

Keri Waterland is currently the Assistant Secretary of the Offender Change Division. Dr. Waterland has been with the DOC since June 2014, and was appointed as Acting Assistant Secretary of the Offender Change Division in October 2014, and permanently appointed on July 1, 2015.

Prior to her work with DOC, Waterland served from July 2008 to May 2014 with the Department of Social and Health Services (DSHS), including two of which she served as State Hospital Forensic Policy, Programming and Legislation Administrator. She was the Executive Director for the statewide Public Safety Review Panel (PSRP) from December 2010 to January 2012 and held various program administrator and clinical positions in the Center for Forensic Services at Western State Hospital from July 2008 to November 2010. Waterland has performed numerous organizational audits focused on improving organization structures and communication.

Waterland holds a Doctorate in Forensic Psychology with an emphasis in public policy and law. She also holds Master's degrees in Counseling Psychology, Forensic Psychology, and Organizational Behavior.

David Flynn is currently the Associate Superintendent of Operations at the Washington Corrections Center for Women (WCCW). He also served as the Interim Superintendent at WCCW in 2015.

Flynn began his DOC career as a correctional officer at McNeil Island Corrections Center (MICC) in 1993. While at McNeil Island he also held the positions of sergeant, lieutenant, and captain. In 2009, he accepted the captain position at Cedar Creek Corrections Center. He has spent nearly 25 years working in the Washington Department of Corrections.

Flynn has conducted numerous Critical Incident Reviews (CIRs) throughout the DOC. He has a great deal of experience in the realm of emergency response. Flynn has a strong background in custody and security, and has been instrumental in physical plant improvements of the prisons for which he has had oversight.

Flynn earned his Bachelor's Degree at Saint Martins and graduated Magna Cum Laude.

Charlotte Headley currently serves as the Department of Corrections' Chief of Security. Headley began her career with the Washington Department of Corrections in 1998, and brings the experience of working in multiple Washington prisons at all levels of security. She has held the positions of correctional officer, sergeant, correctional unit supervisor, lieutenant, and captain. She is an expert in managing security operations, conducting operations and emergency response audits, and has participated in numerous reviews of critical incidents within the DOC.

Her current position is focused on the development of security related policies, processes, and routines as well as advancing the agency staff safety initiatives.

Headley earned her Bachelor's Degree in law and justice from Central Washington University in 1998.