



March 24, 2025

There continues to be a lot going on- here are some updates:

### Wellness, Culture and Leadership

Washington ranks 51<sup>st</sup> in the nation in the number of officers per capita and while the legislature debates whether the state should provide funding to add more officers, we all are aware why staffing matters and how it is related to wellness and agency culture. As this debate continues, it would be helpful for all of us to continue to communicate both internally and externally that staffing, wellness and agency culture are all related and dependent on each other. In the simplest terms, solo officers running call-to-call on mandatory overtime is bad for wellness, bad for de-escalation, bad for emotional decompression and processing time, bad for use of force decision making, and bad for organizational culture. Staffing, proper supervision, training and resources matter, and so does leadership and culture. As we know, as leaders we are responsible for that culture and not only talking about wellness but living it and integrating it into every part of the agency.

Many of the “bad” bills we fought against this session were legislative attempts to address what legislators see as problems with culture, use of force, or bad examples. Strong leadership and an agency-wide commitment to wellness and positive culture is the best and most effective way to address these perceptions. By telling our story, community by community, it will continue to diminish the perceived legislative need to “do something” reactive about police reform every year. Yes, there will always be the cop-haters and the people who make their living, and gain attention, by driving outrage against law enforcement; however, by demonstrating, leading and communicating on staffing, wellness and culture each of our agencies can change that narrative.

The WADEPS Use of Force system is coming up soon, OII has started in one region and will be expanding statewide later, and we are at a point where our, and our teams', general trust in the system objectively judging and measuring uses of force and decisions are at a critical point. Both the public and our people need to know these systems are credible and objective. We are not “for” or “against” either of these, we need to ensure they are worthy of trust and not curated to support activist narratives, regardless of

facts, nor are they designed to always clear someone if they did something clearly wrong. Calling balls and strikes- that's the goal; now we need to see it.

### OII and Warrants

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Concerns regarding search warrants issued by OII in their investigations of the incidents they have taken in Region 1, most recently in Centralia, have centered on the listing of several crimes. The Centralia search warrant issued stated, "there is probable cause to believe that the offense(s) of RCW 9A.32.030 (Murder in the First Degree), RCW 9A.32.050 (Murder in the Second Degree), RCW 9A.32.060 (Manslaughter in the First Degree), or RCW 9A.32.070 (Manslaughter in the Second Degree), has been committed, in Lewis County, and that evidence of that/those crime(s) is concealed in the below location."

Asking for a warrant for those crimes, which have specific elements, is understandably perceived as inflammatory and/or a fishing expedition. Additionally, using phrases like "concealed in" rather than "contained in," can magnify the perception of officers feeling like OII has a presupposed view of wrongdoing by the officer. OII has been made aware of these concerns and their teams have been sending some clarifications to Region 1 teams, and OII/IIT WASPC Co-Chairs Clark Co. Sheriff John Horch and Mt. Vernon Chief Dan Christman will also be working to get more information as soon as possible; we will have a dedicated meeting at the spring conference for this topic as well.

### WADEPS

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The Use of Force Database, led by the team at Washington State University, will disseminate and provide more information on the upcoming launch of the system. As WSU completes their processes, the program will be launched on a date determined by the AGO at some point, likely within the next few weeks. Each agency will receive notice from the AGO of the official date, starting the 90-day clock, when agencies must begin reporting under the law. We have received a draft Data Use Agreement (DUA) from WSU, which is being sent for review and input. It was sent to your Legal Advisors who participate in the WASPC Legal Advisors group. The agreement was sent so they can start to review it, get any questions answered, and provide you with the best counsel. While the research program experienced delays at the contracting stage and some ups and downs, we continue to work to provide the best information and ensure that your counsel has what they need to help you make informed decisions, especially regarding liability for data. Done right, the system could provide an opportunity for agencies to provide factual information in response to false narratives, anecdotes, and myths. We will watch carefully to ensure that objective and useable data is the result. There have been

a few “beta” sites and we will share their experiences as we get feedback. The draft (and again, note this is a draft) of the DUA is [attached](#).

#### Immigration Detainers and NCIC Guidelines

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We recently sent out information to you about thousands of additional immigration detainers being entered into NCIC, and to ensure your team knows the difference between administrative and criminal warrants and how to handle them. The WA State Patrol has provided this [guide](#) to assist in that determination and to further raise awareness, and it is again provided for your information.

#### The Wellness Challenge

WASPC 's first Statewide Wellness Challenge is completed. The winner for large agency is **SCORE Jail**; Medium agency **WA State Gambling Commission**; and for Small agency **Camas PD**. The ranking poster is [attached](#).

We had approximately 498 individuals from 25 agencies and 48 of the participants were WASPC members (Chiefs and Sheriffs). Participants reported that the challenge gave them a new motivation to begin working out or to increase their intensity and consistency. They also reported focusing on nutrition, water intake and meal planning, with lots of people reporting that they've lost weight during the challenge. Additionally, participants reported that the challenge helped remind them to spend focused time with their kids, family and friends. Overall feedback was positive and reports that the challenge encouraged folks to connect with others and focus on their own overall well-being.

One person wrote: "I believe with everything going on last week at my agency it was difficult, but not impossible to complete all of the tasks. It was also a great reminder that we need to support each other not only at work, but at home as well. Stress can come in many forms and at any time, it is important for employees to have a healthy outlet. I think this challenge is showing people that." Many thanks for Terrina Peterson from our WASPC staff for leading the challenge, and thanks to all of you who participated!

#### Spring Conference

You can register for the WASPC Spring conference [here](#). The conference will be May 19-22 in Spokane and we will have regular committee meetings, a presentation from Chief Chris Hsuing (ret) from “The Curve” about “Leading with Purpose: Changing Culture and Building Adaptive, High-Trust Teams”, a

session featuring Harvard Professor Dr. Roland Fryer on the proper use of data, and a presentation on “How to Retire Well”, about resilience for personal wellness over the long term. We will also highlight innovative approaches to dealing with homeless issues, and a session on providing services to family members of those at locations of crimes to reduce future victimization and involvement in crime.

This year we will again have two pre-conference events open to all WASPC members. We will again have a golf event on the Monday prior to the conference, you can sign up [here](#). Also, again this year with Sheriff Mark Crider’s help we will also offer a Washington State Sheriff’s Association Behind the Badge Shoot on May 19 at [Landt Farms](#) in Spokane. Registration will begin at 0900 and the tournament will begin at 1000. The venue is limited to 75 shooters. Shooters can register and pay via Scorechaser: <https://app.scorechaser.com/>. There will be prizes and possibly lunch. Shooters will need a shotgun, hearing protection, shooting glasses and about 150 rounds of ammo. The course is 100 sporting clays targets. The cost for the shoot will be \$65. Any questions please email Walla Walla County Sheriff Mark Crider at [mcrider@wwcowa.gov](mailto:mcrider@wwcowa.gov).

Have a safe week- Steve