



THENELL LAW GROUP, P.C.

Oregon ♦ Washington ♦ Idaho ♦ Alaska
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September 19, 2025

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VIA EMAIL ONLY

City Administrator Adam Smee
195 N First Street
PO Box 1007
Kalama, WA 98625
asmee@cityofkalama.com

Re: Our Client: Kalama Police Guild

CONCERNS ABOUT CHIEF HERRERA

Dear City Administrator Smee,

On Wednesday, September 10th, the Guild held a vote of no confidence against Chief Herrera due to the below concerns. The Guild's vote was unanimous in support of the vote of no confidence.

Below is a list of concerns of the Kalama Police Guild:

- 2024
 - During a team meeting, the team believed that a schedule change was initiated by a fellow Guild member after the departure of the second sergeant. The schedule change was directed by Chief Herrera. Rather than acknowledge that the decision was his, Chief allowed the blame to be placed on a Guild member, creating unnecessary tension within the Guild.
- May 2025
 - Cinco de Mayo Event: Chief Herrera was at the city-sanctioned event where he was observed by members of the Guild as visibly intoxicated and taking shots with attendees. Social media posts from the event reflect the Chief's level of intoxication. Chief Herrera was observed by a member of the Guild leaving a driving home in his personal vehicle.
- July 2025
 - City Softball Game: Chief Herrera was representing the City at a public employee softball game where he was drinking alcohol openly, retrieving White Claws from his car and distributing them to others. Chief Herrera was behaving loudly in front of city staff and community members. A Guild member observed a member of the crowd ask who the "obnoxious person" in the dugout was. Another member of the crowd identified him as the Chief of Police. Chief Herrera's conduct was embarrassing and unprofessional to the Guild members that observed the conduct.
 - Kalama Community Fair: Chief Herrera was observed as visibly intoxicated, staggering with slurred speech. Chief Herrera approached a Guild member in a crowded area and made inappropriate, sexually charged comments about a female

September 19, 2025

Page 2

bank employee that he had invited, referring to her body and expressing frustration that this employee's husband was in attendance. The Guild member had multiple citizens approaching him expressing concern about whether the Chief made it home safely, highlighting how obvious his intoxication was. Lastly, the Guild member witnessed Chief Herrera's wife escorting him back to their vehicle.

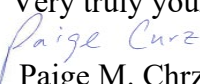
- Public Urination Event (during the Community Fair): A video surfaced showing Chief Herrera urinating in the Haydu Park parking lot during the fair. Chief Herrera, during an internal investigation, admitted that it was him in the video, but denied being intoxicated.
- August 2025
 - Chief Herrera had a meeting with a Guild member in which he asked the member if he was "damaged goods" and pressed the Guild member about the morale of the Guild. The Guild member attempted to redirect the conversation and the Chief continued to probe, which made the member feel very uncomfortable.

Since the Spring of 2025, the Chief's behavior has been escalating. The Chief has been repeatedly intoxicated at sanctioned public events which have damaged the credibility of the Kalama Police Department. Chief Herrera's behavior has forced the Guild to answer for his misconduct, creating division between the Department and the Community. The Chief has also failed to issue department equipment, leaving it unused for extended periods. The Tasers sat unused for over a year before being issued and newly acquired body-worn cameras also remained idle instead of being deployed promptly. During a city event party, the Chief directed a Guild member, and after this member refused, another Guild member, to bring a portable breath test (PBT) device to the event. At the time, the Chief was intoxicated and used the PBT as a toy, having others blow into it. The incidents above demonstrate a consistent pattern of poor judgment, lack of accountability, and unprofessional behavior.

A Guild member has met twice with the Chief regarding concerns about his unavailability and lack of accessibility. This has placed a burden on all Guild members and degrades the effectiveness of the office. All due to the poor leadership of Chief Herrera.

These concerns are not being made as a personal attack against Chief Herrera. These concerns are being brought forward to let others in the community see what is going on behind closed doors in the Police Department that they have an expected trust in. This should be a wake-up call to each member of the City Council and the citizen taxpayers of Kalama.

Please direct any communication intended for my client in regard to this matter to me and not to my client directly.

Very truly yours,

Paige M. Chrz

CC: Mike Reuter
Jon Stanfill
Scott Moon
Wendy Christianson
Steve Kallio
Deb Geiger