2015	2014 Year to Date	2015 Year to Date	Yearly Percentage Change
Drug Possession	0	0	0	9	**
Marijuana	*0*	*0*	*0*	*2*	**
Methamphetamine	*0*	*0*	*0*	*3*	**
Other Drug	*0*	*0*	*0*	*4*	**
Drug Sale/Manufacturing	0	0	0	2	**
Marijuana (Sale/Man)	*0*	*0*	*0*	*2*	**
Methamphetamine (Sale/Man)	*0*	*0*	*0*	*0*	**
Other Drug (Sale/Man)	*0*	*0*	*0*	*0*	**
Other					
Prostitution	0	0	0	0	**
Warrant Arrests	0	1	1	17	1600%

Criminal Traffic Arrests

Doesn't include Traffic Infractions (speed, etc.)	September 2014	September 2015	2014 Year to Date	2015 Year to Date	Yearly Percentage Change
Driving Under The Influence	0	1	0	3	**
Vehicular Homicide	0	0	0	0	**
Other Traffic Arrests	0	3	0	50	**

Other Crimes and Offenses

	September 2014	September 2015	2014 Year to Date	2015 Year to Date	Yearly Percentage Change
Identity Theft	1	1	1	5	400%
Check Forgery	0	0	0	0	**
Counterfeiting	0	0	0	1	**
Other Fraud	1	0	2	3	50%
Sex Crimes (Not Including Rape)	0	1	0	8	**
Obscene Phone Calls	*0*	*0*	*0*	*0*	**
Exposure	*0*	*0*	*0*	*0*	**
Indecent Liberties	*0*	*0*	*0*	*6*	**
Other Sex Crime	*0*	*1*	*0*	*2*	**
Death Investigation	0	1	0	2	**
Suicide	0	0	1	1	0%
Runaway	0	0	0	3	**
Vandalism	0	5	0	19	**
Missing Person Investigations	0	0	0	1	**
Failure to Register (SOR)	0	0	0	0	**
Liquor Law Violations	0	0	0	4	**
Possession Stolen Property	0	0	0	1	**

*This report was developed by the PCSD Crime Analysis Unit. It is intended to be used for crime trend comparison use only. This report is a current count of offenses at the time of publication and is not the UCR or NIBRS report, which is the official report of crime information created and distributed by SS911. These counts will change as offenses are removed, added, and updated ** Indicates not calculable*

Harvard Business Review

LEADERSHIP

Leadership Is Not a Solitary Task

by John Coleman

FEBRUARY 05, 2014

An inspiring historical story is once again making the rounds at least partially because of its inclusion in Malcolm Gladwell's new book, *David and Goliath*. In it, Gladwell tells the story of the French town of Le Chambon-sur-Lignon, which became a safe haven for Jews in Nazi-occupied France during World War II. Led by minister André Trocmé, the residents of Le Chambon-sur-Lignon saved between 3,000 and 3,500 Jews (in addition to others seeking refuge) from 1940 until the end of the war, bringing them into the community and hiding them from French and Nazi officials. By any measure, their actions were courageous and inspiring. They were also an example of the power of community in leadership.

We often think of leadership as a solitary task. Buying into Thomas Carlyle's "great man" theory of history, we speak of leadership in solitary and personal terms. And certainly, history is filled with examples of men and women like

Trocmé, Rosa Parks, Nelson Mandela, and Mother Theresa who took bold individual action. But most real change – even the change driven by those aforementioned leaders – is community-driven and community-focused. Some of the greatest accomplishments in business, politics, and culture have come not from individual initiative alone but from those working *in, with,* and *for* community.

First, great leadership often starts ***in community***. When facing great odds or forced to deal with unusual or trying circumstances, few of us are fortified enough to act alone, without counsel or support. This is a point often hammered home by Harvard Business School professor and former Medtronic CEO Bill George, who is a vocal advocate for what he calls "True North Groups." These are gatherings of peers and mentors with whom we can share. They can counsel us as we face difficult problems and hold us accountable for acting in accordance with our values. Others have advocated similar constructs, such as a personal board of directors. And I've noted before the measurable benefits of mentorship. In short, no man is an island, and we are better leaders when we are rooted in a community empowered to counsel us, challenge us, and hold us accountable.

Similarly, great leaders often realize they must act not in isolation but ***with community***. André Trocmé could never have shielded Jewish people in Le Chambon-sur-Lignon on his own; it took the collective efforts of the entire town. Few great changes happen until and unless a critical mass of community members collectively decides to own and execute the solution. William

Wilberforce is often credited with leading the antislavery movement in the United Kingdom, for example, but would have accomplished far less without the broad-based support of Britain's Clapham Sect and a number of antislavery organizations. Steve Jobs was a visionary when he started Apple, but his effectiveness suffered early in his career when he failed to mobilize his Board of Directors behind his vision. And any former management consultant can tell you that the easiest way to fail in a project is to come up with the "right" solution in isolation, without first worrying about getting the input of and ownership by the broader client organization. Ships have captains, but they are only turned when the entire crew works as a community to shift the ship's direction. One of the easiest ways for a leader to fail is to forget that her power is limited in isolation and nearly endless if amplified throughout the collective intelligence and resources of the community.

Finally, the most inspiring leadership is that done ***for community***. There are certainly moments when we do things purely for ourselves, and that's not all bad. A distance runner racing to win a marathon is no less admirable if she is racing only to test her own boundaries and achieve an individual victory. But few will follow a leader who is focused solely on his own goals, and many of the most inspiring leadership victories are those done in service of a community.

This is obviously true in the world of nonprofits and human rights. Our greatest heroes are those who sacrificed themselves for the good of their communities – people like Clara Barton, Martin Luther King, Jr., Mahatma

Gandhi, and Harriet Tubman. But it's also true in business. Marketer Simon Sinek has noted that, "People don't buy what you do; they buy why you do it. And what you do simply proves what you believe." Many of the most motivated employee and customer bases are so motivated because they see an element of community service in the work their companies do. Whole Foods, for example, professes a motto of "Whole Foods, Whole Planet, Whole People," framing their mission in terms of environmental purity and human wellness. They have engaged the employee base with a dedication to Whole Foods customers, to team members, and to outside charities. TOMS is famously founded on the premise of sharing its success (and the prosperity of its customers) with those in need. Zappos has built its reputation on providing excellent service for their customer community. People don't like to follow leaders who are dedicated only to their own personal glory, but they will sacrifice everything for leaders and communities who give them a higher calling, a greater purpose. And whether in politics or business, leadership for community is almost always the most powerful.

These are old principles, but they are worth remembering. Lofty achievements like those of the little village of Le Chambon-sur-Lignon are only achieved in community, with community, and for community. And the more we keep those principles front of mind, the greater chance we have to lead lives that do our communities a service.

John Coleman is a coauthor of the book, *Passion & Purpose: Stories from the Best and Brightest Young Business Leaders*. Follow him on Twitter at @johnwcoleman.

This article is about LEADERSHIP

FOLLOW THIS TOPIC

Related Topics: MANAGING YOURSELF

Comments

Leave a Comment

POST

19 COMMENTS

ryangase a year ago

John brings up the point that community should come first. This is a great subject to be talking about for the fact CSR is starting to become a main point in many corporations in the United States. I like the point that John says great leaders act with a community instead of isolating their self from the rest. Despite constant adversity, people can overcome difficulties with a community with them.

REPLY 0 0

JOIN THE CONVERSATION

POSTING GUIDELINES

We hope the conversations that take place on HBR.org will be energetic, constructive, and thought-provoking. To comment, readers must sign in or register. And to ensure the quality of the discussion, our moderating team will review all comments and may edit them for clarity, length, and relevance. Comments that are overly promotional, mean-spirited, or off-topic may be deleted per the moderators' judgment. All postings become the property of Harvard Business Publishing.