

Washington Council of Police & Sheriffs



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2016 Message

By Craig Bulkley, WACOPS President

Should cops be guardians or warriors? Or should they be both as the situation calls for? I read in many national articles as well as some local ones that cops should be trained to be guardians and NOT warriors at their local police academy. I guess this issue needs to be addressed first. Do our state academies really train cops to be Guardians? I say no they don't. I believe our basic academies give our new hires the basic skills they need to start learning what a cop does on a daily basis. The real learning/training happens in the field training car or, in a few departments, the first day they are back from the academy when they are assigned a car and told to "Go protect and serve."

I believe there is a need to teach our new cops that there are new ways to handle some of the old situations. In the not too distant past we trained cops to: ask someone to do something, then we told them what to do, and then we made them do what we wanted. Some of the "new" concepts being trained at our academies are good and can be useful to our new cops, in most situations. Treating someone with respect, answering their questions, and explaining why we are going to do something is all good. Warriors do these things when they have time. I'm not sure time has ever really changed, it just seems now that the national media and the President's task force are demanding that cops "Listen, ask, explain, and tell" folks a few more times before we make someone do something, unless it's their families who are at risk of being injured or killed.

I have read a lot of definitions on warriors and guardians. Some believe that an officer's belief of "I will go home at the end of my shift" is a negative thing. "If you're a warrior you must be at war with the citizen you are sworn to protect" or "protect the citizens rather than conquer them." I have also read that, officers are guardians 90% of the time and 10% of the time warriors. When describing a photograph of an officer handing boots to an apparent homeless man on the street, an officer stated: "That officer is obviously a guardian not a warrior." I had to ask, "How do you know he doesn't have a warrior mindset." The response was "Well, he could be a warrior but, in this picture he has a guardian mindset."

Cops need to be treating citizens with respect, answering questions, explaining why certain things are happening, and getting to know the folks in the area they are working. I believe that the better you know someone, the easier it is to predict when something is wrong. In building relationships in our community, getting to know our citizens and trusting my training so I won't have to be labeled as being afraid of everyone I meet. But, I will be able to protect my citizens, myself, and my fellow officers when necessary.

I write this article to ask a few questions, not to tip over the apple cart, but to get to a point where we can stop trying to label cops in order to make someone feel like they have accomplished

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By Jamie Daniels, WACOPS Executive Director

2 Shield & Star **Special Report 2016**



2015 Legislative Session

By Lee Reaves, Government Relations

It has been my pleasure to serve WACOPS as your lobbyist. WACOPS is a great organization with outstanding leadership and an active and effective membership. You have all been there when I have asked for your help. I have really seen WACOPS grow over these 16 years. It has become a well-oiled machine, an organization to be proud of.

When I first started working for WACOPS, I had no idea how hard the job of a police officer is. It has been a real education for me. I have the utmost respect and appreciation for the quality of our officers and the difficulties they face every day. Our officers do a great job of protecting us. Without

that our society doesn't work. It has been easy to get behind WACOPS because my heart was really in it.

We have accomplished a lot together. The LEOFF 2 system is strong and will only get better. I am especially proud of that. Many bills have been passed to better the lives of our officers on the street and their families. You have excellent representation with Jamie, your board members, and Bud Sizemore, your new lobbyist. I'm sure there are many more good things to come.

Thank you for all your support over the years. I will always cherish the time I served WACOPS. In retirement, I will be your greatest supporter. ★



Thank You for Your Trust

By Bud Sizemore, WACOPS Lobbyist

Never in the past 15 years has Lee Reaves not been your lobbyist and the author of this report. It is understandable if you intend to take a "wait and see" approach to the new guy. Being Lee's successor is a great privilege that I do not take lightly. I am excited about the opportunity to represent your interests in Olympia and feel very fortunate that Lee was one of my primary mentors when I started as a lobbyist with the Washington State Council of Fire Fighters in 2003. For nine years, I had the opportunity to work on LEOFF issues, collective bargaining rights, L&I protections, and local government funding issues. Thanks in advance for your trust.

This upcoming legislative session will be a 60 day whirlwind! While short sessions are generally all about making small adjustments to the state budget with a few policy bills able to overcome the multiple hurdles in order to become law, this Legislature has several costly issues to consider before they even arrive. The educational funding mandate known as McCleary continues to require billions in new spending. The pressure to meet the McCleary mandate was ratcheted up during the interim with the Supreme Court imposing a \$100,000/day fines

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Treasurer's Report

By Darell Stidham, WACOPS Secretary/Treasurer

The financial stability of any organization is paramount to its ability to function successfully. WACOPS is no exception. Even through the recession, and as we're pulling out of the societal financial low, WACOPS continues to be solvent. Not only solvent, but year after year, saving money from projected budgets and being frugal with membership dues. It is a very transparent process that is discussed at membership meetings, and each annual budget is overviewed and approved at the October meetings.

The major expense of 2015 was the production of the new promotional WACOPS DVD. Production footage was taken at the January and June meetings and the final product is now available on the website and on DVD. Please take a moment to view it on the website, or contact the office for a copy.

The 2016 WACOPS/COPPS Budgets were approved

and will take effect in January. As always, it is a very conservative budget. The projected spending is right in line as it has been in years past. Outside of the normal operating expenses, we have opted to keep improving your biggest asset: the office building. Slight remodels, updating fixtures, second floor carpet, and bathroom flooring, etc. The building is well over 100 years old and is quite impressive as we bring some of the old qualities back and improve and update where necessary.

Patty Pich, CPA, finished the annual review early 2015 for the 2014 books. As expected, the books are clean thanks to office staff. Patty found no discrepancies and the organization is in a solid financial position. Patty will be back early 2016 for another review of 2015 finances. I will report on those findings at the May 25-27, 2016 Membership Meeting in Tacoma at the Murano Hotel.

As always, don't hesitate to contact me regarding any financial or budgetary questions dstidham@wacops.org. ★

Thank You for Your Trust

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against the Legislature for noncompliance. Add some negative news from the latest revenue forecast and the specter of Tim Eyman's I-1366 costing \$1.5 billion should the sales tax be reduced, and the next few months will be very intense.

While the circumstances surrounding the 2016 session will require extreme diligence in protecting the funding status of our pension system, it does not mean that we should not seek opportunities for improvements. The LEOFF Plan 2 Board has forwarded two bills to the Legislature: Disaster Response Coverage and Retiree Annuity Purchase. Details of these proposals will be presented during the Winter Meeting- January 13-15 and in the first legislative update.

Additionally, we will be renewing our effort to pass protections from unfair discipline actions caused by Brady lists that passed the House chamber (98-0) in 2015. We will also ensure that a voice from law enforcement members is

clearly heard on any issue proposed that impacts the working environment or retirement of police officers and deputies.

There is no more powerful lobbying tool than direct conversations between legislators and law enforcement members that work and/or live within their district. Attending the WACOPS' Winter Meetings and Day on the Hill, January 13-15, is your next opportunity to help this organization and convert your legislator into a law enforcement advocate. Because this session will be fast and furious, it will be very important to keep informed by reviewing our weekly legislative updates and make any communications that are requested.

I could not be more excited to get to work on your issues. I will be counting on all of you to increase my technical knowledge about your work world and wish to be available to each and every one of you who have questions. My email is bud@wacops.org and my cell number is 253.951.5090; it is always on. Thank you for your trust. Be safe out there, and let's get to work! ★

2015 Legislators of the Year

Congratulations to the WACOPS 2015 Legislators of the Year.

These legislators will be honored at a luncheon during the Winter General Membership meeting, January 13-15, Olympia DoubleTree.



Senate Democrat – Sharon Nelson



Senate Republican – Steve O'Ban



House Democrat – David Sawyer



House Republican – Brad Klippert

Washington Council of Police and Sheriffs 2016 Legislative Priorities

For over 50 years, the Washington Council of Police & Sheriffs has been fighting to protect and enhance the rights and quality of life for those serving in the law enforcement profession.

The Legislature should preserve the pension benefits of Law Enforcement Officers and Fire Fighters (LEOFF) Plan 2 while continuing to work towards making retirement on the plan a financially viable option. Protecting and strengthening the LEOFF Plan 2 pension system is vital in ensuring adequate retirement benefits and other protections.

- **Maintain** the contribution rates adopted by the LEOFF 2 Board and uphold the statutory authority of the board to set actuarial assumptions and contribution rates for the plan.
- **Oppose** any reductions in current benefits or the establishment of a defined-contribution plan.
- **Support** actuarially sound benefit improvements in recognition of shorter careers and gaps in medical coverage for retirees.

The Legislature should be deliberate in enacting measures that provide for officer accountability while maintaining current bargaining and arbitration laws that protect the rights of officers. Law enforcement officers serve a vital civic function in our society and public defamation compromises officer safety, demoralizes line staff, and emboldens criminals.

- **Ensure** law enforcement officers are afforded access to the same due process as civilians.
- **Require** agencies to have just cause to discipline employees and prohibit Brady Lists from being used as disciplinary tools.
- **Support** exhaustively developed body-worn camera laws that consider the perspective of front-line law enforcement officers.

The Legislature should prioritize and increase resources that keep communities safe. There must be policies in place that support the officers and agencies that are working to reduce rising property crime, gang violence, and other violent crimes.

- **Authorize** general authority law enforcement officers to search, detain, and arrest offenders that have violated the terms of their community supervision.
- **Extend** hate crime provisions to those serving in law enforcement and the military.
- **Support** laws that protect law enforcement officer discretion during use of force incidents.
- **Oppose** any changes in laws that negatively impact bargaining rights or the ability to collectively organize. ★





What is a Brady List and Why Does it Matter?

By Logan Bahr, Policy Director

The Brady List or Potential Impeachment Evidence (PIE) List is a creation of the Supreme Court of the United States. Supreme Court decisions in *Brady v. Maryland* and subsequent cases have created an “affirmative duty” for prosecutors to disclose information about government witnesses, often law enforcement officers, which could potentially impeach that witness’ testimony against a defendant.

Over time, the Supreme Court has expanded the type of evidence that is required to be disclosed. Disclosable information does not even have to be substantiated or proven to any degree, like complaints or hearsay.

The Brady List matters to law enforcement officers in the State of Washington because agencies have disciplined or fired officers solely because of their presence on a Brady List, citing that the officer can no longer meet the basic requirements of the job. In essence, an officer has the potential of being disciplined or fired based on an unsubstantiated rumor and a listing on the Brady List. Unlike other states, officers in Washington do not have protection from Brady List abuses.

As of late, the national discussion regarding Brady Lists has been changing. A decision by the New Hampshire Supreme Court ordered two officers’ names removed from the Laurie List (NH’s version of a Brady List) after the officers were exonerated of claims of excessive force. Below is one of the more important sections of the court decision:

“Second, and more importantly, although the petitioners were initially disciplined by the police chief for their alleged excessive use of force, the chief’s decision was overturned by an arbitrator, a neutral factfinder, following a full hearing conducted pursuant to procedures agreed to in the CBA. After an investigation, the attorney general also concluded that the petitioners’ use of force in the incident was justified. As a result of these determinations, references to the incident have now been removed from the petitioners’ personnel files. Given that the original allegation of excessive force has been determined to be unfounded, there is no sustained basis for the petitioners’ placement

on the “Laurie List.” It makes no sense that the threshold determination — that something was thought to be potentially exculpatory and worthy of an in camera review by the court, but has now been shown not to be of that character — should follow the petitioners every time they appear as witnesses.” (*Duchesne v. Hillsborough County*, 2015)

A second case out of the Texas Court of Appeals, Third District, deals with an officer’s firing due to her being, essentially, on a Brady List. In the case, there were allegations that an officer was using a controlled substance. The Chief investigated the allegations, determined them to be true, and fired the officer. An arbitrator determined the allegations to be exaggerated and reduced her firing to a short suspension. Before the arbitrator rendered his decision, the Chief informed the prosecutor of the officer’s credibility issues after which the prosecutor declared that they would no longer accept the officer’s testimony. After the allegation was overturned, the Chief again fired the officer based, this time, on the officer’s inability to provide testimony (a de facto Brady Listing) and, thus, is unable to perform “one of the essential job functions”. The Court of Appeals’ decision reversed the firing and took issue with the rationale used in the firing — a rationale that has been used in similar instances against officers in Washington. Below is one of the more important sections of the Texas decision.

“According to the defendants [Author’s Note: Chief Wayne Nero, The City of Georgetown, et al], because the prosecutors will not sponsor Brown as a witness, Brown is no longer qualified to serve as a Georgetown police officer and her termination was therefore not based on disciplinary grounds... Based on the record before us, it does not appear that Brown’s termination related to her qualifications. The defendants presented

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Why Doesn't WACOPS Offer a Post-Retirement Health Insurance?

By Kimberly Carpenter, Producer/Agent, Carpenter Insurance Northwest

The question of pooling WACOPS LEOFF2 retirees as a group for post-retirement health insurance still comes up often. The problem with creating retiree group insurance is that rates are based on age. There is no one younger than 53 to offset rates; therefore, the rates will be high because they are based on an average age of 59 or higher.

The positive aspects of having an Individual Plan over a Group Plan:

1. Each person (and family members) can choose the type of plan they need. And each family member can be on a different plan. If they need a Silver plan (mid-range deductible), they will pay a higher premium. If they need a Bronze plan (high deductible), they will pay a lower premium. It's all individualized, based on each person's needs.
2. If a person qualifies for a tax credit (a few retirees have qualified), they will get a discount on their premiums.

Other health insurance options when retiring:

- **COBRA.** COBRA allows you to continue your current group coverage for an additional 18 months. You pay the entire premium cost (plus a possible administration fee). COBRA may be expensive, especially if you only need a Bronze plan.
- **Spouse's Insurance.** If available, when you retire you are eligible to go on your spouse's insurance usually within 60 days of losing coverage or during the yearly open enrollment. Again, the cost may be expensive.

What is a Brady List and Why Does it Matter?

(continued from previous page)

no evidence that she was incapable of testifying or of performing any other required function. Brown was not fired because she failed to maintain a license, pass an exam, or perform satisfactorily in the field. Rather, the evidence showed that the prosecutors' decision not to accept Brown's cases was based on Chief Nero's accusations of untruthfulness, which the hearing examiner found to be groundless. And instead of abiding by the hearing examiner's award, which was "final and binding on all parties,"... Chief

- **Individual – Direct.** This insurance is purchased from an insurance company, without going through the Exchange. It is available within 60 days of losing insurance or during the yearly open enrollment. Individual plans are often less expensive than both COBRA and your spouse's insurance, and you can choose the plan based on your needs. Please call me for help in choosing a plan.

- **Individual – Washington HealthPlanFinder/Exchange.** This is insurance where you may receive a tax credit to help pay for monthly premiums. It is available within 60 days of losing insurance or during the yearly open enrollment. Again, call me to find out if you are eligible to receive a tax credit, or to receive guidance in choosing a plan.

There are over 130 individual options available this year, so please contact me at least two months before you retire. I can help guide you through the health insurance maze.

Kimberly (Kim) Carpenter

Carpenter Insurance Northwest

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About Me

I am the 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 with the Spokane Police Department, so I understand the concern and need for finding affordable health care coverage between retirement and Medicare eligibility. ★

Nero allowed the unilateral decision of elected officials to circumvent the protections of the Civil Service Act." (Brown v. Chief Wayne Nero, 2015)

These are only a few cases but they illustrate that the issues surrounding Brady Lists are unsettled and continue to vex all branches of government. WACOPS is committed to finding a workable solution for the State of Washington. Our proposed legislation would preserve rule of law for defendants while also ensuring that Brady Lists are not used as a tool to summarily discipline or fire law enforcement officers without due process. ★

The Good News is You're Living Longer...

By Ryan Frost



Hands up if your first thought after reading the title was “what’s the bad news?” If you didn’t raise your hand, perhaps you’re not as cynical as the rest of us.

Studies show that, on average, the US population has seen an increase of two years in life expectancy every decade since 1960. A population that is living longer has significant impacts on a pension plan, or more specifically, your pension plan.

Every six years, the Office of the State Actuary (OSA) completes a demographic experience study, which includes recommendations on assumption changes. One of those assumptions is life expectancy, which OSA cited as the most significant change impacting the increased cost of pensions. This is because a member living two years longer is receiving 24 extra pension payments than was originally accounted for. Extra payments out equals extra contributions in.

Contribution rates have been adopted for the 2017-2019

biennium by the LEOFF 2 Board which fully encompass the impact of these improvements to life expectancy. Member contribution rates will rise from their current level of 8.41% to a new rate of 8.85% beginning in 2017.

Life expectancy improvements also impact the administrative factors of your pension plan. Administrative factors adjust rates for optional payment forms, such as the LEOFF Plan 2 annuity or the purchase of service credit. Paying out these benefits for an extra two years means that the member must pay for those extra 24 payments when the benefit is originally priced.

So the good news is you’re living longer. With life expectancy continuing to increase with modern medicine and better health practices, you can be confident that the LEOFF 2 Board will be keeping watch of these improvements to safeguard the security of your retirement. ★

LEOFF 2 Fast Facts...

LEOFF Plan 2 is a defined benefit plan. That means that 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, 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.

If the unexpected happens — disability or death before retirement — benefits could be available. You might 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 might 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, use your individual data to estimate your retirement benefit under different scenarios, request official estimates, or apply for retirement online. You’ll find online services on the DRS website at www.drs.wa.gov. ★

What is the WACOPS Labor Defense Fund?

The WACOPS Labor Defense Group (LDG) is a 501(c)5 nonprofit corporation established to perform all the functions of a labor organization in the public sector. The Labor Defense Group (LDG) is a voluntary program that assists guilds and associations 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.

Who can participate in the LDG?

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

Who manages the LDG?

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

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

What services does the LDG offer?

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

Who staffs the LDG?

Groups participating in the LDG are also enrolled in the PORAC Legal Defense Fund, an ERISA Trust that provides legal service benefits for public safety personnel. For information about services provided by PORAC visit porac.org/legal-defense-fund.

How much does it cost?

The dues structure for members participating in the LDG is as follows:

WACOPS Dues:	\$10.00/month
LDG Dues:	\$40.00/month
PORAC:	\$5.00/month

For more information contact Chuck Reisenauer at 509-879-4834 or by email at ldgchuck@wacops.org. ★



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

Facts About the Plan Change

By Ed Suddock, CPCU

WACOPS is pleased to announce that Standard Insurance Company has been selected as the exclusive provider of the WACOPS Long Term Disability, Life and Accidental Death & Dismemberment insurance program effective January 01, 2016. Following are the answers to some frequently asked questions.

There is no requirement or paperwork needed by any member that is currently insured. Each member covered by Cigna will automatically be converted to Standard.

Those members currently enrolled in the **Basic** or the **Enhanced** plans will automatically be converted to the **Premier Plan**. Those currently enrolled in the **Basic Plus** or the **Enhanced Plus plans** will automatically be converted to the **Premier Plus Plan**.

Basic and Enhanced Plans --> Premier Plan
Basic Plus and Enhanced Plus Plans --> Premier Plus Plan

Any group has the option to switch from one plan to the other plan at the beginning of the following month.

All Firefighter groups will be converted to the Premier Plan. The Life insurance limits and the monthly premium for Fire Fighters will remain unchanged.

Each group, guild or association must complete a simple, one-page application.

Trusted Plans Service Corporation, who will remain as the program administrator, will coordinate the application process. Those applications will be available soon.

The 2016 rates for the Standard Insurance Company plans are:

- Premier Plan – \$56.75
- Premier Plus Plan – \$78.93

The Firefighter groups have a different rate and limit structure. Those rates and limits will remain the same. ★

Some of the Standard Insurance Company policies terms and conditions are as follows:

- The minimum benefit is \$100.
- All eligible and received sick pay will be offset from all benefit payments. Two weeks of sick pay can be retained under the Premier Plus Plan.
- All eligible and received LEOFF II disability or retirement benefits will be offset from all benefit payments.

- The definition of disability, Own Occupation, is 24 months.
- The income protection earnings test is 80% for Own Occupation and 60% for Any Occupation.
- There is a 60 day “off the job” / 180 day “on the job” elimination period for the Premier Plan. There is a 30 day “off the job” / 180 day “on the job” elimination period on the Premier Plus Plan.
- The Premier Plan Line of Duty Life Insurance limit is now \$30,000, Life Insurance is \$20,000, and AD&D coverage is \$30,000.
- The Premier Plus Plan Line of Duty Life Insurance limit is now \$50,000, Life Insurance is \$30,000, and AD&D coverage is \$30,000.
- Benefit payments made to Survivors can continue up to three months on the Premier Plan and 6 months on the Premier Plus Plan.
- All Social Security payments received will be considered offsetting income. This item may not be an issue since most members do not participate in Social Security.
- The Premier Plus Plan includes the Additional Benefit for Severely Disabled endorsement, which extends coverage up to five-years beyond the Maximum Benefit Period.

Please note there are coverage differences with respects to the Firefighter Groups and between the coverage Cigna provided and the coverage Standard Insurance Company offers.

Benefits currently provided by Cigna will not be affected by this change. Cigna will process claims arising from disabilities occurring prior to January 01, 2016. Standard Insurance Company will process claims arising from disabilities occurring after January 01, 2016.

There will be coverage brochures and many other resources, including details on how to file a claim with Standard, available in the next few weeks on the WACOPS website. Please go to the WACOPS website for more information or contact Ed Suddock at 206-465-1566, email edsuddock@msn.com.

The Premier and Premier Plus plans provided by Standard Insurance Company continues a 37-year tradition of WACOPS providing their members with quality Long Term Disability and Life Insurance at the most competitive rates. WACOPS anticipates a smooth transition and looks forward to a successful, long-term partnership with Standard Insurance Company. ★

Safe Call Now®

// Drink, Drive, Go to Jail? A Study of Police Officers Arrested for Drunk Driving” (2013). Some descriptors noted: at risk, stressors, hazardous, secrecy, solidarity, problematic, prevalence, professional courtesy, code of silence, exempt, criminal, arrest, and conviction. I self-identify with 99% of those labels. Drifting back in time I thought, “There but for the grace of God, go I.”

Prescription drug abuse has become the nation’s fastest-growing drug problem. Dr. Maryann Rosenthal, Executive Director of Recovery Ways, describes this as “‘The Accidental Addict,’ a hidden epidemic, a widespread and life-threatening problem that is not widely known and is vastly under treated. There is a diminished perception of risk while taking prescription medication,” thus, the accidental addict. “The belief that an addict must reach rock bottom before they can get any help is completely inaccurate. The fact is that the earlier we can get an addict into treatment, the better chance we have of helping them.”

Dr. Laura Brodie works with individuals who have reactions to trauma that are debilitating. “I have found that there is a core issue that appears to be evident in many of these individuals. That is the issue of a poor or absent support system prior to the trauma. Many who I see afflicted with trauma worked as the strong support system for others prior to their emotional damage.” Dr. Brodie believes the mental health community places focus on the broken, creating victims, rather than survivors. “What is being done to teach them to work through the trauma and get to the other side?”

Thanks to strategic partnerships with law enforcement executive organizations, department bosses are being taught to accept the fact that some officers become addicted and need help.

Mark W. Clark, writing for Police Magazine (2013), quotes Founder and President of Safe Call Now® Sean Riley, “Getting the problem out front and dealing with it, is the best hope for an officer to get better and return to

full duty. Police executives are learning that an officer’s self-disclosure of the problem is a good thing. It’s better for officers to seek help before getting into situations that jeopardize their careers or lives. In doing so, federal HIPAA and FMLA laws kick in to guarantee their privacy and their jobs after they get treated and are able to return to work.”

Captain Brian Nanavaty writing for the FBI Law Enforcement Bulletin (2015) “Predictable emotional changes and difficulties in officers’ lives sometimes are preventable. However, some agencies do little to avert destructive consequences experienced by officers after years of service. Many departments have dedicated police psychologists and Employee Assistance Programs (EAP), although these typically focus on resolving issues once they develop, not on preventing them... Can a law enforcement career be made easier, safer, and less emotionally damaging? Perhaps, a more holistic approach with a focus on intervention, education, and prevention is key.” Captain Nanavaty serves with the Indianapolis, Indiana, Metropolitan Police Department, and is Director of Training and Curriculum for Safe Call Now®.

Safe Call Now® is a CONFIDENTIAL, comprehensive, nationwide, 24-hour crisis referral service for all public safety employees and their families. The team is staffed with peer advocates who are active and former officers, fire and public safety professionals, and mental health care providers familiar with the demands and stressors of public safety occupations. They are skilled in responding to immediate distress, but also have resources available for treatment referrals for mental health, behavioral, and addiction issues. In addition to the 24-hour crisis hotline, Safe Call Now® also provides training to educate public safety agencies on how to improve hiring practices and develop comprehensive organizational resilience and wellness programs. Call 206-459-3020 or visit <https://www.safecallnow.org/home2.html>. Ron Jones Vice President and Peer Advocate Coordinator, West Virginia State Police, Ret. ★



Black Lives Matter. All Lives Matter, and Words Matter.

By Chief Steve Strachan of the Bremerton Police Department and Kitsap County Sheriff Gary Simpson. Published in the Kitsap Sun

The way we communicate and the impression we leave matters. In the ongoing controversy and public debate over police and community relations, up to and including the recent events in Olympia, two things really need to be part of the conversation: First, we all need to be more aware of the underlying “spin” in messages and headlines about so-called “police violence” and second, we absolutely have to focus on the fact that it is not acceptable, ever, to attack or assault police officers.

I will start by acknowledging, up front, that I am in no way offering a blanket defense of everything police officers do — in fact, quite the opposite. There is no excuse for any number of incidents we have seen over the last several months nationwide.

The shooting in South Carolina of a man running from the officer, the ongoing injustice of the revenue-based system of law enforcement in Ferguson, and the poor training and decision-making that led to the death of Eric Garner in New York City are just a few examples. We have much to do and improve in this profession.

That does not change the fact that, as we all know, the vast majority of officers and deputies are doing it right every day.

We get painted with a broad brush when a bad incident occurs, and we in law enforcement feel the same sense of outrage and frustration when we see an officer abusing his or her authority. We do not tolerate officers who abuse their authority or jeopardize public trust. We are given the power to take life and liberty, and we must carry that authority with humility and respect.

In each of our 30 years in law enforcement, we have never seen our profession doing more than we are now to improve our transparency, accountability, and communication skills. We have never seen us developing as much outreach and connection with our communities. It can honestly be said this profession has significantly improved, in terms of training, professionalism, and positive culture. This is especially true in our local communities. And of course, we recognize we have much more to do.

All of which makes some of the media messages about the shooting in Olympia frustrating and, frankly, misleading and disappointing. Based on very preliminary information from the incident in Olympia, including the police radio traffic, we know that a 911 call came from the Safeway about two men attempting to shoplift beer. When confronted by store staff, they allegedly threw the bottles at the employees.

When an officer located them, radio traffic indicates that at least one attempted to assault the officer with a skateboard and the officer fired. Let’s understand the complexity and seriousness of the actions and decisions in that situation. The crime is felony robbery, with an attempted assault on store employees. An officer struck by a skateboard, or anything else, can easily be knocked unconscious and his or her firearm could then be taken.

Now, think about the message being sent, and the implication made, in these headlines and sentences:

Headline: Olympia Cop Shoots Two Unarmed Men Suspected of Stealing Beer (KOMO TV)

Story: “Police and public officials urged civility while promising a thorough and unbiased investigation into Thursday’s early-morning shooting of two African-American shoplifting suspects by a white officer.” (Seattle Times)

Story: “The two, unarmed black men shot by a white Olympia police officer early Thursday morning are expected to survive.” (KUOW Radio)

The clear implication is that the two: a) were shot because they are black, and/or b) were shot because they had shoplifted. Merritt Long, a former Chair of the State Liquor Control Board, is quoted in stories as saying “Did the punishment fit the crime?”

These examples and quotes lead the reader to believe that the officer was “punishing” the two men by shooting them for the minor offense of shoplifting, which by any measure is shocking, illegal and unreasonable.

However, the radio traffic and the preliminary information show that the officer reported being assaulted. These media outlets could just as easily have chosen to say “Officer forced to fire upon two men attempting to assault him and take his gun.” But they did not. We all need to be more mindful of the underlying message and implication.

The second point we need to keep in mind as we discuss these important issues is this: You don’t get to assault police officers. Let’s repeat that: You don’t get to assault police officers. Period.

Officer Phil Whatley from the Bremerton Police Department met with a group of young men at the middle

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Black Lives Matter

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school. He said that during a recent discussion, one young man said “If a police officer fights you, you get to fight back, right?” When Phil asked him what he meant, he said “like if you are being arrested.” Along with the other students who said “you can’t do that!”, Phil clarified and explained that being arrested is not “an officer fighting you.” If someone is being arrested and disagrees with the arrest, he explained, he or she will have due process and access to the court.

Somehow in the middle of the focus on police accountability, which is always constructive and appropriate, we have lost sight of the fact that people cannot pick fights with the police.

Every physical confrontation with police involves a gun — the one on the officer’s hip. As officers, we are all necessarily committed to never to get into a position to lose our gun, which means we cannot lose the fight, ever. That important fact should receive much greater emphasis.

As we continue to have thoughtful dialogue on improving our relationships, and holding bad officers accountable, we would respectfully ask that we also be cognizant of those who use loaded language to exacerbate the situation, and that we keep communicating that individuals cannot assault officers. We need that balance. We all believe all lives matter. We took an oath to protect all lives and we will continue to do so every day. ★

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Kitsap Sun

Legal System, Law Enforcement at Odds Over Brady List

Roster of officers whose testimony in court could be called into question is required by law

By Emily Gillespie, *Columbian Breaking News Reporter*

There’s an old adage in police work: You lie, you die.

When you wear the badge, your word is everything. And rightfully so — law enforcement officers have the power to place someone under arrest and ultimately deprive them of their liberty, considering how their account of events often carries more weight in the eyes of a jury.

The discovery of blatant lies often ends with officers kicked off the force. But what about less serious acts of dishonesty? Or a miscommunication that could be seen as either a mistake or an act of deceit, depending on whom you believe?

Such questions swirl around a list of a dozen officers maintained by the Clark County Prosecuting Attorney’s Office. It serves as a roster of officers whose testimony in court could be brought into question because of something they’ve done in the past.

It’s called a “Brady List” and the controversy around it has heightened in recent years as guidelines for maintaining the information have expanded.

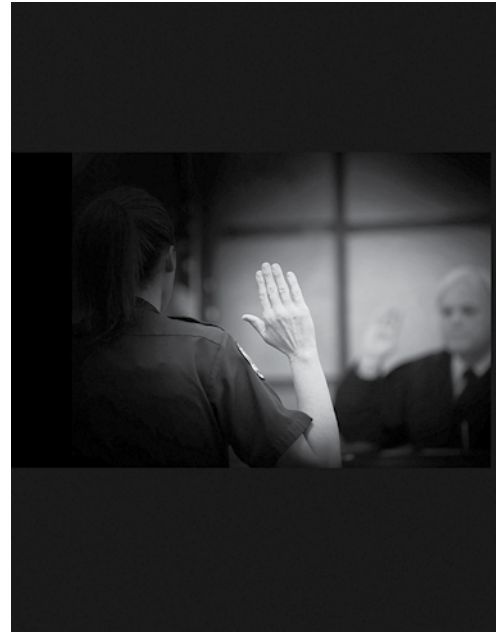
Officers say that inappropriately placing someone on the list unjustly tarnishes reputations, while defense attorneys say the procedure for maintaining the list involves too much secrecy. The prosecuting attorney, legally charged with maintaining the list, argues that changing the system could have devastating effects on a case and those involved.

Creating a Brady List

The idea behind keeping this kind of list dates back to the 1963 U.S. Supreme Court decision *Brady v. Maryland*. This landmark ruling created the standard that prosecutors must disclose “exculpatory evidence,” or any evidence that might be favorable to a defendant’s case.

It took decades of overturned cases, however, for the courts to determine that the ruling also applies to evidence that calls into question the credibility of recurring government witnesses — including police officers who frequently testify in criminal court cases.

So even though the Brady ruling occurred more than 50 years ago, it wasn’t until 2010 that the Clark County Prosecuting Attorney’s Office formalized its own



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procedure for deciding which officers' testimonies could be brought into question.

For the most part, the county's policy is straightforward: If there is a sustained finding of an officer's dishonesty through the internal affairs process, the law enforcement agency must notify the prosecuting attorney. That officer is then automatically added to the Brady List.

But there's a second way for an officer to get on the list: If information is presented directly to the prosecuting attorney's office, or if questions of credibility arise during court proceedings, a committee of senior prosecutors considers whether the information meets the legal standard set by case law to add the officer to the list.

"We don't make these decisions lightly," Clark County Prosecuting Attorney Tony Golik said. "These are seasoned prosecutors that are very, very familiar with all the cases that deal without Brady obligation, and they have a very clear understanding of how detrimental it can be to the reputation of an officer to put them on the Brady List."

Once an officer is on the list, the prosecutor's office is required to turn over that officer's Brady file — which includes information on the potential misconduct — to defense attorneys when the prosecutor plans to call that officer as a witness. If the defense attorney wants to use the information, a judge ultimately determines if the officer can be questioned about the incident, in front of jurors.

It's not fun, prosecutors say, but it's necessary.

If it ever came to light that a prosecuting attorney didn't disclose that an officer who testified in a case was on the Brady List, the case could be overturned. There could also be sanctions against the prosecuting attorney, and lawsuits could be filed. "The whole idea is to get it all out there and let the judge decide," said Denny Hunter, a former chief criminal deputy prosecuting attorney in Clark County who helped craft the policy.

Golik said that so far, broad questioning about a past indiscretion has not been admissible as evidence. But even though jurors aren't exposed to all of the details of officers' misdeeds, Vancouver Police Officers' Guild Vice President Neil Martin said that officers on the Brady List are stigmatized and continually haunted by one past incident.

"People are human, people make mistakes ... you learn from it and move on," Martin said. But being on the Brady List, the mistake is brought up every few years when a case the officer is involved with goes to trial. "Bringing it up reopens old wounds," he said.

Changing standards

Over the past few years, the standard has changed for what information prosecuting attorneys are required to know and share when it comes to allegations of police misconduct. While prosecutors were previously notified of police officer wrongdoing upon the completion of an internal affairs investigation, the court ruling *Olsen v. U.S.* changed that. The January 2013 decision created a new standard that requires prosecutors to also be notified of pending internal affairs cases that involve dishonesty.

The ruling resulted in what Golik calls the biggest change to the county's Brady policy since he took office in 2011.

"This is an area that is understandably a very touchy area for (law enforcement) and one that can have a very serious consequence on a career of a law enforcement officer," Golik said. "All of a sudden, (the standard) is shifting to pending IAs when there hasn't even been a final determination that they did anything wrong. That's a big deal."

Golik and heads of law enforcement agencies are still ironing out the details, mainly deciding at which point internal affairs investigations should be shared with prosecutors.

A draft cooperation agreement would require that when an internal affairs investigation "begins to mature at all into something that looks like it could have merit, they need to immediately disclose it to us so that we can then disclose to defense that there is an ongoing IA and disclose what we have," Golik said. "As the prosecutor, I have to rely on the law enforcement to do that."

The police guild's Martin said the new standard goes against clear rules in previous case law that says prosecutors didn't have the obligation to disclose preliminary, challenged or speculative information.

"Allegations part of an ongoing investigation to me seem to be preliminary, challenged or speculative," Martin said. "I think there are legitimate concerns about providing information prior to an investigation being completed."

Brady cops

Of the hundreds of commissioned law enforcement officers who work in Clark County, 12 are on the Brady List, and only six of those still carry a badge: four at the Vancouver Police Department, one at the Clark County Sheriff's Office and one at the Camas Police Department.

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Legal System, Law Enforcement at Odds Over Brady List

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Vancouver Police Chief James McElvain said that while being on the list may cause a hiccup in court proceedings, it does not mean the officers can no longer work in law enforcement nor limit their career path.

"It comes down to differences of opinion," McElvain said. "It's a different level of threshold that we may not sustain (an internal affairs) case versus what by law (prosecutors) feel is disclosable information."

Chief Criminal Deputy Prosecuting Attorney Scott Jackson said the six former officers remain on the list because they could still be called as witnesses in cases still working through the system.

The Columbian has chosen to not publish the names of the officers on the list due to the potential damage to careers and the subjective nature of how some officers were included.

The list is constantly evolving and involves a wide range of incidents.

For example, one now-former Vancouver police officer had been placed on the list after having an intimate relationship with a criminal informant, which violated department policy and compromised the integrity of numerous cases. The officer, who resigned, was recently removed from the list after prosecutors determined further testimony was not needed.

Other cases are less clear-cut.

One Vancouver police patrol officer was placed on the list by the prosecuting attorney's Brady Committee after conflicting recollections of a conversation between the officer and a prosecuting attorney prior to a trial. The prosecuting attorney said the two had talked about how the officer hadn't given Miranda warnings at a certain point in the investigation; the officer claimed that was not what was said, and the officer later testified to giving Miranda warnings.

"The Vancouver city attorney and VPD admin have staunchly supported (the officer) while vehemently noting disagreement with the county's solitary belief that (the officer) has credibility issues," said the officer's attorney, Greg Ferguson. "The county's pugnacity and unwillingness to revisit this issue implies some sort of ulterior motive. In any event, we will yet again be appealing to county prosecutors that (the officer) be immediately removed from the Brady List."

Following the prosecuting attorney's decision, the department did its own internal investigation and concluded that the evidence did not sustain a finding that the officer provided false statements, though it did suggest additional training in communication for the officer.

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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 ★

Legal System, Law Enforcement at Odds Over Brady List

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“(The officer) does feel unfairly singled out insofar as Brady has been applied so inconsistently,” Ferguson said. “There is no ombudsman or other neutral tribunal available to an officer who believes (he or she) has been unfairly accused.”

Guild concerns

Ferguson’s point gets at one of the biggest issues that the Vancouver Police Officers’ Guild has with how the county prosecuting attorney’s office maintains its list.

Martin, the guild’s vice president, said that he understands the need for the Brady List, but he said that the county’s policy doesn’t allow for oversight. He said prosecutors are the sole judge of facts, and there are no negative repercussions for a prosecutor to add an officer’s name to the list.

“They have a bright-line rule that, even if it’s questionable, they’re going to resolve questions in favor of maintaining the list with the officer’s name,” Martin said. “It doesn’t have to be dishonesty or untruthfulness. Rumor, innuendo — if the prosecutor’s office feels there’s any validity to the rumor or innuendo, the prosecuting attorney will put you on the list. They might as well put everybody on the list.”

Just how subjective the Brady List can be becomes evident when reviewing the Vancouver City Attorney’s Office’s policy on the matter. The agency maintains its own Brady material through what it calls the “Potentially Impeachable Database,” avoiding the terms “Brady” and “list,” for those who testify in District Court cases. Because such cases are misdemeanors and infractions that occur within Vancouver city limits, the database deals solely with the Vancouver Police Department. Even so, the number of VPD officers on the city’s list versus the county’s is different. The city has one Vancouver police officer in its database; the county has four on its list.

Jonathan Young, Vancouver civil division chief for the Vancouver City Attorney’s Office, chalks the differences up to the variability of legal opinion.

“There are some legal questions that you could ask two or

three different lawyers and get two to three different answers,” Young said. “You’re trying to apply a complicated legal standard to a complicated fact pattern.”

Defenders seek input

And the police union isn’t the only one to want more oversight.

Defense attorney Tom Phelan, who has practiced criminal law in Clark County for 35 years, said that he’s never once been notified by a prosecutor of a Brady officer.

“They don’t show up that often,” Phelan said. “The real question to me is: Are there others who should be on the list who aren’t?”

Because all of the decisions happen behind closed doors, Phelan said, there is no way for defense attorneys to know if the prosecuting attorney is being ethical — prosecutors only disclose that an officer’s on the Brady List when the officer is called as a state witness.

“The problem is, we’re sort of at their mercy. ... We have to rely on them to tell us,” Phelan said. “It’s difficult for me to know if they’re complying.”

Even though it comes up infrequently, Phelan said that having the prosecuting attorney properly maintain this kind of evidence is crucial to the job of defending the accused.

“There has to be integrity in the system,” he said. “When a police officer is put on the Brady List, they’re put on it for a reason.”

Golik said that he can’t imagine a system for maintaining a Brady List that would operate differently, because the prosecuting attorney is the agency charged by law with the duty. Oversight in the process, he said, is the responsibility of the court.

“Somebody has to make this decision, and the law makes that very clear that it has to be the prosecutor’s office,” he said. “Our greatest overarching duty as prosecutors is seeking justice, and sometimes seeking justice requires difficult and uncomfortable decisions.” ★

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Snohomish County's Office of Neighborhood Deputies

By Shari Ireton, Director of Communications, Snohomish County Sheriff's Office

It's 11 a.m. on a Wednesday morning and Snohomish County Sheriff's Office Sergeant Ian Huri parks his rig behind a big box store off of one of busiest intersections in Everett (pop. 100,000). He makes his way into "The Pit," a three-acre wooded area that is a notorious homeless encampment.

The Pit is home to dozens of people who are homeless, most of whom struggle with addiction, mental illness, or both. The grounds are littered with tents, garbage, stolen property, used hypodermic needles, and makeshift shelters. Every community has at least one place like The Pit. Snohomish County has dozens.

Sgt. Huri, who supervises the Sheriff's Office newly created Office of Neighborhoods unit, nods to Deputy Bud McCurry who is in the process of asking a resident of The Pit if he has followed up on getting his ID card. Jesse Calliham, the unit's law enforcement embedded social worker, pulls out a notepad and talks with another resident about her heroin addiction. If he was able to find a bed in a treatment center, he asks, would she be willing to take the next step? Sgt. Huri confronts a notorious felon who has a long string of drug- and weapons-related criminal charges. The felon crawls out of a shelter that looks like a wood tent, followed by a teenage girl, and Sgt. Huri asks him if he has any weapons. Deputy Adam Malaby asks the half dozen people gathered around a fire pit built in a broken down shopping cart if they are doing okay. Every one of them shows obvious signs of heroin use.



SCSO_OfficeofNeighborhoodsI - Office of Neighborhoods Deputy Adam Malaby and Sgt. Ian Huri, Snohomish County Sheriff's Office, talk to residents of "The Pit".



Office of Neighborhoods Deputy Bud McCurry, Law Enforcement Embedded Social Worker Jesse Calliham, Deputy Adam Malaby, and Sgt. Ian Huri, Snohomish County Sheriff's Office.

Ten years ago, Sgt. Huri and these same deputies were in the Sheriff's Office directed patrol unit. Back then, their method was simple: someone would complain about vagrants sleeping in a doorway, urinating in a park, or tent camping illegally on some undeveloped property. The deputies would arrest them for "chippy charges" like public urination, littering, trespassing, or public display of intoxication. Homeless encampments would be torn down. No trespassing signs would be posted. Folks would be encouraged to "move along." The philosophy was "not in my backyard" – to move offenders out of town and into the county jail, or a neighboring jurisdiction.

But, after examining years of data and seeing the same faces over and over again, Snohomish County Sheriff Ty Trenary (along with dozens of other chiefs and sheriffs across the county) could see that the approach was not working. The county still had homeless people and mental illness in this population continued to go untreated. Problems related to drug or alcohol addiction not only continued, but was rising. The people sent to jail for trespass would come back out in two to three days and go right back to living on the street.

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Snohomish County's Office of Neighborhood Deputies

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The “old way” of addressing our community’s vulnerable populations was not working.

Sheriff Trenary, a 25+ year veteran of law enforcement in Washington state, recognized what was needed wasn’t the police or jails, but long-term solutions found mostly in the social and community service sector.

“In Washington state, the lack of social and health services have made our county and city jails the largest de facto detox and mental health facilities for our communities,” he said.

As a result, Office of Neighborhood deputies are charged with reaching out and trying to connect each person with the services they need. Within the first month of the unit being fully staffed, they made over 200 individual contacts in the field.

“If you would have told me ten years ago that I’d be out here talking to folks, trying to help them, handing them my cell phone so they can set up an appointment with a substance abuse counselor - I never would have believed it,” said Deputy Malaby. Sgt. Huri agreed.

“This work has really opened my eyes,” he said. “Back when we worked Directed Patrol, the philosophy was: ‘Move them along. Get them out of our jurisdiction. Let them be someone else’s problem.’ That’s the way cops have

done it for decades. And, you know what? It hasn’t solved the problem one bit.”

In addition to helping people break the cycle of homelessness and addiction, Sheriff Trenary hopes this new approach will be a better use of public funds. Chronically homeless people cost the government a lot of money when they live on the street because of services like emergency room visits and jail time. A study conducted by the University of Texas found that incarcerating the homeless costs taxpayers \$14,480 per year in jail-related costs alone. In Snohomish County, a small population of “frequent utilizers” (those who bounce from one public service to another, including jail, human and health services, and EMS response), cost taxpayers up to \$500K a year – for just one person.

The hope in Snohomish County is that the new approach by the Office of Neighborhoods stops funneling vulnerable populations into jail and into the services they need.

“The reason we haven’t been able to arrest our way out of the homeless, mental illness, or addiction problems is because you don’t solve these problems with law enforcement and incarceration,”

said Sheriff Trenary. “Communities need long-term, multifaceted solutions that are based on the needs of a single person to get them on the right track.” ★



Office of Neighborhoods Deputy Bud McCurry and Deputy Adam Malaby, Snohomish County Sheriff's Office, working with residents of “The Pit”.



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



Ashley Bennett
Western Washington University



Austin Carpenter
Carroll College



Bailey Gilbert
University of Washington



Isabella Christelli
George Fox University



Kristen Tucker
University of Montana



Nathan Osborn
Western Oregon 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.



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