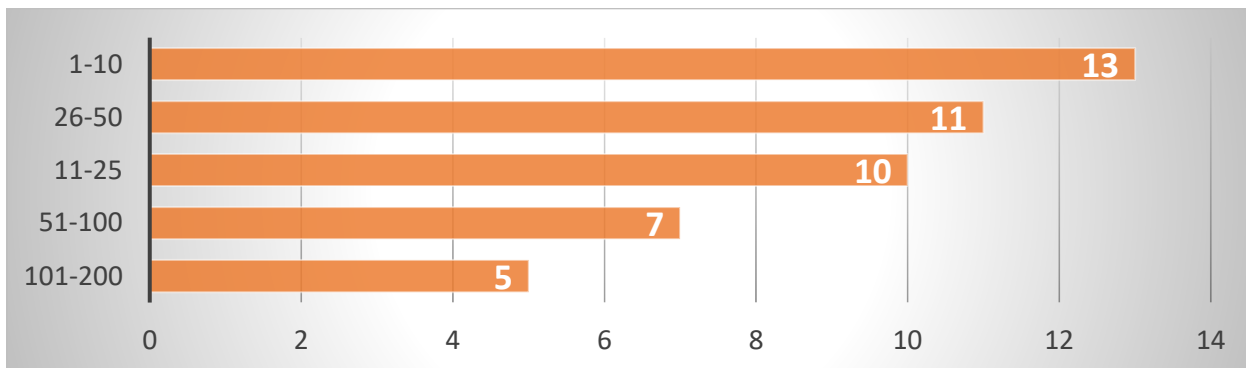


The survey closed December 31<sup>st</sup> with a total of 46 agencies responding.

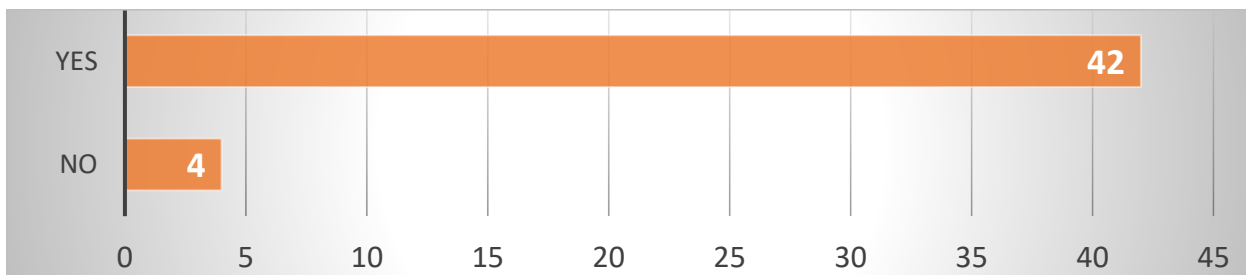
How many commissioned officers/deputies make up your department?



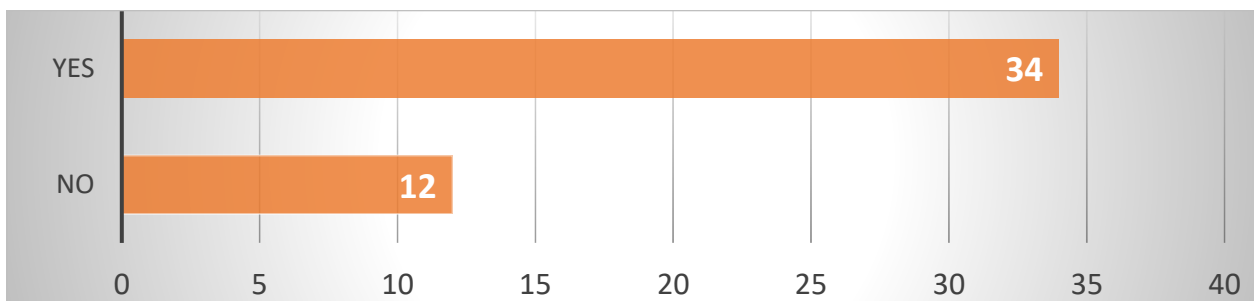
## LEMAP

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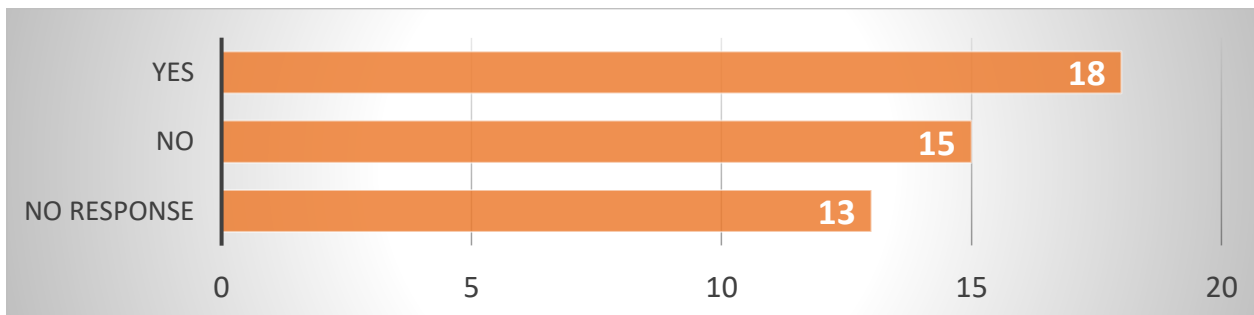
1. Prior to this survey were you aware that WASPC offers LEMAP assessment services?



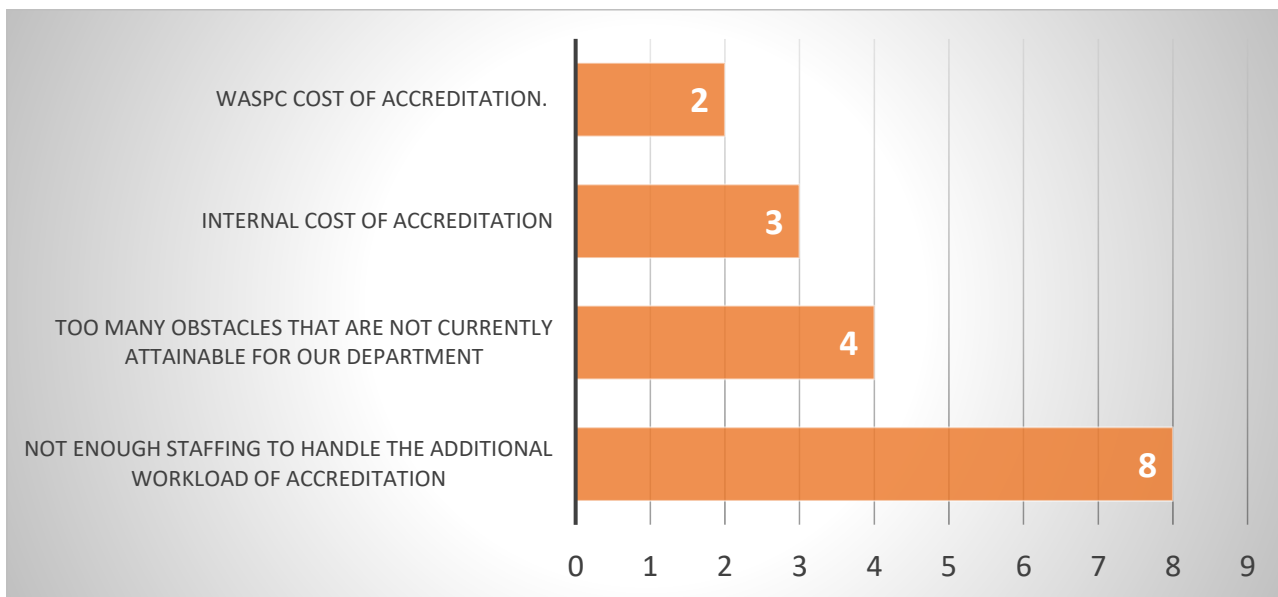
2. Have you ever considered using a LEMAP assessment to assist your agency?



3. If you have experienced a LEMAP assessment, have you pursued accreditation?



4. If you have experienced a LEMAP assessment, and did not pursue accreditation, the reason(s)?



Comments of the LEMAP Program

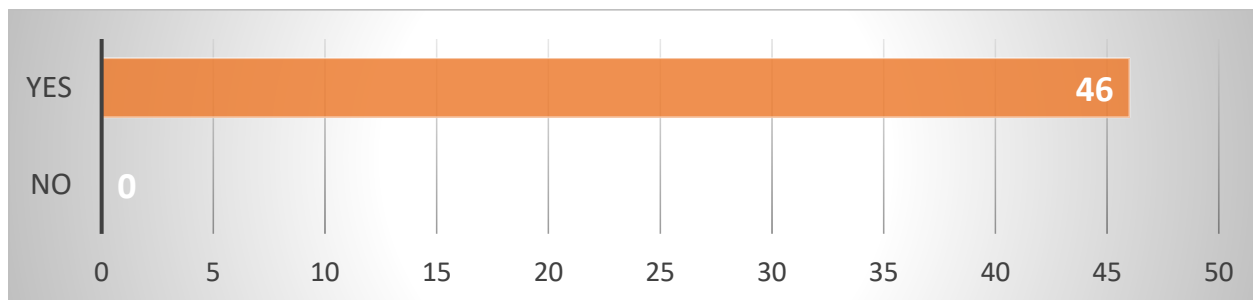
- ◆ We would love to have a LEMAP assessment however due to costs we cannot.
- ◆ Our path to accreditation still needs to go through full LEXIPOL implementation. Accreditation is part of our work plan; there are just steps before we are ready.
- ◆ Will LEMAP help tribes?
- ◆ Considering LEMAP at this time.
- ◆ It is very expensive, especially for smaller agencies. One of my gripes with LE (in general) is that the top 10% (based on agency size) drive policy and procedure for everyone else. Given that more than 80% of all agencies employ less than 25 officers, this is not very equitable. Plus, many of the model policies and suggestions are simply not doable for small agencies as we don't have the funds and/or infrastructure to do them. I'd love to do a LEMAP but I can't justify the price or that some of the suggestions are not implementable to my council or myself.
- ◆ A great Segway to become an accredited agency
- ◆ My City Council was briefed by a WASPC representative. They subsequently declined a LEMAP.
- ◆ When I was the Chief of Police for the Washington Department of Fish & Wildlife Police we had a LEMAP completed by WASPC. That agency is still in the process of getting their accreditation.
- ◆ I am now the Chief of Police for the City of Wenatchee. This Department has been accredited, however, my staff and I did an internal review of proofs and practices and found that we would no longer meet re-accreditation standards. A LEMAP was completed here in 2009. We are targeting 2019 for WASPC accreditation and planning on implementing our Lexipol policy that same year or earlier.
- ◆ Great program
- ◆ My agency has had two LEMAP assessments, one for our P.D. and one for our jail. Both were extremely valuable.

- ◆ The LEMAP program provides a new Chief a great assessment of where their agency is in the area of best practices and where there are opportunities for improvement.
- ◆ It would be nice if LEMAP, and they may be, were available to small agencies so that they can see what needs to be done to meet as many of the standards as possible.
- ◆ We are working towards accreditation.
- ◆ LEMAP was a great experience, a great asset.
- ◆ I was very pleased with the LEMAP process. I have gone through it twice now with two different agencies and have found it rewarding both times.
- ◆ Completed LEMAP and still pursuing accreditation.

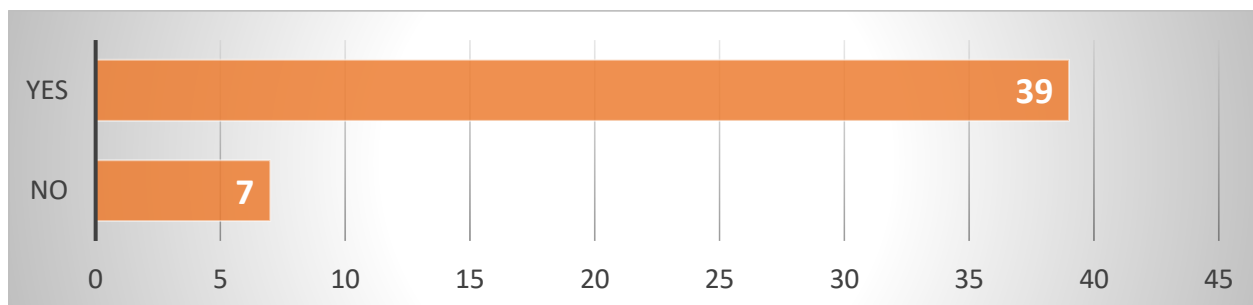
## ACCREDITATION

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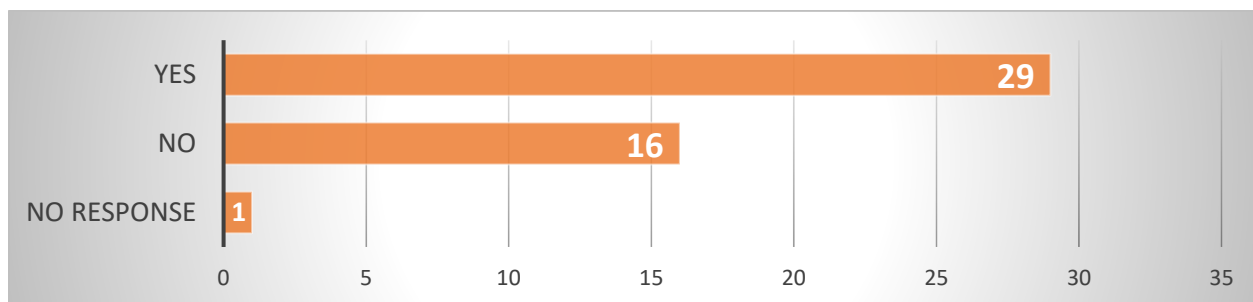
1. Prior to this survey were you aware of the WASPC Accreditation Program for Police Operations and/or Jails?



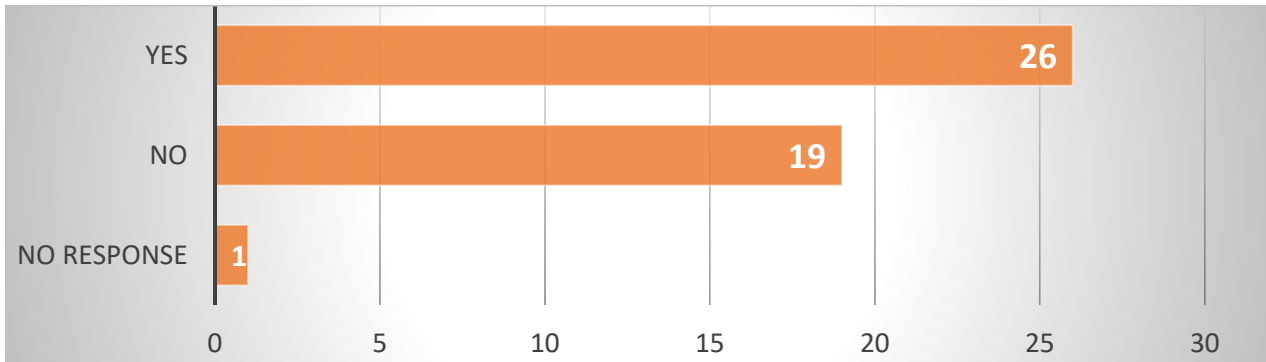
2. Have you ever considered Accreditation for your agency?



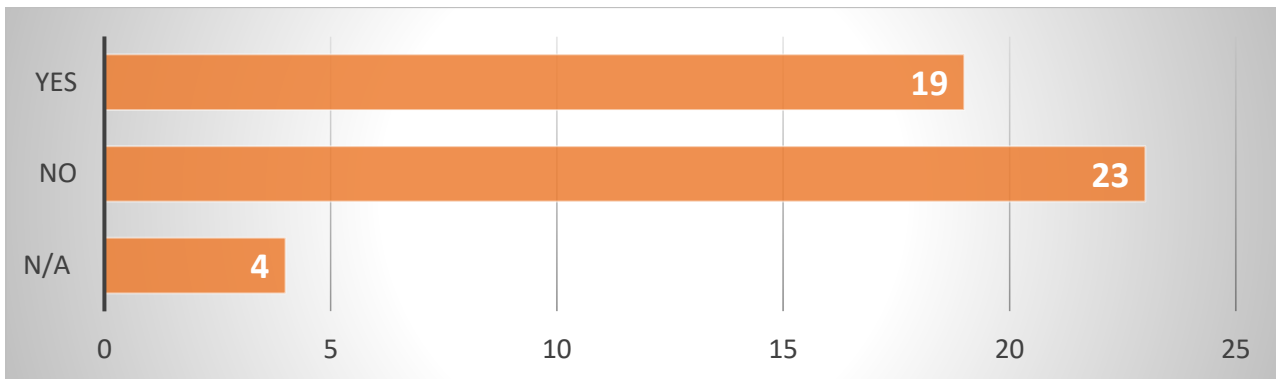
3. Have you or your employees attended an Accreditation training/information session?



4. Are you interested in attending an Accreditation training/information session?



5. Are you currently pursuing Accreditation for your agency?



6. If no, please indicate the reason(s) below. (select all that apply)



## Comments on the Accreditation Program

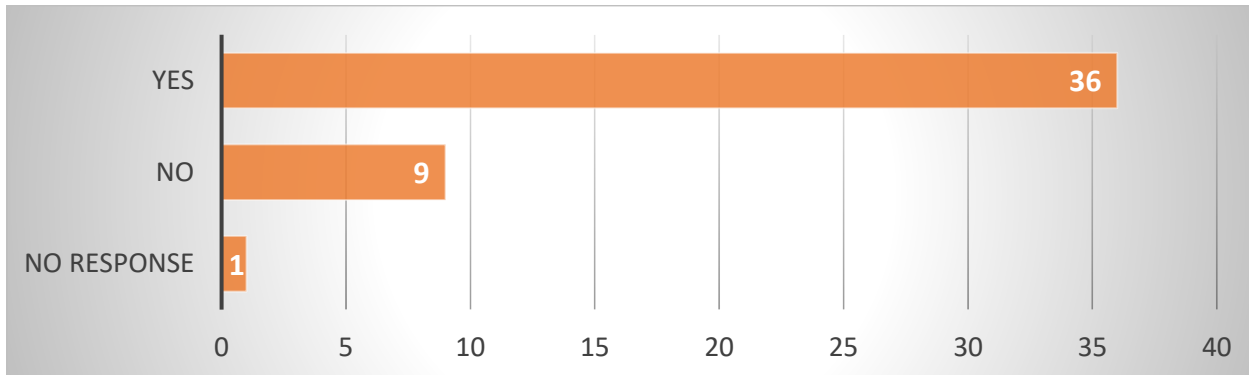
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- ◆ We are currently updating our manual using Lexipol. We are monitoring how these policies meet accreditation standards as we do this work. We are also in the process of hiring a policy analyst with new public safety levy money. Once this position is filled we will likely initiate an accreditation process.
- ◆ We're a tribal agency and cannot meet due to swearing oath to WA.
- ◆ Our main reason for not pursuing is because of the costs of updating our building/facility in order to meet standards.
- ◆ We have been accredited for many years. It's important to my City Council that the Department meets best practice in the industry.
- ◆ Already accredited.
- ◆ Previously CALEA accredited. Currently a LEXIPOL department and feel that LEXIPOL meets or exceed WASPC accreditation.
- ◆ We are pursuing accreditation but we are currently adopting Lexipol and in the process of bargaining a number of polices with the Deputies Association. Once that is complete we will move towards accreditation officially.
- ◆ Although worth the effort, Accreditation does take a great deal of staff time. For smaller departments, the drain on staff time to put together proofs can be daunting and draining.
- ◆ "YES", but based on the previous comments, we are working our way slowly.
- ◆ We are in the process of converting to the Lexipol policy manual. Once we have converted, we intend to formally pursue accreditation.
- ◆ Just changed to Lexipol and need to wait one year before we apply.

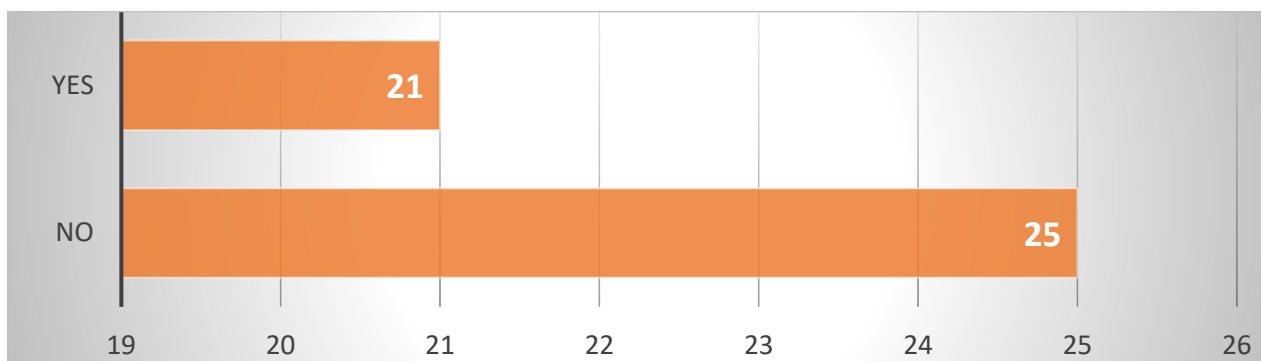
## EXECUTIVE SEARCH

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1. Are you aware that WASPC offers Executive Search services for senior command and police chief positions?



2. Is this a service you are interested in for the future?



Any additional comments that will help WASPC better serve you with LEMAP, Executive Search or Accreditation services.

- ◆ There needs to be more focus on smaller agencies. There also needs to be more focus on agencies OUTSIDE of the Seattle metroplex. There are also needs to be some more frequent turnover within committee membership.
- ◆ We've used the Executive search services and were very satisfied.
- ◆ My City Council may be interested. I am retiring in the coming year and it is currently being debated as to what process will be used to find my replacement.
- ◆ Many Cities have a very organic processes that can affect the vetting and selection process in a negative way. Many HR Department are unaware of state law requirements for Peace Officer certification (i.e. - criminal background investigations, polygraphs and psychological exams). These required examples are often omitted from the process.
- ◆ I would, and have, recommend any city searching for a police executive to use WASPC's Executive Search Services."