



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

COMMISSION MEETING
Wednesday, March 13, 2013
1 PM

COMMISSION MEMBERS PRESENT:

Jeff Myers (Chair), Chief, Hoquiam Police Department
Bill Elfo (Vice Chair), Sheriff, Whatcom County (telephonically)
Bernard Warner, Secretary, Department of Corrections
Dan Satterberg, Prosecuting Attorney, King County
Darell Stidham, Deputy, Spokane County Sheriff's Office
Garry Lucas, Sheriff, Clark County
Joshua Kelsey, Officer, Lynnwood Police Department
Julie Anderson, Auditor, Pierce County (telephonically)
Kenneth Hohenberg, Chief, Kennewick Police Department
Laura Wells, Citizen at Large
Ned Newlin, Chief of Corrections, Kitsap County

WSCJTC STAFF PRESENT:

Sue Rahr, Executive Director
Brian Elliott, Manager, Financial Services
Debbie Mealy, Deputy Director
Dennis McClain, Acting Facilities Manager
Greg Baxter, Manager, Human Resources
Jean E. Meyn, Assistant Attorney General, Attorney General's Office
Joel Gavino, Manager, Information Technology
Mike O'Neill, Firearms Program Manager
Pam Clark, Commander, Corrections
Rachelle Heinzen, Acting Commander, Basic Law Enforcement Academy
Sonja Hirsch, Executive Assistant
Steve Lettic, Manager, Advanced Training Unit
Tisha Jones, Manager, Peace Officer Certification

GUESTS PRESENT:

David Dahl
Lana Weinmann, Senior Assistant Attorney General, Attorney General's Office
Mike Painter, Director of Professional Services, WASPC
David Giles, Chief, Prosser PD
Paul Warden, Mayor, City of Prosser

The Chair called the meeting to order at 1:02 PM with a quorum present. Sonja Hirsch conducted roll call of the Commissioners.

Commissioner Welcome

Jeff Myers, Commission Chair

Bob Ferguson is the newest Commissioner. He is Washington State's 18th Attorney General. As the state's chief legal officer, Bob is committed to protecting the people of Washington against powerful interests that don't play by the rules. Bob is focused on standing up for consumers and defending taxpayers, supporting law enforcement to keep our communities safe, protecting our environment, and advocating for our veterans and military families.

He is a fourth-generation Washingtonian, a graduate of the University of Washington and New York University law school, and serious Husky fan. Bob and his wife, Colleen, are proud parents of five-year-old wins, Jack and Katie.

APPROVAL OF MEETING MINUTES

Commissioner Lucas made a motion to approve the meeting minutes of December 12, 2012. Commissioner Newlin seconded the motion. The motion passed unanimously.

STAFF REPORT

2012 Instructor of the Year Presentation

Lee Brandt, e-Learning/FTO/PTO

Greg Erickson, Whatcom 911, has been named WSCJTC's 2012 Instructor of the Year. He has been with the Telecommunicator Program since 2006 and is an instructor's instructor. He not only teaches, but mentors others through the Instructor Certification Program.

The WSCJTC has been presenting this award yearly since 2005.

From his nomination entry: "Greg is deeply committed to his students and to the principles of adult learning which he honors through his ability to motivate, connect, inspire, and transfer learning. He is truly the guide-on-the-side, excelling at facilitated questioning, able to seamlessly formulate the "next question" to deepen his learners' understanding of the issue. He does it so well, and in such a non-threatening manner, that one student commented that he thought the students were teaching the instructor. That is *truly* the sign of thoughtful and successful guided questioning!

Greg is extremely organized. He creates course agendas, keeping track of the topic delivery time in a spreadsheet, then generously shares these agendas with all instructors. He is frequently asked to provide training at the program's biannual advanced instructor workshops. He is universally respected by all who work with him, as well as his home agency which nominated him last year for The Association of Public-Safety Communications Officials-International's Trainer of the Year.

A generosity of spirit, first for his students, then for his co-facilitators, defines Greg in the classroom. He graciously shares his time to mentor, coach, and train less experienced

facilitators in the cadre. He advances his knowledge of adult learning and then shows all of us how to smoothly apply those principles.

As one co-instructor noted, Greg ‘...embodies the mission of the CJTC and what it means to embrace adult learning, helps develop meaningful material, discusses strategy for delivering curriculum, readily accepts feedback and immediately implements changes to his delivery to accommodate that feedback.’”

Director Rahr stated that telecommunicators are the ones behind the scenes that keep the cops safe, and they never get enough accolades.

Mr. Erickson was presented with a plaque.

CHAIR’S REPORT

Jeff Myers, Commission Chair

Certification Case Denial Appeals

Whenever a peace officer is submitted to the WSCJTC for potential revocation, it has to fit certain statutory criteria. In some instances, a chief or sheriff may feel the peace officer’s certification should be revoked; however, the Certification Manager may find that the alleged misconduct does not meet the criteria.

When no action will be taken, a letter of denial is sent to the chief or sheriff. If the chief or sheriff does not agree with the Certification Manager’s finding, they have 14 days to appeal it, in writing, to the Commission Chair.

EXECUTIVE DIRECTOR’S REPORT

Sue Rahr, Executive Director

Strategic Plan Update

Director Rahr overestimated her ability to complete more steps in the Strategic Plan when she committed to spend more time with the Legislature. She did not realize how difficult it would be to get the day to day things accomplished while spending time in Olympia meeting with legislators.

The goal of the Strategic Plan is for every WSCJTC employee to know what the goals are and their role within the plan.

The distributed Strategic Plan will serve as the framework for the next strategic plan.

Commissioner Hohenberg stated that he would prefer the Director’s attention be on the Legislature rather than items such as the Strategic Plan, as legislative issues concerning the WSCJTC are far more important since they impact the entire state.

The Chair agreed that time should be taken to do it right.

WSCJTC Legislative Flyer

Director Rahr has been distributing a legislative flyer to market the agency, as legislators and legislative staff know very little about the WSCJTC.

The flyer includes information about the PSEA account, 25% agency pay, who we train, peace officer certification, and more.

Graduation Pictures to Legislators

A friend of the Director's recently saw a photo in the *Forks Forum* of a recent BLEA graduate and asked Sue if she sent them out to all legislative districts.

The Director thought it was a great idea, so photos of the graduates are taken at each graduation, BLEA and COA, and the photo(s) and a letter are sent to the legislators of the district in which they will work.

The Director has received several positive emails from legislators and requests for agency tours.

Commissioner Anderson suggested posting the photos on the legislators' Facebook pages.

Range Maintenance Account: SB 5516

SB 5516, and companion HB 1613, establish the criminal justice training commission firing range maintenance account.

The Senate bill went all the way through, and the House bill may or may not make it all the way through; however, it looks as though this bill will pass.

The WSCJTC will then be able to rent out the range to law enforcement agencies and keep the money in an account to use toward Range repairs and maintenance.

School Safety

In the wake of the New Town shootings, different politicians have come out with different ideas of what should be done in regard to school safety.

There have been some very extreme ideas here in our own state, so Director Rahr has worked with the Office of Superintendent of Public Instruction (OSPI) to ensure they are on the same page with the WSCJTC.

Marcia Fromhold, OSPI Lobbyist, and Director Rahr met with Mary Alice Heuschel, Governor Inslee's Chief of Staff, to suggest a course of action for school safety. The role of the WSCJTC in that course of action would be to train school resource officers and school safety officers. The WSCJTC already has a relationship there; therefore, it would simply be expanded upon.

WSCJTC Budget

Director Rahr put together an annual budget summary, as many legislators think the WSCJTC gets \$42 million annually for training.

The front shows a breakdown of the annual WSCJTC budget to include pass through money to the Washington Association of Sheriffs and Police Chiefs (WASPC).

The back—CJTC Enhanced Funding Package—shows what WASPC is lobbying for on the WSCJTC's behalf. The \$1.5 million includes statewide Crisis Intervention Team (CIT) training (both 40 hour and 8 hour classes), eight-hours of CIT training in BLEA,

and enhanced mock scene training in BLEA to improve communication and de-escalation skills.

Two bills were introduced, one in the House and one in the Senate, and both were funding packages for CIT training. The training would consist of 40 hours of mandatory training for 25 percent of patrol officers in the state to be completed by 2017, eight hours of mandatory training for every peace officer in the state by 2017, and in-service training.

Both bills were identical, went through both chambers, and both bills died; however, the speaker of the House has a very personal interest in crisis intervention.

CVSA Warning Letters

Every agency that is currently using or has used computer voice stress analysis in the past as a method of pre-employment screening was sent a letter notifying them that the WSCJTC does not recognize this tool.

Active Shooter National Symposium

Director Rahr traveled to Washington, DC to attend a symposium on active shooters sponsored by the Police Executive Research Forum (PERF). Sheriffs and police chiefs from all across the country and academics attended this event.

Director Rahr attended this training, as she has been receiving calls from legislators about what type of training to recommend.

There were several emergency room doctors who attended the symposium who teach tactical medical. They urged police chiefs and sheriffs to stop teaching their officers how to use splints and focus their first aid training on bleeding control. In all of the past mass shootings the biggest issue was bleeding control.

The final thing that Director Rahr took away from the training was how to handle the fallout after a mass shooting tragedy. One of the speakers said the smartest thing they did was they assigned one officer to each victim's family with a single point of contact. The families need to be comforted and feel a connection to the police department.

Seattle Times Story

The Seattle Times is working on an in-depth story on the WSCJTC. The reporters were given instructions that they could talk to anyone and go anywhere on campus with an escort. The WSCJTC is proud of what they do and holds no secrets.

The reporter, Steve Militich, has sat in on several classes and has been very complimentary to what he has seen on campus. Although the Director gave him the opportunity to view any of the training, she did make suggestions.

The Chair stated that when the story is run in the newspaper, the hope is to also run a guest editorial.

Mental Health Task Force

Director Rahr is a member of the Speakers Mental Health Task Force, and has been involved in mental health issues for a number of years as sheriff. This is a group who is advising the Speaker about legislation and things our Legislature should be doing to

improve the situations in our communities. The group endorsed a series of legislative actions, and they will be planning for the next legislative session.

Research Project for UIC

The WSCJTC is partnering with the University of Illinois at Chicago (UIC) on a research project. They are trying to develop methodology to reach communities that typically don't have a voice. They are going to survey them about their experiences with police officers. The WSCJTC is helping UIC by connecting them with community leaders that have constituents that they can mail the survey information to. They are looking for people ages 18-29 in low income communities.

Typically when you survey a group about police service, the types of people who answer a landline telephone call or survey are not 18-29 year olds living in difficult communities. They are trying to develop a methodology to get out to them through the use of social media.

New BLEA Protocols

Up until a month ago, if you approached a recruit in the hallway, they would snap to attention. The Director feels very strongly that we need to train recruits to interact with the community. Recruits snapping to attention and not talking are not what we should be teaching.

A pilot is being done with BLEA Class 689. Instead of snapping to attention, the recruits are now required to engage in conversation.

The Director stated that it is very important for the recruits to make eye contact and engage with people. They need to learn that they are not sacrificing their safety by being nice to people.

Remodel to Support New Culture

The Olympic Building Lobby was fairly cluttered; therefore, it is being remodeled. If you want to establish and set a culture, the symbols you use are very important. The trophy case has been moved to the Cascade Center Lobby to make room for a new art piece that is being designed. The piece will be a replication of the Bill of Rights, as we are here to protect people's rights. We are a critical piece of democracy. The tag line below the art piece will be: *Training the Guardians of Democracy*. The hope is to have the art piece finished before the June Commission Meeting.

Commissioner Anderson asked that Director Rahr tie the information in her monthly updates (to Commissioners) to the Strategic Plan goals.

STAFF REPORTS

Waiver Request: David Bower, Pend Oreille County SO Tisha Jones, Certification Manager

The Sheriff is requesting that David S. Bower be recognized as a Reserve Officer and be allowed to complete the Basic Reserve Equivalency instead of the full, approximately 260-hour Basic Reserve Academy.

Mr. Bower retired from the Los Angeles County Sheriff's Office as a Deputy Sheriff in March 2011 after a 29-year law enforcement career.

Ms. Jones stated that Mr. Bower would be allowed to attend the Basic Law Enforcement Equivalency Academy; however, the Sheriff only intends to use him as a Reserve Officer. He has already completed the psychological, polygraph, and background requirements.

Ms. Jones' recommendation, based on his experience and that he passed the psychological, polygraph, and background, is to allow Mr. Bower to attend the Reserve Equivalency Academy in accordance with RCW 43.101.095(2)(a) and complete the Reserve Equivalency Academy as prescribed in WAC 139-05-825. Per WAC 139-05-825, Mr. Bower will be allowed to take the final test and must score a minimum of 70 percent or higher. If approved, the Reserve Coordinator will send the full curriculum to Pend Oreille County Sheriff's Office and have them proctor the exam.

***Commissioner Newlin made a motion to approve the waiver request.
Commissioner Elfo seconded the motion. The motion carried unanimously.***

Waiver Request: David Giles, Prosser PD

Tisha Jones, Certification Manager

The Prosser PD is requesting a waiver for newly hired Police Chief David M. Giles to attend the Basic Law Enforcement Equivalency Academy.

Mr. Giles graduated from the University of Illinois Police Training Institute in 1977. The Police Training Institute is a 240-hour academy accredited by the Illinois Local Governmental Law Enforcement Officers Training Board. He also graduated from the Florida Department of Law Enforcement (FDLE) Lateral Officer Certification Academy in 1985. The Florida Department of Law Enforcement Academy was an 80-hour lateral officer certification academy accredited by the Florida Commission on Criminal Justice Standards and Training.

Based on his numerous years of service, Ms. Jones believes the request to attend the Equivalency Academy as opposed to the full Basic Law Enforcement Academy would be the best option.

Ms. Jones' recommendation is to approve the waiver and allow the applicant to attend the Equivalency Academy, and we recommend that he must provide proof that he has met the standards regarding the psychological, polygraph, and background.

Commissioner Hohenberg disclosed that he was involved in the Prosser PD Chief selection; however, he does not believe his participation in the process causes a conflict.

***Commissioner Hohenberg made a motion to approve the waiver request.
Commissioner Warner seconded the motion. The motion carried unanimously.***

Veterans' Workshop

Tisha Jones, Certification Manager

Ms. Jones recently met with Ralph Ibarra, Program Coordinator for Washington National Guard Adult Services Support. He inquired about the WSCJTC helping the National Guard in assisting veterans, and National Guard members about to become veterans, to find a career in the criminal justice field.

After looking at the WSCJTC Mission Statement and Vision and numerous conversations, the WSCJTC decided to enter into a partnership with the National Guard to conduct a four-day pilot Veterans' Workshop over a period of four months.

The first, one-day workshop will be held in April. During that time, assessments will be conducted to help the veterans see what their skills are as soldiers and how to correlate them into the leadership roles of law enforcement; help them sell themselves.

Day two will be held in May. The day will be an overview of law enforcement and the criminal justice fields to include corrections, community corrections, law enforcement, and more. In addition, they will learn about the hiring process.

Day three will be held in June. Subject matter experts will be brought in to help the veterans with resume building, and they will be introduced to the interview process.

Day four will be held in July, and the veterans will go through a mock interview process. They will be provided with feedback about areas that need improvement.

This is solely a workshop and they will in no way be guaranteed a job in law enforcement.

The National Guard is covering the costs associated with the Veterans' Workshop. The WSCJTC is providing a training location and direction.

The Chair stated that the Veterans' Workshop ties in very well with the goals of the Strategic Plan, and he would like legislators and the Governor's Office informed about the upcoming Veterans' Workshop.

BLEA Update/Commander Search

Debbie Mealy, Deputy Director

John Suessman resigned as Commander of the Basic Law Enforcement Academy; therefore, Assistant Commander Rachelle Heinzen is currently serving as Commander in the interim.

The WSCJTC is well into the recruitment process to find a new Commander. To date, eight applications have been received. Another eight individuals have requested the job description, but have not yet submitted their application. The application deadline is March 25.

The process will include writing requirements, interviews, in-depth background checks, and more. If the process doesn't work, and none of the candidates are a right fit, the search will continue until the desired candidate is found.

The Director stated that interviewing former employees/employers will have much more emphasis than the interview process. The person needs to possess strong leadership qualities.

Commissioner Hohenberg asked if the WSCJTC has thought about going back to a contract Commander rather than a state employee Commander.

The Deputy Director stated with the Commander position being a full-time state employee, it adds an aspect of stability that was not there before. She does believe that we need to continue to rotate the Assistant Commander.

BLEA Job Task Analysis

Steve Lettic, Advanced Training Manager

The Basic Law Enforcement Academy is going through a Job Task Analysis, and Mr. Lettic gave a brief PowerPoint presentation.

Surveys have been sent out to determine where to go with the curriculum as far as what is being taught, how it is being taught, and what to look at as potential changes. WSCJTC staff will be looking at current, different trends.

The JTA has shown a couple of different things. When the BLEA went from 440 hours to 720 hours there was no methodology behind the increase in hours. If an instructor thought they needed eight hours for a particular subject, eight hours were put in. When the WSCJTC switched to the PBL method, the staff did a better job at validating the objectives and curriculum. The new JTA will focus on the essential pieces of what a recruit will need for the first 12 months on the road.

The JTA consisted of surveys, focus groups, and workshops. The survey went out a couple of times and responses were received from 50-60 small and large agencies from across the state. Staff members were also sent out into the field, Tri-cities area, to go on ride-a-longs and observe and validate things in the survey. The definition of a basic law enforcement officer was established as well as key duties and then prioritized into a list of the primary tasks.

Pilot survey: 192 respondents took the survey

Final survey: 291 respondents took the survey

A grand total—including workshops and both surveys—of 643 respondents from around the state participated in the Job Task Analysis.

Preliminarily, the JTA has shown that there is a need for the emotional, mental, and evaluative abilities (e.g. decision making).

WSCJTC staff is now going to dissect the information in the report, look at detailed comparisons of what is being taught and what the report says should be done, and look at different delivery methods for certain material.

The Director stated that the results are showing that more emphasis is needed on thinking and decision making; therefore, a reading list has been provided to recruits in regard to neuroscience and how people react under stress.

Presentation on SIRT Pistol Program

Mike O'Neill, Firearms Manager

In August 2012, Mr. O'Neill took over the Firearms Program, and the staff started toying with the SIRT pistols. A SIRT pistol is a tool/device that has a magazine that you can practice reloading and a trigger. He gave a demonstration.

Firearms staff discovered, through training, that recruits were trigger searching a lot, which was creating problems. The new SIRT pistol shows the user and instructor when the finger is on the trigger (green laser dot) and when the trigger is pulled (red laser dot). The device can be set so the user and instructor can see the different colored dots or it can be set to where they cannot.

Testing with the new devices is underway with recruits. The recruits are brought into the Range on day one of the BLEA, issued a gun, taken through a pre-test prior to any firearms training, given minimal training, and then asked to experiment with the device for the next 30 days. After the 30 days, they come back and shoot the same test.

After five days, Mr. O'Neill goes to the BLEA recruit classroom and asks the students how many of them have pulled the trigger. Out of a class of 30 students, only two had not pulled the trigger on their SIRT pistol. The same thing was done with another group of recruits; however, instead of SIRT pistols they were encouraged to dry fire. When he went in five days after their initial training, 12 students had not pulled the trigger.

The new pistols give staff the opportunity to predict/determine problems and fix them before the recruit goes into the dry fire training.

The pistols are approximately \$250-300 each.

The Deputy Director added that all firearms training stays the same, this is a new addition.

The Director stated that the immediate feedback that the SIRT pistols provide offer something that dry fire does not, as some recruits have never fired a weapon before coming to the BLEA.

The Deputy Director stated that the goal is to merge the firearms skills and defensive tactics training into the communication block.

Mr. O'Neill stated that we do not do a lot of transition training; therefore, it would be great to integrate the SIRT pistols into the DT training so the recruits can determine which tool to use based on the use of force continuum.

He passed the gun around, which is the same weight as a regular weapon.

Commissioner Anderson stated that she enjoyed the demonstration and would encourage the Director to share more breakthroughs or new tactics at meetings.

OLD BUSINESS

Nothing to report.

NEW BUSINESS

1. Enrichment Nights: The next enrichment night—Surviving a Deadly Encounter—will be held on Monday, April 8 at 5:30 PM in the WSCJTC Auditorium.
2. Command College: **The Chair** congratulated Leanna Bidinger, and the rest of the WSCJTC staff, on the recent Command College. Command College is a piece of executive level training that the WSCJTC needs to continue to offer, as

it fosters great relationships with organizations like the Federal Bureau of Investigation.

3. Lobbying Report: **The Chair** reminded the Commissioners to get their lobbying information to Sonja Hirsch, as it needs to be reported quarterly to the Public Disclosure Commission.
4. **The Chair** challenged the Commissioners to spend time with WSCJTC staff and spend time on campus whether it is attending an Enrichment Night or graduation or observing training.
5. **Pam Clark** shared that the Corrections Officers Academy entered into a partnership with SCORE—South Correctional Entity. The Corrections recruits go to the SCORE for real hands on training by conducting shakedowns. The inmates are removed, and the recruits conduct real cell searches in real, occupied cells and found a lot of nuisance contraband (e.g. pencils).

SCORE offered the hands on training to future COA classes.

The meeting was adjourned at 2:50 PM.

Next Meeting: June 12, 2013, at 10 AM
--

Written by:	_____	_____
	Sonja Hirsch, Executive Assistant	Date
Reviewed by:	_____	_____
	Susan L. Rahr, Executive Director	Date
Approved by:	_____	_____
	Chief Jeff Myers, Commission Chair	Date