

Washington Council of Police & Sheriffs



# Shield & Star

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Winter 2014



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Cover photo by Josh Kelsey, Lynnwood PD.



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**Washington Council of Police & Sheriffs**

200 Union Ave. SE • Olympia, WA 98501-1393  
800.887.2677 • 360.352.8224  
f. 360.352.5709

**Executive Board**

**President** – Spokane Police

Craig Bulkley

**Vice President** – Everett Police

Dave Osman

**Secretary/Treasurer** – Spokane County

Darell Stidham

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Ted Jackson

**Position 6** – Lynnwood Police

Josh Kelsey

**Position 7** – Pierce County, Prosecuting Attorneys

Bryce Nelson

**Position 8** – WACOPS Retired Organization

Fred Ruetsch

**Email Addresses**

**President** Craig Bulkley | cbulkley@wacops.org

**Executive Director** | Jamie Daniels

jdaniels@wacops.org

**Governmental Relations** | Lee Reaves

leereaves@wacops.org

**Office Manager** | Lynn Jacobs

ljacobs@wacops.org

**Communications Specialist** | Mike Bogatay

mbogatay@wacops.org

**Publisher:** Washington Media Services, Inc.

407 West Bay Dr NW • Olympia, WA 98502

360.754.4543 • Fax: 360.943.7086

Joyce Willms, President

Adriane Wolfe, Creative Director

Alexandra Garrison, Graphic Designer

www.wamedia.com

**Managing Editor** | Mike Bogatay

**Editor** | Joyce Willms

**Co-Editor** | Adriane Wolfe

visit: [wacops.org](http://wacops.org)



# Hello WACOPS Members, Welcome to the 2013 Legislative Session

By Craig Bulkley, WACOPS President

My friends it has been one year since I was given the opportunity by David Hayes to be the President of WACOPS. I have kept in contact with Representative Hayes (David) and we both have learned so much; over the past year we have gone through one of longest legislative seasons. It seemed as if this last session started with a bang and would just never end, because of a special session and a tough time coming to an agreement on a State budget. I want to thank our WACOPS staff for all the long hours and endless efforts to get our priorities considered; you do such great work for us in law enforcement.

It has been my goal to improve our ability to communicate with each other to exchange training ideas, contracts, bargaining issues, discipline issues, medical plans and resources that can make us all better. So here is what I asked our members to do while we were in Suncadia in October: I want you to use the WACOPS website for contract updates. We will have a tab in the member's only section where we can post our current bargaining unit contracts. This will help us be better prepared for upcoming contract negotiations. I know most of us rely on our legal representation to come up with our comparable numbers and such, but, what if you used this source to find ways to improve your contracts with new ideas on retirement, sick time

buy back, sick time transfers to a medical saving trust or a "salary savings plan." These are just some ideas that we could exchange to improve our own contracts. For example, Kennewick Police Department has a plan where after they acquire so many hours of annual leave time, they can convert 80 hours per year into a "Medical Trust" account that can be used for medical costs while they are working or during retirement.

*It has been my goal to improve our ability to communicate with each other to exchange training ideas, contracts, bargaining issues, discipline issues, medical plans and resources that can make us all better.*

It seems the only way we find out about some of the great benefits in some of our contracts is by word-of-mouth at conferences, training programs or a WACOPS conference, and that is if we ask the right questions. We have some

pretty good ideas out there dealing with time off, workouts on duty, education benefits, training requirements, and medical benefits just to name a few.

So here is my challenge to you: send an electronic copy of your current contract to [www.wacops.org](http://www.wacops.org) and we will post them to the web page, giving everyone a chance to see what is in your contract and possibly make their own better. We have to look out for each other and the only we can do this is through communication. Sharing your agency's stories with other law enforcement officers will make us all stronger.

I hope this approaching New Year brings you and your family all the best and challenges that are before you become nothing but memories. Be Safe. ★





## What WACOPS Does For You

By Jamie Daniels, WACOPS Executive Director

**W**e talk a lot about how important it is for WACOPS to have a strong membership base and why we expend so many resources to maintain this association's status as the largest, most effective, statewide law enforcement group.

While we are good at explaining what you can do for WACOPS, we don't talk enough about how your membership benefits you directly.

Maintaining LEOFF contribution rates at the level set by the LEOFF 2 board keeps the system fully funded. What it means to you as an individual is that you won't see a sharp spike in the amount taken from your paycheck in future years without any increase in benefits. Protecting your collective bargaining rights means you have an even playing field when negotiating your pay and benefits. It also means you have the right to a hearing through due process if you are brought up on a discipline charge.

Another pocketbook issue is the access we provide to a disability insurance plan that was specifically designed for public safety officers. Because we belong as a group, we are able to offer low prices for a plan that will keep money coming in to your family budget in the event you are injured on or off duty. Having this insurance could mean the difference of being able to pay your mortgage or put food on the table.

Because of the dangerous nature of your profession, we have to think about what will happen to your families if you are killed in the line of duty. WACOPS has worked hard to improve survivor benefits for your spouses and children and have a Benevolent Fund to assist with funeral and other immediate expenses if the worst should happen. You can't put a price tag on peace of mind.

The programs WACOPS offers also benefit you professionally. The opportunities to serve as a delegate, on the Executive Board, and on our

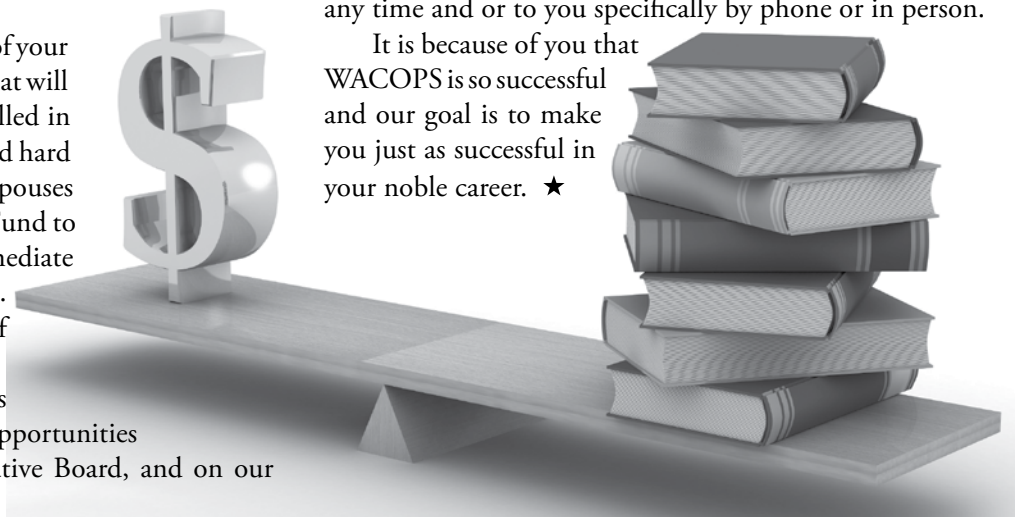
standing committees give you practical experience in leadership positions and give you a voice when decisions are made about issues that directly affect your career.

Continued training is offered and is free of charge to all WACOPS members. In the recent past, we have offered seminars that help increase your safety, keep you updated about your rights as a police officer, and provide leadership skills for your advancement. We recognize that the standards for your profession are continually changing and offer this training as a way for you to stay on top of the increasing demands.

The value of networking with officers from around the state cannot be measured and WACOPS provides multiple opportunities for you to meet with your peers to discuss job related issues. We come together three times a year for general membership meetings and have scholarships for members that would otherwise not be able to attend. We make an effort to go out in the field and help host specialty training conferences, guild fundraising activities, and other events that bring continued honor to the profession.

There are numerous ways to find out what specific WACOPS programs benefit you as an individual officer and we encourage you to take advantage of them. We print trade-specific publications, send weekly emails, and have an updated website. We are more than willing to speak to your guilds at any time and or to you specifically by phone or in person.

It is because of you that WACOPS is so successful and our goal is to make you just as successful in your noble career. ★





## Educating our Legislators

By Lee Reaves, Government Relations

When I first started working with the Washington Council of Police and Sheriffs about 15 years ago, the first thing that struck me was how much I had underestimated them. I soon learned two important things: One, what a fine group of men and women are in law enforcement and two, how difficult their job is. I am an avid reader of the newspaper and I keep up on current affairs. I thought I had a pretty good grasp on this new group. I couldn't have been more wrong. After sitting down and listening to the group for a very short time I had a whole new appreciation for them. Imagine leaving your house in the morning not knowing if you will come home alive or in one piece. Imagine that most every contact they have is confrontational and they often deal with those high on drugs or alcohol, or those who are mentally ill, groups who are totally unpredictable. While we run away from danger, they run towards it. These men and women continue to serve and protect us with a high level of integrity.

Now let's look at the plight of the legislator. They run for elected office to serve the district that they represent. They WANT to know what their constituents' needs are. In an average year, thousands of bills are introduced. They have an almost impossible job of deciding which of so many requests will be heard and possibly funded and which will have to be cut. There is no way they can make an intelligent decision on these bills without some education. My job is to inform them, but I don't have the first-

hand knowledge that individual officers have. The hearing process gives us a chance to testify on bills. Between you and I, we can give legislators the information they need to make an informed decision. Additionally when they meet officers personally they have a chance to witness, just like I did, what fine individuals you are.

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*In the last five or six years, WACOPS members have come a long way in contacting legislators and testifying. I would like to keep expanding on that.*

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Both law enforcement and legislators have gotten a bad rap over the years. It's a win-win situation for each side to meet and better understand each other. I urge you to call your legislator; invite them for a ride-along. ask them to meet for coffee, listen to their public safety concerns and tell them yours. They want to know what your issues are. You can create a relationship in which both sides benefit.

In the last five or six years, WACOPS members have come a long way in contacting legislators and testifying. I would like to keep expanding on that. We have friends in both houses and on both sides of the aisle. You will see that if they understand the issue, they won't play politics and will support you. They need to know what you do, how you do it, and that you are held accountable.

They call this approach Grass Roots for a reason. It is the foundation for good decisions and good law making. Your involvement is crucial. Additionally, you will both come away with a relationship and a greater respect for each other and the difficulties you both face. ★



## Treasurers Report

*By Darell Stidham, Secretary/Treasurer, Spokane County Sheriff's Office*

First, though I am not new to the Executive Board, I would like to introduce myself as your association Secretary/Treasurer as of June 2013. Dennis Diess (Sec/Treas since 2008) bid us farewell in the form of retirement from Fife PD, which opened up the position. I was privileged enough to be appointed and ultimately re-elected by the membership in October for a full 3-year term beginning in January.

Fortunate for all of us, Dennis did an outstanding job in getting this association financially stable. Every year since his induction, WACOPS has come in well under budget, cleaned up accounting practices and made the books very transparent.

This year is no exception. After a diligent budget process last July, I am well up to speed with both the WACOPS and COPPS budgets. I have full confidence that we will, once again, end 2013 under budget putting the association in a strong fiscal position to begin 2014. The staff and I spent hours (and days) going over every line item to ensure that there is a real life, accountable budget

for next year. This being said, I couldn't have done it without the help of Jamie and Lynn. Their historical knowledge and input is invaluable.



Per the By-Laws and due to ongoing conservative spending habits, we were able to transfer \$80,000 in October to a higher interest bearing savings account at SLECU. An Investment Committee has been created to look at the current investment accounts and look into other options to ensure that your money is being handled appropriately.

Furthermore, the By-Laws state that there will be a full audit of all entities to include WACOPS, COPPS, PSEI and LDG every 3-years. 2013 will trigger that full audit which will be performed by Patty Pich, CPA in late January. The board will be briefed once the audit is complete and the findings will be presented at the June membership meeting in Bellevue.

Please know that this is YOUR association and the budget and books are open to any member that is interested. Contact me directly and I'll be happy to answer any questions at [dstidham@wacops.org](mailto:dstidham@wacops.org). ★



## 2013 Legislators of the Year

Congratulations to the **WACOPS 2013 Legislators of the Year.**

**T**hese legislators will be honored at a luncheon during the Winter General Membership meeting, January 15-17, Olympia DoubleTree.



*Senate Republican – Kirk Pearson*



*Senate Democrat – Jeannie Darneille*



*House Republican – Dave Hayes*



*House Democrat – Marcus Riccelli*



## Executive Board Position 2

By Mark Lewis, Executive Board Position 2, Bellevue Police Department

Our chosen profession has been called many things over time (*sometimes not so complimentary, I know*). In ancient China we were called Prefects. In Roman times the Vigiles Urbani were eventually created to handle law enforcement duties instead of the army. In 12th century Spain's larger municipalities hired armed individuals for peacekeeping that were called "Brotherhoods." In France there are the Gendarmerie and in England the Constabulary. In Ireland officers are called the "Garda Siochana" or "Guardians of the Peace." Most recently, Col Grossman has popularized the term "Sheep Dog" to help reflect the roll police have in society. Within the meanings of all these terms there is a common theme: service.

What is clear is that for centuries, since the development of advanced societies and the growth of cities, there has been the need for a select group of citizens willing to take on the responsibility to serve their comm-

unities by protecting them from those that prey on others in all the various manifestations of evil and violence, and risk their lives in so doing. There are two quotes I think of often when reflecting on our calling. One is found in the Bible, specifically John 15:13 which says, "No one has greater love than this, that someone would lay down his life for his friends." The other is from the author, George Orwell, who said, "People sleep peaceably in their beds at night only because rough men stand ready to do violence on their behalf." It really is an amazing thing that we do, especially for the money we make (or don't make) in doing it. I can't remember ever getting a bonus, or the last time I actually got a true raise for that matter. The point is we do this because we are more often than not overgrown Boy-Scouts. We get upset when someone cuts in line; we get angry when we see someone take advantage of an elderly person or a child. The list goes on. The constant with all that we do can be said in that single word:

Service. This is a service profession, the Thin Blue Line between civil society and chaos. We don't do this for our own glory or we would have Super Bowl rings along with six houses and expensive toys. We feel called to do this – and we unabashedly enjoy and even love it – but it remains a service occupation. One of the most honorable things one can choose to do with their life as far as I'm concerned.

I've been at this career for some time now, over thirty years, but am as excited in some ways as I was as a rookie, because for the last six years I've been a delegate to WACOPS, serving as my union representative. What greater privilege than to represent and serve those who serve others? The answer to the question "Who takes care of those who sacrifice to take care of their communities?" is clear. WACOPS. No other organization, local, state or national, has anywhere near the history or the credibility within

(continued on page 14)

## Your Representation on the Hill

Jamie Daniels has worked in politics for over 30 years. During this time she has worked on presidential, congressional, statewide, and local legislative campaigns from Washington DC to Washington State. Prior to coming to WACOPS, she served in research and management positions for President Reagan, Dick Arme, and WA State Speaker Clyde Ballard. This will be the 25nd legislative session she has worked as either legislative staff or lobbying. Jamie can be reached at 360.481.1312.

Lee Reaves has been involved in state and local government for over 45 years. He spent 30 years working for WA State Auditors Bob Graham and Brian Sontag. He has been a contract lobbyist working on state and local issues since 1995 and has represented law enforcement officers through WACOPS for over a decade. Lee can be reached at 360.402.4591. ★





## Increase in Liquor Thefts A Serious Threat to Public Safety

By Tim Bennett, Executive Board Position 3, Walla Walla Police

Since the privatization of liquor (I-1183) we are seeing liquor thefts going through the roof. Is anybody else seeing this (Rhetorical, no response needed!)? I was never a supporter of this initiative, but not because of thefts. I just assumed retailers would be responsible and take appropriate action to safeguard the products. My concern was with recovering alcoholics who would have no need to walk into a liquor store, who would be inundated with liquor displays every time they go to the store to buy a loaf of bread.

The problem with many of our major liquor retailers is they treat the marketing of a bottle of booze the same as a can of beans. There seems to be little or no sense of responsibility that comes with selling an item that kills many more people in this country every year than guns ever have.

I was told by one of our local grocery managers they were seeing \$6,000 of stolen liquor walking out of their store in just one month! And this is just one store in Walla Walla. Across the State, thefts of liquor are in the millions of dollars. Where's the control, accountability, and responsibility to our communities that should be present when a grocery store gets into the liquor business?

Stealing liquor is incredibly simple and easy. You walk into the store when the checkers are busy or non-existent, grab what you want (or have been told to get), and you walk or run out. Now, compare that to the days of state-run liquor stores where you felt like you were in a fishbowl every time you entered the business. Liquor was sold in a controlled, responsible fashion. Those days are gone until retailers take seriously the responsibility that comes with being in the liquor business. Although some stores are investing in securing their liquor, it is doubtful they will all do that until they are mandated by law. There is so much profit to be made by selling liquor that losses are acceptable to many of these corporate stores. Making store renovations to safeguard their liquor products is "cost prohibitive" and apparently not something the corporate office deems as a worthwhile investment. Allowing these stores to put profit over Public Safety is pathetically irresponsible.

There is really no way of knowing accurately how much liquor is being stolen, because retailers are not required to report their losses to law enforcement. WASPC is attempting to correct this legislatively, which will help, but there needs to be requirements on how liquor is displayed and sold. Remember when you could purchase tobacco products right off the shelf? The requirement to keep those items secured behind a counter was due to the health risks of their use and theft. Liquor doesn't meet that threshold? That is the solution that needs to be presented to our Legislators.

So, who is stealing all this booze? I've been told of organized crime rings that sell the product to bars at a steep discount. While this is a concern as far as being a crime and the loss of tax revenue, at least the bars who purchase the product are not routinely selling drinks to minors or "visibly" intoxicated patrons. My biggest concern is the liquor that is being stolen by minors and young adults and consumed in my own community.

Obviously, most people don't steal because it is wrong. But I can imagine situations where the temptation to pilfer liquor is increased when you consider "risk vs. reward." A young person who would never consider stealing a candy bar or sandwich (low reward) could be tempted (or persuaded) to steal liquor with the "reward" of being the hero at the party or being accepted by the "group" (a very high reward for a teen or young adult). And the risk involved is very low. A much lower risk than using a fake or borrowed ID and attempting to make the purchase through the checkstand where you have to talk to someone.

There are many reasons liquor is stolen in Walla Walla. But it is much more than just the actual theft. It is all the other problems associated with the acquisition and consumption of this "free booze"—DUI, assaults, DV, gang crimes, homelessness, intimidation, underage drinking, etc.

If you are seeing this trend in your jurisdictions, I urge you to reach out to various groups and your legislators to make them even more aware of this increasing threat to Public Safety. Thanks and Stay Safe! ★

# Pierce County Elk Poachers: Fish and Wildlife Officers Get Lucky

*Ted Jackson, Executive Board Position 5, Dept. of Fish & Wildlife*

Prior to 1995 there were six Fish and Wildlife Officers stationed in Pierce County. Now there are three. The calls for service have not decreased, the population has increased, but yet there are only three.

In the early winter of 2011, Pierce County fish and wildlife officers were given anonymous information regarding elk poaching on private timber land. The information was that two males had a campsite seven miles into the timber land and were poaching trophy elk and other animals. The reporting party also stated that the males lived over a hundred miles away from the campsite and poached the elk at night. The reporting party provided vehicle descriptions and possible names.

Due to the heavy snow fall, officers had to wait until late spring in 2012 to hike into the area and locate the campsite. Officers made several hikes into the area and finally located a campsite in early summer. A decision was made to attempt to catch the subjects, so the campsite was photographed and camping equipment was left. Surveillance equipment was set up so that officers could establish the poacher's patterns. Prior to the opening day of archery elk season, officers hiked back into the camp site and observed that the campsite had been re stocked and was being used. Officers again photographed the campsite and left the area. Surveillance equipment was reviewed. The information obtained verified that the two subjects were entering private property mainly at night.

A few days before the opening of archery elk season, officers obtained information that one of the subjects was going to the campsite to hunt elk. Detachment 9 officers combined their information and put together a plan to monitor the area.

On the opening day of archery elk season, one of the subject's vehicles was observed parked along a forest service road. Two officers set up surveillance and watched the vehicle. Two additional officers arrived to assist at midnight. One of the officers hiked into the woods near the private timber company's gate. The gate is very well posted "No Trespassing". At approximately 0130, the officer heard a motorcycle heading toward his location. The subject approached the gate and got off his motorcycle. The officer observed large elk antlers and two garbage bags attached to the motorcycle. The officer was hiding in the brush approximately ten feet from the subject. The officer held his breath as the subject stood still listening



and looking around the area as if something was not right. After approximately two minutes, the subject unloaded the elk antlers, garbage bags and placed them under ferns on the opposite side of the gate. The subject then laid his motorcycle on its side and pulled it under the gate. He then grabbed a tree limb and swept his tracks around the gate. The subject then got back on his motorcycle and headed toward his vehicle.

After the subject left, the officer came out from the brush and radioed the two officer's watching the vehicle that the subject was headed in their direction. He then checked a 6 X 6 elk rack attached to the skull plate and two large garbage bags hidden in the ferns. The garbage bags were tied shut so the officer felt the bags and there appeared to be meat inside. The officer also found a compound bow next to the bags and antlers. The two officers watching the vehicle notified the officer that the subject was in his vehicle and heading back to his location. The officer hid in the brush and watched the subject load the garbage bags, elk antlers and bow into the truck. The subject then grabbed a tree limb and swept the area. He then got in his vehicle and drove toward out of the area. A decision was made to let the subject go and obtain a search warrant for his residence.

The following morning Karelian Bear Dogs (KBD) Spencer, Mishka and their handlers hiked into the area of campsite to locate the remains of the elk. The dogs were also able to locate the elk.

*(continued on page 9)*

## Pierce County Elk Poachers

(continued from page 8)

Officers obtained a search warrant for the subject's residence. Two days after the warrant was signed the officers obtained information that the second subject was going to campsite. The officers again developed a plan to monitor the area.

The following day at 0630 an officer observed the subject's vehicle parked at the same location. The officers set up shifts to watch the vehicle until night fall. An officer again took cover in the brush next to the private timber company gate and waited for the subject to return. At approximately 0145, the officer observed two sets of motorcycle lights heading in his direction. The officer laid in the brush as the two subjects got off their motorcycle and unload a 5 X 5 elk rack and two garbage bags. The subjects placed the items under some ferns and pulled their motorcycles under the gate. They then grabbed tree limbs and swept the area. Both subjects then got on their motorcycles and headed toward the vehicle.

The officer hiding in the brush radioed the other officers and advised them that subject were headed in their direction. The subjects returned to their vehicle and loaded up their motorcycles. They then returned to gate and loaded the elk antlers, garbage bags and left the area. A decision was made to arrest the subjects as they approached a wide section on the highway.

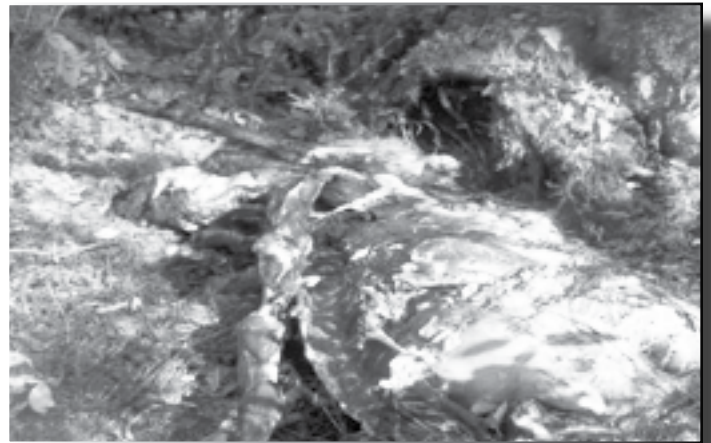
Two officers positioned their patrol vehicle along the highway and waited for the subjects. After the subjects passed the officer's patrol vehicle, the officer's followed the vehicle and conducted a high risk stop.

Both subjects were arrested and booked into the Pierce County Jail. The vehicle, two motorcycles and hunting equipment were seized for forfeiture. The subjects were interviewed and both admitted to killing the elk, but did not think it was illegal. They stated that they hunted and moved at night because there was less people in the woods and there would be a less chance of being seen. They also stated that they camouflage their motorcycles and cover the license plates so they could not be identified. Both subjects had been previously issued citation for second degree criminal trespass for being on the same timber company property without permission.

Prior to July of 2012, hunters who were contacted while trespassing would have been issued a citation for second degree trespass. Officers were not able to seize the animal or hunting equipment as long as the hunter was hunting dur-

ing a lawful season and possessed a valid license and tag. In 2012, the legislature passed a law Unlawfully Hunting While Trespassing law. The law allows the officer to seize the animal and hunting equipment. The two subjects were the first in Washington State to be arrested and charged under the new law.

After the subjects were booked into jail, two officers went to the first subject's residence and executed the search warrant. The 6 X 6 elk rack, elk meat, compound bow and two frozen raptors were located and seized. While the two officers were executing the search warrant, KBD Spencer, Mishka and their handlers returned to the campsite to find the second elk.



A few days later, fish and wildlife officers and the timber company representatives went to the campsite and dismantled it. Spence and Mishka were also brought in to locate any additional animals the two might have killed. No additional animals were located. Knives used to cut the elk were located at the campsite and seized.

Both subjects were charged with Unlawful Hunting while trespassing, three counts of criminal trespass second degree, and one count each for Unlawful Waste of Fish and Wildlife. One of the subjects was also charged with two counts to taking Protected Wildlife. If convicted both subjects will also be assessed \$6,000.00 for illegally taking a trophy animal in addition the other court-ordered monetary penalties. The case is currently pending trial. ★





## Executive Board Position 6

*By Josh Kelsey, Executive Board Position 6, Lynnwood Police Department*

I am terrible at remembering quotes. As much as I enjoy reading, I have never possessed that ability to drop the appropriate turn of a phrase at the right time. But since a good quote has an uncanny ability to succinctly state a variety of thoughts, I selected a few out to help describe my views of where and why WACOPS has been successful, and simultaneously let you see inside your new Position 6 Board member this coming year.

“The reward of a thing well done is to have done it” (Ralph Waldo Emerson) – As a delegate to WACOPS for almost 10 years, I think this quote truly reflects the approach of the great leadership that we have been blessed with in our WACOPS organization. Not a single time have I ever heard any of them ask for higher praise for the hard work and hours they have put in, demand more respect when they were able to secure greater benefits for our members, nor seek personal accolades in response to their success in securing a hard fought bill or their effectively lobbying to protect our workplace issues. To them the reward has been in the act itself, and any gains were attributed to the success of our organization, not themselves as individuals. Various presidents and board members have come and gone as the spring and winters of their careers ebbed and flowed, while I have watched from the sidelines. I am truly humbled to be a part of this organization, and starting next year, being a part of your Executive Board.

“The greatest tribute to the dead is not grief but gratitude” (Thornton Wilder) – WSP Trooper Sean O’Connell (EOW May 31, 2013) served our state in my neck of the woods and I was lucky enough to meet him on several incidents. I remember a constant smile and a sense of humor that was infectious to those around him. Good friends of mine served side by side with Sean, vacationed with his family, or simply

met him for morning coffee to start their day with a positive focus. They, and all of law enforcement regardless of color of uniform or shape of shield, sincerely grieve his ultimate sacrifice in the service of our mission. WACOPS as an organization works tirelessly to make sure the gratitude for that sacrificial service is appropriately bestowed on the family and loved ones left behind. This last session, WACOPS successfully lobbied for two bills towards this gratitude – increasing the death benefits of Reserve Officers and Volunteer Firefighters, and a bill to create a LEOFF Board Ombudsman that will provide information and assistance to law enforcement and their families after an officer suffers a career-ending disability or death in the line of duty.

“It was the best of times, it was the worst of times... it was the spring of hope, it was the winter of despair” (Charles Dickens) – While this quote might be a good summation of my 2013 employee self-evaluation, I would more equate it with the strident efforts of our WACOPS Staff and Executive Board as they helped navigate us through a very tough legislative session. I was under the perception that we as an organization were in “defense mode” this last session, but was impressed that the majority of the bills WACOPS were actively involved in were bills we supported, showing that our Board leadership is forward thinking even in the midst of defending our profession’s issues. I look forward to joining this fine group of public servants and only hope I may rise to the accomplishments of those that came before me (Thank you Jeff, for your service).

“Lolita, light of my life, fire of my loins” (Vladimir Nabokov) – Uhhmm, thought I should throw in something about me, but my wife’s name is actually Minda, with whom I have 22 years of marriage and three wonderful kids. I don’t even know a Lolita...but the rest is true. ★

## 2014 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.
- The Local Government Public Safety Enhancement Account was established in 2009 as a means to provide revenue to the LEOFF pension system and local governments for public safety. We are seeking a renewed legislative commitment to fund this account.
- 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

- WACOPS will bring a law enforcement perspective that attempts to strengthen and weaken criminal and civil provisions in the law.

- Adequate funding for public safety is vital for safe communities and we will work towards making this a legislative priority.

### WORKPLACE ISSUES

- Law enforcement officers are entitled to the same due process as civilians and we support keeping adequate checks and balances on managerial authority in workplace discipline cases.
- WACOPS members bargain for working conditions, wages, and benefits at the local level. We support current collective bargaining and binding arbitration laws and will oppose efforts to weaken them.
- 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 Membership Meeting

### Winter/Legislative Membership Meeting January 15-17, 2014



Double Tree  
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](http://www.leg.wa.gov/house/Pages/default.aspx)
- [www.leg.wa.gov/senate/Pages/default.aspx](http://www.leg.wa.gov/senate/Pages/default.aspx)



# Law Enforcement Credit Union

The Spokane Law Enforcement Credit Union is a closed-membership financial institution specifically here for any and all Law Enforcement Officers living or working in Spokane or the surrounding counties.

On November 23, 1966, our credit union was originally organized by 9 men who wanted a different co-op for their unique niche in the community. The Spokane Police Credit Union was incorporated by the State of Washington on December 5, 1966 and our Credit Union journey began.

Spokane Law Enforcement Credit Union (SLECU) is firmly committed to treating members with dignity and respect and providing responsive, reliable service by offering high quality products and services at a competitive value.

Much like the community in which we live, Spokane Law Enforcement Credit Union is a place where members are treated as friends and neighbors. From our meager beginnings, SLECU has grown to meet the needs of an expanding Law Enforcement membership.

We are a federally insured, full-service financial institution. SLECU offers comprehensive product options in retirement accounts, savings, checking, and loans.

Cutting edge technology and forward thinking leadership provide the ability to deliver flexible products and services to fit your any need.

If you haven't looked into becoming a member, check us out today.

Search for our free mobile app, just type in: SLECU. Visit our website: [www.slecu.org](http://www.slecu.org); Give us a call (509) 327-3244 or email to [info@slecu.org](mailto:info@slecu.org) or [marketing@slecu.org](mailto:marketing@slecu.org).



### Eligibility groups are listed below:

- Any member of the National Fraternal Order of Police (FOP)
- Spokane Police Department
- Spokane County Sheriff's Department
- Airway Heights Police Department
- Lincoln County Sheriff's Department
- Medical Lake Police Department
- Spokane Airport Police Department
- Kettle Falls Police Department
- Pend Oreille County Sheriff's Department
- Okanogan County Sheriff's Department

### In addition to the above mentioned departments, eligibility also includes any Law Enforcement Officers of any agency living or working in the following counties;

- Benewah
- Bonner
- Kootenai
- Lincoln
- Stevens
- Whitman
- Pend Oreille ★

## The WACOPS Labor Defense Group (LDG)



The WACOPS Labor Defense Group (LDG) was established to perform all the functions of a labor organization in the public sector. The LDG is a voluntary program that assists guilds and associations of 45 members or less in efforts to improve wages, hours, and working conditions.

Represented by one of the most respected labor law firms in the state, the LDG represents employees through collective bargaining by providing negotiating, litigation, and arbitration services. Groups who choose to participate in the LDG are also enrolled in the PORAC Legal Defense Fund, which provides assistance to the individual members in need of legal representation as a result of performing their duties.

**For more information contact: Chuck Reisenauer, 509-879-4843 [ldgchuck@wacops.org](mailto:ldgchuck@wacops.org)**



## Insurance That Works

By Rich Hine, Retired Everett P.D. Officer

It's been over three years since I retired from the Everett Police Department. Certainly enough time to count my blessings and highlight what has gone right and maybe help some of you who might be facing the same kind of retirement I was forced to take due to physical injuries.

In 1992, I was hired by EPD after a long career with the Marines. I had traveled to Washington State from North Carolina to become a Trooper. After passing background and the other batteries of tests, I was told that the state budget was in the tank and hiring frozen. They said that I had passed everything, but there was no money to pay me. I waited months for an opening, thinking that budget certainly had to get better. As the days passed and it started looking like a lost cause, I started looking elsewhere.

When I saw an ad in the local paper for EPD, I jumped at the chance. After taking a slightly different battery of tests, I was sent to the same psychiatrist to take the same mental tests. I must have passed because Everett offered me a job. I took it.

Eighteen years after taking the job, I was out. No badge, plaque, or even the presentation of the service pistol because I didn't make it to the 20 year milestone. I originally planned to stay on until my Marine Reserve retirement kicked in, but my knees had other ideas. The years of hard running, using knees as leverage, jumping off ledges, and riding my police bicycle had taken its toll. Over a period of a month, I was no longer physically able to do most of my assigned duties without a great deal of pain. My HMO offered steroids to kill the pain, but nothing else. I knew it was over. My next battle was to get well before I ran out of sick time and vacation. I wasn't looking forward to my "post police career" with the cut in pay since I still had kids in high school and a house payment to make.

Since the injuries to my knees were not even diagnosed, I didn't declare it as an "on-the-job" injury. I really had no idea what was wrong, but I knew I was in great pain with every step. I started using my 6 months of sick time and excess vacation with the intent to return to work. Sometime during this period of off work time, someone suggested that I might apply for Cigna disability. I thought, what the heck is Cigna? Fortunately, I had a supervisor who had a phone number of someone who had that information.

I contacted Cigna and a short time later, they confirmed that my situation was covered under the WACOPS long-term disability coverage.

After my first 30 days off work, I started receiving a monthly supplement checks from Cigna. The money helped pay for the additional costs associated with running from doctor to doctor. It helped take some of the uncertainty out of my situation- at least for then.

All during the 6 months that I was out on sick time, I ran into a lot of resistance from my HMO about even diagnosing what was going on with my knees. I pushed for MRI's and other treatments to relieve the pain. After seeing the damage to my knees, they relented and did orthoscopic ops on both. They told me that it would be just a temp fix and more operations would be needed.

In 2010, I ran out of sick and vacation time. Unable to return to work at any level, I was forced to retire. Eighteen years in this state brings only 36% of base pay. Not much to live on. Cigna long-term disability insurance filled in with supplemental monthly checks. It took a whole lot of worry off my shoulders.

Cigna representatives routinely contacted me via phone. They wanted to know how I was doing, what doctors and treatment I was receiving, and what the doctors were telling me about my future capabilities. As my medical situation changed, I was handed off to different representatives. They were all helpful and polite.

Both knees were replaced in late 2012 and mid – 2013. Months of physical therapy and of doctor visits followed each operation.

Fortunately for me, my full knee replacement surgery was covered under the VA. I don't know how it would have been covered under any city plan since I no longer worked for them.

Cigna continues to support my rehab as I get more and more mobility.

Over 18 years, I never paid much attention to insurance that I was paying for, including Cigna. I just went to work hoping that I'd go home every night- healthy and uninjured. I'm sure we all hope it won't happen to us. But when something happens, be it a tragic accident or a slow building injury, long term disability insurance may make a huge difference to your family. It's a small price to pay for having a backup when you will need it most.

WACOPS made the right call to get long-term disability insurance. It proved invaluable for me and my family. Life would have been much different for me without it. ★

# Are You Ready For Retirement?

By Steve Nelsen and Ryan Frost

**R**eady or not, here it comes. The latest study of the LEOFF 2 population by the Office of the State Actuary found that over 20 percent of active law enforcement officers are already eligible to retire, and about that same number of members will become retirement-eligible in the next five years. If you are 45 or over and have 15 years of service, you are a part of this group.

You just have to google “retirement readiness statistics” to see all kinds of articles concluding that most Americans are poorly prepared for retirement. You should not be one of those statistics for several reasons.

**Law enforcement officers have to start thinking about retirement earlier than most other people.** The physical demands of your profession mean that working your job until age 65 or 67 is not likely. You know that. And because you know that, most of you who are in your 40s have begun to think about retirement. And for those of you who haven’t begun to think about retirement, there is hope for you because...

**You have been saving for retirement whether you knew it or not.** Most Americans wait to start saving for retirement until their 50s but you, your employer, and the State of Washington have been making contributions toward LEOFF Plan 2 for your retirement every month since you were hired.

**Your LEOFF 2 pension should supply most of your retirement needs.** Most retirement planning experts agree that you will need to replace at least 60 percent of your pre-retirement income to maintain your lifestyle in retirement. An average law enforcement career of 15 years or more will get you most of that. The average pension for LEOFF 2 members who have retired in the past three years has been about \$3,500/month. Your LEOFF 2 pension benefit also includes an annual cost-of-living adjustment to protect against inflation after you retire.

But, there are still a number of important things that you need to consider and plan for before you retire.

**Post-retirement medical.** The cost of medical insurance is often cited as the reason a person gives for delaying retirement. You will be eligible for Medicare when you reach age 65, but you need to have a plan for medical insurance before then.

**You will likely need more retirement income than you will get from LEOFF 2.** LEOFF 2 replaces 2 percent of your salary for every year of service. So unless you work 30 years, your pension alone won’t be enough for you to reach that 60 percent minimum threshold that we mentioned earlier.

**Many of you won’t have the same Social Security benefits that most Americans have.** The traditional retirement  
*(continued on page 15)*

## Executive Board Position 2

*continued from page 6*

our state as WACOPS does. I have had a long career, and through my experiences have many friends in law enforcement across the country. I do not know of another organization that is set up like WACOPS or that has had nearly the success that WACOPS has had. Yes, there are all kinds of local, state, and national law enforcement organizations. In doing some research for this article I found that in most states that have statewide organizations, these are primarily associations of chiefs and sheriffs, or chapters and lodges of national organizations. Though I believe it likely that there are some statewide organizations set up similarly to WACOPS, I wasn’t able to easily find them. WACOPS directly engages each individual member union through their delegate, who has voting rights to influence the actions and direction of WACOPS as a whole. Each WACOPS delegate represents his/her union and their particular needs in a way that is fair and equitable. Likewise, the body of delegates lead by the executive board represents rank and file law enforcement

across the state as a single voice. We are much more powerful in this way than individually, and our continued successes demonstrate this.

Being a delegate should be viewed as a privilege and a responsibility. Delegates should be chosen by their unions for maturity, experience and wisdom, not because no one else wants to do it. The potential that resides in an organization made up of delegates that are carefully chosen is unlimited. In the political reality in which we live it is critical for our success, both in gaining benefits and when influencing law enforcement policy within our state. With a strong and wise membership we are a formidable bunch that embraces our responsibility to represent the amazing men and women who work tirelessly to keep our neighborhoods, communities, cities and state safe. It is truly a privilege to serve our peers and the interests of our career field in this organization. I hope every delegate can see their importance and the responsibility we all carry. It’s an incredible team and I am blessed to be a part of it. ★

**Are You Ready For Retirement**

*(continued from page 14)*

model is a 3-legged stool with your pension, Social Security and your own savings making up the three legs. 42 percent of law enforcement officers in Washington do not participate in Social Security, which makes your own savings becomes more important. And, even if you qualify for Social Security through some other employment besides your LEOFF job, your benefits will be reduced because you are receiving a government pension.

**What are you going to do when you retire?** For most of you (and most Americans), the answer is that you will continue to work after you retire. In fact, many retirement planners now model retirement as a four-legged stool with post-retirement employment as the fourth leg.

But despite these challenges, the number one reason that I am confident you will not become another retirement statistic is...

**You have help.**

- You can save for retirement through the deferred compensation program offered by your employer. The younger you are when you start, the more you will save. If you are in your 20s or 30s and you haven't signed up yet, please take this advice and enroll now. You'll appreciate your decision so much 15 years from now that you will want to look us up and buy us a cup of coffee (We'll still be working).
- The Department of Retirement Systems is the Nordstrom of state agencies when it comes to customer service. You can't return your shoes there, but they will happily help you with every question you have related to your LEOFF 2 pension. You can call DRS toll-free at (800) 547-6657 or go online at [www.drs.wa.gov](http://www.drs.wa.gov) and get answers to FAQs. You can also get estimates of your LEOFF 2 pension. If you are within five years of retirement, do this now.
- Consider whether purchasing extra service credit at retirement makes sense for you. If you have saved some extra for retirement, you have the option to buy up to five years of LEOFF 2 service credit when you retire. DRS also allows you to estimate the cost.
- If you have Social Security from another employer, you should check out the link on the LEOFF 2 Board website [www.leoff.wa.gov/links](http://www.leoff.wa.gov/links) for information about how your government pension will affect your Social Security benefit.
- The legislature recognized that law enforcement officers may need to change careers prior to age 65, and that you have skills that are in demand for other types of public employment, so they made it possible for you to start a second non-LEOFF career without it messing up your pension.
- And last, but not least, you have the team at the LEOFF Plan 2 Board. We will answer your retirement questions or direct you to the right resource. ★

**2014 Law Enforcement Association Events**

**Behind the Badge Foundation**

**Washington State Law Enforcement Memorial Ball & Auction**  
 April 5, 2014  
 Seattle Hilton Airport & Conference Center,  
 SeaTac, WA..... [www.behindthebadgefoundation.org](http://www.behindthebadgefoundation.org)

**Washington Homicide Investigators Assoc.**

May 7-9, 2014  
 Little Creek Casino, Shelton, WA..... [www.wahia.org](http://www.wahia.org)

**North America Motorcycle Officers Assoc.**

May 14-17, 2014  
 Crown Plaza Hotel, Lake Oswego, OR..... [www.namoa.org](http://www.namoa.org)

**Northwest Gang Investigators Assoc.**

**20th Annual Law Enforcement Gang Training**  
 May 19-23, 2014  
 Airway Heights, WA ..... [www.nwgia.com](http://www.nwgia.com)

**Washington State Hostage Negotiators Assoc.**

**28th Annual Crisis Negotiators Conference**  
 May 27-30, 2014  
 The Hilton, Bellevue, WA..... [www.wshna.com](http://www.wshna.com)

**Washington School Safety Organization**

**13th Annual Advanced School Safety Training**  
 July 21-24, 2014  
 Red Lion Hotel Columbia Center, Kennewick, WA..... [www.wssso.us](http://www.wssso.us)

**Washington State Law Enforcement Firearms Instructors Association**

July 22-25, 2014  
 Tri-Cities, WA ..... [www.wslefia.com](http://www.wslefia.com)

**Upcoming WACOPS Membership Meetings**

**June 25-27, 2014**  
**Spring Membership Meeting**  
 Hilton – Bellevue, WA.



**October 15-17, 2014**  
**Fall Membership Meeting**  
 The Enzian – Leavenworth, WA. ★



# Thinking About Working After Retirement?

By Alexandra Kasuske, Plan Administrator, WA Dept. of Retirement Systems

The topic of a LEOFF Plan 2 retiree returning to work has been front and center in the question queue here at the Department of Retirement Systems (DRS), especially regarding the pension membership requirements for those returning to work for a DRS-covered employer.

If you're returning to work with a private sector employer or a public employer not covered by any DRS retirement system, there is no impact to your LEOFF retirement benefit. If, however, you're planning to return to work with a DRS-covered employer, there are options and requirements that you should thoroughly consider before you enter into employment.

First, if you are returning to work in a full time, fully compensated LEOFF position, the requirements are straightforward: you must re-join LEOFF 2 membership and your retirement benefit is stopped until you re-retire. If you are returning to work in a position that is covered by another DRS pension system, there are more options and requirements to consider.

Under a law approved in 2005, LEOFF Plan 2 retirees are allowed to opt in or opt out of membership if their return to work makes them eligible for the Washington State Public Employees' Retirement System (PERS), Teachers' Retirement System (TRS), School Employees' Retirement System (SERS) or Public Safety Employees' Retirement System (PSERS).

If you opt in to membership in one of these systems, your LEOFF Plan 2 benefit is suspended until you re-retire, and you and your employer

are required to make contributions into the other system during your employment. At the point you are once again a retiree, you will receive a retroactive LEOFF Plan 2 benefit plus whatever benefits you earned while a member of the other system.

If you choose not to become a member of one of these systems, your LEOFF Plan 2 benefit continues and you (and your employer) are not required to make any contributions.

For anyone thinking about retiring and going back to work for a DRS-covered employer, it is critical to understand the timing of when you become a retiree.

### When do you become a retiree? To retire, you must:

- Meet the age and service requirements;
- Terminate all employment with your employer by completely separating from service; and
- File an application for retirement with DRS.
- You are generally considered a retiree on the first of the month following the month you meet all of the above requirements.



A key element in the retirement criteria is separation from service. Separating from service means you've completed the necessary actions of leaving employment. For example, you've returned any and all issued employer items, your computer access has been shut off and your employment has been ended in the payroll system.

Separation from service also means you've left all employment, not just LEOFF-covered employment. Leaving LEOFF-covered employment and going to work in a non-LEOFF covered position for the same employer may not be considered a valid separation of service.

The bottom line is this – if you have any questions or concerns regarding a decision to accept a position for an “encore” career, either before or after becoming a retiree, please contact me at DRS. My direct line is 1-800-547-6657 ext. 47285. It is better to discuss this important career and retirement decision in advance instead of finding out later that your choices have resulted in unintended financial consequences. ★



**net·work·ing** *noun*: the cultivation of productive relationships for business purposes.  
**friend·ship** *noun*: the relationship between friends; kindness or help given to someone.

Words have meaning. The history between WACOPS and Behind the Badge Foundation (BtBF \*) is one collaboration that ensures law enforcement officers' / families needs are addressed. Our history is also a bond of friendship. We joined forces to raise the funds necessary to construct the Washington State Law Enforcement Memorial, we enjoy the sun while playing golf at the James Saunders Memorial Golf Tournament, we remember our law enforcement heroes at the annual Washington State Memorial Ball and Auctions, we receive a request for help from one another, only to hear a resounding, "Of course!" in response. Two organizations, two mission statements, partnering together to get the work done.

As in any relationship, it is good to communicate and share what is new with BtBF – so to all within the WACOPS membership, thanks for sharing the journey with us. The following is a look at BtBF in 2013:

It is said being 'copied' is a sincere form of flattery. BtBF's Line of Duty Death Response Team (LODDRT), sanctioned by WASPC and respected by law enforcement agencies around the state of Washington, is complimented by other states picking up the banner and forming their own LODDRT's. The state of Oregon formed theirs under the name of the Oregon Fallen Badge Foundation. Two other states are in process of organizing their own teams. BtBF's LODDRT maintains annual training to keep team members current in knowledge and awareness of critical needs when responding to the death of a law enforcement officer. It is an honor to come along side LE agencies and families during such difficult times.



- BtBF's LODDRT assisted the Washington State Patrol in the planning of the memorial ceremony for Trooper Sean O'Connell. provides ongoing support to Trooper O'Connell's family continues.
- BtBF financially assisted sending the families of Ranger Margaret Anderson and Trooper Tony Radulescu back to Washington, DC for 2013 National Police Week.
- BtBF made donations to national Concerns of Police Survivors, the Seattle Police Hospital Response Team, The Soup Ladies, and Stand with Those Who Serve – non-profit organizations whose missions care for law enforcement personnel and their families.
- BtBF hosted the 4th annual Law Enforcement Family Network (LEFN) Conference in Yakima, WA. Subject matter experts Dave and Betsy Smith and Nancy Fatura spoke to the issues of off-duty sur-

vival in the context of family and that LE families are warriors in their own right. Steve Redmond of Code4 NW spoke on confidential crisis response and the referral network in Washington State.

- BtBF hosted three LEFN socials, providing information on the geographic networking of law enforcement families to one another. The goal is to know one another in the good times, in order to be there for each other in the hard times. Socials were held in Tukwila, Spokane and Chehalis.
- BtBF continues to research catastrophically injured officer issues. The end goal is to define policy and to determine in what way BtBF might provide assistance in this necessary arena.

It is an honor and a privilege to be family with WACOPS.

(\*Behind the Badge Foundation is the combination of two non-profits: the Washington State Law Enforcement Memorial and 10-99 Foundation.) ★



# 2013 National Police Memorial Week

By Carr Lanham, Bellingham Police Department

I would first like to say that it was a privilege and an honor to represent WACOPS and the Bellingham Police Department at the 2013 National Police Week in Washington DC, this being the 50th Anniversary of the National Memorial.

My wife and I were fortunate to arrive a day early, which gave us the unique experience of witnessing the arrival of so many other Law Enforcement Agencies as they caravanned from their respective cities. Of course their arrival was not a quiet one. I knew Washington DC was a busy place, but there was a constant sound of sirens blaring through the streets and echoing off the buildings and then I realized, this was just the signal that another Law Enforcement Agency had arrived in DC. It was impressive when the Philadelphia Police



city LAKEWOOD on their patch. I immediately thought about our four Lakewood PD officers we lost in 2009. I approached them to also pay my respect, when I realized they were from Lakewood, COLORADO. We met and talked and I learned that they were there for the very first time because they had lost an officer in November. We told them we were from Washington and even though they were from Colorado they were very aware of our four officers that were killed in the line of duty at the coffee shop.

*(continued on page 19)*

Department came screaming down Constitutional Avenue in a 12 vehicle caravan with all their lights and sirens on, including two semi-trucks with flat bed trailers hauling their 16 Harley Davidson Motors.

That evening we made our first trip to the National Police Memorial. As I approached and saw the impressive bronze lion statue watching over the names of our fallen brothers and sisters, I already had tears in my eyes. You would think a veteran of 29 years would be able to control his emotions better, but not here, not on these hallowed grounds. How can you not, when you see so many wreaths and flowers, photos of fallen officers and the many mementos left by loved ones like hats, pins and stuffed animals.

As we walked the wall, I noticed several Honor Guard Members in full uniform standing together looking at a name on the wall and paying their respects. As I got closer I saw the





## Frequently Asked Questions About Long Term Disability

By Ed Sudduck, Seattle Business Insurance

I frequently get phone calls asking questions about the Long Term Disability insurance coverage provided by Cigna. Some specific questions are more frequently asked than others. So, in order to provide more insight on this valuable insurance program, the following are some frequently asked questions.

### What is Disability Insurance?

Think of Disability Insurance as income insurance. If you become disabled and can no longer earn a paycheck, Disability Insurance will pay a percentage of your pre-disability income until you are well enough to go back to work.

### What are the odds of becoming disabled?

About one in four at some time in their career, with the average disability absence from work about 2.5 years, according to a recent Council of Disability Awareness study. The odds are higher for those in physical occupations.

### What is the difference between Short Term and Long Term disability insurance?

The length of time referenced in the policy title denotes how long the policy is designed to pay. A Short Term policy is designed to pay for up to six months, where as Long Term policy is designed to pay for 30 or more years.

### How much of my income can the policy replace if I am disabled?

The Cigna policy has two options: either 60 percent or 66 2/3 percent of your pre-disability income. Most WACOPS participants are on the 66 2/3 percent plan. This FAQ discussion assumes a 66 2/3 percent benefit level.

Why doesn't the insurance protect 100 percent of my income? The insurance industry wants to maintain an incentive to return to work.

*(continued on page 20)*

### 2013 National Police Memorial Week

*(continued from page 18)*

The Candle light vigil that next night is an impressive sight. I find it difficult to put into words, as I looked over the thousands of Law Enforcement Officers and their families that have gathered on this evening. Many came by plane, car and motorcycle, but I learned for the first time about those that came by bicycle. The "Police Unity Tour" Officers and family members from eight chapters and 1,600 members from around the country that live by the motto: "WE RIDE FOR THOSE THAT DIED." This year they raised 1.4 Million dollars in donations to help maintain the National Memorial site.

The visual affect of the Candle Light Vigil is inspiring. Thousands of people raising their candles in unison and a thin blue laser beam representing "The Thin Blue Line" projecting over the crowd is extraordinary. I recommend that every officer should attend this event at least once in their career.

The NLEOM brings out two very strong emotions, "sadness" as you are there to pay your respects to those

officers that have fallen and "pride" because you are proud to be part of a great fraternity of law enforcement brothers and sisters that put their lives on the line every day to protect America. ★



## Frequently Asked Questions About Long Term Disability

(continued from page 19)

### Are the claim payments considered taxable income?

It depends on how the premium is paid. The claim payment is considered tax free if the premium is paid with after tax dollars and taxable if paid with before tax dollars. A rule of thumb is that if the employer pays the premium, it is likely the claim payment is taxable income. If the employee pays the premium, it is likely the claim payment is not taxable income. There are exceptions to these generalities so consult the IRS and your tax professional.

### Does the coverage apply to disabilities that occur both on the job and off the job and to non-accident situations such as disease or degenerative issues?

Yes, coverage applies to disability occurring either on the job, off the job, and over time.

### Is there a deductible?

Yes, the Cigna policy has a “time” deductible known as an Elimination Period. There is a 30-day elimination period for disability occurring off the job, and a 180-day elimination period for injuries occurring on the job.

### Why is there a difference in the length of the Elimination Period?

Most “On the job” disabilities are covered by Labor & Industries, (sick pay, leave programs, or other employer provided remedies). The Cigna policy is designed to provide Long Term Disability payments after those remedies are

exhausted. However, these remedies may not be available for “off the job” disabilities. L&I will not apply, so the Cigna coverage has a shorter elimination period for “off the job” disability situations.

### Should I wait to file a claim until after the Elimination Period?

No. File a claim as soon as you are aware that a disability may cause you to miss work. The claim verification process takes time to complete and you will likely want your claim to be paid as soon as possible. Cigna simply closes the file if it is found later the claim is not needed.

### How do I file a claim?

Call the Cigna LTD claim phone number at 1-800-362-4462. Tell them you are with the Washington Council of Police and Sheriffs’ Long Term Disability Insurance Plan and you would like to file a disability claim. They should take it from there.

### What if I receive other sources of income when I am disabled, such as sick pay, L&I, other disability insurance, donated leave, or retirement proceeds?

The Cigna disability policy is designed to pay up to 66 2/3 percent for qualified disabilities. If a claimant receives income from these other sources, Cigna will reduce their payment proportionately to retain the integrity of the 66 2/3 percent promise.

(continued on page 21)



## Not a Member of WACOPS? Interested?

Contact Craig Bulkley, President for more membership information and services we provide or visit our web site:  
[www.wacops.org](http://www.wacops.org).

**1.800.887.2677**

## Frequently Asked Questions About Long Term Disability

(continued from page 20)

### What are those other payments called?

The outside income from other sources is called "Offsets" because these payments "Offset" the Cigna benefit payment.

### Is vacation pay considered an offset?

No. A claimant can receive both vacation pay and disability benefit payments.

### What is the Minimum Benefit and is there a Maximum Benefit?

The minimum monthly benefit is the greater of up to 6 2/3 percent of pre-disability income or \$100. That means a claimant can actually receive up to 106 2/3 percent of their pre-disability income through a combination of offsetting income and the Minimum Benefit. The Maximum Benefit is a monthly payment limit of \$7,500.

### Is there any return to work or occupation education assistance?

Yes, in certain cases the policy will pay more than 66 2/3 percent as an incentive to go back to work or toward education costs for another occupation. The policy has specific terms and conditions for this coverage extension. Ask the Cigna claims specialists for more details.

### Where can I get a copy of the actual policy terms and conditions?

All four policies are available under the "Insurance" tab on the WACOPS.org website.

### Who can I talk to if I have additional questions?

Please call me, Ed Suddock, at 206-285-9415, or send an email to [edsuddock@msn.com](mailto:edsuddock@msn.com).

### Does this FAQ summary need a disclaimer?

Probably not, but here is one anyway. CIGNA and affiliated companies provide this coverage. This coverage summary is a simplified overview of the insurance coverage for descriptive purposes only and does not interpret or supersede the policy in any way. The precise coverage afforded is solely subject to the terms, conditions, warranties and exclusions of the policies as issued and interpreted by the insurance company. Please note that the policy terms and conditions must be followed precisely or coverage may be void. Please read the policies carefully. Special note: In order to simplify this summary, the above opinions assume a 66 2/3 percent benefit level. The plan options provide either 66 2/3 percent or 60 percent benefit level. Please advise if you have any other questions. ★



## WACOPS Mission

The Washington Council of Police & Sheriffs is committed to supporting Law Enforcement Officers through the legislative process and by providing services for the maximum benefit of the membership and organization.

Four Strategic Priorities have been identified to accomplish this mission. An outline of the plan is below. Visit our website for detailed information on the tactics being employed to meet our goals [www.wacops.org](http://www.wacops.org).

### Legislative Process

- Lobby the State Legislature
- Participate in the Campaign Process
- Build our Grassroots/Volunteers Network

### Membership Services

- General Membership Meetings
- Career Training & Education
- Assist Law Enforcement Officers and Families
- Public Safety Employee Insurance, Inc.
- Labor Defense Group

### Marketing and Branding

- Identify target audiences
- Provide timely and up to date information on WACOPS activities
- Brand the WACOPS logo

### Leadership Development

- Executive Board
- Delegates
- Membership
- Staff/Consultants
- Fiscal Management ★



# RETIRED OFFICER QUALIFICATION SHOOT

## SPOKANE POLICE ACADEMY



Qualifications for Retired Officers will be held

Wednesday, June 18, 2014

1100 – 1300 hours

Spokane Police Academy Range

2302 N. Waterworks

Spokane, WA 99212

This qualification is **FREE** of charge for **ALL** retired officers

**Ammo is not included**

**Lunch will be provided**

To reserve a spot or for further information contact

**Bob Bro at [blakob@comcast.net](mailto:blakob@comcast.net)**

**or (509) 953- 5066**

# How is Basic Law Enforcement Training Funded?

Sue Rahr, Criminal Justice Training Commission

The Washington State Criminal Justice Training Commission (CJTC) is unique in the United States and considered one of the best models in the nation. Credit goes to the foresight of the Washington State Legislature, which created this model in 1974, mandating uniform training standards.

That mandate was funded by a special surcharge on local traffic tickets and placed in the PSEA (Public Safety and Education Account). It completely covered all the costs of mandated training, including BLEA.

The surcharge is still collected and goes to the state; however, the PSEA was dissolved in 2009 and the surcharge money is now deposited directly into the general fund and not specifically designated for public safety and training.

- Not surprisingly, state funding for police training has been cut since the PSEA was dissolved 2009.
- Local jurisdictions continue to collect this surcharge and send it to the state. But, since 2009, they now have to pay 25 percent of the cost for BLEA from local funds even though the funds collected from the surcharge and sent to the state are enough to cover the cost.

During the 2013 Legislative Session WASPC and CJTC tried to convince legislators to restore the 25 percent reduction in state funding (that cities and counties now have to pay), but we were not successful.

## What are we facing in Fiscal Year 2014?

We are already under an avalanche of new applications for BLEA and all scheduled BLEA classes are full for the upcoming six months. There appears to be no end in sight for new applications. We have submitted a supplemental request to add two additional BLEA classes to accommodate the avalanche (\$372,000). We won't have an answer from the Legislature until the end of session, which is late June in 2014.

So if you're wondering where your new back-up is coming from as us baby boomers keep retiring, let your legislators know **WE NEED FUNDING FOR ADDITIONAL BLEA CLASSES!!** ★



**Thursday, January 16, 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 16th



**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 1st and no later than April 30th, 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 addition 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



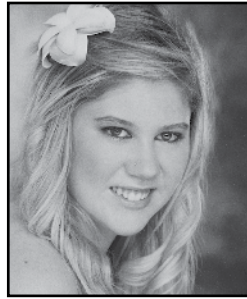
The WACOPS scholarship application is available for download at **[www.wacops.org](http://www.wacops.org)** under applications.



# Scholarship Recipients Off to College! Good Luck



**Amanda Beebe**  
Grays Harbor Community College to study Early Childhood Education.



**Brittnee Barbieri**  
Eastern Washington University to study Pediatrics.



**Linnea Nixon**  
Washington State University to study Biology & Veterinary Medicine.



**Kourtney McCann**  
Ganzaga University to study Computer Science.



**Gregory Novasky**  
Western Washington University to study Physical Therapy.



**Matt Aust**  
Pacific Lutheran University to study Business Administration.



## 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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Olympia, WA 98501

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**CHANGE SERVICE REQUESTED**

**PROUDLY ENDORSED BY WACOPS**

Public Safety Employees Insurance Inc.

# Insurance that Works

While you are working to protect Washington families, we are working to protect yours!

Coverage Includes:

- Long Term Disability Insurance
- Life Insurance
- Accidental Death &  
Dismemberment
- Discounted Home Insurance
- Auto and RV Insurance
- Will Preparation Assistance
- Life Assistance Program
- Cancer Coverage
- Cash Benefit Programs
- And Much, Much More!

Questions?

Ed Suddock  
Seattle Business Insurance LLC

Phone: 206-285-9415  
Fax: 206-285-9467  
E-mail: edsuddock@msn.com  
Www.wacops.org/benefitlist



*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.**