

Anne E. Kirkpatrick

EDUCATION

Juris Doctorate (1989) *Law*, Seattle University Law School
Master of Science (1984) *Counseling*, University of Memphis
Bachelor of Arts (1982) *Business Administration*, King College
FBI National Academy (2000) Quantico, Virginia
FBI Law Enforcement Executive Development School (LEEDS) (2003) Quantico, Virginia
FBI National Executive Institute (NEI) (2009) Australia

EXPERIENCE

Master Instructor: FBI - LEEDA (July 2014 to Present)
FBI – Law Enforcement Executive Association – FBI-LEEDA
Malvern, Pennsylvania (Headquarters); Seattle, Washington

National Instructor for the FBI's Leadership Program called LEEDA. Teach leadership to mid and high ranking law enforcement executives around the country. Leadership topics include: Transformational versus Power-based Leadership, Leading Generations, Executive Survival, The Problem Employee, Credibility, and Liability.

Chief Deputy (Undersheriff) (December 2012 to July 2014)
King County Sheriff's Office
Seattle, Washington

Second-in-Command of the King County Sheriff's Office (KCSO). King County is the 14th largest county in the nation with a population of 1.9 Million residents. KCSO is a CALEA agency and services all of unincorporated King County and 16 partner cities and agencies. In addition to patrol and the normal specialty services, KCSO also provides such specialties as an Air Support Unit (3 police helicopters) and a Marine Unit. The agency has 1,056 members and a budget of \$155M.

Accomplishments include:

- Oversight of designing and implementing a new Use of Force Protocol
- Oversight of backlogged Discipline cases in our Internal Investigations Unit
- Oversight of restoring Precinct Model of policing from a Zone Model
- Oversight of facility needs for a Precinct and other operational needs
- Oversight of RADAR (Risk, Awareness, De-Escalation, Referral) – for Mentally ill

Senior Instructor: FBI - LEEDA (January 2012 to December 2012)
FBI – Law Enforcement Executive Development Association
Malvern, PA (Headquarters); Seattle, Washington

Instructor for The FBI's Leadership Program called LEEDA. Teach leadership to mid and high ranking law enforcement executives around the country. Leadership topics include: Transformational versus Power-based Leadership, Leading Generations, Executive Survival, The Problem Employee, Credibility, and Liability.

Chief of Police (2006 to January 2012 - Retired)
Spokane, Washington

Second largest city in the State of Washington with a population of 205,500 and the largest city between Seattle and Minneapolis. The metro community serves 500,000 in population and is the retail and medical hub for 1 million people. The department has 400 members and over 100 volunteers. \$50M budget.

Accomplishments include:

- Implemented AIM (an accountability management system - type of Comp-Stat)
- Supported and Negotiated Spokane's first Ombudsman (Civilian Oversight)
- Revised the entire Policy and Procedure Manual to reflect the Nation's "Best Practices". First revision in 17 years.
- Implemented the Leadership Mentoring Program
- Department wide reorganization due to draconian budget cuts
- Implemented electronic ticketing (e-Citations) known as SECTOR which automatically files with the Court system. (from patrol car to court).
- Implemented alternative criminal traffic diversion programs
- Negotiated Fatal Incident Protocol (use of outside agencies to investigate officer involved shootings and other deadly force encounters)
- Implemented Red Light Photo Enforcement
- Implemented DOJ - funded Gang Net data base
- Actively involved in successful 1/10th 1% sales tax for Interoperability (\$42M project to bring critical radio infrastructure into compliance with FCC mandates). Going to a 800mhz system.
- Created the Auto Theft Detective Division under new State - funded Auto Theft Authority – Spokane is the 4th in the Nation for Auto Theft. Dropped 20% since 2010
- Despite reduction in staffing, reduced crime in every UCR category to include an 80% reduction in Homicide.
- Reduced False Alarms by 84% since 2006 after implementation of our Enhanced False Alarm Verification Program.
- Built better community relations through a myriad of outreach efforts such as our Police Advisory Committee (PAC). PAC is an advisory board to the Chief of Police that is mainly comprised of our more underrepresented populations such as those suffering from mental illness, the Native American, NAACP, the LBGT, the physically challenged, and Asian and Russian/Ukraine communities.
- Overall, restored healthy/transparent relationship with the media through a vibrant PIO program that includes media academies and PIO's attending newsroom briefings.
- Implemented Overtime Banks for every Unit with first line supervisory accountability – significant reduction of 50% savings.

Chief of Police (2001 to 2006)

Federal Way, Washington

Federal Way is a suburb city of Seattle and Tacoma with a population of 87,500 in a metro area with a population over 1 million. The department was a “start-up” police agency. At the time of start-up, it was comprised of almost all laterals representing 17 states and 85 agencies. The department has 158 members. \$17M budget.

Accomplishments include:

- Achieved initial CALEA accreditation and re-accreditation
- Reorganized the Command Rank
- Embarked on creative recruitment strategies to hire the best officers
- Engaged in strong community-oriented policing strategies with the Build the Bridge coalition that resulted in an incredible reduction of crime in a particular high risk area and improved the neighborhood’s quality of life. Other examples of COP enhancements included our Cops and Docs programs in the high schools.
- Oversaw new police facility construction
- Served as lead agency to reduce jail costs in King County (significant savings of 50%)
- Integrated advanced WIFI technology to in-car mobile data units
- Served as Co-Chair of King County Police Chief’s Association
- Served as Co-Chair on the King County Car Theft Initiative Task Force (27% reduction in auto theft first year)

Chief of Police (1996 to 2001)

Ellensburg, Washington

A college town in Eastern Washington and the County Seat. Home of one of the four State Universities – Central Washington University - and site of one of the nation’s biggest professional rodeos. Population of 15,000 with an impact population of 30,000 counting students, impacts of the county seat government services, and the impacts of the regional retail center. A 30 member department. \$8M budget.

Accomplishments include:

- Achieved the agency’s first state accreditation
- Reorganized the department’s chain of command
- Developed excellent working relationships with the union (Teamster’s), City Hall, other city departments, schools, and community
- Significantly reduced Internal Affairs complaints 20 fold
- Created three successful ad hoc drug task forces: 95% conviction rate
- Implemented strong Community-Oriented Policing projects: Adult and Youth Citizen Academies, Downtown Foot-beats, Cops vs. Kids Softball games. Mystery Reading Programs in the public library, proactive team that verified registered sex offender restrictions.

College Instructor (1995 to 1996)

Green River Community College, Auburn, Washington

Criminal Justice Department. Full-time faculty for one school year. Served as Ad Hoc Director of Criminal Justice Program. One of the largest law enforcement degree programs in Washington State's community college systems. Assigned to over 100 students

Accomplishments include:

- Revamped the course curriculum with a focus on combining more academic coursework with vocational studies.
- Designed and taught new courses on Community-Oriented Policing, Domestic Violence, and Police Administration.
- Received excellent ratings on student and faculty evaluations

Police Officer/Sergeant (1987 to 1995)

Redmond, Washington

Redmond is a suburb city of Seattle and the headquarters of Microsoft. Its population is 40,000 with a workday impact of 80,000. In addition to working uniform patrol. I held the following assignments as shown below:

Accomplishments include:

- Assistant Commander (1994 to 1995) Washington State Law Enforcement Academy. Full-time assignment
- Criminal Procedure Instructor and TAC Officer (1992 to 1993) Washington State Law Enforcement Academy
- Legal Instructor (1990 to 2001) Washington State Criminal Justice Training Commission – statewide trainer
- Named Officer of the Year (1989)
- President of the Police Officer's Association (the Guild)
- Earned law degree while working full-time

Educational Leave of Absence (1985 to 1986)

Seattle, Washington

Took educational leave of absence from the Memphis Police Department in late 1985 to move from Tennessee to Washington in order to begin law school.

Police Officer (1982 to 1985)

Memphis, Tennessee

Memphis is a major urban city serving a population of 670,900. It is very diverse with a minority population of 65%. It has a history steeped in racial tension and is consistently rated in the Top 10 most violent cities in the nation. The Department has 2400 commissioned officers. I served in uniform patrol.

Accomplishments include:

- Earned Master's degree while working full-time
- Hand-selected to join a small team in Research and Development to design an entire new police rank structure for the entire department
- Recruited to join Organized Crime Unit and Narcotics Unit (I declined both)

PROFESSIONAL AFFILIATIONS

- Former Chair of the Executive Board for Washington State's Fusion Center
- WASPC committee member of Statewide Integrated Intelligence System
- Commissioner for the Washington State Criminal Justice Training Commission
- Member of Police Executive Research Forum (PERF)
- Member of International Association of Chiefs of Police (IACP)
- Member of Washington Association of Sheriffs and Police Chiefs (WASPC)
- Former President of Washington State Chapter of FBI Academy Graduates (2006)
- Member of Washington State Bar Association
- Former Co-Chair of King County Chiefs of Police
- Former Co-Chair of King County Police Chief's Association's Auto Theft Task Force
- FBI Academy Guest Speaker

AWARDS/RECOGNITIONS

- **Officer of the Year** – named by my peers in 1989, Redmond Police Department
- **American Jurisprudence Award** – for top legal scholarship in Products Liability (1989), University of Puget Sound Law School
- **Police Chief's Medal of Meritorious Service** –awarded to me by the officers and staff of the Federal Way Police Department in honor of my service as their Chief

INTERESTS: traveling, running, biking, swimming, fishing, reading, Special Olympics