

# 2023



LAW ENFORCEMENT TRAINING AND COMMUNITY SAFETY ACT

# ANNUAL REPORT

AUTHORIZING REGULATION WAC 139-11-050

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# Acronyms

## USED IN THIS REPORT

**ASTD**

Applied Skills Training Division

**ATD**

Advanced Training Division

**BLEA**

Basic Law Enforcement Academy

**BTD**

Basic Training Division

**I-940**

Initiative 940

**IIT**

Independent Investigation Team

**LETCSA**

Law Enforcement Training and Community Safety Act

**PTIS**

Patrol Tactics In-Service

**RCW**

Revised Code of Washington

**SAO**

Washington State Auditor's Office

**UDFI**

Use of deadly force investigation

**WAC**

Washington Administrative Code

**WSCJTC**

Washington State Criminal Justice Training Commission

# Vision

Advance standards of excellence within criminal justice professions so the people of Washington State live in safe and secure communities.

# Mission

Establish certification and training standards which are legally defensible and scientifically valid to ensure criminal justice professionals in Washington state have the knowledge and skills to safely protect the communities they serve.

# Values

## **Leadership**

We lead in certification and training through continuous evaluation, collaboration, improvement, and innovation with the goal of modeling best practices for criminal justice professionals.

## **Integrity**

We do the right thing for the right reason with transparency and honesty.

## **Dignity**

We demonstrate respect for each other and the communities we serve.

## **Accountability**

We are dedicated stewards of the resources and responsibilities entrusted to us by the communities we serve.

# Motto

“Training the Guardians of Democracy”





# Message from the Executive Director

Dear Friends:

With accountability as a core value of the Washington State Criminal Justice Training Commission (WSCJTC), we consistently strive to establish training standards that ensure criminal justice professionals in Washington State have the knowledge, skills, and abilities to safely and effectively serve their communities. This year, like those that have preceded, has provided WSCJTC with the opportunity to embody this value.

The WSCJTC team has placed extensive focus on new and existing relationships while institutionalizing practices that build trust. One of the ways this has come to fruition is through the opening of the WSCJTC Regional Academy in Pasco, Washington, in May 2023. It is imperative that our recruits can work and be trained in their respective communities. This opens the door for people who want to be in law enforcement but cannot travel for training. I am so proud of everyone that has made this vision possible. The outcome for the communities has been amazing, and I look forward to expanding regional academies in strategic locations across the state in the coming years.

LETCSA courses continue to expand as we approach 2024. The course expansion includes Monetary Sanctions, Policy and Reform, Effective Communication, Law Enforcement and Society: Lessons of the Holocaust, LGBTQ+ Core Competency, and The United States' Criminal Legal System: Structural Inequalities. Each of these courses are critical to support many of the LETCSA goals—improving training standards by increasing cultural competence in and outside the classroom.

As we continue to grow, I welcome your input to make Washington State the best in the nation. Through collaboration and forward thinking, we can continue equipping future law enforcement officers with enhanced training to better serve their agencies and communities.

With gratitude,

A handwritten signature in black ink, which reads "Monica Alexander". The signature is fluid and cursive.

Monica Alexander, Executive Director

# Executive Summary

This annual report is a continuation of the many years of hard work on the part of impacted family members, community representatives, WSCJTC staff, stakeholders, law enforcement leaders, labor organizations, and legislators. After countless meetings, multiple pieces of enacted legislation, and a rulemaking period with a tight timeline, the dedication and efforts made by all involved parties brought us to where we are today with LETCSA.

As stated in Section 2 of I-940, “The intent of the people in enacting this act is to make our communities safer.” Furthermore, WAC 139-11-050 (2) requires WSCJTC to develop an annual report that outlines hours and learning objectives for new curriculum related to LETCSA training topics, biographies of trainers delivering training, and waivers granted to agencies requesting credit for LETCSA training.

Even after facing many challenges due to the COVID-19 pandemic, the development of LETCSA curriculum and other program elements carried on and continues to this day. In 2023, all relevant divisions at WSCJTC achieved major milestones toward the development and implementation of LETCSA. Some examples include completing the first annual IIT best practices review, expanding regional training hubs for patrol tactics and de-escalation training, and opening the WSCJTC regional basic law enforcement academy in Pasco.



The values of WSCJTC are the beliefs that guide staff every day, at every level, and in each division. WSCJTC’s values are seen in how LETCSA staff work with each other, the community, and stakeholders. Exemplifying the value of leadership is key to honor what has been accomplished and what remains to be done. To achieve this, staff continuously evaluate, collaborate, and improve all elements of the LETCSA program. The work of LETCSA staff is consistently evolving and expanding to include more community collaborators and subject-matter experts. This will ultimately contribute to advancing WSCJTC’s vision of advancing standards of excellence within the criminal justice professions so the people of Washington state live in safe and secure communities.

# About the Commission

The Washington State Criminal Justice Training Commission was created in 1974 to establish standards and provide training to criminal justice professionals, including peace officers, local corrections officers and to certify, and when necessary de-certify, peace officers. As per [RCW 43.101.020](#), Washington State is one of only a few states that not only establishes training standards, but also provides Basic Training for Peace Officers and Corrections Officers. This unique model ensures that every local officer has consistent and high quality training guided by 21 Governor appointed Commissioners and our state legislature.

## Commission Board Members

De'Sean Quinn , Councilman

Darryl Barnes

Erik Scairpon , Chief

Kurtis Robinson

Ken Roske , Chief\*

Walter Kendricks

Mike Webb

Nickeia Hunter

John Batiste , Chief

Katrina Johnson

Robert Snaza , Sheriff

Sonia Joseph

Rosemary Kaholokula

Trishandra Pickup

Penelope Sapp, Chief

Annalesa Thomas

Tim Reynon, Tribal Member

Anita Khandelwal

Velma Lockrem

Ryan Dreveskracht

Jeffrey Anaya

Bart Logue

## Executive Leadership

Monica Alexander,  
Executive Director

Jerrell Wills  
Deputy Director

Kimberly Bliss, Assistant  
Director, Certification

Ed Wade, Assistant Director,  
Support Services

# LETCSA Staff

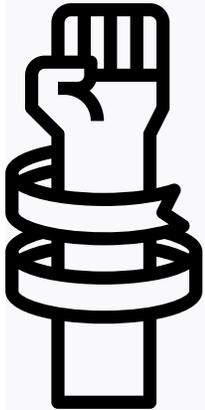
## AT WSCJTC

Name	Division	Title
Alex Buijs	Advanced Training	LETCSA Program Manager
Bart Hayes	Advanced Training	Division Manager
Brandon Rogel	Administration	Curriculum Specialist
Chris Travis	Applied Skills	Division Manager
Christine Rickert	Basic Training	Assistant Commander
Ciara Colon	Applied Skills	Administrative Assistant
Dave Miller	Basic Training	Regional Academies Commander
Don Arnold	Applied Skills	Patrol Tactics Program Manager
Javier Sola*	Basic Training	TAC Officer
Michael Russey	Basic Training	TAC Officer
Nichol Girten	Basic Training	Scheduling Manager
Richard Lee	Applied Skills	PreFlex First Program Manager
Serena Anastasio	Basic Training	Assistant to the Commanders
Tom Hill	Applied Skills	FTO, PTO, Reserves Program Manager

# Advanced Training Division

## eLearning

Per WAC 139-11-040 (4) LETCSA training for incumbent officers will be developed by WSCJTC staff in partnership with subject matter experts from across the state in various disciplines. Below are the self-paced courses released in 2023.

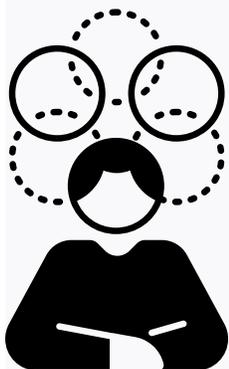


### **Introduction to the Historical Intersection of Race and Policing**

In order to facilitate successful interactions with Black Americans in their community, students will learn about the generational trauma that impacts the experience of Black Americans in U.S. society. Fundamental concepts and principles of race and policing are taught to better understand perceptions, challenges, and relationships between law enforcement and Black Americans through lecture, self-reflection, and videos.

### **People First: Awareness, Challenges, and Response to Poverty and Recidivism**

In this self-paced course, officers learn about concepts and challenges relating to recidivism and people experiencing homelessness with the goal of better serving these individuals. Lectures, self-reflection, and videos assist officers in developing more understanding of their community.



### **Understanding the Diversity and Complexity of Asians and Asian Americans**

This self-paced course will provide an overview of the diversity and complexity of the Asian and Asian American communities in Washington and the United States. The course will examine the various social, cultural, and historical factors shaping the interaction between law enforcement and members of the Asian and Asian American communities.

### **OpenSesame eLearning**

Several eLearning courses from OpenSesame are available on Acadis. OpenSesame was founded on the belief that education and training can advance everyone. Their courses offer a variety of perspectives and voices. For a full list of available OpenSesame courses that are eligible for LETCSA, please go to our website.



# eLearning Completion Data

Law Enforcement and Society: Lessons of the Holocaust

**1,109**

The United States' Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform

**3,555**

LGBTQ+ Core Competency

**3,411**

Effective Communication

**3,069**

The Historical Intersection of Race and Policing

**2,866**

People First: Awareness, Challenges, and Response to Recidivism and Poverty

**2,781**

Understanding the Diversity and Complexity of Asians and Asian Americans

**1,838**



Number of Law Enforcement Officers

**10,674**

Data was collected December 31, 2023

## Course Release Dates

Law Enforcement and Society: Lessons of the Holocaust

**January 20, 2022**

LGBTQ+ Core Competency

**June 15, 2022**

The Historical Intersection of Race and Policing

**February 13, 2023**

Understanding the Diversity and Complexity of Asians and Asian Americans

**November 27, 2023**

The United States' Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform

**February 2, 2022**

Effective Communication

**June 15, 2022**

People First: Awareness, Challenges, and Response to Recidivism and Poverty

**July 17, 2023**

OpenSesame (for LETCSA)

**December 20, 2023**

## Upcoming eLearning

### **Introduction to Indigenous Concepts and Culture**

WAC 139-11-020 (2)(s)

2.5 credit hours

### **Introduction to American Muslims**

WAC 139-11-020 (2)(m)

1.5 credit hours

### **Encounters & Interactions between Police & People with Hearing Loss**

WAC 139-11-020 (2)(p)

1.5 credit hours

### **Indigenous Survivors & Victims of Human Trafficking and MMIWP**

WAC 139-11-020 (2)(p)

1.5 credit hours

### **Diversity, Effective Communication, and Perceptions of Law Enforcement**

WAC 139-11-020 (2)(m)

3 credit hours

### **Cultural Awareness and Responsiveness for Law Enforcement**

WAC 139-11-020 (2)(c)(e)(m)(n)(p)

3 credit hours

### **International Visitors and Students: Global Experience with Local Impact**

WAC 139-11-020 (2)(m)

2.5 credit hours

### **Working with Youth Survivors**

WAC 139-11-020 (2)(p)

1 credit hours

### **Communication and Interaction with West African Immigrants & Refugees**

WAC 139-11-020 (2)(m), (p)

1 credit hours

### **Understanding the Sikh Community and Faith**

WAC 139-11-020 (2)(m)

1.5 credit hours

### **Understanding Mental Illness and Improving Interactions**

WAC 139-11-020 (2)(n)

1.5 credit hours

### **Examining Alternatives to Jail, Booking, and Arrest**

WAC 139-11-020 (2)(r)

1.5 credit hours

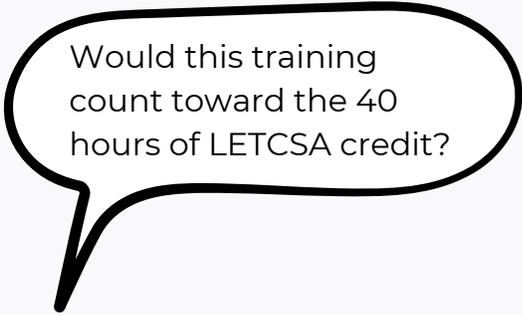
# ATD LETCSA Collaborators

The following organizations and individuals contributed to LETCSA work in the Advanced Training Division throughout 2023.

<b>ANTI-DEFAMATION LEAGUE</b>	<b>INSIGHTFUL CRISIS RESPONSE</b>	<b>SAFEPLACE</b>
<b>ASIAN PACIFIC ISLANDER COALITION</b>	<b>MMIWP TASK FORCE</b>	<b>SAUK-SUIATTLE POLICE DEPARTMENT</b>
<b>BECK STRAH, PH.D.</b>	<b>MUSLIM MARINE</b>	<b>SHANA YELLOW CALF LUKINICH, 10 BUFFALOS ART</b>
<b>BRIAN CALLANAN</b>	<b>NCWSIU</b>	<b>SIKH COALITION</b>
<b>CATHOLIC COMMUNITY SERVICES</b>	<b>NORTHWEST INDIAN FISHERIES COMMISSION</b>	<b>SKAGIT-ISLAND MULTIPLE AGENCY RESPONSE TEAM</b>
<b>CONNIE THOMPSON</b>	<b>OFFICE OF INDEPENDENT INVESTIGATIONS</b>	<b>STATE AUDITOR'S OFFICE</b>
<b>DSHS</b>	<b>OSPI NATIVE EDUCATION OFFICE</b>	<b>SUQUAMISH POLICE DEPARTMENT</b>
<b>FIUTS</b>	<b>PARFAIT BASSALE CONSULTING</b>	<b>VALLEY INDEPENDENT INVESTIGATION TEAM</b>
<b>HATTIE KAUFMAN</b>	<b>POWWOW POWER</b>	<b>WASHINGTON CONSULTING GROUP</b>
<b>HOLOCAUST CENTER FOR HUMANITY</b>	<b>PUI-YAN LAM, PH.D.</b>	<b>WASHINGTON DFW</b>
<b>IAN EDWARDS</b>	<b>RAINBOW CENTER</b>	<b>WASHINGTON INDIAN GAMING ASSOCIATION</b>
<b>INNOVATIONS HTC</b>	<b>REPRESENTATIVE DEBRA LEKANOFF</b>	<b>WASHINGTON STATE PATROL</b>

**Thank you for your assistance & collaboration!**

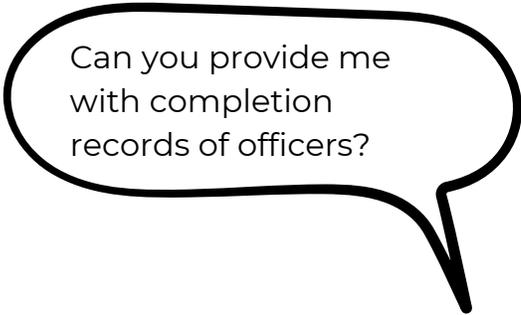
## Frequently Asked Questions



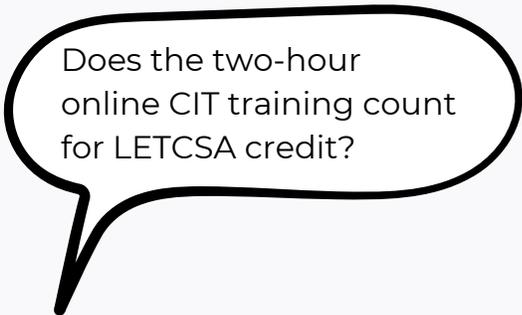
Would this training count toward the 40 hours of LETCSA credit?

Per WAC 139-11-040 (4), “continuing training will be developed by commission staff in partnership with subject matter experts from across the state and across various related disciplines.”

Yes. Per WAC 139-11-060 (2), “the commission will retain records submitted by law enforcement agencies demonstrating compliance with WAC 139-11-020 in accordance with state records retention schedules.” Please email [letcsa@cjtc.wa.gov](mailto:letcsa@cjtc.wa.gov) for more information.



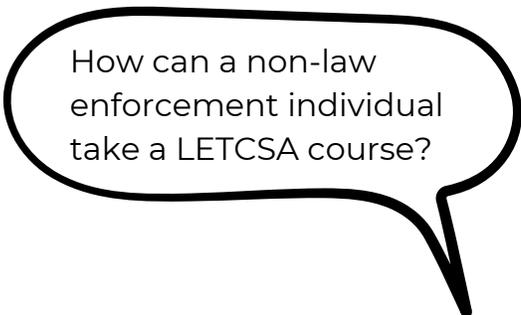
Can you provide me with completion records of officers?



Does the two-hour online CIT training count for LETCSA credit?

Yes. However, each training may only count for LETCSA credit once per cycle for a total of three online CIT courses. If an officer completes and passes a specific version of the two-hour CIT training more than once, it may only count for LETCSA credit one time.

All LETCSA eLearning is uploaded to FirstForward which is the public-facing website connected to WSCJTC’s Acadis database. An account is required to take the courses. A public record request may also be submitted to view any course. However, the completion of the course would not be recorded on an account.



How can a non-law enforcement individual take a LETCSA course?

# Independent Investigations

The core values of an independent investigation into officer-involved use of deadly force investigation are independence, transparency, community, and credibility. These principles are key to enhancing public trust and are centered in all work at WSCJTC within the IIT program. It has been a very busy year for LETCSA staff with several milestones achieved as the program continues to develop, evolve, and improve.

## Policy Adoption

In July 2023, LETCSA staff implemented the “IIT Qualified Lead Investigator Certification and Annual Training Requirements Policy.” The policy clarifies various elements of the IIT qualified lead investigator certification process such as training criteria and requested proof for certification. The policy also establishes a process for lapsed or expired certifications. The IIT annual training attestation was also updated during this time. The policy and updated forms are available on the [LETCSA resources page](#).



## Annual Best Practices Update

A major project for the IIT program was updating the best practices for homicide investigations which are required for IITs to follow when conducting an independent investigation per WAC 139-12-030 (4)(b). The first annual review was initiated in March 2022 and the Commission adopted all proposed edits at the September 2023 Commission meeting. When they adopted the best practices edits, the Commission established an indefinite ad hoc committee of Commissioners to participate in a more active role during the IIT best practices annual review. A work plan was created for the ad hoc committee and is available on the [LETCSA resources page](#).

# Key Principles of an Independent Investigation

## INDEPENDENCE

The involved agency cannot have undue influence or the appearance of undue influence on the investigation.

## TRANSPARENCY

Community members can assess whether the investigation is conducted in a trustworthy manner and complies with the standards defined in state laws and rules.

## COMMUNICATION

The independent investigation team must communicate the investigation's progress to the public and family of the person killed or harmed by police use of deadly force.

## CREDIBILITY

Use of deadly force investigations follow best practices for criminal investigations, and investigators meet necessary training requirements and demonstrate ethical behavior and impartiality.

## IIT Updates in 2024

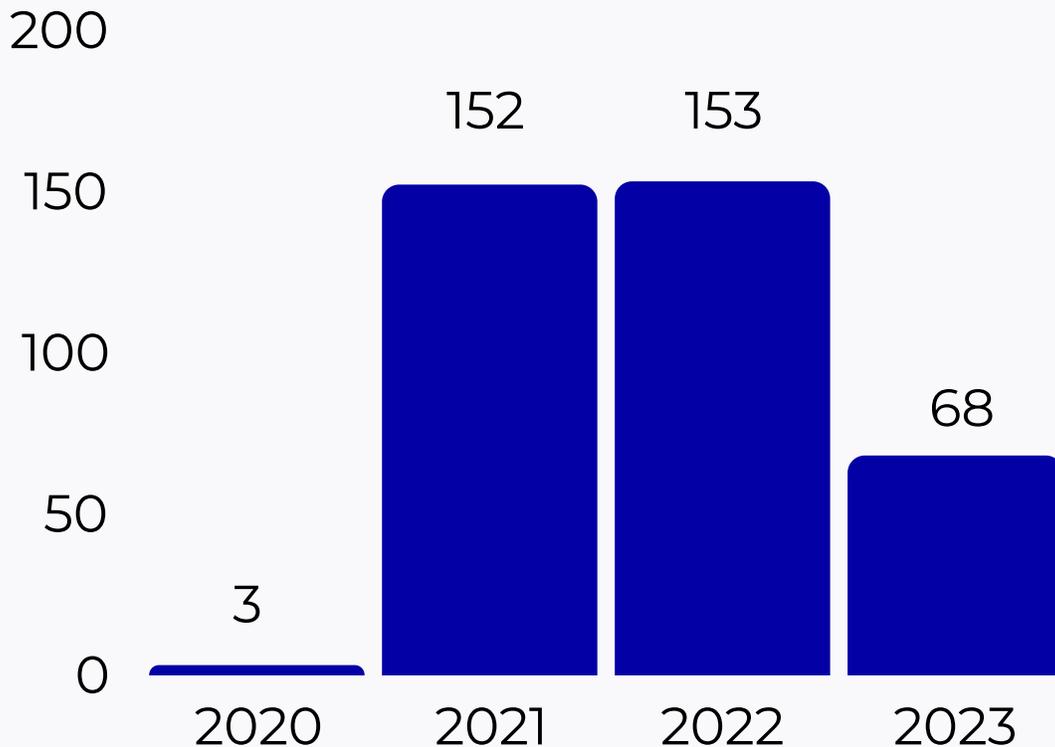
In the coming year, a lot of important work will be completed for the IIT program. WSCJTC LETCSA staff will continue to involve and collaborate with both law enforcement and non-law enforcement stakeholders when completing this work. Some expected projects are:

- Complete annual IIT best practices review.
- Release standardized training for non-law enforcement representatives on IITs.
- Initiate negotiated rulemaking to modify WAC 139-12.
- Respond to SAO reports as needed.
- Continue to process IIT qualified lead investigator certification applications and annual training forms.

This list is not exhaustive and may be subject to change throughout the year.

## IIT Qualified Lead Investigator Certificates

The following graph illustrates the number of IIT qualified lead investigator certificates issued since the program's inception.\*



# Deadly Force Audits

The Office of the Washington State Auditor (SAO) issued their first use of deadly force investigation (UDFI) audit in the fall of 2022. The audits have found that IITs and responding officers have regularly complied with the WSCJTC's rules and best practices. The audits have also identified some areas of noncompliance, where documentation in case files can be improved, or where WSCJTC rules need to be clarified.

It is important to remember that these audits only review the investigation. They do not assess the incident itself or whether the use of force was justified and they begin after county prosecutors either decline to pursue charges, or the resulting criminal court case is fully resolved.

The following recommendations from the SAO are separated into three groups and have the goal of addressing common issues with conflicts of interest assessments, public updates, officer statements, and investigator backgrounds.

## **IIT Recommendations:**

- Require all investigators and community representatives to complete a conflict of interest assessment within 72 hours of beginning work on the investigation.
- Post weekly public updates and provide the community representatives and family with advance notice of them before release to the media, and maintain documentation they did so.

## **IIT Member Agency Recommendations:**

- Create a transparent process for selecting community representatives.
- Give administrative orders to involved and witness officers to not speak about the case before providing statements to investigators, and maintain documentation they did so.

## **WSCJTC Recommendations:**

- Provide guidance to IIT leadership on how to make sure investigators' backgrounds are free from misconduct or other dishonorable behavior that could jeopardize their objectivity.
- Amend WAC 139-12-030 to allow exceptions for required communications if families request not to be contacted.
- Clarify the family communication requirements in WAC 139-12-030 for instances where injured people survive and can communicate directly with IITs.

# Independent Investigations: *The Basic Process*

## USE OF FORCE

A law enforcement officer uses deadly force, which results in death, substantial bodily harm or great bodily harm.

## INVESTIGATION

The use of force is investigated by an IIT in the region where the incident occurred. Involved agencies cannot send detectives to be part of the IIT investigation.

## PROSECUTOR

The county prosecutor reviews the IIT's completed investigation. The prosecutor decides whether or not to criminally charge the officer that used deadly force.

## AUDIT

If the prosecutor does not pursue criminal charges, the SAO begins auditing the IIT investigation. The SAO cannot begin their review until the resulting court case, including appeals, is completed.

## REVIEW

SAO works with law enforcement agencies and IIT's to compare the elements of the investigation as it was conducted to the criteria outlined in rules established by the WSCJTC.

## REPORT

The SAO issues a report that describes any rules the investigation did not follow and offers recommendations to improve compliance.

# Applied Skills Training Division

## The Path to Success

In 2023 LETCSA staff in ASTD created a new PTIS course and a new Patrol Tactics Instructor course. By creating these courses and offering them across the state, PTIS instructors are now equipped to teach updated curriculum for all certified peace officers. WAC 139-11-020 requires all certified Washington peace officers to receive patrol tactics training every three years. The three-year mark for recertification is approaching for incumbent officers that initiated their LETCSA training cycle.

In addition to the development of materials for recertification, over 400-hours of curriculum development resulted in a new set of communication tools to improve an officer's ability to connect with their community. The communication tools are based on nationally recognized programs. These tools utilize the latest in negotiation and communication tactics.



The updated training emphasizes a positive and collaborative atmosphere which may ultimately result in building trust and positively influencing behavior even in the face of an adversarial confrontation. The goal is to influence people's behavior based on trust. To accomplish this task, this training teaches communication methods such as the employment of the right tone of voice, emotional labels, and mirrors to contribute to empathy.

This new curriculum incorporates the use of less lethal tools and is aligned with the WSCJTC definition of de-escalation that states the addition of these tools may "increase the likelihood of a favorable outcome for all" parties involved in a law enforcement contact.

The new communication and Electronic Control Weapon (ECW) certification curriculum are being piloted to determine additional staff, logistics, and supply considerations for incorporation into future patrol tactics instructor certification courses.

# The Current State of the Patrol Tactics Training

The patrol tactics program addresses legislative requirements for de-escalation and less lethal training by incorporating ECW component into the current patrol tactics instructor, in-service, and recertification courses.

In mid-November the patrol tactics team taught the fifth patrol tactics instructor recertification course in Clark County. This course provided instructors with new curriculum for officers that are coming up on their three-year mark for certification. The instructors from this area will service the Southwest region and will eventually work out of a regional training hub proposed in 2024.

The ASTD patrol tactics team continues to strengthen LETCSA by conducting frequent assessment of the training. A major goal of the program is to always utilize data-driven and scientifically-based sources. Incorporating Preflex First and motor learning into the curriculum assists in meeting this goal. Preflex First is an innovative approach to training that uses neuroscience to guide behavior toward safe and appropriate outcomes.



Preflex First was established with the notion that science-based training can profoundly improve safety for all parties in an interaction. The Preflex First program assists peace officer's learning and retention of patrol tactics principles, such as employing sound tactics to create more time for communication and enhance force options in a critical incident. Preflex First uses neuroscience to develop higher-performing officers that are safer, more aware, and in control. The integration of Preflex First is ongoing and will carry over into 2024.



## What the Future Holds

The patrol tactics program now has three regional training hubs that are fully functional and can offer services in Wenatchee, Yakima, and Everett. These hubs can host Patrol Tactics Instructor courses, 24-hour PTIS courses, and 24-hour PTIS recertification courses. The hubs are valuable for local agencies to receive the legislatively mandated LETCSA training.

In addition, the LETCSA patrol tactics team will continue their efforts in providing training across the state on the updated curricula, focusing in areas that may not be accessible to regional hub locations.



The LETCSA patrol tactics team remains committed and dedicated to maintaining training standards. The team continues to evolve by researching scientifically based training methods and innovative training principles.

## Training Update

As 2024 begins, we will continue to focus on the training of all law enforcement officers in the state. While the total number of certified peace officers constantly fluctuates, all new entry-level and lateral (experienced and hired by Washington agencies) officers are receiving the required patrol tactics training prior to graduating from the training academy. This allows our focus to be on in-service training for incumbent officers.



By establishing our regional training hubs, agencies have greater access to training materials, equipment, and personnel to assist in the delivery of the 24-hour patrol tactics training. Additionally, each hub can now host their own Patrol Tactics Instructor training to continue to increase the number of instructors certified to provide the 24-hour in-service curriculum. In 2024 we anticipate an increase in Patrol Tactics In-service training due to regional training hubs becoming operational and facilitating additional opportunities for stakeholders in-service training.

# ASTD Course Completion Data

The table below illustrates the completion data for the various courses in ASTD that include LETCSA curriculum.

The Patrol Tactics In-Service and Patrol Tactics Instructor courses have been offered since 2020. The Equivalency Academy integrated LETCSA curriculum starting in 2020. The Basic S.W.A.T. Officer course was first offered in 2021 and this course integrated PTIS curriculum. The PTIS Instructor Recertification course was rolled out in 2023.

Because PTIS is taught regionally at agencies statewide, the number of sessions reflects both WSCJTC-hosted and regional classes. The other sessions are WSCJTC-sponsored courses. The total trained in 2023 and total overall trained numbers incorporate the officers trained by instructors at regional hubs.

Course Name	Sessions	Trained in 2023	Total Trained
Patrol Tactics Instructor	4	96	574
Patrol Tactics In-Service	81	963	3767
Equivalency Academy	5	150	282
PTIS Instructor Recertification	5	57	57
S.W.A.T. (includes PTIS)	2	29	63

# Basic Training Division

## BLEA Progress

In early fall of 2022, BTD began an aggressive curriculum redevelopment project. During 2023, the focus on integrating LETCSA eLearning topics with student skill development began to take shape. In May, the new curriculum and testing processes were piloted with BLEA Class 865. Students in the Southeast Regional Basic Law Enforcement Academy applied the knowledge gained from on-line and classroom focused bias management with patrol tactics skills.

Through daily practice sessions, students develop skills, experience the pace of police-calls for service, and apply self-management processes. This allows students to practice communication skills and de-escalating situations. During academy final comprehensive testing, students would be able to make decisions to manage the pace of an interaction.

The Basic Training Division continues to enhance LETCSA topics provided to all Basic Law Enforcement Academies. Through on-line e-learning opportunities, the academy has incorporated and enhanced curriculum covering Duty to Intervene, Structural Inequalities in the Criminal Legal System, and People First – highlighting challenges relating to poverty and recidivism.

Final certification of the curriculum should occur in early 2024 and be implemented at the remaining WSCJTC campuses throughout the remainder of the year.

In 2023, WSCJTC hosted 24 BLEA sessions; 21 sessions were hosted at the Burien campus, two sessions were hosted at the Spokane campus, and one class was hosted at the newest WSCJTC regional campus in Tri-Cities.

## 2023 Data

**Total BLEA  
Graduates:  
698**

**Total BLEA  
Class Sessions:  
24**

# Summary

## Final Thoughts

Overall, this report demonstrates our commitment to transparency and accountability for LETCSA, our stakeholders, and the State of Washington.

LETCSA continues to evolve and improve by responding to stakeholder input and newly enacted legislation.



## What's Next?

Working with stakeholders across the state who represent different groups will continue through the new year.

The success of LETCSA would not be possible without continuous collaboration and dedication. Thank you all for your support and commitment to LETCSA and your communities.

## Contact Information



(206) 835-7300



[www.cjtc.wa.gov](http://www.cjtc.wa.gov)



[letcsa@cjtc.wa.gov](mailto:letcsa@cjtc.wa.gov)



Scan the QR code to subscribe to the LETCSA distribution list.

# Training Requests

## Appendix A

### Extension, waiver, exemption, or variance

WAC 139-11-050 (2) states:

*“The commission will develop an annual report on the following topics and post those reports on their website:*

*(a) Hours and learning objectives for new curriculum related to the de-escalation training topics identified in WAC 139-11-020;*

*(b) Biographies of trainers delivering training on topics identified in WAC 139-11-020; and*

*(c)Waivers granted to agencies requesting credit for training that meets the requirements of WAC 139-11-030.”*

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At the time this report was released, no extension, waiver, exemption, or variance has been granted to any law enforcement agency for LETCSA training.

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In April 2022, WSCJTC adopted a policy regarding the process for requesting an extension, waiver, exemption, or variance for LETCSA training. The policy is available on the [LETCSA resources](#) page on our website.

# Trainer Biographies

## Appendix B

### Biographies of LETCSA trainers

After the adoption of WAC 139-11 in 2019, the training requirements for LETCSA were solidified. The distribution of LETCSA training for incumbent officers is spread amongst different training divisions. Per WAC 139-11-050, WSCJTC will provide "biographies of trainers delivering training on topics identified in WAC 139-11-020."

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### Advanced Training Division

Law Enforcement and Society: Lessons of the Holocaust

Offered in partnership with the Anti-Defamation League and the Holocaust Center for Humanity in Seattle, WA.

The United States' Criminal Legal System

Offered in partnership with Alexis Harris, PhD.

LGBTQ+ Core Competency

Offered in partnership with The Rainbow Center in Tacoma, WA.

Effective Communication

Offered in partnership with Kitsap Support, Advocacy, and Counseling in Port Orchard, WA; the Washington State Department of Social and Health Services; Rebuilding Hope! Sexual Assault Center for Pierce County in Tacoma, WA; and the Spokane Immigrant Rights Coalition in Spokane, WA.

Introduction to the Historical Intersection of Race and Policing

Developed by WSCJTC and narrated by Connie Thompson.

People First: Awareness, Challenges, and Response to Poverty and Recidivism

Offered in partnership with Ian Edwards and Beck Strah, Ph.D.

Understanding the Diversity and Complexity of Asians and Asian Americans

Offered in partnership with Eastern Washington University and Pui-Yan Lam, PhD.

# Applied Skills Training Division

The Applied Skills Training Division certifies peace officers across the state to teach regional Patrol Tactics In-Service courses. The following names in the tables list the officers that have completed the Patrol Tactics Instructor “train-the-trainer” course and are sorted by region.

## North

Derek Oates	Marysville Police Department
Brandon Fiske	Lake Stevens Police Department
Jonathan Ricksecker	Snohomish County Sheriff's Office
Brady Moore	Sedro-Woolley Police Department
Angela Deckert	WA State Gambling Commission
Garret Winfrey	Monroe Police Department
Ryan Lazo	Redmond Police Department
Jakob Hoogerhyde	Mukilteo Police Department
Harrison McGaughey	Sedro-Woolley Police Department
Zachariah Olesen	Lynnwood Police Department
Ryan Hoirup	Lynnwood Police Department
Rion Brandt	San Juan County Sheriff's Office
Thomas Kuwana	Mukilteo Police Department

## North-Central

Ramon Lopez	Moses Lake Police Department
Chase Pitt	Moses Lake Police Department
Stephen Harder	Quincy Police Department
Bryan Jacobsen	Othello Police Department
Alan Parker	Kittitas Police Department
Scott Hoffman	Kittitas County Sheriff's Office
Beau-Gerald Hazzard	Kittitas County Sheriff's Office
Roland Alejo	Moses Lake Police Department
Taylor Malmstrom	Ellensburg Police Department

## North-East

Adam Kowal	Stevens County Sheriff's Office
Jason Lee	Liberty Lake Police Department
Natalie Woolard	Spokane County Sheriff's Office
Edward Tomsik	Spokane County Sheriff's Office
Matthew Peterson	Spokane County Sheriff's Office
Joshua Pratt	Spokane County Sheriff's Office
William Goode	Spokane County Sheriff's Office

Micah Leighton	Spokane County Sheriff's Office
Avery Johnson	Spokane County Sheriff's Office
Patrick Nelson	Spokane County Sheriff's Office
Joshua Stewart	Spokane Police Department
Nerman Bajric	Spokane County Sheriff's Office

### North-West

Edward Brock	Mason County Sheriff's Office
Charles Taylor	Mason County Sheriff's Office
James Belleville	Shelton Police Department
Dylan Helser	Mason County Sheriff's Office
Abraham Blaylock	Suquamish Police Department
Bryan Martin	Snohomish County Sheriff's Office
Alexander Hamrick	Lower Elwha Klallam Police Department

### South

Chad Miller	Kitsap County Sheriff's Office
Kimberly Seig	Olympia Police Department
Aaron Joseph	Tacoma Police Department
Christopher Seymour	Yelm Police Department
Noland Williams	Kitsap County Sheriff's Office
Trevor Donnelly	Bremerton Police Department
John Chesney	Bremerton Police Department
Justin Coronado	Kitsap County Sheriff's Office
Josiah Gapsch	Port Orchard Police Department
Austin Hewitt	Kitsap County Sheriff's Office
Elijah Allman	Tacoma Police Department
Ryan Avery	Bremerton Police Department
Jacob Rodriguez	Tumwater Police Department
Arianna Petritz	Kitsap County Sheriff's Office
Armando Farinas	Tacoma Police Department
Joseph Fastaia	Bainbridge Island Police Department
Patrick Donovan	Fife Police Department
Erin McClelland	Kitsap County Sheriff's Office
Wayne Dekorte	Kitsap County Sheriff's Office
Henry Vega	Bremerton Police Department
Austin Hansen	Olympia Police Department
William Jenkins	Kitsap County Sheriff's Office
Gregory Cenicola	Tacoma Police Department
Wyatt Galbreath	Kitsap County Sheriff's Office
Christine Nichols	Seattle Police Department

Jonard Legaspi	Seattle Police Department
Darren Long	Seattle Police Department
Rafael Martinez	Seattle Police Department
Michael Larned	Seattle Police Department
John Musseau	Seattle Police Department
Steven Stone	Seattle Police Department
Corey Lapinsky	Seattle Police Department
Holly Atkinson	Seattle Police Department
Evan Barnard	Redmond Police Department
Jose Garibay	Duvall Police Department
Jordan Potis	Thurston County Sheriff's Office
Leah Ott	Redmond Police Department

### **South-Central**

Robert Hubbard	Yakima County Sheriff's Office
Kevin Slease	WA State Parks & Recreation
Ryan Bonsen	Union Gap Police Department
Christopher Taylor	Yakima Police Department
Mark Weishaar	Tieton Police Department
Kyle Cameron	Yakima County Sheriff's Office
Brandon Erickson	WA State Parks & Recreation
David Beckwith	Wapato Police Department
Andrew Matriciano	Yakima Police Department
Shawn Christensen	Sunnyside Police Department
Jonathan Holen	Richland Police Department
Jory Parish	Richland Police Department

### **South-East**

Tomas Zafra	Adams County Sheriff's Office
Benjamin Olson	Walla Walla County Sheriff's Office
Aaron Stites	Walla Walla County Sheriff's Office
Martin Garza	Othello Police Department

### **South-West**

Joshua Evans	Skamania County Sheriff's Office
Susannah Wilson	Chehalis Tribal Law Enforcement

The following names are the instructors that teach the Patrol Tactics Instructor and S.W.A.T. courses on behalf of WSCJTC.

**WSCJTC Patrol Tactics Instructor Cadre**

David Machado	Edmonds Police Department
Matt Porter	Mountlake Terrace Police Department
Jaban Brownell	Union Gap Police Department
Brent Frank	Chelan County Sheriff's Office
Travis Katzer	Everett Police Department
Ryan Green	Washington State Parks Department
Tyrell Neilsen	Kittitas County Sheriff's Office
Matt Ludwig	Tacoma Police Department
Tobias Eikenberry	Mill Creek Police Department
James Thompson	Tukwila Police Department
Chris Kaiser	Bellingham Police Department
Linda Hayes	Clark County Sheriff's Office
Javier Sola	Olympia Police Department
Stanley Langlow	Kitsap County Sheriff's Office
Tom Hill	WSCJTC
Richard Lee	WSCJTC
Don Arnold	WSCJTC

**WSCJTC S.W.A.T. Cadre**

Matt Porter	Mountlake Terrace Police Department
James Mitchell	King County Sheriff's Office
Jesse Herrera	King County Sheriff's Office
Steven Lessard	King County Sheriff's Office
Jahie Miller	King County Sheriff's Office
Bryan Pacey	King County Sheriff's Office
Steve Stone	Seattle Police Department
John Musseau	Seattle Police Department
Rafael Martinez	Seattle Police Department
Jaban Brownell	Union Gap Police Department
Travis Katzer	Everett Police Department
Jonathan Ricksecker	Snohomish County Sheriff's Office