

Washington Council of Police & Sheriffs



Shield & Star

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Fall 2014

By Craig Bulkley, WACOPS President

As the 2014 election cycle comes to a close, the yard signs will disappear and our TV's and radios will once again serve to entertain us. We can rest easy knowing that for at least 18 months we won't have to listen to any more political ads as we try to watch a football game!

For the last two years I have had the privilege to serve as your President. In those two years, I have had the opportunity to meet and learn from officers serving all over the state. I have come to realize that WACOPS provides valuable services to officers, whether they are from large agencies with several hundred officers or from small four-officer agencies. Regardless of the size of an agency, WACOPS serves as an advocate and resource in many ways: the Labor Defense Group, Long Term Disability Insurance, labor contract comparisons and information, government relations and advocacy, college scholarships, officer and guild support in times of despair, and LEOFF pension support. In our work, WACOPS also works closely with fellow law enforcement stakeholder groups such as COMPAS, FOP, Safe Call Now®, and the Behind the Badge Foundation.

The WACOPS Executive Board and our members have been working hard on promoting the services that WACOPS has available for officers and agencies all across the state. We are currently working on a video that will explain the things WACOPS does and can do for police officers from Walla Walla to Bellingham, Newport to Vancouver and everywhere in between. We need your help in promoting the resources that WACOPS has available; you are the best ambassador to your agencies and communities!

*WACOPS is unique
from most nationwide
law enforcement
associations in its
effectiveness in
advocating for
legislative issues.*

How can you help? Get involved. Ask questions. Understand your retirement system (it's one of the best systems in the United States!). Learn what to do if someone in your department is injured (on or off duty). Tell us what issues you or your agencies are facing, we work for you and your officers. And, finally, attend our meetings. Participation in the January meeting is vital. During this time we teach you how to successfully engage with your legislators, get to know them, and share your issues and stories from the road.

(continued on page 3)



Lessons Learned

By Jamie Daniels, WACOPS Executive Director

Through my years working at WACOPS I have formed some general impressions of those of you that have sworn to protect and serve our communities. I have had the opportunity to attend trainings put on by industry experts and specialty law enforcement conferences, go into the field with you, and get to know you personally through WACOPS meetings and events.

It is a large part of my job to represent you to the legislature and to the public at large. I have studied the issues that affect your career and I have learned a lot about the men and women who are willing to don a badge and gun and do the tough business of protecting the public. Here are some of the lessons I have learned:

1. Training and safety are a vital part of your jobs. Because you have to make split-second decisions in life or death situations, you need to be well trained so that your instincts guide your reaction in the face of danger. WACOPS offers free training sessions and helps to sponsor law enforcement specialty conferences. We also assist in attaining adequate funding for the Washington Criminal Justice Training Commission through the legislative process.
2. Pensions matter. There is a finite amount of time you can physically and mentally do the job that is required of a law enforcement officer and your retirement is the proverbial light at the end of the tunnel. A strong system helps recruit and retain quality professionals. WACOPS members, as a group, are well-educated in what to expect from your retirement system and, consequently, WACOPS' top priority is retaining and improving on the benefits in the LEOFF retirement plan.
3. You are the best advocates for your profession. Through our legislative program, we can guide you through the process of meeting and educating the decision-makers about the realities of your job and obstacles that stand in your way. Many of you have not taken an active interest in politics, but it is vital that legislators hear your unique experiences and perspective.
4. Time is a valuable commodity. Between your regular hours, overtime, training, families, and community activities, you are busy. We are here to take some of the burden from you and are continually updating our communication techniques so we can get you important information in a timely and concise way.
5. Putting on a badge does not mean you waive your rights as a citizen. You don't wear the uniform for the money, the pride or the prestige, and you don't get to set your hours or say "No" when called out in the middle of the night to the unknown. But what you do deserve are basic workplace protections and the right to industrial due process.
6. Disability and life insurance are not optional. The stark reality is that you are in a dangerous profession and are more likely to be killed or injured than other government employees. One of most spine chilling sounds you will ever hear is a voice on the radio saying "officer down." For your own protection, and the well-being of your families, we strongly encourage the purchase of comprehensive insurance geared toward public safety professionals.
7. The Thin Blue Line symbolizes that you are the ones that stand between the public and the criminals. Your efforts create order from chaos. Law enforcement is like a family and WACOPS encourages this comradery at our general membership meetings and events throughout the year.

I have had the privilege of getting to meet and work with hundreds of law enforcement officers from around the state and I understand that you don't consider yourselves heroes or the things you do on a daily basis as courageous. I do. I know that you will run towards danger and put yourself in harm's way so I can run away from it. It is an honor and privilege to represent you and I encourage feedback so WACOPS can continue to meet your needs. ★



2015 Legislative Session

By Lee Reaves, Government Relations

The 2015 Washington State legislature will face huge challenges this legislative session. According to the Washington State Budget and Policy Center, our state resources could fall 4.4 billion dollars short. The Center shows 3.5 billion of additional required spending which includes maintenance levels, pensions, debt, I-732 (teacher salaries), employee health care, law suits and collective bargaining for the 2015-2017 Biennium. Also, 2.2 billion to fund the McCleary decision (the Supreme Court school funding decision) and 1.4 billion for initiative 1351 (class size). With expected additional revenue of 2.7 billion coming into the state in additional resources, that leaves a 4.4 billion dollar shortfall. These numbers don't include the rest of the state budget, which could be in the 30 billion dollar range. That includes a myriad of funding requirements including mental health, education, higher education, transportation, etc. Every interest group thinks their agenda is the most important. Legislators are going to have

to deal with these groups plus fund the core requirements of State government. Creating a budget is going to be an incredibly difficult task.

I want you to be aware that the legislature will be looking everywhere for potential revenue and spending cuts. Public safety will be one of them. I feel the legislature cares about public safety and they want to hear from you. It helps us all when you stay in touch with your legislative officials and talk to them about our priorities. You need to help them understand that if public safety doesn't work in our society, nothing else works. We need to feel safe in our homes, schools, on the highways and in our jobs.

I urge as many of you as possible to come to our meetings and events and meet with your legislators when we have our Day on the Hill. It is a mutually beneficial to meet in person. It creates better trust and understanding on both sides.

Thank you for all your help in the past on your grass roots efforts. ★

President's Message

(continued from page 1)

WACOPS is unique from most nationwide law enforcement associations in its effectiveness in advocating for legislative issues. It is the "go-to" organization when it comes to statewide law enforcement issues. WACOPS' long-standing top priority is our retirement system (LEOFF 2). Our pension system is on solid footing due to the overwhelming discipline of its members, employers, and the state in governing in system in a fiscally responsible manner. We must continue to support the conservative management of the system in order to make sure that it continues to support the next generations of law enforcement officers. WACOPS is the only organization that represents law enforcement officers from across the entire state

on LEOFF 2 issues, and we need your help in continuing to support this hard-won system.

WACOPS is the best at what we do. We have three great staff members in Olympia, one of the most respected lobbyists in the state, and over 4,500 members diligently supporting the cause of law enforcement. WACOPS is the "Varsity Team" when it comes to working on core issues in the legislature that directly affect all of us. If it sounds like I'm excited about WACOPS, I am. Washington is one of the best places to be a cop and, with your support, we can continue to make that true. Come join us in Olympia and let's open up communication about law enforcement issues. BE SAFE out there. ★



Treasurer's Report

By Darell Stidham, WACOPS Treasurer

At the beginning of 2014, WACOPS, PSEI, COPPS and LDG went through the required “every-three-year” full audit. Off years are subject to “reviews” which are not as in-depth. Patty Pich, CPA, conducted the audit as an independent accountant that has been doing the oversight of the accounting procedures for WACOPS for many years. I worked closely with Patty to fully understand the process and she candidly answered my questions. To ensure that the books are being managed properly, she was told to be extra critical and report her findings.

I am happy to report that, once again, all entities are without major discrepancies. Any minor suggestions were implemented immediately. An example of a suggested practice includes that I have full online access, separate from the office, to log into the bank accounts and spot-check activity. This was primarily due to the fact I'm not in the of-

ice weekly to physically approve invoices and expenditures. Lynn and I are in contact weekly on the monetary activities and financial status of WACOPS.

Later in the spring, the Executive Board created an Investment/Finance Committee. Primarily, this was to mitigate the stagnancy of WACOPS investment accounts. After interviewing some potential investment brokers, the board decided on Moloney/O'Neill located in Spokane. Because of WACOPS non-profit status, the move took some time, however the Morgan Stanley and Voya (formerly ING scholarship) accounts were transferred to Charles Schwab.

August brought some new improvements in the membership's largest investment, the office building. Not knowing what shape the original wood floors would be in, the board decided to start with a smaller area. After refinishing the office manager's floors and successfully uncovering beautiful 100+ year old fir, the major task of refinishing the rest of the main floor began. Because of the overall expense, the membership voted at the June meeting to allocate the funds for the project. They were completed at the end of August and we were able to salvage two large areas, the main entryway



Before

After

(continued on page 6)

2014 Legislators of the Year

Congratulations to the **WACOPS 2014 Legislators of the Year.**

These legislators will be honored at a luncheon during the Winter General Membership meeting, January 14-16, Olympia DoubleTree.



Senate Republican – Pam Roach



Senate Democrat – Jamie Pedersen



House Republican – Maureen Walsh



House Democrat – Eric Pettigrew

Treasurer's Report

(continued from page 4)

and Jamie's office. Unfortunately, the smaller offices, hallway and workroom were too damaged and carpet was installed. Along with the wood floors and new carpet, it was freshly painted and we were able to move the receptionist desk, opening up the foyer to an updated sitting area. We hope that you stop by whenever you're in Olympia or while attending the January meeting to see the impressive new look of the office.

As always, feel free to contact me directly if you have any questions regarding the financial status of WACOPS at dstidham@wacops.org. ★



Before



After

Top Ten Signs You Might Be a Cop:

10. You have cleaned up puke left by someone other than your child or college roommate.
9. You have lengthy philosophical arguments with colleagues about flashlight bulbs and retractable batons.
8. You have heard every joke about doughnuts and bacon ever made.
7. Your entire wardrobe can be described as "tactical."
6. You are on a first name basis with every salesperson at Cabela's.
5. You think a Glock is a suitable anniversary gift.
4. You tell your kids they can be anything they want to be, except for a firefighter.
3. You know more about labor law than most attorneys.
2. You arrive late to events because you are going to be standing in the back anyway.
1. You have worked overtime to avoid awkward family get-togethers.



Congratulations to the Victorious 2014 WACOPS-Endorsed Candidates

WA State Supreme Court

Position 1 Mary Yu
 Position 2 Mary Fairfurst
 Position 4 Charles Johnson
 Position 7 Debra Stephens

US Congress

District 1 Susan DelBene
 District 3 Jaime Herrera Butler
 District 4 Dan Newhouse
 District 6 Derek Kilmer
 District 8 Dave Reichert
 District 9 Adam Smith
 District 10 Denny Heck

County Sheriff

Clark County - Chuck Atkins
 Snohomish County - Ty Trenary

Local Judiciary

Anthony Howard - Snohomish
 County District Court
 Jeannette Lineberry - Pierce County
 District Court
 Damon Shadid - Seattle Municipal
 Court
 Bernard Veljacic - Clark County
 Superior Court

WA State Senate

District 7 Brian Dansel
 District 8 Sharon Brown
 District 13 Judy Warnick
 District 15 Jim Honeyford
 District 21 Marko Liias
 District 26 Jan Angel
 District 28 Steve O'Ban
 District 29 Steve Conway
 District 30 Mark Miloscia
 District 31 Pam Roach
 District 32 Maralyn Chase
 District 33 Karen Keiser
 District 34 Sharon Nelson
 District 35 Tim Sheldon
 District 36 Jeanne Kohl-Welles
 District 38 John McCoy

District 42 Doug Ericksen
 District 43 Jamie Pedersen
 District 44 Steve Hobbs
 District 45 Andy Hill
 District 46 David Frockt
 District 47 Joe Fain
 District 48 Cyrus Habib

WA State House of Representatives

District 1 Derek Stanford
 District 1 Luis Moscoso
 District 2 JT Wilcox
 District 3 Marcus Riccelli
 District 3 Timm Ormsby
 District 4 Bob McCaslin
 District 4 Matt Shea
 District 5 Jay Rodney
 District 5 Chad Magendanz
 District 6 Jeff Holy
 District 7 Shelly Short
 District 7 Joel Kretz
 District 8 Brad Klippert
 District 8 Larry Haler
 District 9 Susan Fagan
 District 9 Joe Schmick
 District 10 Norma Smith
 District 10 Dave Hayes
 District 11 Zack Hudgins
 District 11 Steve Berquist
 District 13 Matt Manweller
 District 14 Norm Johnson
 District 15 Bruce Chandler
 District 16 Maureen Walsh
 District 16 Terry Nealey
 District 17 Paul Harris
 District 17 Lynda Wilson
 District 18 Brandon Vick
 District 18 Liz Pike
 District 19 Dean Takko
 District 19 Brian Blake
 District 20 Richard DeBolt
 District 20 Ed Orcutt
 District 21 Lillian Ortiz-Self
 District 22 Sam Hunt
 District 22 Chris Reykdal

District 23 Drew Hansen
 District 24 Kevin Van de Wage
 District 24 Steve Tharinger
 District 25 Hans Zeiger
 District 27 Laurie Jinkins
 District 27 Jake Fey
 District 28 Dick Muri
 District 29 David Sawyer
 District 29 Steve Kirby
 District 30 Roger Freeman
 District 30 Linda Kochmar
 District 31 Chris Hurst
 District 31 Drew Stokesbary
 District 32 Cindy Ryu
 District 32 Ruth Kagi
 District 33 Tina Orwell
 District 33 Mia Gregerson
 District 34 Eileen Cody
 District 34 Joe Fitzgibbon
 District 35 Drew MacEwen
 District 36 Gael Tarleton
 District 37 Sharon Tomiko Santos
 District 37 Eric Pettigrew
 District 38 June Robinson
 District 38 Mike Sells
 District 39 Dan Kristiansen
 District 40 Kristie Lytton
 District 40 Jeff Morris
 District 41 Tana Senn
 District 41 Judy Clibborn
 District 42 Vincent Buys
 District 43 Brady Walkinshaw
 District 43 Frank Chopp
 District 44 Hans Dunshee
 District 44 Mark Harmsworth
 District 45 Roger Goodman
 District 45 Larry Springer
 District 46 Gerry Pollet
 District 46 Jessyn Farrell
 District 47 Pat Sullivan
 District 47 Mark Hargrove
 District 48 Ross Hunter
 District 48 Joan McBride
 District 49 Sharon Wylie
 District 49 Jim Moeller

WACOPS Long Term Disability Plan Update Change is in the Air

*"Oh, rejoice the Halcyon days! We knew it might never last."
- Not Shakespeare*

It finally happened. Cigna is increasing the Long Term Disability insurance rates in 2015 for the WACOPS Insurance program. Why? Because, simply stated, claims have significantly exceeded the premium. The proposed rate increase is designed to help catch up with the increase in claims.

We could see this coming based on the numbers. Below is a graph displaying Cigna's annual claims versus the annual premium collected since 2006.

The bottom line is that to maintain adequate funding for claims, rates should have increased every year. By how much? We can calculate the required monthly break-even premium rate based on the actual incurred losses over the past few years with the advantage of hindsight.

Fig. 2 shows the monthly rate needed to break even with the average incurred claim cost, termed "Adequate Rates". It also shows the monthly "Actual Rates" for the Enhanced Plus Plan.

It is clear the actual rates have been inadequate to cover claims for the past five years.

The new Cigna premium numbers are not final at this time, but the new rates will be announced soon. Call the WACOPS office or check the website for final rate information.

We appreciate this rate change may cause concern and we are working hard to find alternative solutions. We went out to market to all Disability Insurance carriers to look for another company to replace Cigna with lower rates and similar coverage. We are also working with Cigna on the proposed rates and looking to modify the policy, especially regarding income offsets and treatment of eligible income.

Fig. 1

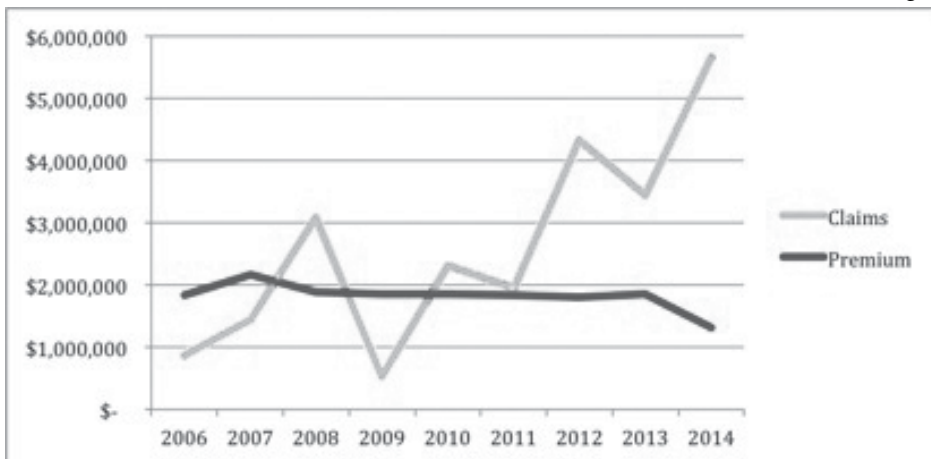
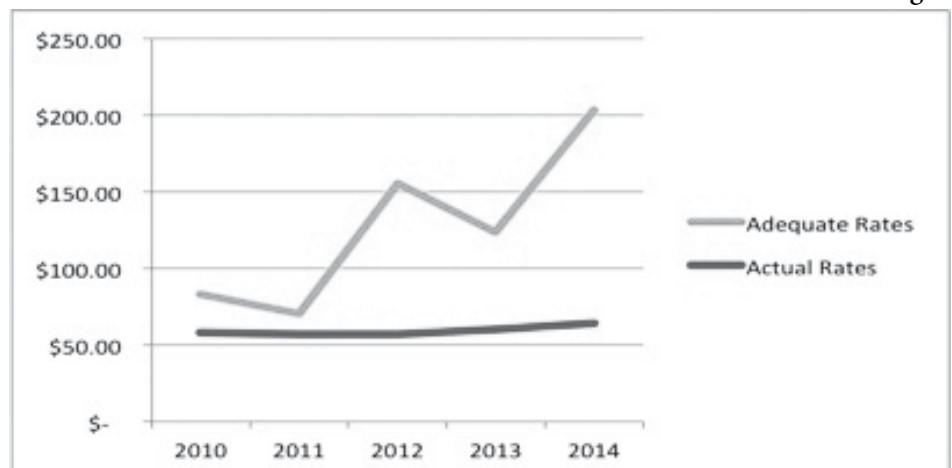


Fig. 1 shows that the annual premium has remained stable over the years, but claims have significantly increased. The decoupling of premiums collected and claims expended after 2011 is clear.

There are a number of factors that contribute to the increase in claims over the past few years including an increased awareness of the program, the general aging of the insured group, the stagnant economy, Cigna's broad policy wording, treatment of income offset issues, and other factors.

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Fig. 2



Community Policing in Downtown Olympia

By Laura Wohl, Olympia Police Department

Grab a cup of locally-roasted coffee, stroll along the waterfront, shop at the Farmer's Market...downtown Olympia offers variety and charm. It also struggles with issues familiar to other small cities trying to revitalize downtowns left struggling in the wake of shopping malls and big box stores: petty crime, the untreated mentally ill, and decaying infrastructure. All of these concerns erode the feeling of safety of those who live, work, and visit downtown.

The Olympia Police Department (OPD) has been an integral force in improving the downtown area. Of critical importance, OPD is re-focusing the conversation about safety to be much more inclusive. Law enforcement and crime fighting are important safety components, but they are only pieces of a much larger pie. To feel safe, the environment must be welcoming, facilities need to be maintained, and crime must be low. Using community policing strategies, OPD has been building connections with public, private, and non-profit groups to take a holistic approach to enhancing our downtown.

Connecting with Businesses & Their Customers

OPD began its downtown strategy by recognizing the unique policing needs of the area. In particular, the downtown businesses were asking for help to improve the environment for their customers. They asked OPD for a regular presence downtown who could get to know the neighborhood and the challenges it was facing. In previous years, OPD had fielded a Downtown Walking Patrol, but had been unable to continue it during tough economic times. The Walking Patrol was reinstated thanks to public support for a public safety sales tax. Two officers are dedicated seven days per week to patrolling the downtown core. They regularly check in with business-owners to hear what's on their minds, they know the people who make the downtown streets their home, and they have their fingers on the pulse of crime trends in the area. The presence of the Walking Patrol has increased the feeling of safety for those working and shopping downtown. It has also increased communication between downtown businesses and OPD so that we are working together to solve crime and disorder problems.

Connecting with Social Services & Non-Profits

As a compassionate community, Olympia offers a host of services to those in need. Most of these services are provided downtown by social service agencies and non-profits. Some of the neediest in our community are those with mental illness and/or drug and alcohol dependency. When left untreated, these conditions can be at the root of scary, unpredictable behavior or, at times, criminal behavior. OPD recognizes that incarceration is one of the worst answers to the problems of the untreated mentally ill, yet officers are often called to respond to someone who is breaking the law and who is mentally ill. Rather than simply continuing the pattern of arrest-incarceration-release for this vulnerable population, OPD is collaborating with local social service agencies and non-profits to stop the cycle. The OPD Corrections staff work closely with Patrol officers to identify repeat offenders with mental illness. When these offenders are brought to the jail, Correc-

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WACOPS Long Term Disability Plan Update

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The bottom line is that we have a great insurance program with Cigna, as evidenced by the amount of claims that have been paid and the testimony of our members. We are

pleased that Cigna has agreed to continue to provide this broad coverage but, at the same time, we see an excellent opportunity to review all viable options. We ask for your patience and loyalty dur-

ing this process and, rest assured, WACOPS is committed to providing this valuable benefit to the membership at an affordable price. We look forward to providing more details soon. ★

Community Policing in Downtown Olympia

(continued from page 9)

tions Officers coordinate with mental health providers and other service providers to try to steer these individuals to treatment options, to housing, and to other services that can help them stabilize. The results have been promising: some of our high-volume offenders with mental illness are now receiving treatment and are housed in supportive environments. It's a win-win for the individuals and for downtown.

Connecting with Other Government Departments

A derelict building in the middle of the downtown core may, at first, appear to be a problem for the City Planning Department. Looking more closely, though, reveals a larger picture: the abandoned building is providing a

storefront for drug dealers; the empty houses the homeless when the rain starts to fall; garbage dumped on the site threatens water quality nearby. In fact, the crumbling building is a problem for the entire city government. To help break down silos that may exist between departments, OPD has dedicated a lieutenant who helps to coordinate the City's response to downtown issues. OPD joins other City departments in tackling some of the hardest issues facing the neighborhood. Through a coordinated effort between Public Works, Community Planning & Development, Parks, and the Fire Department, often with the help of the City's Legal team, positive changes are making downtown better.

Connecting with the Community

OPD has embarked on a mission to "get the word out." In 2014, OPD began providing a weekly electronic newsletter to subscribers. We also launched a Twitter feed to keep the public involved in the daily happenings of the police and the City. In addition, we are regularly featured in the local newspaper and other news outlets. The downtown area is often the focus of our outreach efforts. By significantly increasing our communication with the citizens we serve, people are learning more about the Department and can see how we work with the community to make Olympia the best that it can be. ★

Where's Your Back-Up? Waiting to Get into the Academy!

By Sue Rahr, Director, Criminal Justice Training Commission

The steep hiring trend for police officers and deputies across the state, which began in 2013 and escalated through 2014, shows no signs of letting up anytime soon. The need for recruit training has more than doubled since 2012. We were forced to add resources to increase our training capacity in 2014 before we had funding authorization – essentially playing a game of chicken with the legislature, hoping they would authorize the funds we had already spent. Luckily, they did. We may face the same situation going into 2015. We have scheduled 20 classes from July 2015 - July 2016 in order to get through the backlog of recruits waiting for a seat in BLEA. We don't know if the legislature will vote to fund that many. We currently have a



five-month wait for recruits to get in. We hope by increasing our capacity to 20 classes we can get that wait down to 30 days by the end of 2015.

Because of the financial challenges facing the legislature this year, I'm not going to waste political capital trying to get the legislature to eliminate the 25% funding match required of jurisdictions for each recruit attending BLEA. This session we are just focusing our efforts on getting the authorization for funding for 20 classes per year, which will put 600 new recruits on the street each year. The goal is ensure that our communities are well-protected and that you have back-up when you need it!

Thank you all for what you do. It's an honor to support the brave men and women in Washington State law enforcement who are the best in the nation! Be safe. ★



LEGISLATIVE 2015 PRIORITIES

200 Union Ave SE Olympia, WA 98501

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| 1.800.877.2677

LEOFF 2 Benefits & Retirement



The top priority of WACOPS is to protect and strengthen the Law Enforcement Officers and Fire Fighters (LEOFF) Plan 2 pension system. ***The Legislature should preserve current benefits while continuing to work towards making retirement on the plan a financially viable option.***

- Maintain the pension contribution rates adopted by the LEOFF 2 Board and uphold 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 to provide revenue to the LEOFF pension system and local government public safety. The Legislature should renew its commitment to this effort.

Criminal Justice Laws



WACOPS brings a law enforcement perspective to attempts to strengthen and weaken criminal and civil provisions in the law. ***The Legislature should prioritize adequate funding to provide local governments the resources to keep communities safe.***

- Restore liquor revenue distribution to local governments for public safety and designate a portion of the new marijuana tax for local public safety efforts.
- Curb internet crimes against children by funding Alicia's Law.

Workplace Issues



Officer safety and adequate training are essential for careers in law enforcement. WACOPS members also rely on collective bargaining for addressing working conditions, wages, and benefits at the local level. ***The Legislature should provide adequate funding to train public safety officers to the highest standards and protect current bargaining and arbitration laws.***

- Fully fund the Criminal Justice Training Commission.
- Ensure law enforcement officers are entitled to the same due process as civilians.
- Enact language to clarify Brady list procedures.

For more than 50 years the Washington Council of Police and Sheriffs has fought to strengthen the rights and quality of life for those who have dedicated their careers to protecting and serving our communities. As the largest association in Washington dedicated to advocating on behalf of law enforcement officers, our agenda corresponds directly to the needs of our membership.



2015 Talking Points

In order to maintain public trust in law enforcement, we must continue to support and foster an attitude of law enforcement professionalization and the idea that officers stand ever ready to protect the public and preserve public safety. Our success relies on this public trust.

The WACOPS priority agenda has been developed around these two concepts.

- Maintain a highly trained, professional workforce comprised of individuals that are willing to risk their lives to protect their communities
- Secure adequate resources at the state and local level

State law requires that all commissioned officers must complete the Basic Law Enforcement Academy (BLEA) taught by the Washington State Criminal Justice Training Commission (WSCJTC) within six months of hire. The need for recruit training has more than doubled since 2012 and the academy will need to offer 20 classes this year to reduce the backlog of recruits waiting for a training class.



WACOPS supports increased funding for these additional classes.

One of the WSCJTC dormitories at the Burien Campus has been condemned which has forced the Commission to house recruits in area hotels while attending the academy. Using hotels is a very expensive solution and a new dorm would save state dollars in the long run. WACOPS supports restoring the dormitory to a habitable condition.

Washington State law does not allow law enforcement officers to go on strike but, in lieu of strike privileges, officers have binding arbitration. The seldom used procedure of binding arbitration is used to settle impasses when local government employers and police guilds representing officers cannot reach an agreement on employment terms. Together, both sides choose a neutral party that gathers facts and makes standing decisions on wages, working conditions, and benefits. WACOPS supports retaining binding arbitration.

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Not a Member of WACOPS? Interested?

Contact Craig Bulkley, President, for more membership information and services we provide, or visit our website:
www.wacops.org.

1.800.887.2677

2015 Talking Points

(continued from page 12)

Growth in the use and impact of Brady lists or potentially impeachable evidence lists means that it is vital to have adequate guidance regarding how agencies can use these lists in making personnel decisions. **WACOPS supports legislative clarification on agency use of Brady lists in making employment decisions.**

The largest expenditure for city and county governments is usually for public safety. These municipalities must have



adequate resources to invest in the professionals and programs that fight crime. **WACOPS supports restoring the liquor revenue excise tax and designating a portion of the marijuana tax for public safety efforts.**

Horrific crimes are being committed against children in Washington State and then images and videos of those acts are shared online. 12,000 computers in the state have been identified as trading in images and videos of child rape and exploitation but the resources do not exist to pursue the investigators and forensic examiners needed to save these children and bring the criminals to justice. **WACOPS supports funding for Alicia's Law.**

An adequate pension not only helps recruit quality candidates but, when an officer can no longer perform the duties of the position, it honors their sacrifice. Washington has a unique pension system in that individual officers in the LEOFF Plan 2 pension system pay a full 50% of their pension contributions. Their employers, local government, pay 30% and the state pays the last 20%. A successful voter

initiative created a LEOFF Plan 2 Board that serves as the plan fiduciary, governs the system, and sets the investment return assumptions and contribution rates. **WACOPS supports maintaining the LEOFF Plan 2 Board's actuarial assumptions and contribution rates.**

LEOFF Plan 2 has two sources of revenue to fund plan benefits: contributions and investment earnings. The current benefit formula and contribution rates for LEOFF 2 are inadequate to provide for the difficult realities of law enforcement work. The current benefit formula does not provide an adequate retirement for many. The Local Public Safety Enhancement Account was established in 2008 to provide additional revenue to the LEOFF pension system and to local governments for public safety spending. **WACOPS supports the legislative renewal and full funding of this necessary and promised benefit. ★**

Upcoming WACOPS Membership Meetings



June 10-12, 2015

Spring Membership Meeting

Tulalip Resort Casino • Marysville, WA



October 21-23, 2015

Fall Membership Meeting

Heathman Lodge • Vancouver, WA

Don't Suffer in Silence Facing the Difficulties of Your Profession

By Capt. Barry M. Thomas (BThomas@storycounty.com)

Dedicating one's life to public safety can be treacherous to the soul; dealing with cases involving child abuse, sexual molestation, fatalities, or other traumatic events can wear first responders down physically and emotionally. While some find healthy means to cope with the constant pressures of the job, others discover the stress of dealing with the worst that society has to offer can become too much to handle and find themselves mired deep in self-medication, using drugs and alcohol to dull the pain. Oftentimes, the struggles impact more than just the individual; they affect their family and friends as well.

Traditionally, the public safety professions have unofficially mandated its employees to "suck it up and deal with it" when it came to coping with the difficulties of the job and the aftermath that potentially can follow. Working in a culture that sweeps problems under the rug, coupled with Employee Assistance Programs (EAP), which are well-intended, but typically offer little comfort to the first responder community, has created an environment where public safety employees feel they have no trusted place to turn for help with their personal struggles. However, there is hope for first responders with Safe Call Now®, a non-profit organization committed to helping public servants get the assistance they need and get their lives back on track. This allows those in crisis the ability to discuss their struggles without fear of recourse.

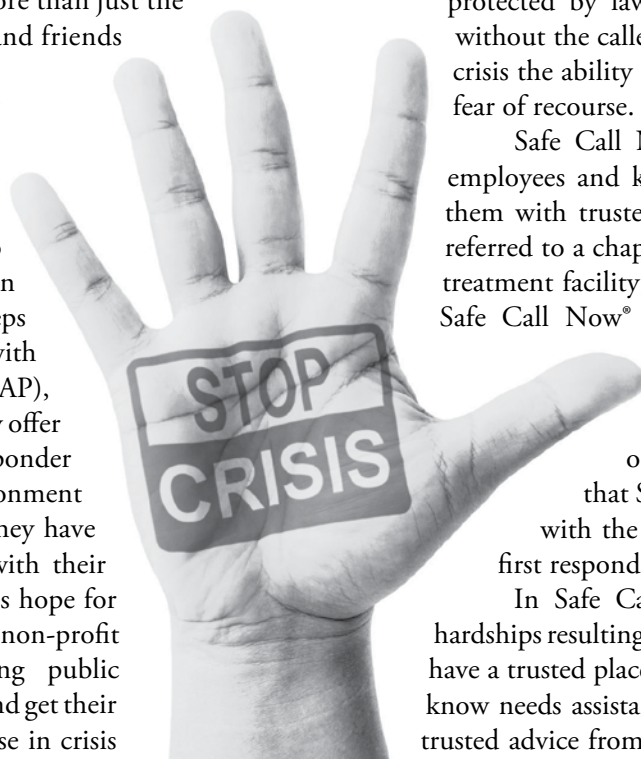
Created in 2009 as a regional resource in the Seattle, WA area, Safe Call Now® has expanded its outreach nationwide and offers a confidential, 24/7 crisis hotline manned by current

and former public safety employees. First responders or their family members who find themselves struggling with substance abuse, PTSD, suicidal tendencies, mental health issues, financial strife, or in the middle of any other crisis can find trustworthy assistance by calling Safe Call Now®'s hotline at 206-459-3020. Protected by legislation in the State of Washington, those seeking help through Safe Call Now®, no matter where they are calling from in the country, can take comfort in knowing information divulged to the call-takers is protected by law and will not be disseminated without the caller's consent. This allows those in crisis the ability to discuss their struggles without fear of recourse.

Safe Call Now® understands public safety employees and knows it's imperative to provide them with trusted resources. Whether a caller is referred to a chaplain, to a financial coach, or to a treatment facility, first responders reaching out to Safe Call Now® can be assured that they'll be connected with quality services that have undergone a vigorous vetting process. Those reaching out for help can have confidence that Safe Call Now® will provide them with the highest level of care available to first responders.

In Safe Call Now®, those struggling with hardships resulting from a career in public safety now have a trusted place to turn. If you or someone you know needs assistance coping with life's challenges, trusted advice from people who care is just a phone call away. Call Safe Call Now® at 206-459-3020.

*Any agencies desiring wellness training through Safe Call Now® are encouraged to contact Brian Nanavaty, Director of Training and Curriculum, by email at bn@safecallnow.org or by phone at 317-339-5118. ★



Behind the Badge Foundation

By Kit Ford, Behind the Badge Foundation



Behind the Badge Foundation is grateful for the opportunity to share a bit of 2014 with you. First and foremost I want to thank the membership of WACOPS for your continued support. We at Behind the Badge appreciate each and every one of you.

Yes, the Foundation enjoyed successful fundraising events in 2014: the WA ST Law Enforcement Memorial Ball and Auction, Fun with the Fuzz 5k Walk/Run, Jayme Biendl Memorial Run, and Shoot for the Stars Golf Tournament hosted by Zetron. One of our programs, the Law Enforcement Family Network, hosted our fifth conference in October. This year we brought in Dr. Bobby Smith. Dr. Smith shared his life story as well as words of wisdom regarding communication and keeping LEO families healthy. Year after year we see more couples attending the conference, sharing quality quiet time with each other, as well as meeting other law enforcement families from around the state.

Most of you are aware of the Foundation when there is a Law Enforcement Line of Duty Death in the state of

Washington. To me the quotes below express why we have a Line of Duty Death Response Team and why the Foundation exists. The first quote is from a chief of an affected small agency and the second quote is from a parent who lost her son.

“We could not have accomplished such an incredible day to honor a dedicated public servant without the help of Behind the Badge Foundation. Saying thank you does not truly begin to express the gratitude for your service and your staff.”

“Our family was overwhelmed with the loss of our son, brother, and father; so to even begin to plan for his services was beyond our scope of comprehension. Your group consists of compassionate, talented professionals who had such attention to detail that warmed our hearts and calmed our aching souls.”

It is difficult at times to put a face or a voice to a Line of Duty Death response. Behind the Badge Foundation is honored to serve you. May you and your family enjoy a wonderful 2015. ★



DRIVE YOUR SUPPORT OF LAW ENFORCEMENT!!

Police Officers protect and serve our communities 24/7. Displaying LEM Special License Plates is one way to say “Thank You” to the officers who serve their communities.

Almost 10,000 supporters have purchased plates. Sales of LEM Special License Plates ensure maintenance of the State Law Enforcement Memorial in perpetuity and assist Washington families of line of duty death. For each plate sold and renewed; \$28 is forwarded to Behind the Badge Foundation and is tax deductible.



LEOFF 2 Members Can Purchase an Annuity to Increase Their Monthly Pension Benefit

By Alexandra Kasuke, Department of Retirement Services

If you're getting ready to retire as LEOFF 2 member, you now have the option to purchase an annuity. The Department of Retirement Systems (DRS) offers an annuity that allows you to increase your pension for your lifetime, or your survivor's lifetime. All you need to do is transfer your funds to DRS from an eligible plan. We've detailed the features and requirements below to help you make an informed decision.

Along with providing a lifetime benefit, a DRS annuity includes these features:

There's no limit on the maximum annuity amount you can purchase.*

Because you purchase the annuity at the time you retire, your first month's pension payment will include the increased annuity amount.

If you return to DRS-eligible employment, the annuity portion of your monthly benefit continues.

We keep paying the increase after your death when you choose a survivor option at retirement.

While making your purchase decision, there are a few things to keep in mind about the annuity requirements. You

must apply for retirement when you purchase, and it must be at least \$25,000. Also, your transfer funds must come from an eligible, tax-qualified governmental plan, such as our Deferred Compensation Program.



Once you've made a decision to purchase, and your retirement date approaches, we recommend that you:

- Start early to allow time for the fund transfer.
- Visit Online Account Access. There, you'll find a handy annuity calculator that can help you see the affect an annuity purchase will have on your monthly benefit.

Call or write us to begin the process, which includes completing the Request to Purchase an Annuity form. Consult a tax advisor before making your purchase. ★

**Note: When you retire, your benefit may be limited if it exceeds the federally allowed amount. For 2014 the limit is \$210,000. This amount may be adjusted annually for inflation. Few retirement system members should be impacted by this limit, but if you believe it may impact you, please call us for additional information.*



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.

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 ★

“Cadillac Tax” Overview & Post-Retirement Health Insurance

By Kim Carpenter, Carpenter Insurance Northwest

Beginning in 2018, a forty percent (40%) Cadillac Tax must be paid by Employers if the health insurance monthly premium exceeds \$850/month for individuals, or \$2,291/month for families. Also included in the monthly premium are deposits into a Health Savings Account (H.S.A.) and deposits into a Flexible Spending Account (F.S.A.). Stand-alone dental and vision plans are not included in the monthly premium [If the majority of employees on the company health insurance plan are in high risk jobs – including law enforcement, first responders, etc. – the monthly premium limit is increased to \$987/month for individuals, and \$2,570/month for families].



Example: If your individual premium is \$1,100/month, your employer will pay a 40% Cadillac Tax of \$100/month ($\$1,100 - \850) \times 40% = \$100/month.

Post-Retirement Health Insurance:

The question often comes up, “Why doesn’t WACOPS offer retirees their own insurance plan?” The problem with offering a group plan for retirees is that the cost would be more expensive than individual plans, and you would have fewer options.

Here are four health insurance options to consider when you retire:

COBRA. COBRA allows you to continue the group coverage you currently have for an additional 18 months. You pay the entire premium cost, plus a possible administration fee. The downside of COBRA is that it can be expensive.

Spouse’s Insurance. If available, when you retire you will be eligible to get on your spouse’s insurance. Again, the cost may be expensive.

Direct Individual. This is individual insurance purchased directly from an insurance company. It is available if purchased within 60 days of losing insurance or during the yearly open enrollment. Individual plans are often less expensive than COBRA and spouse’s insurance, and you may choose from many different options.

A recent example: A 53 year old, non-tobacco user in

King County contacted me about retiring. He only took one generic prescription that cost \$4, and had no health issues. He decided on a high deductible plan to save on premiums. 2014 monthly premium = \$366.45.

Washington HealthPlan Finder/Exchange. This is individual insurance where you may receive a tax credit to help pay for the monthly premium. It is available if purchased within 60 days of losing insurance or during the yearly open enrollment. To see if you qualify to get a tax credit in 2015, estimate your household Modified Adjusted Gross Income (MAGI) for 2015. If your MAGI

is low enough, you will receive a tax credit toward your premium. Estimated MAGI is figured on a 1040 Tax Form: Line 37 + Line 8b + Line 20a = MAGI.

Exclusions from getting a tax credit:

- Yearly MAGI greater than maximum household income limit.
- Receiving funds in an HRA account (including VEBA, salary savings plan, retirement incentive to help cover insurance premiums, etc.).
- Participating in the federal tax savings program through the Department of Retirement Systems (DRS).

If you have questions or want to discuss your specific situation, please contact me at least two months before you retire. Together we will figure out the best option for you.

Phone Number: 509-928-3120 • **Email Address:** kim@carpenterins.com • **FB** www.facebook.com/carpenterins

Mailing Address: Carpenter Insurance Northwest • 9116 E. Sprague Avenue, #147 • Spokane, WA 99206 ★

Disclaimer: The following information may change without notice.

About Me: For those of you who don’t know me, my name is Kimberly Carpenter, owner of Carpenter Insurance Northwest, an independent insurance agency located in Spokane. I deal primarily with medical, dental, and life insurance for groups and individuals. My husband is an officer with the Spokane Police Department, so I understand the concern and need for finding affordable health care coverage between retirement and Medicare eligibility.

Law Enforcement – Privacy – Recording Conversations –

Video And Audio Recording Of Communications Between Citizens And Law Enforcement Officers Using Body Cameras Attached To Police Uniforms

Washington State Attorney General’s Response to Sen. Andy Billig’s Request for Legal Opinion

November 24, 2014

The Honorable Andy Billig
State Senator, District 3
PO Box 40403
Olympia, WA 98504-0403
2014 No. 8

Cite As: AGO

Dear Senator Billig:

By letter previously acknowledged, you requested our legal opinion on five questions regarding body cameras attached to police uniforms. Your questions are below, along with brief versions of our answers.[1] More detail follows in the body of the opinion. Of course, use of police body cameras raises a number of difficult policy questions, but Attorney General Opinions are not meant to resolve policy disputes, but rather to provide the most objective answer possible regarding the law as it currently stands. That is what we endeavor to do here.

1. In order to legally facilitate the use of body cameras attached to police uniforms, is it necessary to obtain the consent of the law enforcement officer who is a party to the intercepted conversation or is the consent of the officer obtained by virtue of the officer’s employment?

Brief Answer: The Washington Privacy Act does not require officer consent because the Washington Supreme Court has recognized that a conversation between a police officer and a member of the public that occurs in the performance of the officer’s duties is not private. A collective bargaining agreement, however, might affect whether police officers must consent to wearing or using body cameras.

2. Are intercepted conversations and video of actions that take place inside a private residence between law enforcement officers and private citizens private or public? What case law establishes what constitutes a private conversation?



(continued on page 19)

Law Enforcement – Privacy – Recording Conversations

(continued from page 18)

Brief Answer: A conversation between a police officer and a member of the public that occurs in the performance of the officer's official duties is not private.[2] Yet depending on the circumstances, a court could conclude that some intercepted conversations in a person's home involving parties other than police officers might be private and not subject to lawful recording under the Washington Privacy Act, absent a warrant or consent. Cases establishing what constitutes a private conversation are addressed below.

3. If a party objects to the interception and recording, would it be necessary for the law enforcement officer to cease intercepting and recording? If the officer continued to intercept and record once an objection was made by one of the parties to a private communication, would that action therefore subject the officer and the agency to criminal and civil liability?

Brief Answer: Because conversations between members of the public and police officers who are performing their official duties are not private, it would not violate the Washington Privacy Act to continue recording a conversation between an officer and a member of the public. An objecting party could simply decline to continue the conversation. Where an officer has placed a person under arrest, however, the officer should follow RCW 9.73.090(1)(b)'s requirements for recording conversations with suspects after arrest.

4. What legal standards or rules of evidence establish the requirements for preservation of intercepted private conversations or video evidence making such evidence available in its original format for a citizen seeking damages under RCW 9.73.030?

Brief Answer: In order to use a recording as evidence in a criminal or civil case, the recording would be subject to the same laws and rules governing all evidence, including the requirement that the chain of custody be established to prove no tampering has occurred. Record retention schedules would also govern how long a recording must be kept. Recordings and records about the recordings would be subject to discovery, as well as the Public Records Act and its exemptions. In establishing body camera systems, agencies should therefore give significant thought to how to categorize and store recordings.

5. Does RCW 9.73.090 limit the lawful interception of conversations via a body-mounted camera by law enforcement officers to only those interactions with citizens where the body camera is "operated simultaneously" with video cameras "mounted in law enforcement vehicles?" An example would be when an officer leaves a vehicle and enters a residence.

Brief Answer: No. While RCW 9.73.090 strictly governs the use of vehicle-mounted police cameras, it does not restrict the use of body-mounted cameras or recorders unless they are part of a vehicle-mounted system.

ROBERT W. FERGUSON
Attorney General

REBECCA GLASGOW
Deputy Solicitor General ★

For the rest of the opinion, including the legal background referenced herein, please see:
<http://www.atg.wa.gov/AGOOpinions/opinion.aspx?section=archive&id=32439#.VHz0JjHF9qV>

From Warriors To Guardians — Returning American Police Culture To Democratic Ideals

The scenes from Ferguson, Mo., should give pause to consider the state of American police culture, writes guest columnist Sue Rahr.

By Sue Rahr, Special to The Seattle Times

BEGINNING in the 1960s with the so called “War on Drugs” and later fueled by post-9/11 fear, American policing has slowly drifted away from Plato’s vision of law enforcement by guardians toward a culture and mindset of warriors at war with the people we serve. As a nation, we have tended to acquiesce and relinquish some of our sacred constitutional rights in favor of the perception of improved safety and security. Constitutional rights are now viewed by many, including police, as an impediment to the public-safety mission.

Sadly, we seem to have forgotten that protecting constitutional rights — the foundation of our democracy — is the mission of our police. The images being broadcast from Ferguson, Mo., of peace officers clad in military-style uniforms using equipment designed for modern warfare, serve as an impetus for public-safety leaders and political leaders to pause and assess the state of American police culture.

It is easy to rush to judgment about the equipment — armored personnel carriers and high-powered rifles — and condemn its use by civilian police. In fact, this equipment can be essential for modern police forces to protect themselves and their communities from very real threats of the 21st century.

The fundamental issue is not the equipment — it’s the philosophy, policies and protocols directing its use. The equipment has been relatively easy to acquire, but carefully considered protocols have not. It’s time for law-enforcement and political leaders to step up and develop policies and protocols for the wise use of this valuable and sometimes necessary equipment, and more important, to address the

culture that will determine acceptance of new model policies. Developing those policies will be relatively simple. Addressing the culture is tougher.

So where do we start? At the beginning, in the academy.

Most police academies are run like military “boot camp” despite the absence of logical, evidence-based reasons to train police officers as we do soldiers. Although police officers wear uniforms and carry weapons, the similarity ends there.

The missions and rules of engagement are completely different. The soldier’s mission is that of a warrior: to conquer. The rules of engagement are decided before the battle. The police officer’s mission is that of a guardian: to protect.

The rules of engagement evolve as the incident unfolds. Soldiers must follow orders. Police officers must make independent decisions. Soldiers come into communities as an outside, occupying force. Guardians are

members of the community, protecting from within.

This is not a simple distinction because the role of a police officer is not one-dimensional. There are times when the guardian officer must fight fierce battles, as a warrior, without hesitation or apology. So our guardians must also possess the skills of a warrior. The challenge of training new police recruits is to equip them with the judgment and confidence to properly balance both roles, rather than simply follow orders.

We need police officers with the skills and tenacity of a warrior, but the mindset of a guardian. ★

— Copyright © 2014 The Seattle Times

Sue Rahr is director of the Washington State Criminal Justice Training Commission, overseeing the state-wide police academy. She is the former King County sheriff.

In a republic that honors the core of democracy — the greatest amount of power is given to those called Guardians. Only those with the most impeccable character are chosen to bear the responsibility of protecting the democracy.

— Plato

“No Shave November” Comes to WWPD

By Tim Bennett #245, Public Information Officer, Walla Walla Police Dept.

October 31, 2014

Members of the Walla Walla Police Department and Dispatch are taking a break from shaving to help fight cancer for the next month during “No Shave November.” The idea was formed in 2009 that rather than spending money on shaving or hair removal for one month,

people could donate that money to help fight cancer. Nearly 1.5 million people are diagnosed with cancer every year.

The Police Department’s goal is to raise \$1,000. WWPD challenges other regional law enforcement agencies to meet or beat our goal. ★



WWPD Raises Over \$2,400 for American Cancer Society

December 1, 2014

Employees of the Walla Walla Police Department have raised \$2,456, with a few last minute donations coming in this week, as part of “No Shave No-

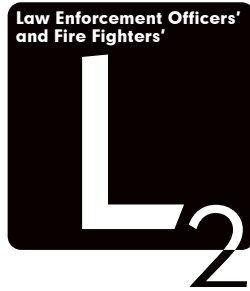
vember”. All proceeds go to the American Cancer Society.

More than a dozen PD employees took part in this event. ★



Facts in a Flash

Plan Summary



LEOFF Plan 2 is a defined benefit plan. When you meet plan requirements and retire, you are guaranteed a monthly benefit for the rest of your life.

Your retirement benefit will be based on your years of service (while a member of LEOFF Plan 2) and your compensation. This formula will be used to calculate your monthly retirement benefit:

$2\% \times \text{service credit years} \times \text{final average salary} = \text{monthly benefit}$

You and your employer and the state each contribute a percentage of your salary or wages to help fund the plan. The LEOFF Plan 2 Retirement Board adopts contribution rates and periodically adjusts them to reflect the overall cost of the plan.

You are vested in the plan when you have five years of service credit. Once you are vested, you have earned the right to a future retirement benefit. If you leave your job and withdraw your contributions, however, you give up your right to a benefit.

You are eligible to retire with a full benefit at age 53 if you have at least five years of service credit. You can retire with a **reduced benefit** as early as age 50 if you have at least 20 service credit years.

State-registered domestic partners have the same survivor and death benefits as married spouses. However, on June 30, 2014, the definition of "domestic partner" is changing:

- Only partnerships where at least one member is 62 or older will continue to qualify as domestic partnerships.
- Same-sex partnerships where both parties are younger than 62 will convert into marriages unless the partnership is dissolved or the partners marry before June 30, 2014.

Civil Marriage law entitles same-sex couples to marry and entitles all spouses, (regardless of gender) to equal rights in LEOFF Plan 2.

If the unexpected happens – disability or death before retirement – benefits may be available. You may be eligible for benefits if you become disabled and are not able to work in your LEOFF position.

If you die before retirement, your survivor may be eligible to receive a benefit based on your years of service credit. There are additional benefits available if you die in the line of duty.

You can use DRS online account services to keep up to date on your retirement plan. Track your contributions and service credit; read the latest newsletter; or use your individual data to estimate your retirement benefit under different scenarios. You'll find online services on the DRS home page at www.drs.wa.gov.

LEOFF Plan 2 Annuity Purchase

By Steve Nelsen, LEOFF 2 Executive Director

It is never too early, or too late, to start preparing for the retirement you envision. Creating a strategy for retirement can help you live with more security and fewer uncertainties – both now and after you retire. No matter what you see yourself doing in retirement - spending time with family and friends, traveling, or starting a new hobby - you'll need income.

What should I be saving?

Retirement savings can be thought of as a 3-legged stool: a pension, personal savings, and Social Security. Since the majority of LEOFF Plan 2 members are not enrolled in Social Security, it puts a larger emphasis on your personal savings. That emphasis was at the forefront of the proposal to allow LEOFF Plan 2 members to purchase an annuity out of the LEOFF Plan 2 trust fund. This additional annuity will help by providing you with guaranteed lifetime income, so you can make the most of the money available to you during retirement.

So how does this annuity work?

At the time of retirement, you can roll your retirement savings from a tax qualified plan into LEOFF Plan 2. The

Department of Retirement Systems (DRS) will convert this rollover into a monthly life annuity. Because you are rolling over from a tax qualified savings plan, you do not have to pay taxes at the time you purchase the annuity. Instead, the money will be included in your taxable income as you receive it. You will receive your pension dollars as well as this annuity in one monthly check from DRS. If you were to pass away before you received the initial cost to purchase the annuity, your beneficiary would receive the balance.

What other Annuities are out there?

Annuities in themselves are nothing new, the Teachers Retirement System (TRS) and all Plans 3 members in Washington State have an annuity built in to their pension. Additionally, many private annuity companies offer them. However, the differences between the state offered annuities and a privately offered one are significant.

LEOFF's higher interest rate assumption (7.5% - compared to around 4% for a private annuity company) translates into a larger annuity from the same lump sum. Additionally, administrative cost to the member are much lower. ★

LEOFF Plan 2 Purchased Annuity Features

Minimum Purchase	\$25,000
Payment Frequency	Monthly
Single Life Annuity	<ul style="list-style-type: none"> • Annual COLA: 3% or Seattle CPI, whichever is lower; • Conversion option if retiree marries • Balance Refund
Joint Life Annuity	<ul style="list-style-type: none"> • Survivor options: 100%; Joint and 2/3% or 50% • Annual COLA: 3% or Seattle CPI, whichever is lower; • Pops-up if joint annuitant predeceases retiree • Conversion option • Balance refund



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; and
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** under applications.

Scholarship Recipients Off to College! Good Luck



Jamie Skeie
Oregon State University



Grant Schultz
University of North Dakota



Austin Martin
Central Oregon Community College



Naphtali Ward
Seattle Pacific University



Anna Joyce
Loyola Marymount University



Madison Rayner
Weber State 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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Will Preparation Assistance
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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.