



Washington Association of  
**SHERIFFS &  
POLICE CHIEFS**

2019-2020  
Strategic  
Intentions

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# Executive Summary

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*This document serves to provide a long-term overview of what we do and where we are going.*

## **Mission Statement**

*The mission of the Washington Association of Sheriffs and Police Chiefs is to lead collaboration among law enforcement executives to enhance public safety.*

## **Identity Statement**

*The Washington Association of Sheriffs and Police Chiefs advances its mission by serving law enforcement executives, primarily in the State of Washington, by providing sustainable programs, projects and services.*

## **Values**

The Washington Association of Sheriffs & Police Chiefs value:

- A mission-driven association
- Honesty and integrity
- Diversity
- Accountability and responsibility to our members and our communities
- Quality services to our members
- Membership involvement
- Public/private partnerships
- Competent, professional staff
- Progressive innovation

# Organizational

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*The association was founded in 1963 and consists of executive and top management personnel from law enforcement agencies statewide. Our membership includes sheriffs, police chiefs, the Washington State Patrol, the Washington Department of Corrections, and representatives of a number of federal agencies. WASPC is governed by its executive board.*

*WASPC is the only association of its kind in the nation combining representatives from local, state, tribal, and federal law enforcement into a single body, working toward a common goal.*

*WASPC's function is to provide specific materials and services to all law enforcement agencies in the state, members and non-members alike.*

*The 1975 legislature made WASPC a legal entity designating the association as "combination of units of local government." (RCW 36.28A.010)*

## Principles for Community Trust

WASPC advocates for public safety improvements that make everyone safer, including law enforcement.

- Perceptions of Law Enforcement: Law enforcement remains one of the most respected professions in Washington. Retaining and improving public trust is top priority for WASPC. We take seriously concerns about police interactions with the community and continuously work to improve our policies, training, culture and transparency. There is a lack of understanding that the men and women who swear an oath to uphold public safety are required to face violent and chaotic situations. We accept that responsibility while we also ask individuals to take responsibility for their own actions, for policy makers and elected officials to bring our communities together and for all of us to work together for common solutions.
- Rule of Law: WASPC strongly urges elected policy makers to create laws that are clear, supported, and can be consistently enforced. Disagreements or different applications of laws based on political expediency or policy makers' unwillingness to make difficult decisions leads to reduced trust in the rule of law and is harmful to public safety and public trust.
- Deadly Force: WASPC has worked with advocates and community groups to remove "malice" from the legal standard, to come together and build trust. We will continue to work to improve training, focus on de-escalation, and provide transparency. We also expect

the community to take responsibility for supporting law enforcement in the split-second decisions required, and to reinforce that reducing officer-involved deadly force incidents will be enhanced by not attacking or fighting with law enforcement. De-escalation is for everyone. We strongly support the following "Tips for Safety" from the Washington State American Civil Liberties Union (ACLU):

**STAY CALM AND STAY PUT.** Don't run or suddenly move.

**KEEP YOUR HANDS** where the officer can see them  
and free of any objects if possible.

**NEVER TOUCH** any police officer.

**FOLLOW INSTRUCTIONS.** You can always make a  
complaint later if you feel your rights were violated.

- Criminal Justice Reform: WASPC acknowledges that implicit and institutional bias and discrimination exist in all aspects of society: criminal justice, education, housing, health care, finance, and more. We will work in concert with policy makers and others to make systemic improvements to understand, reduce and control the implicit and institutional biases and barriers that inhibit every person's success. Reform in the criminal justice system should be based on public safety outcomes and should not ignore concern for law enforcement, victims of crime, and justice. Assisting offenders with re-entry and reducing recidivism is good for public safety. Achievement of these goals are worth our state's investment of time, money, and resources.
- Behavioral Health: WASPC strongly urges our policy makers to fund and support a robust, "wrap-around" system for those with serious and untreated mental and behavioral health problems. WASPC does not believe that further placement into the community and overall reductions of institutions for those with most serious illnesses is good policy. Placing people with serious health issues out onto the street is not compassionate and can result in increased calls for service, and potential violent interactions with the public and law enforcement.
- Homelessness: WASPC supports a comprehensive approach to homelessness. There are many complex dynamics that contribute to the issue. Criminal transients and those who willingly commit crimes should be prosecuted within the law. They are not in the same category as homeless persons, including those with behavioral health problems and addictions, who need and will accept help. We urge policy makers to delineate between these two groups and solutions should recognize their differences.
- Basic Law Enforcement Training: Washington should fully fund the basic law enforcement academy. The surcharge on traffic tickets, which formerly funded all basic training, was redirected by the

legislature into the general fund many years ago and led to long delays between when officers are hired and can be properly trained. Funding of basic training is a state responsibility.

- Public Safety Funding: Public safety is a core function of government and should be funded that way. The criminal justice system should not be reliant on revenue from citations, arrest warrants, or special funds related to sales of marijuana or gambling.
- Marijuana: WASPC acknowledges that the voters of our state made a specific decision to decriminalize marijuana. We urge policy makers to support necessary enforcement to reduce “gray market” sales, illicit juvenile consumption, and impacts on neighborhoods from illicit grows and organized crime. Regulation of marijuana should be based on public safety, not cannabis sales revenue.

## Membership

WASPC membership includes Active, Associate, Affiliate and Life categories. Applications are reviewed by the WASPC Membership Committee and WASPC Executive Board, with final approval made by the WASPC Executive Board.

Members may represent the association by chairing a WASPC committee, as a WASPC representative on a task force or work groups, and/or as an elected member of the WASPC Executive Board.

### **WASPC intends to:**

- Contact newly appointed/elected chiefs, sheriffs, and agency heads upon their appointment to encourage their participation in WASPC
- Provide all new members with a welcome packet
- Encourage new members to participate in LEMAP, accreditation and professional development opportunities
- Invite all new members to attend a new member orientation, provided at WASPC conferences

## Committees

Committees are the mechanism by which the members come together in smaller groups to conduct the business of the Association. Committees are formed by the WASPC Executive Board. Any member can serve on any committee by simply requesting inclusion.

The Vice President of the Association serves as the Board Liaison to all standing WASPC Committees. The Liaison communicates with each committee quarterly and reports back to the WASPC Executive Board at

each regularly scheduled meeting. The Vice President of the Association serves as a member of the WASPC Finance and Personnel Committee.

**WASPC intends to:**

- Maintain the following standing committees:  
  
Boating Safety;  
Corrections;  
Financial and Personnel;  
Grants;  
Homeland Security/Intelligence;  
Indian Country Law Enforcement;  
Law Enforcement Training;  
Legislative;  
Membership;  
Model Policy;  
Past Presidents;  
Professional Services;  
Public Trust;  
Small Agency; Technology;  
Traffic Safety;  
University Policing; and  
Wellness & Resiliency
- Require each committee to maintain a charter outlining the committee's purpose, membership, chairperson(s) and duties, to be reviewed and approved annually by the Executive Board.
- Encourage members to join committees.
- Encourage all committees to meet at least semi-annually.
- Assign a WASPC staff member to serve as a staff liaison/convenor for each committee.
- Annually conduct a review of all committees. The review will be conducted at the annual Board Retreat. Inactive committees may be removed. New chairs/co-chairs for the committee may be appointed by the President.
- Create Ad-Hoc committees and taskforces that are single-issue driven. Taskforces and Ad-Hoc committees are created by the President and shall continue only during the term of that President.

## Partnerships

WASPC is recognized in statute as a 'combination of units of local government.' As such, WASPC relies on partnerships and positive working relationships to provide services to our members.

### **WASPC intends to:**

- Maintain partnerships with the following organizations:  
  
Association of Washington Cities;  
Health Care Authority (HCA);  
Washington Association of County Officials;  
Washington Association of Prosecuting Attorneys;  
Washington Council of Police and Sheriffs;  
Washington Fraternal Order of Police (FOP);  
Washington State Criminal Justice Training Commission;  
Washington State Department of Corrections;  
Washington State Patrol;  
Washington State Sheriffs' Association;  
Washington State University (Criminal Justice Institute and Division of Governmental Studies and Services);  
Washington Traffic Safety Commission; and  
federal partners.
  - Maintain a partnership with the Washington Chapter of the FBI—NAA.
  - Maintain liaison relationships with the following groups:  
  
Legal Advisors;  
Explorers;  
Law Enforcement Torch Run; and  
LEIRA
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# Programmatic/Operational

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*The Association offers various programs, projects and services which support WASPC's mission to enhance collaboration among law enforcement executives.*

## **Conferences**

Conferences are a key service that WASPC provides its members. The conferences provide for training, networking, contact with vendors and the conduct of Association business. Conferences are held semi-annually in various locations around the state.

### **WASPC intends to:**

- Continue "Critical Issues Forums" for panels on topics of interest to our members
- Include a best practices forum at each conference
- Provide time at conferences for awards and recognition
- Control presentations and agendas to avoid redundancy
- Provide scholarship opportunities for members at each conference
- Continue to facilitate relationships and opportunities among conference attendees to engage in networking
- Invite retirees/life members to conferences
- Sponsor a tradeshow at each Spring Conference
- Provide sponsorship opportunities for exhibitors at each conference

## **Executive Training**

Review, evaluate and potentially implement an executive development training program with the Risk Pool partners.

### **WASPC intends to:**

- Continue collaboration with Washington risk management organizations to provide new chief /sheriff and command level training, and to provide support for our members to increase professionalism and reduce risk

## Management Support Services

Accreditation provides for the professionalism of the law enforcement industry by providing a review process for agencies. In 1976 the Association was directed by the Washington State Legislature to develop standards and goals for Washington State Law Enforcement. The Association has maintained an operational accreditation program since that time.

The LEMAP program provides law enforcement administrators an opportunity to have a critical review of their organization through the eyes of peer professionals. The resulting report should serve as a guide to identify areas in need of strengthening and highlight positive or innovative programs existing within the agency. A LEMAP assessment also provides interested agencies with a roadmap of information that will greatly assist them should they decide to pursue WASPC accreditation.

Peer review and outside audits are central to agency performance and continuous improvement.

### **WASPC intends to:**

- Encourage the use of the Loaned Executive Management Assistance (LEMAP) program to members
- Remove cost as an impediment to LEMAPS and Accreditation, to encourage our members' use of these resources, through grants and partnerships with risk management pools
- Continue to inform members of the benefits of the WASPC Accreditation program
- Encourage implementation of preferred practices, model policies and procedures to further the professionalism of law enforcement and corrections
- Ensure management services programs are available to all members
- Provide executive search services as requested

## Legislation

WASPC serves as the centralized point for the monitoring and influencing of law enforcement related legislation both at the state and federal level. The most effective lobbying effort utilizes the efforts of WASPC's members; however, it is recognized that there must be a coordinated effort that is accomplished by staff, both full-time and contract.

### **WASPC intends to:**

- Conduct regional visits to Legislative Leadership in home districts

- Maintain active liaison with partner associations (WACO, WAPA, AWC, WSAC, WACOPS, FOP, CJTC, and LEAD Bureau)
- Continue the creation of an annual Legislative Agenda
- Utilize "Big Themes" that includes communications, policy and legislative outcomes
- Continue an educational lobbying presence
- Provide real-time legislative information to all members
- Improve legislator's knowledge of the programs and services WASPC provides on behalf of the State of Washington

## **Communications**

Provide communications and outreach support for WASPC itself and as a resource for our members.

### **WASPC intends to:**

- Establish an external communications and outreach capability, and develop a strategic communications plan
- Send regular "Director's Updates" to members with pertinent and timely information
- Provide member agencies with a 'Communication Tool Kit'
- Consider how we could potentially incorporate/merge communications into a member services/outreach staff position  
Possible to pull conference, social media, external informational opportunities at partner agency events/conference, etc.

## **Research and Planning**

WASPC recognizes that there are many issues facing law enforcement executives in their respective communities. In addition to those issues that are readily apparent, there are other emerging issues that will present themselves in the future. WASPC will research these issues with its strategic partners to provide a forum for in-depth discussions and work to provide its members a response framework.

### **WASPC intends to:**

- Continue to work with the Criminal Justice Training Commission on the Justice Based Policing Initiative, including presentation of information to WASPC members

- Schedule presentations from subject matter experts on current and emerging issues
- Continue to work with the State Department of Corrections to review changes to the current corrections system in the state.
- Develop best practice methodologies in the areas of diversion, jail operations and re-entry that serve as model policies and/or allow for cost savings on the part of cities, counties, tribal jails, the state and federal bureau of prisons. This should also include collaboration in the area of jail medical expense and jail pharmaceuticals.
- Continue to work with universities and institutions of higher learning to conduct research into contemporary law enforcement public safety issues.

## **State Funded Programs**

WASPC provides law enforcement programs funded by the Washington State Legislature. The programs and enterprises are often the result of legislative mandates and WASPC's unique status as a 'combination of units of local government.' As directed by the Washington State Legislature and in support of the Association mission statement;

### **WASPC intends to:**

- Responsibly operate the following programs:

24/7 Sobriety Monitoring;  
 Automated Victim Information and Notification System;  
 Firearm Purchase Denial Reporting;  
 Jail Booking and Reporting System;  
 Law Enforcement Assisted Diversion Grants;  
 Mental Health Field Response Team Grants;  
 Missing Persons Website;  
 School Safety Support (School Mapping);  
 Sex Offender Address Verification Grants;  
 Sex Offender Case File Imaging;  
 Sex Offender Website;  
 Protective Order Notification; and  
 Washington Auto Theft Prevention Authority

## **Correctional Options Services**

WASPC engages in business enterprises that are expected to be consistent with the overall mission of the Association and are to general revenue to support that mission.

The Correctional Options Services department was established by WASPC in 1991. WASPC Correctional Options Services offers electronic monitoring equipment (EHM) and services for alternatives to incarceration.

**WASPC intends to:**

- Provide excellent customer service in all areas of operations.
- Maintain the average daily population (ADP) in the Correctional Options Services Program.

## **Infrastructure**

WASPC's membership, programs, and services are supported by the WASPC staff. WASPC values competent and professional staff. Additionally, WASPC recognizes the importance of investment in infrastructure to further our mission and values.

**WASPC intends to:**

- Annually review capital and operating reserve guiding principles.
- Maintain a website with up-to-date information about the organization and the programs and services WASPC provides.
- Hire employees who demonstrate honesty and integrity.
- Review the employee salary schedule at least every three years.
- Maintain a full functioning IT department to support WASPC members and staff.
- Develop a disaster recovery plan.