



WASHINGTON STATE  
**CRIMINAL JUSTICE TRAINING COMMISSION**  
19010 1<sup>ST</sup> AVENUE SOUTH, BURIEN, WA 98148

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**COMMISSION MEETING**  
Wednesday, March 19, 2014  
1 PM

**COMMISSION MEMBERS PRESENT:**

Jeff Myers (Chair), Chief, Hoquiam Police Department  
Bill Elfo (Vice Chair), Sheriff, Whatcom County  
Dan Satterberg, Prosecuting Attorney, King County  
Darell Stidham, Deputy, Spokane County Sheriff's Office  
Garry Lucas, Sheriff, Clark County (telephonically)  
Kenneth Hohenberg, Chief, Kennewick Police Department  
Laura Wells, Citizen at Large  
Ned Newlin, Chief of Corrections, Kitsap County  
Joshua Kelsey, Officer, Lynnwood Police Department  
Shawn Berry, Assistant Chief, Washington State Patrol (sitting in for Commissioner Batiste)

**WSCJTC STAFF PRESENT:**

Sue Rahr, Executive Director  
Debbie Mealy, Deputy Director  
David Bales, Commander, Basic Training Division  
Brian Elliott, Manager, Financial Services  
Greg Baxter, Manager, Human Resources  
Wes Anderson, Manager, Facilities Management  
Tisha Jones, Manager, Peace Officer Certification  
Ronald Napenias, Manager, Information Technology  
Ian Edwards, Instructor, Basic Training Division

**GUESTS PRESENT:**

John Hillman, Assistant Attorney General, Attorney General's Office  
Kari Hanson, Assistant Attorney General, Attorney General's Office  
Jeff DeVere, Captain, Washington State Patrol  
Ty Trenary, Sheriff, Snohomish County Sheriff's Office  
Rachelle Heinzen, Chief, Snohomish County Sheriff's Office  
Brent Speyer, Undersheriff, Snohomish County Sheriff's Office

**OPENING**

**The Chair** called the meeting to order at 1 PM with a quorum present and thanked everyone for attending. He noted that the meeting was taking place directly following the WASPC Executive Board Meeting and reminded attendees that the WSCJTC has an office in the building which houses Fiscal Services.

**APPROVAL OF MEETING MINUTES**

**Commissioner Lucas made a motion to approve the meeting minutes.**  
**Commissioner Newlin seconded the motion. The motion carried unanimously.**

***Chairman Myers made a motion to amend the minutes following advisement from Commissioner Wells that a correction was needed on page 9 which documents the next meeting date. The date should read March 19, 2014. The motion was seconded by Commissioner Newlin. The motion was unanimously approved.***

### **CHAIR'S REPORT**

***Jeff Myers, Commission Chair***

The Chair advised the Commission that he has nearly completed the Executive Director's annual review. He requests Commissioners share anything that they'd like to see incorporated in to the review with him via email as soon as possible. He will also be incorporating some of the information from the employee survey that the Director will share in her report. The Strategic Plan will be incorporated into her expectations for the coming year.

### **EXECUTIVE DIRECTOR'S REPORT**

***Sue Rahr, Executive Director***

Director Rahr began her report by thanking Ron and Tisha for covering the set up and recording of the meeting while Sonja and Marisa are out of the office.

### **Instructor of the Year: Ian Edwards**

Director Rahr introduced Ian Edwards of the Snohomish County Sheriff's Office. Ian began his career with Snohomish County over seven years ago where he became their report writing instructor. Ian came to the WSCJTC five years ago as our report writing instructor. He quickly took on many other duties. In 2011, he became one of our full time TAC officers. Director Rahr discussed Ian's collaborative style and the fact that he was the perfect person to blend the Corrections and BLEA TAC programs. Ian not only TAC's but teaches First Line Supervisor courses as well. Leanna Bidingier nominated him for the Instructor of the Year Award. Director Rahr read a bit of Leanna's nomination to the group.

Chairman Myers joined Director Rahr and staff from Snohomish County in presenting the Instructor of the Year award for 2013 to Ian Edwards.

### **Employee Satisfaction Survey**

Director Rahr shared with the Commissioners the summary of the employee satisfaction survey results that she'd shared with staff.

80% of WSCJTC employees took the time to complete the survey.

In the ratings feedback, the results are mostly positive. Staff highly regards their individual work areas. Where we have cause for concern is the perception by staff of areas outside of their own individual work groups. It's not an unusual perception. People tend to huddle down and stay in their own cells. The summary provided by Greg regarding the results as a "locus of control" issue where employees feel pretty good about the work they do, but are skeptical of things outside of their work areas and outside of their control.

Director Rahr thought it was important to note that a management change was made the same week the employee survey came out. This may have contributed to the uncertainty and reflected in the survey results.

**Director Rahr** shared that she now has an idea where to focus efforts for improvement. She thanked Wes Anderson for acting quickly on a suggestion that was received regarding advising staff of the coming week's activities each Friday. She also thanked Debbie Mealy, Ron Napenias, and Ron's IT team for their work on the agency intranet that will be rolled out soon and should help streamline communication.

**Commissioner Satterberg** asked if any feedback was received regarding the philosophical change "from Warriors to Guardians." **Director Rahr** shared that there had only been one response on that issue and that it questioned whether we were endangering the resilience of recruits by moving to this philosophy.

The survey was anonymous, so we can't say who filled it out. **Director Rahr** senses that it was more heavily completed by the state employee staff more so than the TAC officers because the TAC officers view themselves a bit differently in their attachment to the WSCJTC.

### **Blue Courage**

**Director Rahr** updated the Commission that the Blue Courage Team completed a "sweep of the Evergreen State" last week in which they provided an overview to command staff in Spokane at the Command College, then provided a two-day training in Kennewick, hosted by Kennewick PD, and a two-day class at the WSCJTC.

In April, a train-the-trainer session will be held at the WSCJTC to develop a statewide training cadre on Blue Courage and it will be presented by Michael Nila. Commander Bales will be presenting further information on this topic at the end of the meeting.

**Director Rahr** advised the Commission that the Legislature funded a five-year longitudinal study with \$70,000 to measure the effectiveness of the guardian philosophy. The goal is to identify recruits that went through the academy prior to the Blue Courage program implementation and recruits who went through during the Blue Courage program and track their progression over five years. Do they stay in law enforcement? Do they have less complaints or use of force issues? Are they healthier?

### **Legislative Session Results**

**Director Rahr** advised that we added two BLEA classes to FY14 prior to the Legislature funding them, hoping that they would provide the funds in the supplemental budget. They did provide those funds.

The WSCJTC asked for four additional BLEA classes for FY15. The Governor's Office did not put those in their budget, nor did the House or Senate. After speaking with Sandy Mullins and the Senate and House budget analysts, we were advised that if we spent the money, there is a mechanism in place to recoup the funds for this purpose. We will move forward doing this, because if we don't, we won't be able to meet the training mandate. We now have a six month wait and are obligated to run additional classes.

The Legislature funded only \$12,000 of the \$22,000 requested to replace the equipment that was stolen from our facility. Wes Anderson has been working to prioritize the list of items for replacement because not all will be fulfilled with only \$12,000.

The WSCJTC requested funds for a new phone system, but it did not move forward because we hadn't yet had an emergency related to the issue. Ron Napenias put together a great package, but in the short session, there wasn't enough time to find support for it.

The WSCJTC received \$35,000 to track reserve officer certification. The Legislature did not mandate the tracking, but funded a part time FTE to do the work. We have someone on staff that is currently part time, and we'll use these funds to pay for her to become full time with fifty percent of her duties allocated to the certification office.

**Director Rahr** expressed the need for Commissioners to share the word and support with their counterparts about completion of the information request that will go out.

One of the Senate budget staff people added the 25% match for corrections training. The impact is approximately \$1000 per recruit for them to attend the corrections academy.

Efficiency savings were required for agencies. One of the ways the WSCJTC is planning to accomplish this is by making changes to the LED. **Director Rahr** is trying to find a way to do this in partnership with WAPA and the AG's office. The goal is to reduce the cost of this work to \$20,000 per year instead of the current cost of \$40,000. Part of this may be done via online training.

**Director Rahr** shared that Marisa isn't in attendance today as she is attending the CALEA conference this week. Marisa will take on the Accreditation Manager role for us upon Sonja's return. Marisa was on the accreditation team for WSP and is ready to get this up and running for us. We have some discrepancies with our policies and procedures and one of the best ways to sure up those issues is through the accreditation process.

**Director Rahr** discussed the Liquor Control Board Bill where the WSLCB tried to have the Legislature grant them general authority law enforcement status. There was quite a bit of back and forth on the issue. Ultimately, they were granted the equal opportunity to apply to attend BLEA. Their main argument to the Legislature was that they needed general authority status as they were continually bumped from the BLEA class rosters to allow attendance by general authority recruits. They will now be placed in line like everyone else. The WSCJTC will be fully reimbursed for their attendance which will help the BLEA budget.

The law enforcement accountability bill died. It was given a hearing under Senator Padden, but it was allowed to end there by the bill sponsor.

## **WAC RULE REVIEWS**

***Tisha Jones, Filling in for Rules Coordinator***

### **WAC 139-07-020: Background Information**

#### **For discussion only:**

A request to review the requirements under paragraph 1, section (b) (i) was received. The Washington State Patrol questioned why the Commission requires proof of US Citizenship for peace officer applicants.

Tisha Jones reported that in the review process, it was noted that RCW 41.14.100 requires an applicant for a position in any form of civil service be a citizen of the United States of America. RCW 35.21.333, under towns and cities, a stipulation that the Chief is required to be a certified police officer is noted. If the Commission was to remove the US citizenship requirement, a non-citizen would be eligible for certification as a peace officer, but they would not be eligible under civil service law.

This issue isn't really one of certification, but of civil service law. Historically, the Commission has trended toward mirroring civil service law as the majority of the state's law enforcement agencies are covered by civil service.

Currently there is no proposed change to this WAC. The Washington State Patrol does not fall under civil service therefore WSP requests that the Commission review it. Any changes would only affect the Washington State Patrol.

Tisha Jones advised that she needed a motion from the Commission to continue to discuss this issue and forward it on for further reading in accordance with WAC change procedures. No such motion was made.

#### **WAC 139-05-810: Basic Training Requirement for Reserve Officers**

**For Discussion Only:** Second draft of proposed changes.

This WAC requires agencies that hire reserve officers to notify the WSCJTC of the hires. The addition of this requirement will assist the WSCJTC in ensuring all reserve officers are receiving the required basic training.

**Commissioner Lucas** motioned to add language requiring that agencies "must by August 1, 2014, certify to the Commission information regarding their current reserve officers in paragraph 1." **Commissioner Newlin** seconded motion. **The motion was unanimously approved.**

Section (b) was removed from paragraph 2.

Date changes were made to paragraph 3.

Paragraphs 4 and 5 are new language.

Paragraph 6, has an addition of language requiring a reserve officer be sponsored by an agency prior to attending the reserve academy.

**Commissioner Kelsey** motioned to change the language from "discretionary with" to "approved by". **Commissioner Newlin** seconded the motion. **The motion was unanimously approved.**

#### **WAC 139-05-825: Basic Reserve Law Enforcement Academy Certificate of Equivalency**

**For Discussion Only:** Second draft of proposed changes.

Paragraph 1 contains new language.

Paragraph 2 changed the deleted the word “academy” and replaced with the word “training.”

Paragraphs 3 and 4 incorporate changes that were discussed in the first reading of the WAC.

Paragraph 5 incorporates changes that were discussed in the first reading of the WAC. Motion by **Commissioner Lucas** under section (a) to return to the language “More than twelve, but less than twenty-four months must successfully complete:” rather than “More than twelve, but less than thirty-six months must successfully complete:” Motion seconded by **Commissioner Newlin**. **The motion was unanimously approved.**

A change to the WAC regarding the 24 hour training requirement is proposed. Tisha will have that placed on the agenda with the proposed reporting requirement changes incorporated.

Paragraphs 6 – 10 incorporate the language discussed during the first reading of the WAC.

Commissioner Lucas requested that language referencing tribal officers being allowed to participate in the reserve academy process be added.

**Waiver Request: Selby L. Smith, Spokane PD**  
**Tisha Jones, Certification Manager**

**Background:** The City of Spokane Police Department requests an exemption for Selby Smith. Mr. Smith was recently appointed the Spokane Police Department’s Director of Investigations.

**Tisha Jones** provided handouts detailing Mr. Smith’s employment, education, and training records and a letter of support sent from the US Department of Justice.

**Tisha Jones** recommends approval of the BLEA attendance waiver and supports his attendance at the Equivalency Academy.

**Chief Frank Straub** addressed the Commission in support of Mr. Smith’s BLEA waiver. He spoke to the quality of people they are trying to hire and some of the challenges that Spokane PD faces when trying to locate the right people to hire and place, especially in leadership positions. He then detailed Mr. Smith’s long employment career and spoke specifically of his time working on the Drug Task Force in the Spokane area for seven years. He spoke of how highly regarded Mr. Smith is throughout the Spokane area.

**Chairman Myers** reminded the Commission and advised Chief Straub that recruitment and financial difficulties are not reasons for consideration in Equivalence Waiver Decisions due to the fact that most agencies mirror those types of challenges.

**Commissioner Hohenberg** moved to approve based on Tisha’s research and recommendation. The motion was seconded by **Commissioner Lucas**. **Chairman Myers** advised the group that he isn’t a proponent of waivers, but that the decisions are

made on a case by case basis and he noted that of the waivers passed before the commission previously, this is the most thorough resume he's seen. **The motion was unanimously approved.**

**NEW BUSINESS**

**Equivalency Academy Changes**

**Commissioner Kelsey** requested information relating to the Equivalency Academy changes. The Equivalency Academy requirements are that they attend the first available class. The April class is being run online. The next class will be a two-week class at the WSCJTC in Burien.

**STAFF REPORT**

**Blue Courage Executive Overview**

**Commander Bales** provided background on the Blue Courage Program and discussed the reason why CJTC is incorporating portions of the program into agency training.

**Director Rahr** underscored the fact that the Blue Courage Philosophy, the Crisis Intervention Training, and the Procedural Justice Programs all work together as tools to equip well rounded law enforcement officials.

***The meeting was adjourned.***

<b>Next Meeting: June 11, 2014, at 10 AM</b>
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Written by:	_____	_____
	Marisa O'Neill, Interim Executive Assistant	Date
Reviewed by:	_____	_____
	Sue Rahr, Executive Director	Date
Approved by:	_____	_____
	Jeff Myers, Commission Chair	Date