



Shield & Star

Vol. 7, Issue 1

Winter 2013



**WAGOPS
Day on the Hill**

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Cover photo Courtesy of Josh Kelsey



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Hello WACOPS Members, Welcome to the 2013 Legislative Session

By David Hayes, WACOPS President

Hello WACOPS members and welcome to the 2013 legislative session. As I am sure you recall last year's session was long and arduous for everyone. Unfortunately, we are entering this session under similar financial shortcomings with a projected \$3.1 billion shortfall. Our lawmakers, myself now included, have yet another daunting task ahead in balancing the state's budget. And again the legislative members will be looking to WACOPS and our partners in public safety for the roadmap regarding law enforcement concerns.

As you all know by now I have been successful in my campaign to be elected to the State House in the 10th Legislative District. I will now fill the shoes of Representative Barbara Bailey who was the WACOPS House Republican Legislator of the Year in 2011. I can only hope that I will one day win that coveted award.

For the past six years as a WACOPS board member, and the past two as the President of our organization, you have all heard me preach the importance of becoming involved in the campaigns of local state lawmakers. Jamie and Lee have also encouraged each of us to support our friends in the legislature by attending their fund raisers. This has all taken on a

new meaning for me over the past six months.

I realized a long time ago how hard our representatives and senators work to serve us in Olympia and locally. But now I have a better grasp of the amount of

It will take all of our participation in the organization to keep it that way and to maintain our influence with our legislators.

time and emotional energy it takes to run a campaign. I also now realize how critical it is to all campaigns to have a strong team of volunteers. Candidates need a team that take on the weight of placing signs, organizing the many events, managing the

flood of communications, and other various tasks so the candidate may focus on meeting the people and gaining the financial resources necessary to be successful. We all know that the financial contributions that we make to campaigns are important to back up our endorsement. What I encourage all of us to do is to take it one step further by becoming directly involved in a campaign. We want to take WACOPS to the next level by placing our time and effort into campaigns as well. In other words, let's put our muscle and energy where our money is!

As I have gone through this experience and spoke in greater depth to not only our lawmakers, but also to other organizations, I have come to a new understanding of the

(continued on page 8)



WACOPS 50th Anniversary!

By Jamie Daniels, WACOPS Executive Director

The year 2012 marks the 50th Anniversary of the incorporation of the WA Council of Police & Sheriffs. Although the founders began an organized lobbying effort for police in the 1950's, they officially formed the council as the Police Legislative Committee in 1962. Throughout our history, the primary goal of this organization has been to protect and strengthen pension benefits for law enforcement officers through the legislative process. Legislative efforts have dealt with pension benefits for members covered under RCW 41.20, the LEOFF 1 system, and now LEOFF Plan 2. WACOPS also has an extensive history of promoting and defeating criminal justice issues and workplace issues that affect your daily lives. These are still our priorities today.

Last summer, the WACOPS Executive Board met to review and update our strategic plan. They recognized the importance of reviewing past accomplishments and also looked at what would keep this organization strong in the future. The plan reaffirms that providing legislative advocacy will remain the top priority of the council. That advocacy includes lobbying the state legislature, campaign involvement, and our grassroots efforts.

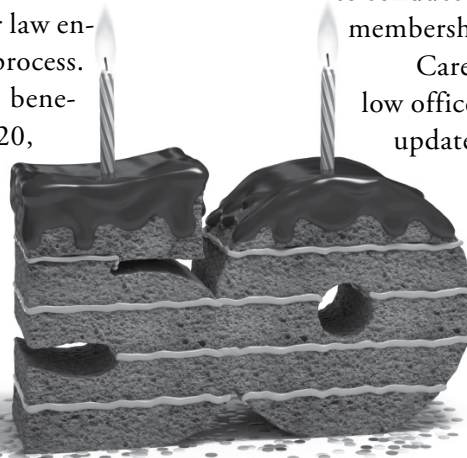
The updated plan also places a greater emphasis on providing services to our membership. At the same time that law enforcement careers are becoming more dangerous, funding is becoming more limited. Our strategic plan acknowledges that officers and their families need support and WACOPS dedicates resources to help. We will continue to provide affordable disability insurance and to ex-

plore options for providing retired medical insurance. We also have a benevolent fund to assist families of fallen officers and a college scholarship program for children of officers. Because the challenge of being a police officer is increasing, we will be investing in national and state experts to conduct training and education seminars for our membership.

Career networking and camaraderie with fellow officers is an important facet in keeping you updated and safe on the job. At our general membership meetings we bring subject matter experts to brief you on the latest issues. We also give comprehensive legislative updates to keep you informed on issues that affect you in your professional capacity. Meetings are held three times a year at various locations around the state and all members are invited to attend.

WACOPS is fortunate to have an excellent Executive Board and there are numerous other leadership opportunities available to the membership. Our delegates, committee members, and volunteers keep the council strong and we welcome all participation.

Planning for the future of WACOPS is shaped by a history of accomplishments. Our commitment is to be responsive to the evolving needs of our membership while keeping the integrity and respect that has made this organization the largest statewide law enforcement association in the state. Focusing on the continuation of representing the best interests of retired, active, and future law enforcement officers, we will have another successful 50 years. ★





2013 Legislative Session

By Lee Reaves, Government Relations

We have newly elected officials in all levels of government in our state. You, as WACOPS members, have done a great job of educating elected officials on the importance of public safety. Spreading that message is a never ending job.

Now we embark on a new era starting in January. There is now a new Governor, Attorney General, numerous statewide officials, and 30 new legislators. That is a big turnover.

The process of getting our message to the new people is incumbent on all of us. The WACOPS grassroots movement is exceptional. You do a great job of spreading our message and we need to continue to move ahead. I know of no-one in the legislative process who is not concerned about public

safety. They just need to learn the facts to make good decisions when it comes time to take a vote.

WACOPS has a structure in place that allows all of us to keep updated on what is happening during the session and throughout the year. We have a strong legislative committee and weekly updates to keep you informed. Communications amongst ourselves and with our elected officials is paramount. We have done well getting our message out and with your continued effort we will again be successful.

Congratulations go to Dave Hayes and Jeff Holy as new state representatives. They are good additions to the legislature and understand what it takes to preserve public safety in our state. ★

All of Us Here at Safe Call Now Serving You

By Sean Riley, Executive Director, Safe Call Now

All of us here at Safe Call Now (www.safecallnow.org) wanted to take this opportunity to personally thank the Executive Board and all of the members of WACOPS for their continued support to “Saving the lives of those who protect us”.

WACOPS has been there since the beginning. From the start of an idea, to passing legislation guaranteeing confidentiality when seeking help through a simple phone call. Due to your continued support over the past three years, we have been able to place 511 public safety employees into inpatient treatment and have assisted over 6,900 employees and their family members when they sought help for a variety of matters to include financials, divorce, mental health, PTSD, substance abuse, and many others.

We want to remind members we are here 24/7 for you. When you call you'll be talking to another first responder who has probably already been through what you are going through. Once you make the connection with Safe Call Now, you are guaranteed confidentiality with our call takers who then assess



the matter at hand and refer you onto a professional to help resolve the crisis. No records are kept and we don't need to know your name or department. All we know that there is a first responder or family member on the other end of the line that needs help and we are going to get you there.

As has been pointed out to us by many is the fact that we have built-in “trust” due to the fact that you're talking to another first responder and those conversations and actions are protected by law. We have found out that there is no negative stigma to asking for help other than that which we create in our own minds. The amount of employees and families we've been able to help has far exceeded our wildest dreams. With your support, we will continue to supply help and assistance to all of our brothers and sisters in their time of need. ★



2012 Financial Year in Review

By Dennis Diess, Secretary/Treasurer, Fife

As we're closing up the 2012 books, WACOPS is very financially sound. Patty Pich, CPA will be conducting an annual review, per the WACOPS' By-Laws, in January 2013. The results of the review will be available sometime in March and Patty Pich will present its findings to the Executive Board at that time.

To summarize 2012, many more repairs to the building were finished. The basement is now updated and beautifully tiled due to some flooding issues early in the year. Also, some front yard landscaping was done during that time because of an old water line breaking, therefore updating the look of the building. The 2012 budget reflected these expenditures as we anticipated some of these issues while finalizing the budget the previous fall.

Even with the ongoing building repairs, WACOPS fin-

ished the year well under budget. Some of that roll over can be attributed to staff wage and payroll tax savings, increased investment returns, no legal expenses and overall frugal spending habits.



The proposed 2013 WACOPS and COPPS Budgets were adopted by the membership at the October meeting in Chelan. There were some line items increased to reflect the goals outlined in the Strategic Plan. Mainly, a focus on formal leadership training opportunities for members at the membership meetings and the creation of a Communication Specialist's position to increase WACOPS' visibil-

ity and messaging to all of law enforcement.

As always, you're welcome to contact me directly at ddiess@wacops.org or call the office for answers to any questions regarding WACOPS' overall financial well-being or budget related issues. ★

Meetings

Behind the Badge Foundation thanks each and every one of you for who you are, what you do and your continued support of the Foundation.



January 16-18, 2013
Winter Membership Meeting.
Phoenix Inn, Olympia.

April 13, 2013
Behind the Badge Memorial Ball.
Hilton Hotel, Seatac.

Upcoming WACOPS Membership Meetings

June 12-14, 2013
Spring Membership Meeting.
The Davenport – Spokane, WA.

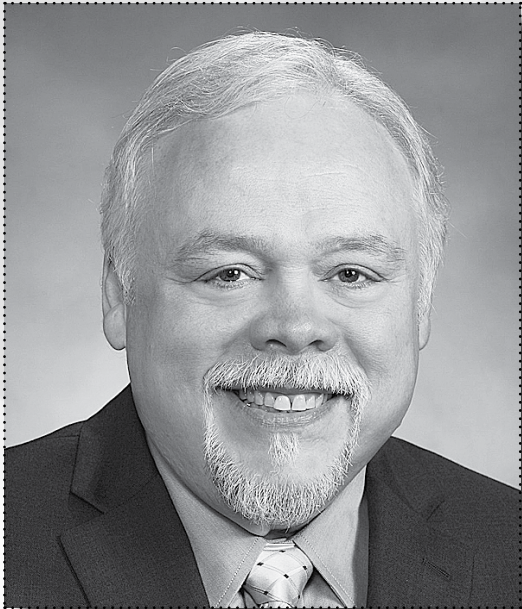
October 16-18, 2013
Fall Membership Meeting.
Suncadia – Cle Elum, WA. ★



2012 Legislators of the Year

Congratulations to the WACOPS 2012 Legislators of the Year.

These legislators will be honored at a luncheon during the Winter General Membership meeting, January 17, Olympia Phoenix Inn.



Senate Republican – Don Benton



Senate Democrat – Margarita Prentice



House Republican – Ann Rivers



House Democrat – Mike Sells



Congratulations to the WACOPS Endorsed Elected Officials

Congressional Races

US House of Representatives
Doc Hastings – District 4
Derek Kilmer – District 6
Dave Reichert – District 8
Adam Smith – District 9
US Senate – Maria Cantwell

Statewide Races

Brad Owens – Lt. Governor
Randy Dorn – Superintendent of
Public Instruction

State Senate

McAuliffe, R. – District 1
Becker, Randi – District 2
Billig, Andy – District 3
Padden, Mike – District 4
Schoesler, Mark – District 9
Hasagawa, B – District 11
Parlette, Linda – District 12
King, Curtis – District 14
Hewitt, Mike – District 16
Benton, Don – District 17
Rivers, Ann – District 18
Hatfield, Brian – District 19
Fraser, Karen – District 22
Rolfes, C – District 23
Hargrove, Jim – District 24
Dammeier, B – District 25
Darnielle, J – District 27
Carrell, Mike – District 28
Pearson, Kirk – District 39
Litzow, Steve – District 41
Frockt, David – District 46
Cleveland, Annette – District 49

House of Reps

Stanford, Derek – District 1
Moscoso, Luis – District 1
Alexander, Gary – District 2
Wilcox, J.T – District 2
Ormsby, Timm – District 3
Riccelli, Marcus – District 3
Crouse, Larry – District 4
Shea, Matt – District 4
Rodne, Jay – District 5
Parker, Kevin – District 6
Holy, Jeff – District 6
Short, Shelly – District 7
Kretz, Joel – District 7
Haler, Larry – District 8
Fagan, Susan – District 9
Schmick, Joe – District 9
Smith, Norma – District 10
Hayes, Dave – District 10
Hudgins, Zack – District 11
Bergquist, Steve – District 11
Warnick, Judy – District 13
Manweller, Matt – District 13
Johnson, Norm – District 14
Ross, Charles – District 14
Chandler, Bruce – District 15
Taylor, David – District 15
Nealey, Terry – District 16
Walsh, Maureen – District 16
Harris, Paul – District 17
Vick, Brandon – District 18
Pike, Liz – District 18
Takko, Dean – District 19
Blake, Brian – District 19
Orcut, Ed – District 20
DeBolt, Richard – District 20
Liias, Marko – District 21
Roberts, Mary Helen – District 21
Reykaldal, Chris – District 22
Hunt, Sam – District 22
Appleton, Sherry – District 23
Hansen, Drew – District 23
Van De Wege, Kevin – District 24
Tharinger, Steve – District 24

Morrell, Dawn – District 25
Zeiger, Hans – District 25
Angel, Jan – District 26
Seaquist, Larry – District 26
Jinkins, Laurie – District 27
Fey, Jake – District 27
O'Ban, Steve – District 28
Green, Tami – District 28
Kirby, Steve – District 29
Dahlquist, Cathy – District 31
Hurst, Christopher – District 31
Ryu, Cindy – District 32
Kagi, Ruth – District 32
Orwall, Tina – District 33
Upthegrove, Dave – District 33
Cody, Eileen – District 34
Fitzgibbon, Joe – District 34
Haigh, Kathy – District 35
Santos, Sharon Tomiko – District 37
Pettigrew, Eric – District 37
McCoy, John – District 38
Sells, Mike – District 38
Kristiansen, Dan – District 39
Lytton, Kristine – District 40
Morris, Jeff – District 40
Maxwell, Marcie – District 41
Clibborn, Judy – District 41
Buys, Vincent – District 42
Pedersen, Jamie – District 43
Chopp, Frank – District 43
Dunshee, Hans – District 44
Hope, Mike – District 44
Goodman, Roger – District 45
Springer, Larry – District 45
Sullivan, Pat – District 47
Wylie, Sharon – District 49
Moeller, Jim – District 49



Executive Board Position 1

By Christopher Tracy, Executive Board Position 1, Tacoma Police Department

In late 2011/early 2012, while in the midst of dire budget negotiations with the City of Tacoma, our union was facing the possibility of losing almost a third of our force – i.e. over 130 of our nearly 400 budgeted officers were slated for layoff. As one part of the effort to solve the crisis, our Union agreed to work collaboratively with the City to ask for help from the federal government. In January 2012, I flew to Washington D.C., along with our Union President, Terry Krause, and Tacoma’s Mayor, Marilyn Strickland. There we met with several of our legislators, and most importantly for the purposes of this article, the Director of the Department of Justice’s COPS Office, Bernard Melekian.

The show of solidarity between labor and management had a profound impact on Director Melekian and ultimately led to an invitation from the COPS Office for our Union to participate in a Forum that the Director was putting together to discuss the future of our profession in the wake of these difficult economic times and more specifically how that is impacting us at the federal, state, and local levels. Our Union President graciously sent me in his stead, and on February 22, 2012, I had the great fortune to participate in a discussion amongst a relatively small group of labor and management representatives from all over the country, including the Police Chiefs from Detroit, MI and Camden, NJ, the Di-

rector of PERF, and union leadership from National Association of Police Organizations (NAPO) and several large city agencies.

In a follow-up to the forum, the COPS Office invited us to submit an article for a forthcoming publication devoted to the future of law enforcement. I submitted an article entitled, *A Labor Perspective on the Value of Our Internal Communities and Collaborative Leadership*. In the article, which is reprinted later in this issue, I advocate for the need to find – as much as possible – ways to work together and, most especially, for all of us to take care of each other. The veracity of the old adage, “united we stand, divided we fall”, has never been truer and our legacy will be built on whether we are able to pass this profession on to the next generation in better shape than it was when we entered into it by working together. The article was ultimately selected for publication and was included in *American Policing in 2022: Essays on the Future of a Profession*, a book published by the COPS office in September 2012.

Meanwhile, back in Tacoma, our Union continued to negotiate with the City throughout 2012 to find ways to avert layoffs and economic harm to our members. By working with the City, we found several collaborative solutions to the budget shortfall, including a mix of actions taken by the City and by the Union. One of the hallmarks of that cooperative approach was realized in June

when the COPS Office announced that the City of Tacoma had been awarded a \$4.97 million COPS Grant – the second highest award in the country! In addition to the grant, we were able to find enough common ground and workable solutions to the budget crisis that to this day not a single officer has been laid off. I would argue this has been a clear validation of our approach to finding collaborative solutions.

The future of law enforcement will ultimately be forged by finding these types of collaborative solutions, particularly given the economic conditions in which we find ourselves. The success of our mission to “protect and serve” the citizens in our communities begins by earning their trust. We accomplish that, in part, by showing them that we can take care of each other. Our legacy will be determined not only on our ability to work with our local, state, and federal leaders, but also in how well we collaborate with one another.

It is truly an honor and a privilege to have been elected to serve on the Board of WACOPS. WACOPS is an amazing organization that has served the law enforcement community valiantly for over half a century and is responsible for many of the rights and benefits we now enjoy. I am excited to work diligently on your behalf to continue the work in the collaborative pursuit of our organization’s strategic mission. As we press forward, please remember to take care of yourself and each other. Let’s get to work! ★



Executive Board Position 3

Tim Bennet Executive Board Position 3, Walla Walla Police

WACOPS continues to be the leader in promoting the legislative agenda for ALL law enforcement officers in the State of Washington. Due to the excellent representation we have in Olympia, we were able to once again save our contribution rates from almost certain reduction, thereby saving the fiscal health of LEOFF 2 to the benefit of all. There is still more work to do as we will certainly see another attack on our pension fund in 2013. We all owe a great deal of thanks to Lee Reaves and Jamie Daniels, as well as all of the members who take the time away from family and jobs to be a powerful voice at the capitol and throughout the legislative session. Thank you for your efforts!

But WACOPS is involved in so much more than just saving your pension rates and passing our legislative agenda. We provide an excellent disability plan and legal representation to many smaller guilds across the state. But that is not the point of my letter.

WACOPS is also involved in bringing quality training to law enforcement throughout the State. In May of 2012, thanks

to a generous donation from WACOPS and others, we were able to bring police psychologist Dr. Kevin Gilmartin to Walla Walla. His presentation on the “Emotional Survival of Law Enforcement Officers” was one of the best seminars I have attended during my 26 year career. The cost of this one-day training can run as high as \$200 per person. WACOPS saw the need to provide this training in the southeast corner of the state. And thankfully, we were able to provide this training for 226 attendees at no cost! Many of the attendees came from smaller agencies who simply could not afford the costs of sending members, and their significant others, to this essential and “life-changing” training. This is truly a testament of the value of WACOPS in providing to the needs of ALL (members and non-members) in our law enforcement family.

As we head into 2013, our legislative challenges from last year will be back. The unified voice of WACOPS’ is well respected in Olympia and that voice will continue to grow with your help! Be involved in the issues that interest you for the betterment of all of us. Stay safe. ★

Hello, Members

continued from page 1

energy that the public safety endorsements carry for our candidates. Whether it’s WACOPS or the Council of Firefighters, the candidates covet these endorsements. Candidates know that the public respects our opinion and trusts our perspectives. So please never underestimate the importance of the WACOPS endorsement.

WACOPS is the paramount law enforcement group in our state and always will be. It will take all of our participation in the organization to keep it that way and to maintain our influence with our legislators. Above that it will take leadership. Right now WACOPS is blessed with the best Executive Board we have ever enjoyed and a terrific Executive Director and staff in Jamie, Lynn, and of course, Lee.

With Craig Bulkley as President and the cooperation and teamwork of our entire organization WACOPS will continue to do great things to the benefit our entire membership.

As my tenure as WACOPS President comes to a close, I come to further reflect on our great organization and what it has meant to me. WACOPS has been a great influence on my life and has brought me to where I am in life. You can all count on me to continue to serve you all as a state representative well into the future. I truly look forward to seeing you all during the winter conference and beyond.

Take care my friends, focus on the front sight and as always, be safe! ★



Executive Board Position 5

By Brian Behrens, Executive Board Position 5, Spokane Airport

Here we are at the end of the 2012 elections, and it's time to move forward with an agenda for the WACOPS organization. I want to say congratulations to our President Dave Hayes on his win for Washington State Representative.

The fall meeting in Lake Chelan also had several of the WACOPS Executive Board positions up for re-election as well. I would like to say thanks to everyone for allowing me to continue to serve in position # 5 for all of you. This last year went by so fast for me, we had very good board meetings and I feel we accomplished quite a bit.

The current Executive Board works very well together and I have enjoyed the experience so far. The strategic planning meeting in Leavenworth, WA with Capt. Cobb from Richland PD was time well spent. We worked long days to come up with our future plan to make WACOPS better moving forward for all members. I look forward to our next



Executive Board meeting in a few weeks in Olympia. We are planning on spending several days up on the hill to meet new and existing members of the House and Senate.

I really enjoy going to Olympia meeting with the legislators now, but at first it was awkward for me. I know this is the point that most of you want to laugh, but when I first went up to meet the legislators it was overwhelming. I walked up to the State Capitol and my jaw dropped on the first glance of the buildings and size of the campus. We have a very nice

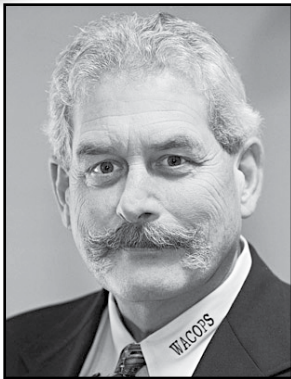
State Capitol and everyone should be proud of the detail that was put into these buildings. The first time the guys from Spokane took me to the Law Enforcement Memorial I was very



impressed and now like to go each time I visit. I am sure I won't be the first to say this to the members, but if you can ever find the time to join us on the hill or go on your own, it is worth the trip to Olympia.

On the eastside of the state in Spokane, we held the 1st Annual Plane Pull for Special Olympics. We are already planning a 2nd Annual Plane Pull for September 2013. We were able to raise approximately \$6,800.00 with only about 2.5 months to plan. We started the idea in October 2011 as we struggled to get an airplane. The airline companies serving Spokane wouldn't make commitment because of cost and usually there are not extra planes at the airport. We had two airline companies who wanted to do it for Special Olympics but said the cost of taking a plane from Seattle and crew was too expensive. Larry Krauter CEO/ Director of the Spokane International Airport was able to get a Boeing 727 airplane donated by Fed-Ex. These airplanes are being retired by Fed-Ex and go to communities that can show the plane will be used for training for LEO, fire departments and college students. I look forward to the next plane pull and I hope to double the money we raise for Special Olympics Washington.

In closing, I look forward to serving the members as an Executive Board Member. BE SAFE! ★



Thoughts on Retirement Issues

By Fred Ruetsch, Executive Board Position 8, WACOPS Retired

Although a number of changes will occur within the state legislature as a result of the recent election, the one thing that has not changed is the budget shortfall facing the State of Washington. This has only been exacerbated by the recent court decision that the state is not adequately funding education. I am sure a shortfall of the magnitude that has been talked about will drive some legislators to consider the "Merger" concept again.

When, and if that happens, each of us (LEOFF 1 and 2) has an obligation to study any proposal presented and examine the details of same. It is imperative that any proposal made include NO changes to any benefit paid or owed to a LEOFF 1 member, and that there be NO reduction to the contributions paid into the LEOFF 2 system.

At the General membership meeting in Lake Chelan we heard from Steve Nelson of the LEOFF board. In part, we heard that LEOFF 1 & 2 were in the best financial shape NA-

TIONWIDE, of any state retirement plan. The reasons for this are varied, but in part are because our membership understands the apparent novel concept of a fully funded plan for the long term. We must not allow that to change.

On a lighter note, many of you have asked what it feels like to be retired. I don't really feel retired, in fact I don't feel much of anything till about noon, and then it's time for a nap. Every week consists of 6 Saturdays and a Sunday. A word of caution for those contemplating retirement: 2 rounds of golf a day is plenty, any more that that is likely to cut into your fishing time.

All retired LEOFF 1 & 2 are encouraged to join WACOPS. There is no fee or dues, just go to the website and sign up. You'll get the magazine and access to the WACOPS website. In addition, all retired LEOFF 1 & 2 are encouraged to attend the general membership meetings. If nothing else poke your head in at the hospitality room and say hi. I hope to see some of you there. ★

Pension Benefit

You Can Increase Your Pension Benefit Before You Retire

By Alex Kasuske, LEOFF Plan Administrator at DRS

Did you know that you can buy an annuity through the Washington State Department of Retirement Systems (DRS)? When you purchase service credit (an annuity) through DRS, you can add to your benefit in retirement.

Here are the most important things to know about purchasing an annuity:

1. You should get an estimate: Log into or sign up for your retirement account online to estimate what your annuity will cost.

2. An annuity won't allow you to retire earlier than you otherwise might: The rules for early retirement don't change. The annuity you purchase will increase your monthly retirement benefit.
3. You can roll money over to make the purchase: Use a personal check, or rollover money from a qualified plan (for example: the Washington State Deferred Compensation Plan or your IRA).

Ready to learn more? Read the Purchasing Additional Service Credit brochure on the DRS website. ★



Thank You For Letting Me Serve

By Brian Wurts, Former Executive Board Position 1

I remember not knowing anything about WACOPS, more accurately I did not know it even existed the first few years of my career. Like most of the cops I have ever worked with, I thought politics was something politicians only engaged in and every couple years I would just see some candidate's commercial that usually had them walking off in the sunset, holding a child, after making promises I doubted could be kept. I enjoyed my job and took on tasks and roles, as did many with the start of my newer department, and it felt good to get things accomplished. Politics however, was something others did. I made a trip to Olympia in 2005 to get some answers after watching our jobs get more and more dangerous as felons were either getting released far too early or were not being supervised by a corrections department that kept getting funds cut. Trying to figure out how to get something done in Olympia individually proved to be an almost impossible task. The lawmakers kept asking if I was with WACOPS and that started the journey.

After hearing from a board member of WACOPS, my guild joined. I started as a delegate to make sure WACOPS was worth my ten bucks a month and was given a crash course in how to be effective in Olympia on our issues. You cannot ask for better teachers and role models than Lee Reeves, Jamie Daniels, and the Government Affairs Board. I was happy to be a part

of significant legislation that created the dedicated funding stream for our LEOFF 2 pension though I thought it was a hopeless dead issue many times that session.

Lee and Jamie stressed that you don't give up in Olympia and throw in the towel when it gets tough. You adapt and overcome, plan other strategies, and rely on the others on your team to get things done. Sound familiar? We have a lot of good people in Olympia, including the Washington State Council of Fire Fighters (WSCFF) and other law enforcement groups, and we use our common issues to be a very effective united front passing needed reforms and stopping bad legislation that puts the public and us at risk. Politicians are people too, but very few have been police officers or firefighters. The best ones on both sides of the aisle have proven to be those who will listen to the implications of bills they support. This education is the core of what we do.

Though my core basic beliefs remain intact, some of the best lessons I have learned involved working with those from the most liberal to the most conservative and finding the common ground in the middle on our issues. Maintaining those relationships and respecting different viewpoints allowed me to be effective with the lawmakers as your representative. I don't think there is a college course or any training program that could have prepared me

to be as effective in Olympia as the first couple years volunteering as a delegate or the last three as a board member. I hope all of our members at least consider coming down at least once to see the process from the inside or even testify on an issue you may be an expert in. The WACOPS staff and members would be happy to have you.

The predecessor of my board position, Steve Lynch, wrote an article about maintaining personal balance as a key to making it to a happy and healthy retirement. When he stepped down and asked me to run I was apprehensive not knowing if I was the best person to do it. Like we often see in our guilds there can be a lack of people willing to step into board roles and the same was true in WACOPS. I had become the guild president in Lakewood automatically when my predecessor stepped down and was already involved in other areas in the department besides my main patrol job. But there was a need and I stepped in. I did not foresee how life would change a month later in November 09 and how much busier and demanding life would get. Still, I do not regret serving the last three years as one of your board members. We have directly helped enact critical criminal justice reforms, changed the State Constitution, protected pension raids that would under-fund us in the future, and stopped relentless attacks

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2013 Legislative Priorities

LEOFF 2

The top priority of WACOPS is to protect and strengthen the LEOFF Plan 2 pension system.

- Efforts will be focused on maintaining the pension contribution rates adopted by the LEOFF 2 Board and clarifying the authority of the LEOFF board to set actuarial assumptions and contribution rates for the plan.
- As we continue to work towards making retirement on the LEOFF 2 plan a financially viable option, we must maintain the current benefits granted by the system. We will continue to work with the legislature on alternatives to making cuts in the LEOFF pension systems.

CRIMINAL JUSTICE

- Efforts to help keep our communities safe will include supporting adequate funding for the Department of Cor-

rections and opposition to the early release of offenders. We will also continue to work towards comprehensive bail practices reform.

- WACOPS will bring a law enforcement perspective to strengthening and weakening criminal and civil provisions in the law.

WORKPLACE ISSUES

- Officer safety and adequate training is essential for careers in law enforcement. WACOPS supports full funding for the Criminal Justice Training Commission and protection under public disclosure laws.
- WACOPS members bargain for working conditions, wages, and benefits at the local level. We support current collective bargaining and bind arbitration laws and will oppose efforts to weaken them. ★

WACOPS Membership Meeting

Winter/Legislative Membership Meeting January 17, 2013



Phoenix Inn Suites
415 Capitol Way N.
Olympia, WA 98501

Here are some helpful links so you can contact your legislators to make appointments:

www.leg.wa.gov/house/Pages/default.aspx
www.leg.wa.gov/senate/Pages/default.aspx



A New Threat to Officer Safety

By Chief Jeff Myers, Hoquiam Police Department
Chairman of the Criminal Justice Training Commission

Professional law enforcement training means something to cops and citizens in Washington. Everyone has skin in the game, especially our legislators in Olympia.

There is no question the budget has been a challenge for our state; the next biennium will prove no different. Unfortunately, it is time for us to tighten our ballistic budget vests and hit the halls of the capital to make our case.

Background:

In 1974, the legislature created the Washington State Criminal Justice Training Commission (CJTC) to assure standardized, professional law enforcement and criminal justice training at a consolidated academy location. Before the CJTC was created, the training landscape spanned a few individual department academies to law enforcement agencies which hired and deployed peace officers with no formal academy training.

State mandated criminal justice related training curricula now includes the Basic Law Enforcement Academy (BLEA), Corrections Officer Academy, E911 Dispatch Training, First Level Supervision (for new line-level supervisors) and the Juvenile Justice Academy (for juvenile detention employees). The CJTC also facilitates state-regulated training related to school safety, armed security officers, leadership, firearms, defensive tactics, child abuse investigation, pursuit driving as well as administration of the Peace Officer Certification Act whereby police officers are decertified for misconduct.

With the exception of troopers from the State Patrol, by state statute all sworn law enforcement officers are required to attend BLEA within the first six months of employment. Under the current state budget, local agencies are required to pay for 25 percent of the cost of BLEA. Recruits range from all size, geographic origin and type of agency- from officers of Seattle PD to deputy sheriffs from Okanogan County.

The CJTC charges fees for non-mandated state training.

Funding:

The annual operating budget of the CJTC is about \$8 million (not including pass-through funding to criminal jus-

tice partners such as the Washington Association of Sheriffs and Police Chiefs and the Washington Association of Prosecuting Attorneys).

In the past, CJTC expenses were covered by the Public Safety Education Account (PSEA) through an assessment added to every traffic ticket issued in the state. A few budgets ago, the PSEA was rolled into the general fund to increase the state's capital bond limit. The PSEA ticket revenue went straight into the state general fund, therefore the CJTC was also rolled into the general fund.



The Crash:

Despite assurances to the contrary, when the economy hit the skids in 2008-2009, cuts to the state general fund had direct impact on the CJTC and its mission. Over the next few years, tenured officers staved off retirement and many new officer positions were lost in local budget cuts. Thus the drop in academy demand allowed the CJTC to trim the budget and services as they

treaded water in the general fund soup.

A Principal of Justice:

During the most recent biennium, with additional state-wide cuts looming, the CJTC again reduced expenditures and faced proposals to shift even more of the training costs onto the cities and counties. Like a balloon, the budget was squeezed with the bulge hitting the local governments who were already paying the wages and benefits of the criminal justice employees attending the required state training.

If this was not enough skin in the game, Olympia suggested the locals pay anywhere from 50 percent to 100 percent of all state-required training costs; all at the same time the state continues (to this day) to collect the ticket revenue formerly earmarked to the PSEA.

Although there is no clear accounting, it is estimated annual ticket revenues to the state total over \$120 million.

It is incumbent on every Washington criminal justice

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The North American Motor Officers Association

Kawika Davis, President, North American Motor Officers Association

NAMOA (North American Motor Officers Association) – is a non-profit 501 (C)(3) organization, with an annual membership base of approximately 400 police motorcycle officers from Washington, Oregon, Idaho, and across Canada. In May, 2012, NAMOA hosted its 30th Annual training conference here in Washington at the Tulalip Resort Casino. Our organization’s primary focus is on police motorcycle training and connecting with the general public. Our conferences are always open to the public, which affords us the opportunity to meet and great our citizens we serve. We are ambassadors of our pro-

fession, and the members of NAMOA spend equal time interacting with the public off the motorcycle as we do actually riding.

Our conferences provide an opportunity for our sponsors and vendors to also interact and showcase their product to the membership as well as the general public. This year NAMOA was very pleased and honored to have WACOPS join us during our week-long event. NAMOA conferences could not be possible without the support of our community, sponsors, and vendors. In return, know that the NAMOA membership is also in support of the efforts of WACOPS. www.namoa.org ★



A New Threat to Officer Safety

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professional to contact our legislators to make sure our representatives understand we are not asking for a hand-out; we do not come to Olympia with a need, but no solution.

The solution to provide the best of training to our criminal justice professionals was established thirty-nine years ago. It is not broken. Our state sets the standard for criminal justice training and professionalism around the country.

It is only just to restore dedicated CJTC funding as first established under the PSEA.

As hiring starts to improve with the economy, the work and funding of the CJTC will become even more critical. Peace officers, corrections officers and other juvenile justice workers are the uniformed, visible symbol of legitimate government authority in our state and our communities. Citizens deserve the best of service from each of us, regardless of geographical location.

Our recruits should not be limited to only those who can afford to pay for the academy. The state has a vested interest in CJTC training because it is not only the right thing to do, but because the bill is already being paid.

In It Together:

As peace officers, we know excellent training will help assure we go home at night. As a state, we know excellent training will help deliver criminal justice professionalism to the citizens we are sworn to serve.

Contact your legislator. Make sure they remove this threat to our officer safety and partner with us for another 39 years. ★

Clark County K9 Unit

Brian Ellithorpe, Clark County Sheriff's Office K-9 Unit, Master Trainer

What a proud day for the Clark County Sheriff's Office (CCSO) K-9 Unit, to be recognized in the WACOPS Newsletter. Our unit currently consists of two K-9 teams; K-9 Saver handled by Deputy Brian Ellithorpe and K-9 Dash handled by Deputy Seth Brannan. Both teams are cross-trained patrol and narcotic detection. Once the departments staffing levels return to normal the two vacant K-9 positions will be filled with another set of cross-trained dogs.

The CCSO K-9 Unit has been a regional leader in training and development of K-9 programs in Southwest Washington. We have assisted many agencies in procuring dogs through donations and other funding sources rather than the "general budget." We continue to provide and receive advanced training for officer safety, but foremost the safety of the communities that we serve.

Both K-9 teams annually certify under WAC and Washington State Police Canine Association standards. They must also pass standards set by CCSO K-9 Unit, a two-day testing process which includes firing range qualifications, tear gas and OC deployments. Deputy Ellithorpe is the Master Trainer for K-9 Unit and has attended



a police dog trainer's school in Southern California.

Our K-9 teams are assigned to the Patrol Division and work with assigned squads. They are not responsible for a beat, but are required to assist on a number of calls and conduct routine traffic enforcement. K-9 Dash and Deputy Brannan are assigned to Southwest Washington Regional SWAT as an additional duty.



Since 2008 the CCSO K9 Unit has assisted the DEA with outdoor Marijuana Eradication. Both CCSO K-9 Teams are on the Washington Cannabis Eradication Team. The teams are "short haul" certified and were the first in the state to obtain their certification. A short haul mission is when the dog and handler are tethered below a helicopter then flown to the area to be searched. They search the Marijuana gardens for suspects, locating camps, and tracking fleeing suspects. The outdoor Marijuana season is during the summer months and each team spends several weeks assisting in the heat and treacherous terrain.



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Injured Officer Support

The mission of Behind the Badge Foundation (BtBF) is to honor the sacrifices of officers who have suffered a line of duty death or catastrophic injury by:

- Serving as the trusted resource to families and surviving officers
- Providing immediate and ongoing support
- Maintaining the Law Enforcement Memorial as eternal recognition and remembrance for fallen Washington officers

Great strides have been made over the years in assisting the families and law enforcement agencies who suffered the death of an officer in the line of duty. WASPC sanctioned Behind the Badge Foundation's Line of Duty Death Response Team (LODDRT) in May 2010. The team is renowned for its expertise and compassion as it assists during traumatic times.

But what about injured officer support? What is in place to ease the journey of the seriously injured officer and family whose lives changed in a split moment in time? Behind the Badge Foundation has assisted numerous injured officers with a variety of needs over the past few years. As we enter into the lives of the afflicted, we come face to face with the reality that where a support system should be there exists a series of gaps, administrative obstacles and abandonment.

Recurring themes facing officers seriously injured in the line of duty were powerfully expressed at two recent roundtable discussions facilitated by Behind the Badge Foundation:

- Law enforcement officers feel alone as they battle a myriad of realities
- Their struggle to regain their health
- Their potential loss of identity as a police officer
- Navigating the bureaucratic systems of governmental agencies which determine their health coverage
- Financial loss

All this while being incapacitated due to their injury.

The lack of organized support should be of the utmost concern to all of law enforcement. No one organization or agency can address this need by themselves. With the awareness that every journey begins with a single step, Behind the Badge Foundation will partner with injured officers and LE organizations and agencies to discuss viable approaches to support. This support must be a combined effort – legislation, advocacy, peer support, and more. If you are interested in being part of this process, please contact Behind the Badge Foundation at 425-747-7523. ★



Clark County k9 Unit

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On April 2, 2011 one of our patrol dogs was killed in the line of duty. The suspect pleads guilty and is serving about a four year sentence for the crimes he committed that day. Our then State Representative, now State Senator, Ann Rivers, pushed for reform to help protect our four legged partners with House Bill 2191. Members of the CCSO K-9 Unit gave testimony to the House of Representative and the Senate backing the bill. This testimony closed a loop-hole for frivolous law suits in the Dangerous Dog statue, excluding police dogs as vicious dogs. It also amended Harming a Police Dog to include a mandatory monetary penalty for harming or killing a police dog.

The CCSO K-9 Unit conducts numerous K-9 dem-

onstrations throughout the year for Boy Scouts, church groups, schools, large public venues, etc. We were honored to fulfill the request to conduct a K-9 Demonstration at Washington State Criminal Justice Training Commission (CJTC) for the Chief for a Day, an event for children diagnosed with chronic or life threatening illness. With K-9 teams from CCSO, Vancouver Police, Tulalip Tribal Police, Thurston County Sheriff's Office, and Port of Seattle Police the children are able to be the dog handler. With a leash in one hand and a red gun in the other, they command the suspect to "Stop or I will send the dog." The suspect (quarry) does not stop and the dog is released to apprehend the suspect. It is a privilege to be a part of a day that will be remembered forever. ★

Best Practices Really are the Best Practices

By Steve Nelsen & Ryan Frost

The purpose of a retirement plan is to recruit and retain employees. Numerous studies have demonstrated that a well-designed and well-managed defined benefit pension plan is the most effective method of ensuring individual retirement security and is a powerful tool for attracting and keeping the employees that an employer needs. But managing a defined benefit pension plan, particularly in the public sector, can be challenging so plan administrators must use best practices in order to keep their plans healthy and stable for the plan members, public employers and the citizens they both serve.

At the Law Enforcement Officers' and Fire Fighters' (LEOFF) Plan 2 Retirement Board, we have adopted the goal of ensuring the financial integrity of the plan by keeping the plan fully funded on an ongoing basis, as well as keeping contribution rates stable for our members and employers. All policy decisions of the Board are measured against the objectives of full funding and rate stability.

Stable contribution rates result in more predictable budget obligations for plan members, local government employers and the State which helps them prepare to meet their future funding obligations. Research has demonstrated that employers are far more likely to meet their funding obligations if contribution rates are stable.

So what are some best practices used by the Board and how are they working? The graphs at the conclusion of this article show contribution rate history and preliminary rate projections for LEOFF Plan 2 and the Public Employees' Retirement Plan (PERS) from the Office of the State Actuary. These funds had nearly identical funding ratios in 2002 when the

LEOFF Plan 2 Retirement Board was created. These funds are both invested by the State Investment Board in the same trust fund. Both are advised by the Office of the State Actuary and administered by the Department of Retirement Systems. Why are their projected futures so different? The answer is the difference in funding policies and funding practices.

This article will briefly identify a number of policies which have been adopted by the LEOFF Plan 2 Retirement Board in order to moderate swings in contribution rates and the effects these policies have had on the goals of rate stability and full funding. These practices are now being taught by fund professionals around the country as best practices.

Smoothing investment returns

The current assumption is that assets invested in the LEOFF Plan 2 Retirement Fund will earn 7.5 percent per year over the long-term. However, on a year-by-year basis, the investment return is almost certain to be higher or lower than 7.5 percent which results in a "gain" or "loss" when compared to the 7.5 percent earnings expectation. The LEOFF Plan 2 Retirement Board has chosen to "smooth" or phase in the recognition of these annual investment gains or losses over a period as much as eight years in order to soften the effect of short-term financial market volatility on contribution rates, because averaging investment returns over a period of time will result in greater contribution rate stability over that same period of time. The Legislature adopted the same smoothing technique for PERS.

Minimum contribution rates

Minimum contribution rates are often referred to as a "rate floor" and are used to ensure that short-term contribution rates do not drop below the expected long-term cost of the plan by more than a set amount. A rate floor is particularly useful for stabilizing contribution rates during periods of better than expected investment returns and when there are short-term variances in plan funding levels resulting from changes to assumptions or the plan funding method. The LEOFF Plan 2 Retirement Board adopted 90 percent of the expected long term cost of the plan as the contribution rate floor for LEOFF Plan 2. The Legislature has adopted an 80 percent floor for PERS in 2008, but delayed the implementation of that floor and adopted rates lower than the floor in 2009.

Multi-year rate plans

Adopting a multi-year (4-8 year) contribution rate plan is another useful method for improving the short-term predictability of contribution rates. The contribution rate may vary during the period of the plan or remain level depending on plan funding needs. The LEOFF Plan 2 Retirement Board adopted a four-year schedule for contribution rates in 2004 which set annual rate increases to bring the funding level of the plan in line with the expected long-term cost of the plan. The LEOFF Plan 2 Board adopted an eight-year schedule in 2008 with rates exactly equal to the expected long-term cost of the plan. The Legislature adopts PERS contribution rates for two years in the biennial budget.

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Best Practices

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Long-term economic assumptions

The expected funding requirements of the plan are based on a number of long-term economic assumptions such as expected earnings, inflation and salary growth. Future contribution requirements will be affected by how accurate the plan assumptions are. If assumptions turn out to be overly optimistic, then rates will need to be increased in the future. These assumptions are meant to be long-term and should not be adjusted to match short-term experience. Also, these assumptions are meant to be considered as a group and changing one assumption independent of the others is likely to lead to increased volatility in future funding requirements. The Board opposed legislation in 2009 to lower the salary growth assumption because of

this policy. If you look at the contribution rate chart for PERS, you will see a significant dip in contributions for PERS in 2009 which was due in part to the Legislature adopting a lower salary growth assumption and suspending the 80 percent minimum rate floor.

Funding the required contribution rates

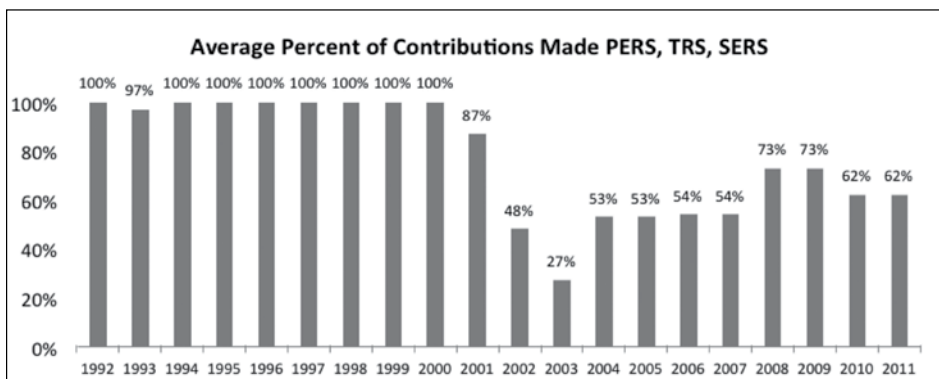
The Legislature adopted a goal of long-term contribution rate stability when LEOFF Plan 2 was first created. The term used to describe this goal in statute is “intergenerational equity,” or the concept that each generation of members, employers, and taxpayers pays for the benefits that they receive. Costs for current member benefits are not passed on to future generations. The LEOFF Plan 2 Retirement Board

has made full funding of the rates adopted by the Board the top legislative priority of the Board every year since the inception of the Board and the Legislature has fully funded LEOFF Plan 2 in every budget. But, the chart to the right illustrates that full funding for PERS has not happened since 2001.¹

Consequences

What happens when best practices aren't followed? Unfunded liabilities lead to more problems for employers and members than just rising contribution rates. If there are cost increases required in the employer's budget to pay down an unfunded liability in the pension plan, then there may be no budget capacity for salary increases. Across the country, lower public pension funding levels are resulting in higher required pension costs, higher demands on state and local government spending, fiscally squeezed state and local government resources, and stagnant or decreasing employment and salaries.²

Rising costs may also lead to the laying off of employees. The City Manager of Renton recently wrote an article on the effect of rising PERS pension costs, “To balance its 2013 budget, the city plans to shed as many as 20 positions, mostly through attrition, but



¹Matt Smith and Aaron Gutierrez, “State of the State Pensions”. OSA presentation, 1/17/2012. Page 20.

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Thank You For Letting Me Serve

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every year on our police and fire employment rights.

For me the last year has been a roller coaster of shock and getting kicked one too many times. At the end of the day I would only change a few things. At 37, I should not have been in surgery with wires going into my heart. The balance my predecessor wrote about is a critical for all of

us. Take more time away from the grind, have someone who can tell you when you have too many irons in the fire, focus on having a real and honest fulfilling personal life, and literally stop and smell the roses once in a while. ★

Best Practices

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there will probably be layoffs as well, and no department will be spared, not police, fire, street maintenance, or other key positions that provide direct service to the public.”³

Similarly, a large unfunded liability and increasing contribution requirements to the pension plan may create political pressure to reduce costs by lowering benefits for plan members and retirees. The annual cost-of-living adjustment paid to PERS Plan 1 retirees was repealed by the Legislature in 2011 as a means of dealing with increased PERS costs.

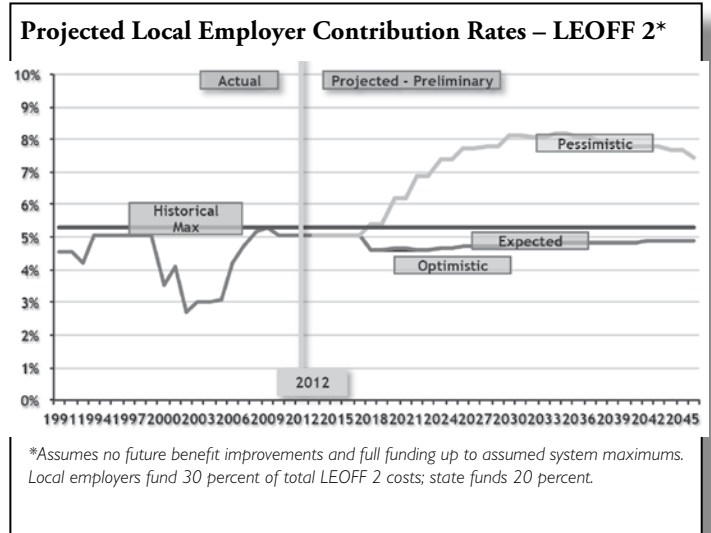
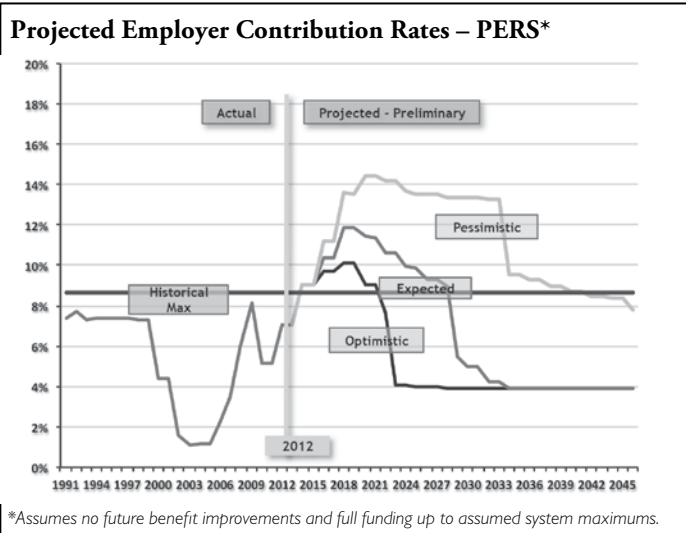
Conclusion

A well-designed and well-managed defined benefit plan like LEOFF Plan 2 can be a very powerful tool for recruiting and retaining the employees needed to provide vital services to the public. And a well-managed defined benefit plan can be a powerful tool for ensuring individual retirement security. But, successful management of a defined benefit plan requires both long-term vision and short-term discipline with respect to funding policies so that future taxpayers and plan members aren't forced to pay for today's services. By

adopting sound policies for LEOFF Plan 2 and then diligently following those policies, the LEOFF Plan 2 Retirement Board has demonstrated that a defined benefit plan can maintain full funding and stable contribution rates even through periods of great investment volatility like the market crash of 2008-2009. ★

²Keith Brainerd, "Issues and Trends in the Public Pension Community", National Association of State Retirement Administrators Annual Conference 2012.

³Ted Katauskas, "Pension Play", Cityvision Magazine, September/October 2012. Page 16.



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www.wacops.org

1.800.887.2677

A Labor Perspective on the Value of Our Internal Communities and Collaborative Leadership

By Christopher Tracy, Executive Board Position 1, Tacoma Police Department

It would be an understatement to say that the consequences of the 2008 economic decline have been felt across the board for American law enforcement. Nevertheless, here we are. Even now, in 2012, the issues we face are not restricted to large agencies or small departments, big cities or rural communities; we have all been forced to adapt in one way or another to the demands of smaller budgets in a relatively compressed period. Papers have already been written detailing the dire effect the economy has had on our profession, not only from a broad, national perspective, but also from each of our various local points-of-view.ⁱ The bottom line is that most, if not all, law enforcement agencies have had to grapple with less resources, smaller budgets, fewer officers, and reduced training—a trend that sets the stage for the evolution of our profession over the next decade and beyond.

In order to cope with the new normal brought on by the worst economic conditions of our lifetimes, many opinions will be offered, outlining strategies for how law enforcement ought to be able to do more with less. There are sure to be proposals advocating ways for departments to be (re)structured with fewer commissioned personnel, suggestions for new and innovative ways to target crime and conduct criminal investigations, and thoughts on ways to regionalize or form new partnerships to reduce budgetary constraints. For the foreseeable future, the greatest consideration for many of these proposals will likely be given to those policy and procedural changes that reduce the most cost.

However, no matter what is proposed and ultimately implemented, because of the relative significance of labor costs to overall budgets, the impacts will ultimately trickle down to and be felt the most by the police officers, detectives, and their immediate supervisors—whom I will refer to here after as our internal community—who make up the front lines of public safety.

Unfortunately, the bad economy combined with austerity policies at the federal, state, and local levels, which have

universally slashed police budgets, have taken a dramatic toll on officers and put a strain on labor-management relations. That said, no amount of finger-pointing will undo the current situation. With an eye toward the future, we have to accept that all of us will need to work together, labor along with management, with compassion and a belief in the importance of supporting our (internal) community, along with a healthy dose of constructive leadership to steer the way. As a labor leader, I fully expect to be engaged in a dialogue with management about these issues, prospective solutions, and their impact as we move forward. Rather than focus my thoughts here on particular solutions, I would instead like to take a step back to focus on the consequences these brutal economic times have had and will likely continue to have on our internal communities and the need for collaborative leadership to weather the current storm and look to the future.

As law enforcement agencies cope with smaller budgets, we have all likely witnessed first-hand layoffs (real or threatened), early retirements, eliminated positions, non-existent hiring, staffing shortages, scaled-back services, eliminated specialty units, curtailed overtime opportunities, cancelled non-essential training, or some combination thereof.

There have been several unfortunate consequences as a result of these cutbacks, stemming from large reductions in force. For example, large numbers of senior officers are opting to retire early in order to prevent involuntary layoffs. This is troubling because not only are we losing many great officers before we should have but they also are no longer available to serve as mentors for the next generation. In essence, we have lost vast amounts of institutional knowledge representing careers' worth of experience spent honing criminal investigation techniques, forging relationships in the community, and gathering intelligence on neighborhoods and criminals without having much of a cohesive succession plan in place.



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A Labor Perspective

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Another consequence is the loss of coveted positions on many of the specialty, proactive units as school resource officers, traffic/motorcycle officers, gang unit, narcotics/vice, and community-based liaison officer programs are reduced or dismantled to save money. These losses will likely have a significant public impact, as these programs have a demonstrated track record of reducing crime and amplifying the effectiveness of patrol as force multipliers. In addition, losing these programs will surely have a negative impact on morale because those positions are highly sought after and many of those eliminated positions resulted in the involuntary transfer of an officer to another assignment.

Beyond those losses, however, perhaps the worst consequence of the current economic crisis is its effect on relationships within our internal communities. Not only has the current economic downturn caused untold amounts of stress by increasing the likelihood of forced layoffs and reduced incomes (and there still does not appear to be any sign of real economic recovery on

the horizon), but the ongoing nature of the uncertainty has also placed undo emphasis on two possible, yet competing, solutions: either reduced wages or mandatory layoffs. When framed as an either/or, this type of budget mitigation conversation pits junior officers against senior officers. The ensuing rift is based largely on the competing interests of job preservation against the consequences of wage concessions affecting earning potential and retirement income, with both sides assuming the other is unsympathetic to their individual plights. Despite the fact that alternative solutions might be negotiable, tensions run high when perspectives are restricted to extreme points of view.

Divisions along these lines within our community tear at the very fabric of internal cohesion and sense of community. The problem is then exacerbated by the protracted nature of this economic downturn and the continued uncertainty that has the cumulative effect of sapping morale. In addition, there is a growing hostility due to budget slashing, force reductions, and departmental reorganization decisions that have caused

the internal community to increasingly distrust management's decisions. This feeds into the "us versus them" mentality, and the longer the depressed economy continues to fester, the longer these feelings will persist.

We need to proceed cautiously. A carefully considered, measured approach is critical. Giving in to outrage—pointing the finger and blaming others, either directly or through the media—may satisfy some primal need for instant gratification, but it is unlikely to foster an atmosphere conducive to meaningful, open dialogue and constructive negotiation to advance long-term goals. How then can we focus our efforts to achieve results that are responsive to the needs of our internal communities?

As we consider the way forward, let us start by re-examining the philosophy of community policing and its three key components: organizational transformation (which includes agency management and labor relations), community partnerships, and problem solving.ⁱⁱ If we view each of our organizations through the lens of the other two components,

then the most effective way to address the consequences of the depressed economy is to focus on the need for forging and maintaining internal community partnerships between labor and management as an integral part of effective problem solving. Put another way, "united we stand, divided we fall."

One of the keys to building a bridge to the future (even with our internal communities in a state of turmoil) is having engaged leadership dedicated to collaborative problem solving. To be truly collaborative, both labor and management must be willing to forge long-term relationships, maintain open lines of communication, and invest in ways to negotiate for mutually agreeable outcomes. From a labor perspective, we are arguably far more likely to achieve our goals—such as improving the quality of life for our members—if we focus on working constructively with management.

On the other hand, progress is likely to stagnate or evaporate entirely in the event union leadership adopts a less con-

Consequently, given the fragility of the economy, the impacts to internal communities within our law enforcement agencies, and the unique role unions have as the advocate for those internal communities, the stage is set for collaborative union leadership to take charge of shaping a positive trajectory for the future of our profession.

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WACOPS Labor Defense Group

What is the Labor Defense Group (LDG)?

The LDG is a 501(c)5 not for profit corporation created under the provisions of the WA Nonprofit Miscellaneous and Mutual Corporations Act for all purposes allowed by RCW 24.06. The LDG performs all the functions of a labor organization in the public sector.

Who can participate in the LDG?

Guilds and associations that are affiliated with WACOPS, and have less than 45 members, are eligible to participate in the program. Participation is voluntary.

What services does the LDG offer?

The purpose of the organization is to improve wages, hours, and working conditions of represented employees through collective bargaining by providing advice and negotiating, litigation, arbitration, and related service to those labor organizations that are affiliated with WACOPS and become a participant in the LDG.

Who manages the LDG?

The affairs of the LDG are managed by a 5-person Board of Directors. The board decides the aims and means of accomplishing the purposes of the LDG and has authority to take all actions necessary for accomplishing the purposes of the LDG.

The law firm of Aitchison & Vick has been retained to provide legal assistance and training to the LDG.

Who staffs the LDG?

The LDG has hired Chuck Reisenauer to serve as the contract negotiator and to handle minor discipline cases. Chuck can be reached at 509.879.4834 or through email at ldgchuck@wacops.org.

Groups participating in the LDG are also enrolled in the PORAC Legal Defense Fund, an ERISA Trust that provides legal service benefits for public safety personnel. Information about services provided by PORAC can be found at <http://www.porac.org/ldf/index.html>. ★



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Lakewood Police Ind. Guild
Bwurts21@hotmail.com
253.302.2200

Secretary/Treasurer

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208.818.3152

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253.682.9780

Contact Address

WACOPS LDG
200 Union Ave. SE
Olympia, WA 98501
800.887.2677

The Labor Defense Group Has Had Another Successful Year

By Brian Wurts, Former Executive Board Position 1

The Labor Defense Group (LDG) has had another successful year protecting our members and negotiating fair, well thought out contracts. The LDG prides itself on doing our homework before negotiations and figuring out actual comparable data so the members and the administration can start work on a smooth process when possible to arrive at a fair contract. Our philosophy of working with our members to maintain good working relationships with the administrations and teaching guild boards how to handle much of the day to day operations has continued to work for the most part.

However, we have seen a change in attitude in many cases around officer discipline. In almost all cases an administrator of some degree started taking things personally and dug in especially when the guild boards attempted to make sure the rights of the officer were being maintained through the process. Though we always try to work out these differences at the lowest level the, LDG is always prepared to fight unjust and unlawful actions against our members aggressively. You must remember that officers who form collective bargaining units entrust elected boards to fight for them and it is imperative those boards

take the name of the officer in question out of the equation and look at the big picture they are responsible for.

We have worked with members



who have endured harassment nobody should ever have to deal with. We have seen internal probes launched on officers where the outcome was already apparently decided by the department resulting in incomplete and one sided investigations. In cases like this we assist the boards to make sure all relevant information is investigated, not just that the department wants to use to paint its own picture. We have also seen a trend of administrators taking action against guild leaders for doing nothing more than standing up for the rights of their members and officers improperly investigated and disciplined for participating in protected union activity. In some cases there has

been outright verbal berating of unions leaders and as you can imagine the administrators who are a bit savvier take action against them in more subtle ways like changing assignments or using administrative leave for long periods in hopes the member will just quit. Our State has strong legal protections and thirty years of case law against this activity.

Without these guaranteed protections, an administration could run rough shot over its officers and make sure no officer would want to take a leadership role in the union.

When this occurred with one of our groups recently, the LDG assisted in the Unfair Labor Practice for union domination and interference resulting in an officer keeping his job and the department agreeing to stop the practice. This is precisely why all officers and union leaders must stand up for these rights or watch them erode as officers get disciplined without just cause and unions accept weak contracts with fewer benefits. If you are happy with your current representation we encourage you to get active with them. If you are a department with less than 50 officers or a corrections unit and would like information on us please feel free to contact the office. ★

A Labor Perspective

(continued from page 21)

structive mentality that boxes management into a defensive corner, for example, by getting caught up in petty squabbles that may benefit only a few members, by arbitrarily exerting its authority unnecessarily, or by obstructing management at every turn.ⁱⁱⁱ Consequently, given the fragility of the economy, the impacts to internal communities within our law enforcement agencies, and the unique role unions have as the advocate for those internal communities, the stage is set for collaborative union leadership to take charge of shaping a positive trajectory for the future of our profession.

Let me conclude by saying that the next decade is up to all and each of us, whether we be an agency director, chief of police, union president, or patrol officer. Where we go as a profession from this point forward depends on us recognizing the value of community and collaboration. We need to focus not on blame, outrage, or finger-pointing; instead we need to work together to build the framework for our future, whatever it and the economy brings, by doing what we in law enforcement do: adapt, improvise, and overcome.

Our future, our reputation, indeed our very legacy will be forged, in part, on whether we convince the public we are capable of taking care of each other. After all, why would anyone trust us to protect and serve if the law enforcement community cannot work together and take care of one another?

We need to get this right. Forget “Too Big to Fail.” Our motto as we build to the future ought to be that law enforcement is “Too Important to Fail.” The way forward is together as a community, collaboratively. Here we go?

**We need to get this right.
Forget “Too Big to Fail.”
Our motto as we build to the
future ought to be that law
enforcement is
“Too Important to Fail.”**

Christopher Tracy is a police officer with the Tacoma (Washington) Police Department. He is currently assigned as the administrative officer in the Special Investigations section. He also serves as the vice president of Tacoma Police Union Local No. 6, which represents more than 330 rank and file police officers, detectives, and sergeants. Prior to getting his start in law enforcement, Tracy was an attorney, initially working as an intellectual property litigator for a large international law firm based in Seattle, Washington, and later as an in-house attorney for a global health initiative non-profit. He has a bachelor's degree in cell and molecular biology with a minor in Norwegian from the University of Washington and a law degree from Saint Louis University in Missouri. When he has free time, Tracy enjoys playing golf, reading, cooking, and spending time with family and friends. ★

ⁱ See *The Impact of the Economic Downturn on American Police Agencies* (Washington, D.C.: U.S. Department of Justice, Office of Community Oriented Policing Services, 2011); Derby-McCurtain, Tarna, et al., *Community Policing Strategies and Effectiveness in Reducing Crime: A Position Paper to the Tacoma City Council* (University of Washington, Tacoma, 2012), paper available upon request at www.tacoma.uw.edu/news/cuts-police-could-compromise-future-safety-budgets.

ⁱⁱ *Community Policing Defined* (Washington, D.C.: U.S. Department of Justice, Office of Community Oriented Policing Services, 2009).

ⁱⁱⁱ I do not mean to suggest that collaborative union leadership means that every decision made by management must be deferred to absolutely. There will be times when labor and management will disagree. In such times, it may become necessary to consider the available alternative dispute resolution tools—including, where applicable, filing grievances, arbitrating claims, and resorting to unfair labor practice claims—to resolve disagreements. In general, though, collaborative relationships would utilize such alternatives only as a matter of last resort, and only after efforts to conciliate jointly have proven to be fruitless.

Post-Retirement Health Insurance: “Wanna Get Away” From Washington?

By Kimberly Carpenter, Carpenter Insurance Northwest

So you know your retirement is getting close, and you are considering moving to a warm, sunny climate or moving to the mountains to be closer to hunting, fishing, and hiking. Whatever your plans are for retirement, it is important to know that if you move out of Washington State, your insurance options and costs can be greatly affected.

First, I would like to introduce myself. I am owner of Carpenter Insurance Northwest, an independent insurance agency dealing primarily with medical, dental, and life insurance for both groups and individuals. In 2011, I partnered with PSEII to provide insurance coverage options to retiring WACOPS members. It has been an honor working with PSEII to assist WACOPS retirees in understanding the many different health insurance options that are available in Washington State.

One health insurance question that keeps coming up is, “What is a retiree’s choice if they move out of Washington State?” The answer is, “It depends on your circumstances,” but let’s take a look at a couple of different options.

One option for the retiree leaving Washington State is COBRA (Consolidated Omnibus Budget Reconciliation Act). COBRA allows you to temporarily continue the group coverage you have with your agency now, except that you pay all the premium cost, plus a possible administration fee. COBRA coverage can only last for 18 months, and can be quite expensive (depending on your agency’s plan), and not all agencies are eligible for COBRA.

However, there are situations where COBRA coverage might be the correct choice for some.

Another option for the retiree leaving Washington State is an individual plan. You must apply for an individual plan in the state to which you are moving. One possible issue with this option is that in many other states, getting individual health insurance requires you to complete a health questionnaire and get approved. If you have medical issues, you may pay VERY high premiums (potentially even higher than COBRA), or you may be denied coverage. In contrast, if you retire in Washington State, you have automatic approval for an individual plan, as long as you have had at least 24 months of continuous group coverage prior to retiring.

Here are two recent examples that retirees who moved out of Washington State have faced:

1. I received a call from a retiree who moved to Nevada. He and his family are currently paying around \$1,200 a month for insurance through his former Washington State employer. To reduce their monthly premium, they decided to apply for an individual high-deductible health plan (HDHP). Unfortunately, he was denied coverage due to diabetes (non-insulin) and height/weight ratio. *Note: In WASHINGTON STATE, he would have been approved on an individual plan without filling out a health questionnaire, because he meets the State questionnaire exemption requirements.*

2. Another recent phone call was from a retiree who moved to Idaho. He and his wife had some health issues, and they were both taking a few prescriptions. Idaho also requires a health questionnaire, and rates are based on the health of the applicants. They were both rejected for individual insurance due to their pre-existing conditions. In order to get any insurance, they had to go on the Idaho high-risk insurance. Their rates are very expensive, at around \$1,500 per month. *Note: If they were still residents of WASHINGTON STATE, they would have been approved on an individual plan without filling out a health questionnaire because they meet the State questionnaire exemption requirements.*

For those who will remain living in Washington State after they retire, individual health plans still offer many options. They are highly flexible, are usually much less expensive than COBRA or even some group plans, and each member of your family has the option of having their own plan, depending on their needs or circumstances.

If you have questions about your specific upcoming retirement circumstances, please call or email me at least two months before your actual retirement date. I’d be happy to chat with you about your insurance options.

CONGRATULATIONS to all who are retiring soon! You truly deserve it. Thank you for your service to our communities! ★

New Term Life Insurance Product Available Soon

By Ed Suddock, CPCU

We are as excited as one can possibly be about insurance now that Cigna is offering a new Voluntary Term Life Insurance product starting February 01, 2013. This new Term Life Insurance will be available to all WACOPS members. The policy limits start at \$50,000 with higher limits up to \$250,000 available.

Most exciting, as an introductory offer, Cigna is waiving the Evidence of Insurability application for the month of February 2013 for the \$50,000 limit. This means that for one month, the part of the application that asks about prior medical and health history is not required. Limits up to \$250,000 will be available in February, but eliminating the Eligibility of Insurance application for the first \$50,000 in limit creates a great opportunity to obtain life insurance, especially if you have prior health issues. But this opportunity is only available for a limited time. The Eligibility of Insurance application will be required after February 2013 and will be required for all limits above \$50,000.

But wait, there's more. The new Voluntary Term Life Insurance coverage is available to all WACOPS members, even those that do not participate in the Cigna Long Term Disability insurance program. We know not every WACOPS member is enrolled in the Cigna Disability insurance and we did not want to leave you out. If you are an eligible WACOPS member, you can apply for Cigna Voluntary Term Life Insurance.

It gets better. In the past, the Cigna life insurance option required up to 95 percent of every member in each agency to agree to purchase the coverage. If the 95 percent threshold wasn't reached, the agency could not buy the coverage. With Voluntary Term Life, there is no minimum number of participants required. If you want the coverage, you can apply, even if the balance of your agency is not interested.

But everyone should be interested since spouses and children can buy life insurance too. If a WACOPS member participates in this voluntary plan, their spouse can purchase from \$10,000 to \$200,000 of coverage. Cigna has agreed to waive the Eligibility of Insurance application for spouses for the first \$10,000 in limit for the month of February 2013. And Cigna can provide a policy limit of \$10,000 for dependent children.

It is competitive and easy. We negotiated aggressively on your behalf and the cost for this coverage is very competitive with other national programs. The monthly cost will be determined by the limit selected and the age of the insured. The monthly premiums are conveniently withdrawn directly from your paycheck.

An information packet provided by Cigna will be sent to your organization in January 2013 that will provide enrollment directions, an application for coverage, coverage terms and conditions, and details on the other services provided by Cigna.

It is well known but worth repeating that the coverage and availability of the voluntary term life insurance discussed above is entirely subject to the Cigna policy terms, conditions, warranties, and the laws in which the policy is issued. All details are subject to change. This opinion article is for information only and is not a contract, agreement, or a promise of service and does not guarantee insurability.

People may say that insurance is really not that exciting. Are they crazy? The Cigna Voluntary Term Life Insurance creates an opportunity to purchase coverage without evidence of insurability and provides valuable financial protection for WACOPS members. It is about as good as insurance gets.

(continued on page 27)



New Term Life Insurance Product Available Soon

(continued from page 26)

**Cigna Voluntary
Term Life Insurance Highlights**

- Open enrollment in February 2013 for \$50,000 limit- No Evidence of Insurability Required through 3/8/13 Starting February 01, 2013
- Evidence of Insurability required for limits in excess of \$50,000 and all limits after March 01, 2013
- Available Limits in \$50,000 increments up to \$250,000
- Group participation not required
- Competitive Rates determined by age and policy limit
- Premium paid via automatic payroll deduction
- No tobacco use restrictions
- Rates guaranteed for two years
- Spouses can purchase up to \$200,000 limit/Children - \$10,000 limit
- The coverage is Portable - you can take the coverage with you to another job (premium may change)
- The coverage is available to all WACOPS members – you do not need to be enrolled in the WACOPS Long Term Disability program
- Cigna provides other services such as Identity Theft, Beneficiary Services, Will Preparation, and Wellness Discounts. ★

Thursday, January 17, 2013

**WACOPS
Day on the Hill**

**Call now to make appointments with your
State Senators and State Representatives**

If you need contact information, you can find it at the site below:
<http://apps.leg.wa.gov/DistrictFinder> or call the toll free
legislative hotline 1.800.562.6000.

Legislative Reception will be held 6:00pm-8:00pm on the 17th



**For assistance in making appointments, contact WACOPS staff:
Lee Reaves – 360.402.4591
Jamie Daniels – 1.800.887.2677**



Washington Council of Police & Sheriffs Scholarship

The following is the Washington Council of Police & Sheriffs (WACOPS) scholarship application criteria.

You may submit the application to the Council office no earlier than February 1, 2013 and no later than April 30, 2013, to be eligible for the next scholarship award. Applications will be submitted to the Selection Board. The Selection Board will make their decision in May. Their decision will be on a review of all applications and, if necessary, a personal interview of the finalists.

The WACOPS scholarship program was created to provide scholarship money for qualified individuals as listed below.

1. Must be a child of WACOPS member in good standing.
2. The applicant demonstrates a financial requirement for the scholarship.
2. The applicant must be between 17 and 21 years of age.
3. The applicant must be or will be successfully graduated from high school in the current application year or has proof of a General Education Degree (GED) certificate.

Up to six (6) scholarships, each scholarship not to exceed one thousand dollars (\$1,000.00) may be awarded to qualified individuals (as listed above), throughout the state of Washington.

Criteria will be based upon a number of factors chosen to identify well-rounded individuals with potential, and who would be enhanced by additional education or training. In ad-

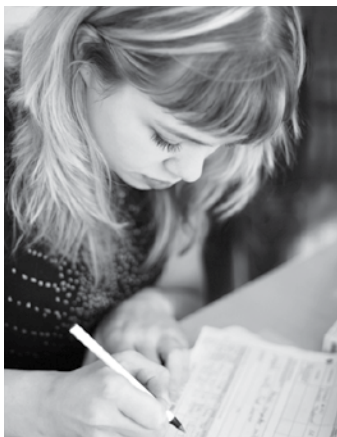
dition to academic competence, other criteria used to evaluate this award will be:

1. U.S. Citizenship;
2. A desire for additional education;
3. Participation in extra-curricular activities such as successfully working a part-time job while in school, participation in sports or cheerleading, being a member of band or orchestra; and/or
4. Other outside interests.

A WACOPS scholarship may only be awarded one time to any given individual. The scholarship may be used at the accredited college, vocational/technical school, or university of the student's choice. Upon proof of enrollment, the scholarship award will be sent directly to the facility where the recipient plans to attend school.

Please note: An official certified transcript and letter of recommendation by a counselor or teacher is required with the completed application. ★

For any further questions, please contact:
Lynn Jacobs, Office Manager (800) 887-2677



The WACOPS scholarship application is available for download at **www.wacops.org** under applications.

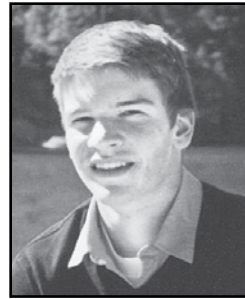
Scholarship Recipients Off to College! Good Luck



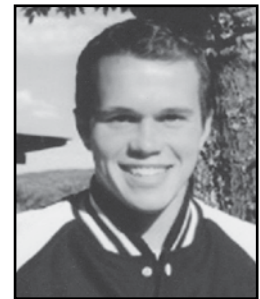
Jon DeHan
Central Washington University



Nicolas Jensen
Southern Virginia University



John Nowels
Brigham Young University



David Starkovich
Whitworth College



Erin Skeie
Lower Columbia College



Kenidy Wolfington
Grand Canyon University



Charitable Contribution Guidelines

The goals of the WACOPS charitable giving program are to improve the image of law enforcement officials and to provide positive benefits to the communities we serve. In order to obtain the maximum benefits from this program, the following protocols will be followed.

1. Any WACOPS member may submit a request for charitable giving to the Executive Director within the established time guidelines. If possible, requests should be in writing with the organization's mission, contact information, and funding deadline readily available.
2. The Executive Board will consider each request based on the overall, statewide benefit to the WACOPS organization and membership. Preference will be given to charitable activities that have the participation of WACOPS members and events that provide the opportunity for earned media.
3. A majority of the Executive Board is needed for approval of a funding request.

Please fax your Request Form to WACOPS at (360) 352-5709.



Please fax in request form to fax number above



CHARITABLE DONATION REQUEST FORM

Name of Organization: _____

Mission of Organization: _____

Contact Information for Organization:

Phone number _____ Website _____

Address for mailing check: _____

Deadline for receiving funds: _____

Name and contact information for WACOPS member submitting request: _____

Please attach copies of the organization's request letters if applicable and available.



**Washington Council of
Police & Sheriffs**
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When you need insurance, you want it to work. Period. No Fuss. No Hassle. You have paid your premiums. You met your end of the deal. When it's time, you expect the insurance company to step up and get to work.

Public Safety Employees Insurance Inc. recognizes that the insurance process may not always be as smooth as desired. That is why we go to work. We work for you and we get results.

Public Safety Employees Insurance Inc. provides affordable insurance products designed exclusively to address the unique risk exposures of Public Safety personnel. We back up those products with excellent customer service and a dedicated commitment to work on your behalf.

You work hard to increase the quality of life of those you serve. We work hard to increase the quality of yours.

Public Safety Employees Insurance Inc. - Providing Insurance that Works.