



Washington Department of Fish and Wildlife

Program Information

Steve Crown - Chief/Assistant Director

Mike Cenci - Deputy Chief

Officer Complaints - Investigations

- Regulation 2.80
 - Covers alleged or potential misconduct complaints
 - Regulation references WDFW Policies including, but not limited to, *Preventing Sexual Harassment, Accountability and Discipline*, and Applicable Collective Bargaining Agreements
- Collective Bargaining Agreement (Officer/Sergeant)
- Washington Administrative Code (WMS)

Regulation 2.80

- Alleged complaints include verbal or written incidents a supervisor becomes aware of
- Investigated at different levels
 - Deputy Chief or designee examples: allegations that include abuse of authority, excessive use of force, discrimination/harassment, threats of violence
 - Captain/Sergeant examples: tardiness, courtesy, etc.

Regulation 2.80

- Supervisors inquire into all complaints alleging misconduct
- Conduct interviews of all involved parties
- Depending on validity and severity of complaint, forwards the case file through the chain of command to headquarters
- Deputy Chief or designee decides resulting actions

Collective Bargaining Agreement

- Set in CBA:
 - Just cause requirement
 - Forms of Discipline
 - Investigative Process, including timelines
 - Framework for Investigatory Interviews, Pre-Disciplinary Meetings
 - Grievance Procedure

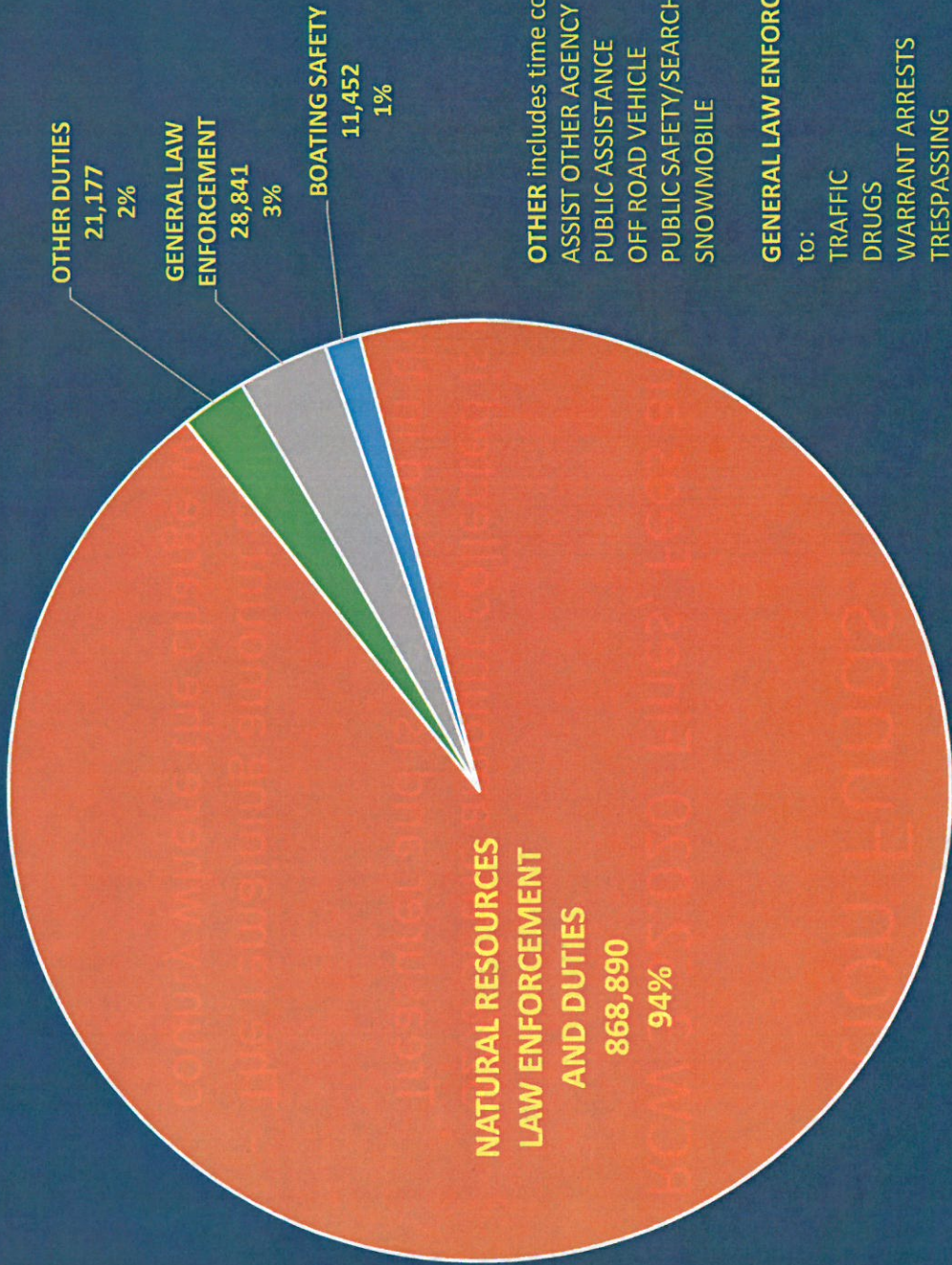
Authorizing Environment

- The mission and responsibilities of the Enforcement Program arise from several RCW and WAC Titles, primarily:
 - RCW Title 77 – Fish and Wildlife
 - RCW Title 76 – Specialized Forest Products
 - RCW Title 79A – Boating Safety
 - RCW Title 46 - Traffic Safety
 - RCW Title 69.30 – Sanitary Shellfish
 - RCW Title 9 and 9a – General Crimes
 - RCW Title 10 – Criminal Procedure
 - WAC 220 and 232

Citation Funds

- RCW 3.62.020 Fines, Fees and Penalties
 - 32% of the amount collected is remitted by State Treasurer and is deposited in the state general fund.
 - The remaining amount collected is withheld by the county where the charge was filed.

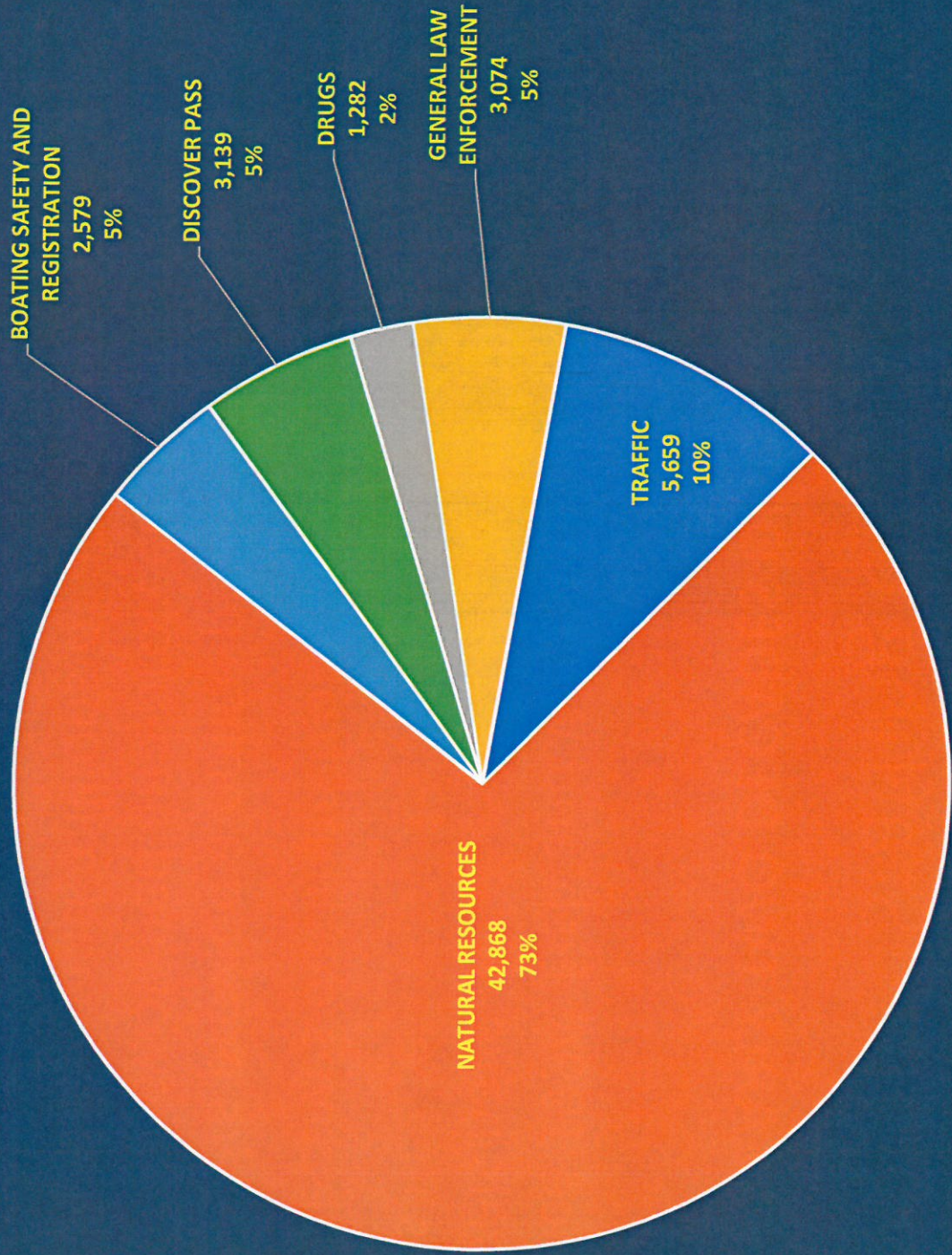
HOURS WORKED BY FISH AND WILDLIFE LAW ENFORCEMENT OFFICERS 2011-2014



OTHER includes time coded to:
 ASSIST OTHER AGENCY
 PUBLIC ASSISTANCE
 OFF ROAD VEHICLE
 PUBLIC SAFETY/SEARCH AND RESCUE
 SNOWMOBILE

GENERAL LAW ENFORCEMENT includes time coded to:
 TRAFFIC
 DRUGS
 WARRANT ARRESTS
 TRESPASSING
 ILLEGAL FIREARM POSSESSION

CITATIONS, CHARGES, REFERRALS, AND WRITTEN WARNINGS ISSUED BY FISH AND WILDLIFE LAW ENFORCEMENT OFFICERS 2011-2014



Staffing Challenges

NEARLY TWO DECADES OF DECREASED STAFFING

- Since 1994, Fish and Wildlife Police Officer field staffing levels have decreased 23%, while the state's population has increased by 43.5%.
- Detectives declined from 17 to 7
- Officers provide a police presence for over 1 million acres of agency owned and protected land, 5 million acres of DNR lands, and millions of acres of private lands and water.

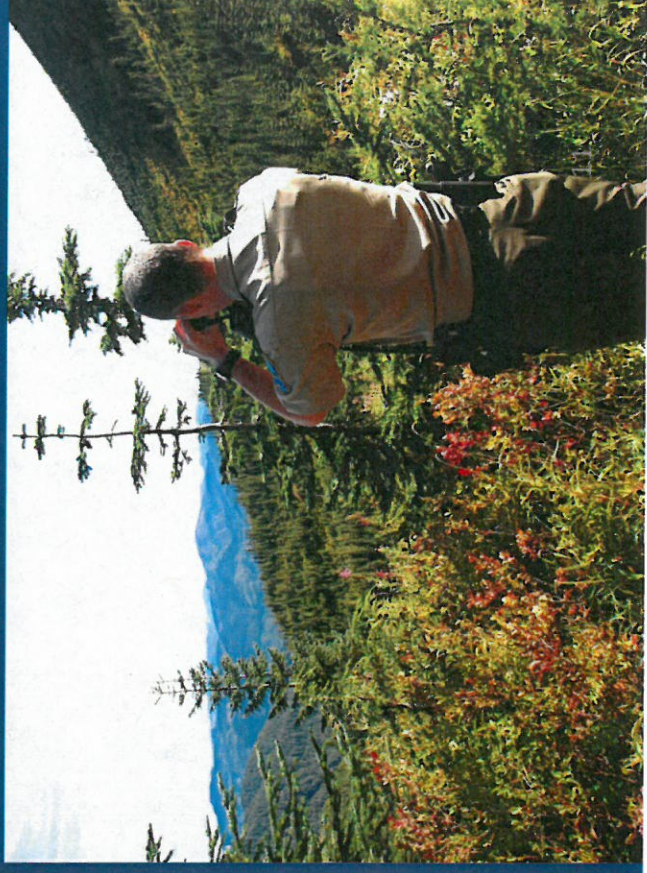
Staffing Challenges

TWO DECADES OF DECREASED STAFFING

- 1994 – **165** commissioned field officer positions / 4,867,000 – State Population
- 2014 – **123** commissioned field officer positions / 6,984,900 – State Population

RATIO OF OFFICERS TO:

Land Area	1 to 469 square miles
Water Area	1 to 302 square miles
WDFW Licenses Sold	1 to 12,393 licenses



IACP 2008 Staffing Study

- Baseline of 137 sworn staff
- Recommended 262 total sworn staff
- Also recommended support staff increase
 - presently 21%
 - police department average 28-30%

Animal Planet, Sunday night @
8pm

