

Lake Stevens Police Department

Administrative Review Report

Incident Detail

OPS #	2025-0031
Date/Time of Received	12/04/2025 12:00
Entered By	Deputy Chief Dean Thomas - SS0094
Date/Time of Occurrence	11/15/2025 22:15
Date/Time Entered	12/08/2025 10:58
Due Date	01/03/2026
Record ID Number	638
Case / Incident #	2025-00021497
Status	Completed
Disposition	Supervisor Intervention
Date Completed	01/06/2026
Source of information	Supervisor
Priority	—

Incident Location

Location of Occurrence	Snohomish County
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Addresses 1825 South Lake Stevens Road
Lake Stevens, WA, 98258
-122.08919, 47.97921



Precinct: Police Department

Assignments

Unit Assigned	Office of the Chief		
Investigator Assigned	Un-assigned		
Field Investigator	Deputy Chief Dean Thomas - SS0094		
Supervisor Assigned	—		
Outside Investigator	—		
Incident Level Organization Assignments			
Department	Lake Stevens Police	Division	Operations
Squad	Squad 2	Assignment	Corporal
	—	Admin Assign	Patrol

Mailbox Routings

There are no mailbox routings

Summary

While BWC was activated officer spoke despairingly about administration and another officer.

Crisis Details

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Involved Employees

Officer Jason Holland - SS0158

Policy Outcome	Not within policy			
Not In Policy Reason	Misconduct or policy violation			
Snapshot Data	Role	Involved Employee		
	Employment Status at Time of Incident	Active	Body camera worn	BWC-Reviewed by Supervisor
	Employee was in uniform	Yes	Employee was arrested	—
	Employee was off-duty	No	Employee was employed off-duty	No
	First Name	Jason	Last Name	Holland
	Sex	Male	Race	White
	Age when incident was received	44	Weight (lb)	—
	Height (ft)	—	Height (in)	—
Employee Assignment Snapshot	Title/Rank at time of incident	Corporal	Years employed at time of incident	-1
	Badge number at time of incident	SS0158	Years assigned at organization at time of incident	—
	Supervisor	Sergeant Adam Bryant		
	Department	Lake Stevens Police	Division	Operations
	Squad	Squad 2	Assignment	Corporal
		—	Admin Assign	Patrol

Allegations	Standards of Conduct - Directive: Standards of Conduct - Finding: Supervisor Intervention - Date Of Finding: 12/09/2025
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Actions Taken	Informal - Supervisor Intervention - 01/06/2026 Handled through Supervisor Intervention
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Injuries Sustained By Employee
No injuries noted or visible
- Points:

Treatments	No treatments applied
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Tasks

Task Type	Due Date	Task Completed Date	Summary
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Policy 314 Standards of Conduct.

314.4 GENERAL STANDARDS Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and Washington constitutions and all applicable laws, ordinances, and rules enacted or established pursuant to legal authority. Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty. Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

314.5 CAUSES FOR DISCIPLINE The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient department service.

314.5.2 ETHICS

(g) Any other failure to abide by the standards of ethical conduct.

314.5.8 PERFORMANCE

(e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency and discipline of this department or that would tend to discredit any of its members.

(i) Any act on or off duty that brings discredit to this department.

314.5.9 CONDUCT

(m) Any other on- or off-duty conduct that any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency, or morale, or tends to reflect unfavorably upon this department or its members.

Corporal Job Description...

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

Establish and maintain positive and effective relationships with employees, other agencies, and citizens.

Ability to lead, coach and teach police officers and support staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES FOR ALL CORPORAL

ASSIGNMENTS: Essential duties and responsibilities may include, but are not limited to, the following:

Performs the duties of police officer, including emergency response and routine calls for service

Ensures department's mission, policies, procedures, and practices are followed on a day-to-day basis

Organizational-Specific Duties:

Endorses, supports and defends organizational objectives by complying with organizational rules, procedures, and values; suggesting improvements; and conveying a positive and professional image of the agency
Avoids destructive organizational behavior toward the agency, and its employees.

Lastly, when looking at our mission statement,

"We serve the Lake Stevens community by enhancing public safety and quality of life through professional police services, organizational excellence, and community interaction."

Running sheet entry	On 12/4/25 a member of the LSPD records staff came to me regarding comments on a body camera. The BWC was requested due to it being a criminal case and was being sent to prosecution and defense. I was given the incident number (25-21497) and asked to view it.
Running sheet entry	On 12/4/25 I viewed the BWC footage of Corporal Holland during incident number 25-21497. The footage showed Corporal Holland driving code while talking on his phone or to himself. I noticed both hands on the steering wheel so BT may have been utilized. At no point did I hear a second person commenting back to him. During his dialogue he had stated something the effect of why he would even test for Sgt. and it is just a popularity contest, and Corporal Fiske could shit on the chief's pillow, and nothing would be done about it. During his dialogue he accused Corporal Schedler of lying in a report and nothing was done. The comment regarding Corporal Schedler lying on a report was not true.
Running sheet entry	On 12/4/25 I advised James Zachor, our city prosecutor for misdemeanor crimes, that his office will receive BWC footage of Corporal Holland accusing another Corporal of lying in a report. Mr. Zachor acknowledged that the statement may be an issue with the upcoming criminal case.
Running sheet entry	I spoke to Corporal Holland's direct supervisor, Sgt. Bryant, regarding this issue. We agreed this will be handled via a coach/council. This issue is closed.

Attachments

There are no attachments linked

BlueTeam Routings

There are no BlueTeam chain routings