



WASHINGTON STATE
CRIMINAL JUSTICE TRAINING COMMISSION
19010 1ST AVENUE SOUTH, BURIEN, WA 98148

COMMISSION MEETING

Wednesday, March 16, 2011
WASPC Office
1 PM

COMMISSION MEMBERS PRESENT:

Mike Johnston (Chair), Sergeant, Bellingham Police Department
Jeff Myers (Vice Chair), Chief, Hoquiam Police Department
Darell Stidham, Deputy, Spokane County Sheriff's Office
Eldon Vail, Secretary, Department of Corrections
Julie Anderson, Auditor, Pierce County
Laura Laughlin, Special Agent in Charge (Seattle Office), Federal Bureau of Investigation
Ned Newlin, Chief of Corrections, Kitsap County
Sue Rahr, Sheriff, King County

WSCJTC STAFF PRESENT:

Joe Hawe, Executive Director
Debbie Mealy, Deputy Director
Al Ervin, Instructor, Corrections Division
Brian Elliott, Manager, Financial Services
Greg Baxter, Manager, Program Administration
Joel Gavino, Manager, Information Technology
Pam Clark, Manager, Corrections Division
Rachelle Heinzen, Commander, BLEA
Sonja Hirsch, Executive Assistant
Steve Lettic, Manager, Development, Training, and Standards Division
Tisha Ehret, Administrative Assistant, BLEA
Wesley Anderson, Manager, Facilities Division

GUESTS PRESENT:

Dick Reed, Assistant Chief, Seattle Police Department
Jean E. Meyn, Assistant Attorney General, Attorney General's Office
John Turner, Chief, Snohomish Police Department
Ozzie Knezovich, Sheriff, Spokane County
Penny Bartley, Director, SCORE Jail
Richard Lathim, Sheriff, Franklin County
Robert Miller, Captain, Fort Lewis Police
Steve Boyer, Sheriff, Kitsap County

INTRODUCTION

The Chair called the meeting to order at 1:00 PM with a quorum present. Self-introductions followed.

FAREWELLS/WELCOMES

Mike Johnston, Commission Chair

The Chair welcomed new Commissioners Sheriff Sue Rahr, King County; Deputy Darell Stidham, Spokane County Sheriff's Office; and Secretary Eldon Vail, Department of Corrections.

Commissioner Vail was given a plaque, which would be delivered to Commissioner Kevin Bovenkamp for his service on the Commission.

APPROVAL OF MEETING MINUTES

Commissioner Myers made a motion to approve the meeting minutes of December 8, 2010. Commissioner Newlin seconded the motion. The motion passed unanimously.

Commissioner Newlin made a motion to approve the meeting minutes of January 25, 2011. Commissioner Myers seconded the motion. The motion passed unanimously.

Commissioner Newlin made a motion to approve the meeting minutes of March 9, 2011. Commissioner Myers seconded the motion. The motion passed unanimously.

GUEST REPORT

Sheriff Ozzie Knezovich, Spokane County

Sheriff Knezovich inquired about the status of firearm training standards.

Director Hawe stated that a workgroup, made up of representatives from various departments, is currently working on use of force issues and standards; therefore, the goal is to have something put together for a discussion at the Spring WASPC Conference.

The BLEA is looking at making some adjustments within the program. The BLEA has recently added eight hours of critical incident thinking into their firearms training. By adding this training, the goal is to train recruits to utilize other options (i.e. talk through issues) first before using other tools. Officer safety and the safety of citizens is number one to us.

There will be a more in depth conversation about this topic at the next meeting.

EXECUTIVE DIRECTOR'S REPORT

Joe Hawe, Executive Director

BLEA Commander

The deadline for submitting applications for BLEA Commander closes tomorrow and currently six people have applied for the position.

The Commander Search Committee will convene to review the candidates' information and determine a process for selection. A start date of late May or early June is expected.

The Vice Chair asked who the Committee was made up of and inquired about the process.

Director Hawe stated that the process is similar to the process used to fill the Director position. The names of the committee members will be sent to the Commissioners electronically.

Meeting Location

This meeting is being held at the WASPC Office, as the original meeting (March 9) was scheduled on the same date as the Law and Justice Day, which created conflicts.

Director Hawe and WASPC Director Don Pierce have had discussions about holding one or two annual meetings jointly. In addition, the Director recommended to the Chair that the March meeting of each year be held in Lacey at the WASPC Office due to the Legislature being in session.

Roundtables

The Director would like to continue to hold a roundtable discussion at each Commission meeting on current, important issues within the criminal justice system.

The current issue to be addressed during the roundtable is the WSCJTC's inability to fill Basic Law Enforcement Academy (BLEA) classes. The Governor's mandate of 30 students per class has been a challenge to the WSCJTC; therefore, causing classes to be cancelled. The WSCJTC's inability to fill classes creates hardships for agencies that need basic training for their new officers. The WSCJTC is hoping to offset costs by allowing more non-mandated students to attend the BLEA and by aiding in the recruitment of officers for different departments.

For the next meeting, the Director would like staff to get more involved in giving Commission reports.

COMMISSIONER/STAFF REPORTS

Procedural Justice

Commissioner Sue Rahr, King County Sheriff's Office

Commissioner Rahr provided a handout titled *The Four Pillars of Justice Based Policing*. Per the handout, "Justice Based Policing is a strategy to improve the quality and outcome of interactions between police and citizens while improving officer safety."

The new generation of police officers entering the force has a completely different set of interpersonal skills than other generations. The newer generations are very social and connected to more people; just in different ways (i.e. texting). It is important for law enforcement professionals to stress the importance of face-to-face interactions to officers of the newer generation.

After the meeting in December 2010, a proposal was submitted to the COPS Office and the National Institute of Justice (NIJ) to create a Justice Based Policing curriculum to be delivered to first line officers to train them on the principals of procedural justice and police legitimacy.

In February 2011, members of the WSCJTC, Seattle Police Department, and King County Sheriff's Office met with NIJ and COPS Office personnel to discuss how to proceed with the Justice Based Policing initiative.

To effectively deliver Justice Based Policing there is a model we want our deputies and officers to use in their public contacts: 1) Listen to the person and let them tell their side of the story, 2) Explain what is going to happen and why a particular action is being taken, which needs to reflect fairness and lack a bias, and 3) Leave the person with their dignity at the end of the interaction. If we can make this part of our culture, we will have more successful interactions with the public. Over the long run, as people form a higher opinion and more trust in the police, it will increase their trust in the government and the laws, making them more likely to be law abiding.

As we are developing the curriculum for line personnel, the University of Illinois is developing curriculum for management and police leaders; therefore, both curricula should be ready for delivery at the same time. The idea is to ensure our internal organizational culture uses these same principals. The goal is to deliver the new curriculum by the end of 2011.

Director Hawe added that the WSCJTC will marry the research component of Procedural Justice to Seattle University.

Commissioner Newlin suggested integrating the Procedural Justice curriculum into Corrections as well.

Director Hawe stated that Procedural Justice will be integrated into all of the training at the WSCJTC.

Commissioner Rahr stated that Procedural Justice has a strong natural link with the Crisis Intervention Team training as it focuses on active listening; therefore, the Procedural Justice training strategy will be integrated as scenario based training.

Commissioner Anderson inquired about COPS' role, how formal the new concept will be, and about who the lead agency will be.

Commissioner Rahr stated that the involvement of NIJ will be in the evaluation component. If the COPS Office likes the training we develop, they will most likely endorse it. This is the next evolution of community oriented policing.

Assistant Chief Reed stated it is a challenge to address the police culture of a large agency.

Commissioner Rahr reiterated that the number one goal is officer safety. In addition to officers getting kudos for arresting bad guys, they also need to get kudos for building community trust. When looking back over the last 30 years, law enforcement is doing better than it has ever done; however, the public perception is very low.

Director Hawe stated that we need to have a curriculum that will work for line level officers; the WSCJTC has a private sector communication professional on the workgroup to assist with developing the message to deliver internally and externally so we have a sustainable communication plan; and to bring back the Executive Leadership program.

Thailand

Debbie Mealy, Deputy Director

The U.S. Embassy in Bangkok, Thailand, invited WSCJTC staff to assist in a review of police training curricula and to conduct an initial Instructor Development course for academy instructors using the problem based learning method. The ultimate goal is to train a Thai instructor development team that would then conduct future training without further American participation.

Mr. Lettic stated that this project is through a partnership with the National Guard.

Steve Lettic and Debbie Mealy recently returned from a second trip to Thailand and the third and final trip has not yet been scheduled.

Director Hawe announced that there are two or three similar programs going on around the state sponsored by various agencies. To plan for future visits, the Director would like to offer a protocol course for command staff and others who have contact with foreign governments.

Command College

Steve Lettic, DTS Manager

Last week's Command College went very well with 47 students, in the general course, from around the state. There were an additional eight or nine that attended the executive piece. Some of the topics covered were media relations, ethics, command leadership, communication, and more.

Basic Law Enforcement Academy

Lt. Rachelle Heinzen, Commander

The BLEA will start a new class on March 31. There are no applicants for the April class, so the class will most likely be cancelled.

A Basic Law Enforcement Equivalency Academy class will start on April 26.

Employee Recognition

Steve Lettic, DTS Manager; Pam Clark, Corrections Division Manager

Mr. Lettic stated that five or six years ago, the WSCJTC honored people that distinguished themselves as instructors as well as help the WSCJTC to do other things (i.e. volunteering, writing or reviewing curriculum).

The Chair, accompanied by Ms. Clark and Director Penny Bartley, recognized Al Ervine as the WSCJTC 2010 Instructor of the Year. In addition, Al has been named the

American Jail Association's 2010 Jail Officer of the Year. He will receive his award at their Annual Training Conference and Jail Expo in May.

Commissioner Farewell

The Chair recognized Commissioner Bovenkamp for his service to the WSCJTC for the last two years. Commissioner Vail accepted the award on his behalf.

Waiver Request: Benton Co. Undersheriff Hatcher Steve Lettic, DTS Manager

A request from Sheriff Steve Keane was received requesting a waiver for Undersheriff Jerry Hatcher to forego the 720-hour Basic Law Enforcement Academy and attend the 80-hour Basic Law Enforcement Equivalency Academy based on his training.

Undersheriff Hatcher has more than a 60-month break in service. He has over 15 years of law enforcement experience, approximately 2,132 training hours, a bachelor's degree, executive level certification, and has attended Command College and the FBI National Academy.

Commissioner Anderson made a motion to approve the waiver request for Benton County Undersheriff Terry Hatcher and allow him to attend the Basic Law Enforcement Equivalency Academy. Commissioner Newlin seconded the motion. The motion passed unanimously.

OLD BUSINESS

Ms. Hirsch directed everyone to *The Seattle Times* article titled "Ensuring the promise of 'Equal Justice Under Law,'" which was referenced by Commissioner McKenna during the December 2010 meeting.

Commissioner Anderson stated that she had the opportunity to sit in on a couple of classes during the Animal Control Academy, and she has the highest of compliments in regard to the search and seizure component. There was an excellent instructor with excellent curriculum.

NEW BUSINESS

Nothing to report.

At 2:00 PM, the Chair called for a 10-minute break.

The Chair called the meeting back to order at 2:14 PM with all previous meeting attendees in attendance.

ROUNDTABLE DISCUSSION: PRE-HIRE/NON-MANDATED RECRUITS

Joe Hawe, Executive Director

The subject of the roundtable discussion is in regard to the WSCJTC's inability to meet the Governor's mandate of 30 students per BLEA class, therefore, causing the classes to be cancelled.

Rachelle Heinzen, BLEA Commander, and Tisha Ehret, BLEA Registrar, presented a PowerPoint presentation on BLEA Pre-Hire and handouts of the presentation were distributed.

Commander Heinzen stated that the BLEA was funded for nine classes; however, due to low enrollment, only five classes were held. Typically there is only one BLEA class on campus at a time, which creates issues because the BLEA uses the junior classes to participate as actors in mock scenes for the senior class testing.

RCW 43.101.010 identifies who the WSCJTC will train in regard to law enforcement personnel, which are peace officers of police departments, sheriffs' offices, marshals' offices, and fish and wildlife. In addition, WAC 139-05-200 (1) identifies the requirements of the BLEA to train those officers with no cost to the agency. In subsection 2 of the WAC, those exempted from the requirements (non-mandated) of subsection 1 include tribal police officers, natural resource investigators, special agents, and liquor enforcement officers. Therefore, if they attend the BLEA, the sponsoring agency is charged. These non-mandated agencies are considered by the BLEA to be "trusted sources," as the WSCJTC has confidence that those agencies will conduct pre-hire screening on their recruits.

In addition to the non-mandated agencies, the BLEA proposes adding sponsored reserve applicants and law enforcement federal agencies (i.e. Dept. of Veteran Affairs and Military).

Director Hawe clarified that the military law enforcement personnel are those that are uniformed military police officers and civilian Department of the Army police officers. Fort Lewis is responsible for police services for the Army as well as the Air Force at McChord. There have not been any discussions about police services at the Naval Bases in Bremerton or Everett.

Current requirements for those attending the BLEA include: 1) employed by an agency that is mandated to attend the BLEA, 2) successfully pass a polygraph (RCW 43.101.095), psychological exam (RCW 43.101.080), and background check (WAC 139-05-220), and 3) be physically capable and in good health (WAC 139-05-230). These are requirements of a conditional offer of employment.

The current variable costs for "trusted sources" to attend the BLEA are:

1. \$5,535.50 for firearms instruction and ammo, EVOC, outside instructors, printing, meals, and linens, and lodging.
2. \$2,637.00 for firearms instruction and ammo, EVOC, outside instructors and printing WITHOUT meals, linens, and lodging.

Director Hawe met with military personnel who are looking into funding sources for the military personnel (i.e. GI Bill).

Ms. Ehret and Commander Heinzen briefly stated that the WSCJTC is also considering allowing pre-hire candidates to attend the BLEA. These recruits would be persons willing to pay to send themselves through the BLEA, as they have no affiliation to a law enforcement agency. They discussed pros and cons, costs, requirements that

would need to be met by applicants, discussions they had with other states that allow pre-hires into their academy, and more.

A roundtable discussion occurred for approximately 45 minutes.

Director Hawe stated that based on the discussion, he will not take any action on the pre-hire of recruits until further research can be done. However, he would like the Commissioners to consider allowing reserve officers, military police (career and civilian), and Department of Veteran Affairs police officers to attend the BLEA, as a pilot, as no legislative changes would be necessary for implementation.

AAG Meyn stated that reserve officers fit under the umbrella of the definition of criminal justice personnel; however, they are not mandated to be trained by the BLEA. In regard to military police personnel, they are covered under the law enforcement personnel definition of RCW 43.101.010.

The Vice Chair stated that he would like to see the Commission pursue the agency sponsored officers to fill classes (i.e. reserve officers and military police personnel). He commended the Director for this new direction.

Director Hawe stated that mandated students would have priority, as only five spots per 30 student class would be held for reserve officers and military police personnel.

Commissioner Rahr made a motion to move forward with encouraging agencies to sponsor reserve officers to attend the Basic Law Enforcement Academy. Commissioner Myers seconded the motion. The motion passed unanimously.

Commissioner Rahr made a motion to move forward with pursuing the idea to allow military police and federal civilian personnel to attend the Basic Law Enforcement Academy. Commissioner Anderson seconded the motion. The motion passed unanimously.

Commissioner Anderson asked that the Commission be advised of developing information surrounding pre-hires, in addition to the legal opinion from the Assistant Attorney General.

Director Hawe stated that he is very reluctant to move forward with the idea of allowing pre-hires to attend the BLEA.

The Vice Chair, on the Commission's behalf, presented the Chair with a plaque, as his Commission term will end on March 17 when he is promoted to Lieutenant of the Bellingham Police Department. Commissioner Mike Johnston was appointed to the Commission by Governor Gregoire on March 6, 2007, elected as the Vice Chair on September 10, 2008, and as the Chair on September 8, 2010.

AAG Meyn announced that Commissioner Johnston gave a lot of time to participating as a panel member and presiding panel member for many of the peace officer certification hearing matters.

The Chair entertained a motion for nominations of Chair.

