

Bellevue Police Department

2026-2027 Strategic Plan



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The Bellevue Police Department exists to serve and protect the public by reducing crime, reducing the fear of crime, and enhancing the quality of life for everyone who lives, works, and visits Bellevue. We carry out this mission through prevention, intervention, and enforcement, grounded in strong community partnerships and the principles of community policing.

As Bellevue continues to grow and become more connected through economic development and regional public transit, the 2026–2027 Strategic Plan ensures the department remains prepared to meet these changes while maintaining strong community partnerships and the high level of service this city expects. The plan aligns with the City’s Strategic Target Areas, emphasizing accountability, data-informed decision-making, transparency, and effective organizational leadership.

Public safety is essential to a vibrant economy and a thriving community. This plan outlines how the department will continue working to keep crime low, hold offenders accountable, and ensure Bellevue remains a place where people feel safe. It also addresses traffic and transit safety in an increasingly diverse transportation system, including Vision Zero priorities and light rail security via the Bellevue Light Rail Unit (BLU).

Finally, the plan reinforces our commitment to community engagement and continuing to build on the hard-earned trust we have with community members. This plan also looks within and shares a vision on how the agency continues to prioritize wellness for both officers and professional staff. Together, these efforts uphold the mission and vision of the Bellevue Police Department and provide a clear path forward as we continue serving Bellevue’s growing and dynamic city.

Wendell J. Shirley

Chief of Police



Chief's Office

The goal of the Chief's Office is to direct, plan, and manage all functions and operations of the Police Department in the enforcement of laws and ordinances, the prevention of crime, and protection of life and property.

- The Chief of Police and/or the Assistant Chiefs of Police will:
 - ◇ Coordinate with other divisions of the city to manage projects that go beyond the police department.
 - ◇ Foster relationships with regional partners to include public and community-based organizations, private businesses, and service providers.
 - ◇ Will maintain the Chief's Advisory group to ensure communication between officers and the Chief of Police.
 - ◇ Develop a succession plan for positional reassignments.
 - ◇ Use acting positions for career development opportunities.
 - ◇ Collaborate with Budget Office to build a sustainable biennial budget within City guidelines for 2027-2028 that meets the objectives of the Police Department.
 - ◇ Analyze existing office space for future growth and expansion including a public safety building.
 - ◇ In the 2027-2028 budget cycle increase professional staff in the department.
- The Public Information Officer will actively engage with the community to ensure the BPD message is broadcast by:
 - ◇ Developing a structural communications message that is cohesive between all departments within the agency.
 - ◇ Creating a triangulation approach to effectively communicate the department's work that hits all target audiences
 - ◆ 18-25 (Instagram)
 - ◆ 25+ (Facebook, NextDoor)
 - ◆ Media (X/Twitter, Bellevue Beat Blog)
 - ◇ Working quickly with staff to craft and release proactive content/deliverables for the community.
 - ◇ Increasing police messaging regarding incidents of community concern, including expanding the data dashboard.
 - ◇ Implementing deliverables that address department's community engagement work throughout the calendar year.
 - ◇ Incorporating best practices and utilizing city resources for further outreach, particularly with culturally and linguistically diverse populations.

- The CALEA Sergeant will ensure the department maintains its CALEA Certification by:
 - ◇ Tracking the yearly accreditation schedule and ensuring compliance.
 - ◇ Reviewing and updating all department policies to ensure CALEA compliance.
 - ◇ Ensuring that all Lexipol Policy Manual updates are complete and in command review.
 - ◇ Ensuring all policies complete Bargaining Unit review required prior to department implementation.
 - ◇ Implementing monthly training on department policies.
- The Fiscal Manager will:
 - ◇ Lead the 2027-2028 Budget Development process.
 - ◇ Ensure adopted position adds and budget appropriation adjustments related to reclassifications are accurately captured in the PD budget.
 - ◇ Be the primary point of contact for validating ITD technology inventory to determine replacement reserves and infrastructure rates.
 - ◇ Lead the Business Review process.
 - ◇ Collaborate with each Police bureau and division to achieve their budget objectives regularly to align emerging programs and priorities with the adopted budget and work on necessary adjustments.
 - ◇ Propose necessary adjustments during Mid-Biennium to incorporate budget appropriation into the adopted budget.
 - ◇ Review open contracts, and costs for procurement and obtain Council approval when applicable.
 - ◇ File timely financial reports including Accounting, Treasury, Federal Forfeiture and Audit.
 - ◇ Execute monthly Business Reviews.
 - ◇ Track program expenditures and assess funding levels.
 - ◇ Work with Finance and Asset Management (FAM), HR, and Information Technology (IT) to identify opportunities and inefficiencies in workspaces and operations.
 - ◇ Collaborate with Executive Leadership Team (ELT) on staffing levels for both commissioned and professional staff.
 - ◇ Provide guidance and support ELT and supervisors with reclassification reviews.
- The Office of Professional Standards will:
 - ◇ Ensure investigations are completed in a timely manner.
 - ◇ Receive and respond to complaints from the community.
 - ◇ Track and document all investigations and outcomes

- ◇ Provide quarterly reports.
- ◇ Determine if the early intervention system meets the needs of employees and the organization and advise if modifications are necessary.
- The Wellness Sergeant will:
 - ◇ Lead the wellness response to critical incidents with a focus on the wellbeing of all police staff.
 - ◇ Develop and implement a mentorship program for all levels of the department.
 - ◇ Develop training for the department in the area of wellness on an annual basis.
 - ◇ Incorporate a physical fitness component to the Wellness program that applies to staff.
 - ◇ Develop and support a family outreach and support program.
 - ◇ Review and revise organizational wellness strategy.
 - ◇ Complete an annual review of the entire program.



Patrol Division

The Patrol Division of the Bellevue Police Department is the largest and most visible component of the agency, responsible for maintaining public safety and responding to calls for service throughout the city. Officers assigned to this division work across six districts, providing coverage and support to Bellevue's diverse neighborhoods. Their presence helps ensure a swift response to emergencies and fosters ongoing engagement with the community.

Besides our eight patrol squads, this division is made up of several specialized units that contribute to its overall mission. These include the Traffic Unit, the Transit Unit, the Community Services Unit, the Bicycle Unit, the Custody Unit and the Community Crisis Assistance Team. Each unit plays a distinct role in supporting patrol operations and enhancing the department's ability to address a wide range of public safety needs.

Together, these units form a cohesive and responsive team that reflects the department's commitment to both enforcement and community partnership. Whether through routine patrols or collaborative outreach, the Patrol Division works to build trust, promote safety, and uphold the values of service and professionalism across Bellevue.

- Patrol Captains will:
 - ◇ Use crime dashboard and information provided by crime analysis to identify crime hot spots, identify prolific offenders, and focus response to address changing criminal activity.
- Present data quarterly at COMPSTAT about the top police response locations as well as steps taken to address developing crime and quality of life issues
- In order to reduce the rate of property crime and crimes against persons patrol sergeants will:
 - ◇ Assign emphasis patrols in areas identified via crime dashboard.
 - ◇ Use self-initiated directed patrols by officers in areas identified via crime dashboard.
 - ◇ Deploy organized anti-crime operations directed by patrol captains in areas identified via crime dashboard.
 - ◇ Ensure utilization of Records Management System to track the status of investigations and follow-up work.
- Patrol leadership will ensure that all officers maintain all qualifications and certifications.
- The Crime Prevention Coordinator and the Public Information Officer will proactively use Crime Prevention resources, including an up-to-date webpage and crime dashboards, to train our officers and educate the public.

- The Bellevue Light Rail Unit (BLU) will maintain a visible presence on transit properties and vehicles. BLU will:
 - ◇ Provide training to patrol regarding enforcement specific to light rail.
 - ◇ Develop additional and strengthen existing regional partnerships to enhance safety.
 - ◇ Be responsive to report crime trends occurring on transit.
 - ◇ Continue regional training with applicable agencies.
- The Patrol Major and Planning, Research, and Program Major will work collaboratively to continue and expand community engagement opportunities.
 - ◇ Participate in community or regional community engagement events (i.e. Battle of the Badges, Halloween on the Hill)
 - ◇ Heroes and Helpers
 - ◇ Women's Self Defense
 - ◇ Sector Watch Newsletter
 - ◇ Community Academy
 - ◇ Youth Camp
 - ◇ HOA/Community Meetings
 - ◇ National Night Out
 - ◇ Coffee with a Cop
 - ◇ Cooperative events with the school district and community based organizations.
- Traffic Unit Leadership will:
 - ◇ Conduct Distracted Driving and DUI emphasis patrols utilizing overtime funding provided by Target Zero.
 - ◆ "Night of a 100 Stars" DUI Campaign
 - ◆ "On the Road, Off the Phone" campaign
 - ◆ DUI Drive Sober or Get Pulled Over campaign
 - ◆ 100 Safe Days of Summer Campaign
 - ◆ Click it or Ticket Seatbelt Campaign
 - ◇ Track Traffic Service Requests (TSR) from community and deploy resources in a timely manner and as staffing allows to address community concerns.
 - ◇ Meet with City of Bellevue Transportation for:
 - ◆ Quarterly subject matter expert meetings.
 - ◆ Vision Zero Action Plans.
 - ◆ Quarterly subject.
 - ◆ Speed Safety Cameras

- ◇ Review collisions at photo-enforced intersections to identify patterns or trends and will report annually on the status of photo enforcement, comparing the number of collisions citywide to collisions at photo-enforced intersections.
- The Unmanned Aerial Systems (UAS) Commander will:
 - ◇ Annually track the number of UAS deployments
 - ◇ Ensure all UAS operators are certified and up to date on all training. The commander will also, annually, determine the approved number of authorized pilots for the program.
- CCAT and CARES will:
 - ◇ Divert those individuals away from the criminal justice system when appropriate.
 - ◇ Conduct training for the department to help officers identify people in crisis. The Patrol Major will examine alternative staffing models for all staff that qualify.



Investigations Division

The Investigations Division is dedicated to conducting thorough investigations into a wide range of criminal offenses, including property crimes, violent crimes, and sexual assault cases. The division is organized into specialized units—such as Property and Fraud Crimes, Violent Crimes, Special Assault, and the Special Operations Group—each staffed with detectives who bring focused knowledge and expertise to their assignments.

Detectives are responsible for investigating complex cases by interviewing victims, witnesses, and suspects; gathering and analyzing evidence; and preparing search and arrest warrants. Their work often involves close coordination with other divisions within the department, as well as collaboration with regional and state law enforcement agencies.

Through specialized training in investigative techniques, the Investigations Division is committed to delivering high-quality, effective investigations that hold offenders accountable and help ensure the safety and well-being of the Bellevue community.

- Investigations leadership will work to reduce the rate of property crime and crimes against persons by:
 - ◇ Ensuring all investigations are completed in a timely manner, in compliance with statutory requirements, and submitted to the prosecutor’s office as required.
 - ◇ Adhere to chain-of-custody protocols for all physical and digital evidence to ensure integrity and reliability throughout the investigative process.
 - ◇ If probable cause exists to arrest a suspect in a case all available steps will be taken to make an arrest or file charges in a case.
 - ◇ Communication will be made to all victims in a case to advise them of the closure and disposition of their case.
 - ◇ Provide ongoing training to patrol personnel to enhance their investigative skills, evidence collection practices, and overall case effectiveness.
 - ◇ Participate in regional task forces.
 - ◇ Track case closure rate.
 - ◇ Identify, track, and ensure timely investigation of all bias-related cases.
 - ◇ Utilize RMS to track the status of investigations and follow-up work.
- Investigations Captains will present data quarterly at COMPSTAT about status of cases to ensure accurate and timely completion of cases.
- Crime analysis will:
 - ◇ Identify crime hot spots, analyze trends, and provide actionable criminal intelligence to investigations and patrol to assist in quickly identifying suspects and solving cases.
 - ◇ Identify prolific offenders to support targeted enforcement and crime-reduction strategies.

- ◇ Provide the Public Information Officer (PIO) with timely and accurate information to support clear and accurate public messaging regarding incidents of community concern.
- ◇ Maintain the public-facing dashboards to ensure residents have access to timely and accurate information.
- ◇ Expand the data available on the public-facing dashboards to enhance transparency and community engagement.
- The Special Operations Group (SOG) will:
 - ◇ Reduce recurring crime in the City of Bellevue using both traditional policing strategies and innovative approaches.
 - ◇ Maintain flexibility and responsiveness to emerging or shifting crime trends.
 - ◇ Support patrol units in combating both property crimes and crimes against persons.
- The Police Forensic Evidence Laboratory will:
 - ◇ Assist investigations and patrol operations by conducting timely, high-quality forensic analysis of evidence.
 - ◇ Reduce and ultimately eliminate the backlog of forensic examinations through improved processes and resource optimization.
 - ◇ Work toward achieving laboratory accreditation in accordance with recognized forensic and quality-assurance standards.
 - ◇ Provide ongoing forensic training and support to investigations and patrol personnel to enhance evidence handling and case effectiveness.
- Investigations leadership will:
 - ◇ Implement yearly performance measures for the destruction of eligible records.
 - ◇ Evaluate community impact and case solvability when allocating resources to enhance investigative efficiency.
 - ◇ Collaborate with the Public Information Officer (PIO) to ensure transparency with the public.
 - ◇ Ensure that all staff maintain all qualifications and certifications.
 - ◇ Analyze and identify opportunities for technology solutions to enhance investigative quality, streamline tracking, improve documentation, and increase operational efficiency.
- The Investigations Major will examine alternative staffing models for all staff that qualify.



Planning Research and Program Management Division

The Policy, Research, and Program Management (PRPM) position within the Bellevue Police Department focuses on developing and evaluating strategic initiatives to enhance organizational effectiveness and operational efficiency. Key responsibilities include tracking officer activity, recommending technology solutions, and optimizing processes across divisions.

The role also involves reviewing and updating department policies, managing the conversion of policy manuals—like the transition to Lexipol—and creating unit-specific guidelines. Additional duties include staff development through training and efficiency studies, collaborating with command staff on staffing needs, and supporting leadership structures such as Shared Leadership Committees.

The PRPM position also engages as the Chief of Police’s representative to seven advisory councils, oversees diversity and inclusion initiatives, secures grant funding, and explores innovative work models to align with departmental goals and community needs.

- The PRPM Leadership will research and develop new programs to solve ongoing issues across the department. These include:
 - ◇ If approved, develop and deploy Artificial Intelligence (AI) programs across department.
 - ◆ Deploy AI-assisted transcription and report drafting tools that use body-worn camera audio, in-car video, and officer notes to reduce paperwork burden, improve report quality, and return officers to community-facing work.
 - ◆ Implement AI tools to query internal policies, training materials, and case law, giving officers immediate access to current guidance in real time.
 - ◇ If approved, develop and deploy Drone as First Responder (DFR) program across department.
 - ◇ Explore Electric Vehicle (EV) options for fleet deployment.
 - ◇ If approved, deploy in-fleet video system.
The PRPM Leadership will work with patrol to assist with identifying and staffing community engagement opportunities.
- The PRPM Section will:
 - ◇ Conduct department audits as required by Commission on Accreditation for Law Enforcement Agencies (CALEA).
 - ◇ Manage communication with and manage involvement of Advisory Councils in department processes
 - ◇ Coordinate department participation in the City of Bellevue Emergency Preparedness Response Plans.

- ◇ Manage the department's technological business systems and monitor their usage to make recommendations for solutions and changes. This responsibility includes:
 - ◆ Inventory management and accountability as required by CALEA and industry best practices.
 - ◆ Providing training for implemented tech systems and maintaining updated documentation required for ongoing use and maintenance.
 - ◆ Conducting ongoing research into new technologies that emerge that may specifically assist the department to serve the community.



Records and Property and Evidence

The Records and Property and Evidence Unit is integral to the police department, ensuring all duties are executed with intention and precision. We balance efficient operations with our core values of Integrity and Service.

Our professional staff are the backbone of these operations, providing essential services that support the entire department. Their unwavering commitment to excellence ensures officers have the information and resources needed to perform their duties effectively.

Our vision is to provide the best possible service through sustainable and efficient operations. We strive to deliver quality support to both internal and external customers, driven by our work ethic, integrity, and dedication.

- The Records and Property and Evidence leadership will ensure the accurate collection of records and storage of property by:
 - ◇ Timely review cases and ensure accurate entry of paperwork into the digital Records Management System (RMS).
 - ◇ Ensure utilization of RMS to track the status of investigations and follow-up work.
 - ◇ Prioritize record retention processes.
 - ◇ Implement yearly performance measures for the destruction of eligible records.
 - ◇ Transfer historically significant case files to the state archives for preservation. The Records and Property and Evidence leadership will ensure the appropriate disclosure of records by:
 - ◇ Receiving, logging, completing, and tracking public records requests.
 - ◇ Effectively analyzing and interpreting requests to prepare the appropriate records.
 - ◇ Coordinating with internal stakeholders and external departments to locate and gather responsive records.
 - ◇ Reviewing records for exemptions under the Public Records Act (RCW 42.56) and other applicable laws.
 - ◇ Redacting sensitive or exempt information from records prior to release.
 - ◇ Preparing exemption logs and response letters explaining redactions or denials.
 - ◇ Ensuring timely responses to meet statutory deadlines.
 - ◇ Maintaining accurate records of all requests and responses for auditing and legal compliance.

RECORDS AND PROPERTY AND EVIDENCE

- The Records and Property and Evidence leadership will ensure the appropriate handling of property and evidence by:
 - ◇ Ensuring chain of custody is maintained and every item is logged to maintain a clear and unbroken chain of custody.
 - ◇ Upholding storage and security standards in accordance with policy, procedure and law.
 - ◇ Completing regular audits and inventory checks to ensure accountability as part of our internal process.
 - ◇ Ensuring adherence to legal guidelines and policy when clearing items for destruction, return to owner, or auction.
- The Records and Property and Evidence leadership will:
 - ◇ Evaluate current forms and documents for accuracy and applicability.
 - ◇ Ensure professional staff attend specialized training in empathetic communication, de-escalation, and procedural equity to ensure high-quality interactions across phone, email, and front-desk settings.
- The Administrative Services Manager (ASM) will:
 - ◇ Explore accessibility formats for non-online and non-English-speaking community members.
 - ◇ Examine alternative staffing models for all staff that qualify



Personnel Services Unit

The purpose of the Personnel Services Unit (PSU) is to manage recruitment, hiring, and training coordination for the department and ensure the department and personnel are in compliance with all Criminal Justice Training Commission (CJTC) requirements.

- The PSU Leadership will:
 - ◇ Ensure all staff have access to high quality, relevant, and up to date training. Personnel training will be tracked and all records of the training will be maintained according to the law and department and city records retention rules. retained. This will be done by:
 - ◆ Ensuring all staff has completed all required city, state, and federal training by due date.
 - ◆ Completing an audit of required training by the end of each calendar year to determine if training is completed.
 - ◆ Maintaining a database of all department certifications and which personnel are certified and when the certifications expire.
 - ◆ Providing rank appropriate training for all levels of the department.
 - ◇ Ensure that all hiring is conducted fairly, transparently, and in accordance to law and department standards by:
 - ◆ Maintaining an active recruiting and hiring team.
 - ◆ Ensuring all recruiting and hiring staff has completed the required training for their positions.
 - ◆ Using software solutions to manage recruiting and hiring.
 - ◆ Continuously evaluate and adjust hiring process according to law and civil service rules to optimize efficiency and effectiveness of hiring and on-boarding of new employees.
 - ◆ Ensuring the department is aligning with and supporting the City of Bellevue Diversity Advantage Initiative and diversity, equity, and inclusion goals.
 - ◇ Ensure uniforms and equipment issued to department personnel is properly sourced, inventoried, issued, and collected upon employee separation.
 - ◇ Schedule and manage promotional processes. These processes shall follow industry best practices for the fair and objective selection of qualified candidates in accordance with state and federal law and civil service rules.





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