



Washington State

Criminal Justice Training Commission

Location: WSCJTC Auditorium - Burien, WA

March 8, 2023 – 10 a.m.

- Welcome *Chair Quinn*
- Roll Call *Lacey Ledford*
- Chair's Report *Chair Quinn*
- Director's Report *Executive Director Alexander*
 - Certification Report *Assistant Director Arceneaux*
- Old Business *Chair Quinn*
 - IIT Best Practices *Commissioner Scairpon/
Alex Buijs*
- New Business *Chair Quinn*
 - Meeting Minutes (December 2022)
 - Variance Request *Mike Devine*
 - Canine Evaluator Applications *Mike Devine*
 - Canine Workgroup Meeting *Mike Devine*
- Adjourn *Chair Quinn*

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NOTICE: This meeting will be recorded.



Washington State Criminal
Justice Training Commission
March 2023

INDEPENDENT INVESTIGATION OF OFFICER INVOLVED USE OF DEADLY FORCE INCIDENT

BEST PRACTICE GUIDELINES



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I. Purpose

The purpose of this document is to provide a basic framework and guidelines for independent criminal investigations into the use of deadly force by a peace officer that results in death, substantial bodily harm, or great bodily harm. WAC 139-12-030 (4) requires the Washington State Criminal Justice Training Commission (WSCJTC) to publish best practices for homicide investigations and update them annually.

This document should be used in conjunction with the definitions and independent investigation criteria found in WAC 139-12 to create an Independent Investigations Team (IIT) protocol. The Office of Independent Investigations (OII) was established after the passage of Chapter 318, Laws of 2021 (RCW 43.102, et. seq.) to conduct investigations of serious use of force incidents by Washington state law enforcement agencies. OII protocols and statutory requirements are different from IIT investigation laws and regulations. This best-practices document is for the use and application by IITs which have differing statutory requirements than the OII.

The independent investigation will follow the rules of law established by the state and federal constitutions, and statutory and case law that apply to criminal investigations. It is expected that each IIT protocol will reflect both law enforcement and community needs for independent, credible, and transparent investigations. The steps outlined in this document are intended to be a guide, and not an exhaustive collection of best practices. Further, this document is not intended to provide any form of legal advice or direction.

II. Definitions

Term	Definition
Discuss	To talk about (something) with another person or group of people in all forms of communication including, but not limited to, verbal, written, and electronic.
Independent Investigative Team (IIT)	A team of qualified and certified peace officer investigators, civilian crime scene specialists, and at least two nonlaw enforcement community representatives who operate completely independent of any involved agency to conduct investigations of police deadly force incidents. An IIT is created when multiple law enforcement agencies enter into a written agreement to investigate police use of deadly force incidents in their geographical regions. A single law enforcement agency may fulfill the independent investigative function, provided it is not the involved agency.
Involved Agency	The agency that employs or supervises the officer(s) who used deadly force. There can be more than one "involved agency."
Involved Agency Liaison	A member of the involved agency who is the local point of contact for the IIT commander to provide access to local resources and facilities.
Involved Officer	A general authority Washington peace officer, specially commissioned Washington peace officer, or limited authority Washington peace officer, as defined in RCW 10.93.020, whether on or off duty if he or she is exercising his or her authority as a peace officer involved in an incident where the use of deadly force results in death, substantial bodily harm, or great bodily harm.
Office of Independent Investigations (OII)	An office created by the Legislature in 2021 which is authorized to conduct investigations of law enforcement use of deadly force cases wholly independent from any law enforcement agency. OII's authorizing statute, RCW 43.102, et. seq., sets forth the rules and procedures by which OII must abide. Some of those rules are different than those that apply to IIT investigations. This document's best practices guide OII only where the language specifically refers to OII by name. Reference to IITs does not necessarily bind OII.

Definitions (continued)

Term	Definition
Public Safety Statement	Information obtained by a supervisor at an officer-involved incident using questions intended to determine existing threats to public safety and identify transitory evidence that must be preserved. The scope of this statement is limited to the collection of such critical, fleeting information in the immediate aftermath of the officer-involved incident.
Specialized Equipment	Any property, device, or apparatus used by a law enforcement agency with unique or specific performance capabilities that may require additional training to operate or extra steps to execute its function(s).
Venue Agency	The law enforcement agency or agencies having jurisdiction where the officer-involved incident occurs. This is very often the involved agency.
Witness Officer	An officer who witnessed, but did not engage in, the use of force being investigated by the IIT.

Additional applicable definitions are available for review in Washington Administrative Code (WAC) 139-12-020 or relevant RCWs.

III. Procedures

The following procedures are tailored to address the initial incident response as well as the continuing follow-up investigation after an officer-involved use of deadly force. These general guidelines and principles can be used when investigating any serious incident.

Officer-involved uses of deadly force are dynamic situations. Preservation of life and the safety of all persons on scene are the paramount concerns. It is critical that every involved law enforcement member should recognize the transitory nature of evidence and after first aid has been provided or facilitated, take immediate steps to preserve the scene and evidence.

A. Involved Officers

Officers involved in an incident triggering the use of the OII and an IIT shall take initial steps to render the scene safe, protect the safety of themselves and others, render first aid where necessary, and preserve evidence. There shall be no communication (in any format) between any involved officer(s), witness officer(s), or other officer(s) until all interviews have been conducted by the OII or IIT.

B. Involved Agency Responsibilities

1. The involved agency Chief or Sheriff, or their designee shall immediately notify the OII and IIT of the incident and the need to respond.
 - a. The notification to the OII and IIT should simultaneously occur. If the OII accepts the investigation, the IIT shall still be notified and respond to the scene of the incident. The involved agency would relinquish control of the scene to the IIT in accordance with RCW 43.102.120 until the OII is on scene or is otherwise provided notice that the OII is taking control of the scene.
 - b. The IIT protocols should contain steps to notify the IIT leadership, and how the IIT will be deployed. At a minimum the team protocol should designate:
 - i. which member of the IIT leadership should be the first point of contact for team activation;
 - ii. who will call the on-scene supervisor to obtain a briefing of the incident;
 - iii. who will be the IIT commander and/or supervisor;
 - iv. what personnel and equipment are needed; and
 - v. how to contact and deploy the necessary IIT members.
2. A brief public safety statement is taken by an involved agency supervisor from the involved officer(s), covering only information necessary to focus initial law enforcement response and direct the preliminary investigation into the officer involved shooting. Statements made to the involved agency supervisor should be extremely brief and limited to information about the crime scene(s) to be protected and any pertinent evidence to be recovered, and identification of any involved persons, as well as witnesses who need to be located and interviewed.

Involved Agency Responsibilities (Continued)

- a. The public safety statement can only be administered by the employer of the involved officer. If the public safety statement starts with, “You are being ordered/directed/compelled to answer the following questions...” The involved officer’s responses to these questions are considered compelled, and they cannot be considered by the IIT Investigators. If public safety information is obtained voluntarily, it may be used by the IIT.
3. Designate an involved agency liaison to remain available to the IIT. The involved agency liaison shall not be privy to any information regarding the OII or IIT investigation. If OII has incident command, they will make someone available to provide contact authorized by RCW 43.102.
4. Maintain perimeter control of the scene if requested by the OII and/or IIT commander.
5. Give all evidence in their possession to the OII or IIT.
 - a. If a criminal action (i.e. robbery, burglary, assault, or warrant service) preceded the officer-involved incident either:
 - i. The IIT commander shall consult with the involved and/or venue agency incident commander to determine which agency should investigate the preceding event, to include pursuing criminal charges related to that event. If mutually agreed upon, the IIT will assume responsibility for the criminal investigation of the preceding event. If not, the IIT will limit its criminal investigation to the officer-involved use of force incident. This can also be addressed in an IIT’s protocol.

Involved Agency Responsibilities (Continued)

- ii. If the OII assumes command of a scene, the OII will coordinate with the involved agency and regional IIT (or other uninvolved agency investigating the matter) to determine who will investigate the preceding event, to include pursuing criminal charges related to that event. Because of the statutory limitations on IITs and the OII sharing information with the involved agency, in most situations the best practice is for the IIT to assume command of the preceding event(s) investigation while the OII investigates the use of deadly force incident. Nothing statutorily prohibits an IIT and the OII from sharing information about their investigations.
 - iii. The agency identified to investigate the preceding crime(s) may have access to relevant evidence for the purposes of preserving community safety and make custodial decisions/actions as necessary and required by law. If the evidence in question relates to an incident of the use of deadly force by a peace officer, then there shall be no sharing of that evidence with the involved agency. The IIT chain of command shall make the determination if the evidence relates to the independent investigation.
6. Make all documents, reports, and information on the incident to be available to the IIT immediately or as soon as possible thereafter.
7. Allow use of space, resources, and facilities as needed by the OII or IIT.

Involved Agency Responsibilities (Continued)

- a. The OII and IIT shall make every effort to utilize other space, resources, and/or facilities during the course of their investigation. There will be cases where a specialized resource is needed that is only available from the involved agency.
- b. If no other option exists, the use of the involved agency resources by the IIT shall be done in accordance with WAC 139-12-030 (1)(b) which states, "Specialized equipment belonging to the involved agency may not be used by the IIT unless: 1 - no reasonable alternative exists; 2 - the equipment is critical to carrying out the independent investigation; and 3 - the use is approved by the IIT commander. If the equipment is used, the nonlaw enforcement community representatives on the IIT must be notified about: 1 - why it needs to be used; and 2 - the steps taken to appropriately limit the role of any involved agency personnel in facilitating the use of that equipment."

C. On-Scene Venue Agency Supervisor Responsibilities

These tasks are done by the venue agency until control of the scene is assumed by the OII or IIT. It is important to note that in the majority of incidents, the involved agency is also the venue agency. The on-scene venue agency supervisor shall be responsible for ensuring that standard Incident Command System (ICS) protocols have been implemented. In addition, they shall ensure the following tasks are addressed:

1. The physical condition of the involved officer(s), subject(s), and third parties is assessed, emergency first aid is provided, if necessary, and emergency medical assistance is summoned.

On-Scene Venue Agency Responsibilities (Continued)

2. Ensure necessary notifications are made, to include initiating the response of the OII or IIT and necessary agency notifications including the involved agency chief or sheriff.
3. Establish a perimeter. Only personnel integral to the incident and/or investigation should be inside this perimeter. The primary focus of the on-scene venue agency at this stage is the protection and preservation of evanescent evidence in order to maintain the integrity of the scene until the OII or IIT arrives. The perimeter must be clearly marked and protected.
 - a. Those to remain outside the perimeter may include command level personnel not directly involved in the incident.
 - b. Once the OII or IIT is on the scene, officers from the involved agency, including the involved officer, should be outside the perimeter unless required by the OII or IIT to be present for interviews.
 - c. The OII or IIT may adjust or add additional perimeters to further restrict areas.
4. Take steps to document and preserve any evanescent evidence.
5. A media staging area is identified and is appropriately staffed if necessary.
6. Establish a command post.
7. Appoint an officer to serve as a “recorder,” with responsibility for making a chronological record of activities at the scene, to include persons present and those who have been at the scene.
8. Photographs are taken as soon as possible of the involved officer(s) and subject(s) as they appear at the scene, to include any injuries or lack of injuries. These photos will best capture their condition immediately after the incident and before IIT personnel can arrive.

On Scene Venue Agency Responsibilities (Continued)

9. Any involved officer, other witness officer, or other officer shall not discuss the details of the case with any other involved officer, other witness officer, other officer, or any other witness until the OII or IIT has completed their interviews. This includes any communication or interviews conducted both on and off the scene and any law enforcement entity associated with the specific investigation other than communications protected by RCW.
10. Involved officer(s) are separated and removed from the immediate scene and assigned a support officer to ensure the physical needs of the involved officer(s) are met. Any statement made to a support officer may be discoverable.
11. All potential witnesses are identified and separated and asked to remain on hand to provide a statement. If witnesses wish to leave and there is no legal authority to detain them, officers should obtain their contact information for future communications.
12. If an involved officer is transported to the hospital, someone, such as a support officer, accompanies or meets them there. Any communication that the accompanying officer has with the involved officer may be discoverable and used by the IIT or OII.
13. Brief the arriving members of the OII or IIT on the above issues and ensure no compelled or protected statements are shared with members of the OII or IIT.
14. Turn over control of the scene to the OII or IIT commander, or designee, upon their arrival.
15. Immediately upon completion of the medical examiner's work, the remains will be released to the impacted family unless legal justification may be provided such as a court order.

D. Independent Investigation Team Responsibilities

The IIT commander, lead investigator, or their designee shall do the following:

1. Respond as quickly to the scene as resources and geography allow.
 - a. If the IIT arrives at the scene prior to the OII, they shall proceed with the investigation consistent with their policies, protocols, and these best practices.
 - b. The IIT investigation should continue uninterrupted unless and until the OII arrives on scene and assumes control of the scene. At that time, the IIT commander should hand over control of the scene to the OII lead investigator. A briefing should simultaneously occur. Any ongoing interviews, evidence collection/processing, or other investigative actions should be handed over in a way that does not interrupt or delay the investigation.
2. Assume command of the scene from the on-scene involved agency supervisor.
3. Receive a briefing from the involved agency liaison and/or the on-scene supervisor.
4. The IIT commander shall ensure that notification to the Governor's Office of Indian Affairs is completed within 24 hours of a fatal use of force incident involving an enrolled member of a federally recognized Indian tribe, in accordance with RCW 10.114.021.
5. The IIT commander will ensure a conflict of interest (COI) form is completed to identify and manage any conflicts of interest between the involved officer(s), the involved agency, and any IIT members. This should be done as soon as possible as the nonlaw enforcement community representative will review COI forms no later than 72 hours after the investigation begins.
 - o If someone joins the independent investigation after the initial 72-hour deadline, this individual must complete their COI form as soon as possible and no later than 72 hours after joining the investigation.

D. Independent Investigation Team Responsibilities (Continued)

6. The IIT commander will meet with the IIT nonlaw enforcement community representative and review the COI forms within 72 hours of the commencement of the investigation. If the IIT commander and the nonlaw enforcement community representative(s) determine that a conflict exists, the conflicted person shall be removed from the specific investigation entirely.
7. The IIT commander, no later than 72 hours after the investigation begins, shall determine whether each member of the IIT is free from sustained misconduct or free from a personal history of bias or discrimination. The IIT commander shall remove any member so affected and shall verify in the investigation file that these steps have been taken. During the IIT's annual training an audit shall occur regarding any sustained misconduct on IIT members. Any sustained misconduct found for an IIT member will result in immediate removal from the IIT. Any misconduct that occurs between this annual review shall be immediately reported by the agency head or designee to the IIT commander.
8. The IIT commander will identify an IIT member to serve as the family liaison as soon as feasibly possible who is responsible for identifying, locating, and notifying an appropriate family member, even if the family member(s) live out of the area. If the individual who was significantly injured or died in an officer-involved use of force was a tribal member, the IIT commander will identify an IIT member to serve as the tribal liaison within the first 24 hours and will keep the tribe (or a representative of the tribe's choice) apprised of all significant developments of the investigation.
9. Identify an uninvolved member agency where all evidence will be stored and coordinate with the involved agency to determine responsibility for storage and handling of extraordinary items such as vehicles, HAZMAT materials, etc.

D. Independent Investigation Team Responsibilities (Continued)

Evidence Considerations

Recognize the transitory nature of some types of evidence and take steps to preserve it as the incident scene may be altered or compromised due to weather, foot traffic, police activities, etc., destroying or contaminating evidence beyond use or value.

- Anything that can be identified as evidence, and once identified, must be secured, documented, and/or collected.
- Ensure that any evidence in the possession of the involved or venue agency is given to the OII or IIT.
- Determine whether video recordings were made by in-car cameras; body-worn cameras; electronic control weapons; and government, business or private surveillance cameras and that they have been secured as evidence as soon as reasonably possible. IITs will attempt to identify any photos or videos made by civilians and secure as evidence.
- Obtain search warrants for any vehicles, containers, homes, electronic devices, or vehicles as may be necessary.
- Any clothing or other personal items that may have been discarded or removed from subjects or involved officer(s) by medical personnel are located and secured as evidence.
- Clothing worn by the involved officer(s) and subject(s) should be documented and collected if there is an evidentiary need. When an officer's clothing is taken for evidence, the IIT member working with the involved agency liaison will ensure that appropriate replacement clothing is provided to the involved officer.

Evidence Considerations (Continued)

- If a K9 was deployed as part of the initial incident, the dog and its condition should be documented.
- When firearms or other weapons are taken from an involved officer for evidence the involved agency should be responsible for replacement of those weapons, in accordance with their agency's policies. If the officer's weapon was not under the officer's control or left the officer's possession during the incident, the weapon is considered part of the secured incident scene and should not be moved.
- The IIT commander should consider an inspection of the firearms, ammunition, or other weapon or tool of all witness officers (or other officers who may have been present at the time that force was applied). All discharged weapons should be secured, packaged, and placed in an independent police property room in adherence to that property room's procedures. The objective of the weapons inspection is to gather information and document to what extent a weapon was discharged or used, and by whom.
- An IIT member shall inspect and document all law enforcement tools to include lethal and nonlethal weapons carried by the officer at the time of the incident to ensure all discharged firearms are collected and any other weapons are identified and examined.
- To ensure proper community safety and accountability of firearms and Alcohol, Tobacco, Firearms and Explosives (ATF) National Firearms Act (NFA) tracked items, the IIT shall provide a seized items receipt or evidence list of the firearm(s), devices, electronic control tools, and NFA items taken as part of the IIT investigation if requested by the involved agency. Providing the make, model, and serial numbers to the involved agency will provide accountability over the items retrieved from the incident.
- Consider the use of digital incident scene mapping for documenting and reconstructing the scene.
- The chain of custody will be documented for each item of evidence.

D. Independent Investigation Team Responsibilities (Continued)

Interview Considerations

- Obtain statements from subjects and witnesses. Audio and/or video-audio recording is preferred and should be attempted.
 - Interviews of involved officers should follow the policies of their individual agency, collective bargaining agreement, and case law. Interviews shall have the goal of allowing and encouraging full cooperation from the involved officer, full accounting for what occurred, and adherence to state law, best practices, and agency policy. Interviewers shall rely on training, experience, industry standards and challenging questions with the goal of determining the truth.
 - Investigators should be aware of and alert for signs that indicate an officer, subject, or other witness may be suffering from psychological trauma. All involved persons will be treated with sensitivity and awareness about acute stress reactions.
 - Interviews with emergency medical personnel, fire department personnel, and first responding officers should address conditions at the incident scene when they arrived to include any action that may have been taken to move or otherwise alter persons or objects of potential evidentiary value.
 - Canvass the immediate area for potential witnesses who have not come forward and obtain information or statements as available.
10. In the event of death, consult with the coroner or medical examiner at the scene and at, or subsequent to, the autopsy. A member of the IIT must attend the autopsy and take all appropriate investigative steps, consistent with other criminal investigations.
11. The incident scene will be released by the IIT once investigators are satisfied the crime scene processing is complete.
12. The involved agency and the venue agency chief or sheriff will be notified of the scene being released.

D. Independent Investigation Team Responsibilities (Continued)

13. Once all investigation materials are assembled the complete IIT investigation case file must be presented to the venue agency prosecutor who may ask for additional information, and who will use the case file to make a charging decision. .

E. Family Liaison Responsibilities

The family liaison is responsible for identifying, locating, and notifying an appropriate family member of the person against whom deadly force has been used, as soon as possible to ensure that the family:

1. Is notified, when possible, prior to learning about the incident from the press, social media, friends, or neighbors.
 - a. Family notification of a decedent should be done in consultation with the venue coroner or medical examiner.
2. Has a reliable way to communicate directly with the liaison and the IIT.
3. Is kept informed about the investigative process, even when there is nothing new to report.
4. Is provided timely notice of significant developments of the investigation, to include press releases.
5. Has assistance in coordinating with a victim advocate if one is available, especially if requested by the family.
6. If requested, the IIT family liaison may assist the impacted family with any communication and/or access to the remains of the deceased individual that is within their statutory authority.

If OII is handling the scene, and if contact can be made within a reasonable amount of time, OII's nonuniformed, nonlaw-enforcement family liaison should be responsible for filling this role.

F. Tribal Liaison Responsibilities

If the fatal use of force incident involves an enrolled member of a federally recognized Indian tribe (RCW 10.114.021) the IIT commander will identify an IIT member to serve as the tribal liaison within the first twenty-four hours.

If OII is the investigative team at a scene, they shall abide by their own statutory obligations related to tribal liaison.

G. Administrative Investigation

The administrative investigation is the responsibility of the involved agency. The IIT commander must create and enforce firewalls, which is a process to prevent information sharing between the IIT from the involved agency and train all team members to observe them to ensure no member of the IIT receives any compelled statements of the involved officer(s) or any investigative content that was informed by such compelled statements.

H. Record Keeping

1. The IIT commander will determine and coordinate where the original IIT file will be maintained. The original file shall not be maintained at the involved agency. Public disclosure requests may be directed to the agency designated to maintain the original IIT file.
2. All original reports, statements, and other documentation of venue and involved agency employees should be filed and maintained by the venue agency and submitted to the IIT commander in a immediately upon request.
3. Until the case file is delivered to the prosecutor, access to the IIT case file should be restricted to the IIT members designated by assignment.

I. News Media Considerations

Communication with the media will be handled by a designated member of the IIT. Either a public information officer (PIO) or a media relations officer (MRO) in consultation with the IIT commander.

1. The PIO will affirmatively provide to local media and on official social media accounts, regular updates on the investigation, at least weekly.
2. Neither the involved agency nor the IIT will provide the media with criminal background information of the person against whom deadly force has been used, unless it is specifically requested, and release of the information is required by the Public Records Act or other applicable laws.
3. The IIT commander will ensure a proper balance is maintained between the integrity of the investigation and transparency with the public.

IV. Appendix

Document Version History

First adopted - September 2020

Annual update - March 2023





INDEPENDENT
INVESTIGATION OF OFFICER
INVOLVED USE OF DEADLY
FORCE INCIDENT GUIDELINES

Washington State Criminal Justice Training
Commission

Abstract
Required per WAC 139-12-030



Washington State Criminal Justice Training Commission Independent Investigation of Officer Involved Use of Deadly Force Incident Guidelines

I. PURPOSE

The purpose of this document is to provide a basic framework and guidelines for independent criminal investigations into the use of deadly force by a peace officer that results in death, substantial bodily harm, or great bodily harm. [WAC 139-12-030 \(43\)](#) requires the Washington State Criminal Justice Training Commission (WSCJTC) to publish best practices for homicide investigations and update them annually.

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Independent Investigative Team (IIT) - A team of qualified and certified peace officer investigators, civilian crime scene specialists, and at least two nonlaw enforcement community representatives who operate completely independent of any involved agency to conduct investigations of police deadly force incidents. An IIT is created when multiple law enforcement agencies enter into a written agreement to investigate police use of deadly force incidents in their geographical regions. A single law enforcement agency may fulfill the independent investigative function, provided it is not the involved agency.

Involved Agency - The agency that employs or supervises the officer(s) who used deadly force. There can be more than one "involved agency."

Involved Agency Liaison - A member of the involved agency who is the local point of contact for the IIT commander to provide access to local resources and facilities, and act as a technical or subject matter experts for the officers, agency, and community they represent.

Involved Officer -- A general authority Washington peace officer, specially commissioned Washington peace officer, or limited authority Washington peace officer, as defined in RCW 10.93.020, whether on or off duty if he or she is exercising his or her authority as a peace officer involved in an ~~serious~~ incident where the use of deadly force results in death, substantial bodily harm, or great bodily harm.

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Washington State Criminal Justice Training Commission Independent Investigation of Officer Involved Use of Deadly Force Incident Guidelines

~~Witness Officer – An officer who witnessed, but did not engage in, the use of force being investigated by the IIT.~~ Witness Officer – An officer who witnessed, but did not engage in, the use of force being investigated by the IIT.

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Office of Independent Investigations (OII) – An office created by the Legislature in 2021 which is authorized to conduct investigations of law enforcement use of deadly force cases wholly independent from any law enforcement agency. OII’s authorizing statute, RCW 43.102, et. seq., sets forth the rules and procedures by which OII must abide. Some of those rules are different than those that apply to IIT investigations. This document’s best practices guide OII only where the language specifically refers to OII by name. Reference to IITs does not necessarily bind OII.

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III. PROCEDURES

The following procedures are tailored to address the initial incident response as well as the continuing follow-up investigation after an officer-involved use of deadly force. These general guidelines and principles can be used when investigating any serious incident.

Officer-involved uses of deadly force are dynamic situations. Preservation of life and the safety of all persons on scene are the paramount concerns. It is critical that every involved law enforcement member should recognize the transitory nature of evidence and after first aid has been provided or facilitated, take immediate steps to preserve the scene and evidence.

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B. Involved and/or Venue Agency Responsibilities



Washington State Criminal Justice Training Commission Independent Investigation of Officer Involved Use of Deadly Force Incident Guidelines

1. The involved agency Chief or Sheriff, or their designee shall immediately notify the OII and IIT of the incident and the need to respond. Activate the IIT and/or Office of Independent Investigations (OII).

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a. The venue agency Chief or Sheriff, or their designee shall immediately notify the OII and IIT of the incident and the need to respond. The notification to the OII and IIT should simultaneously occur. If the OII accepts the investigation, the IIT shall still be notified and respond to the scene of the incident. The involved agency would relinquish control of the scene to the IIT in accordance with RCW 43.102.120 until the OII is on scene or is otherwise provided notice that the OII is taking control of the scene.

b. The IIT protocols should contain steps to notify the IIT leadership, and how the IIT will be deployed. At a minimum the team protocol should designate:

i. which member of the IIT leadership should be the first point of contact for team activation;

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ii. who will call the on-scene supervisor to obtain a briefing of the incident;

iii. who will be the IIT commander and/or supervisor;

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iv. what personnel and equipment are needed; and

v. how to contact and deploy the necessary IIT members.

2. A brief public safety statement is taken by an involved agency supervisor from the involved officer(s), covering only information necessary to focus initial law enforcement response and direct the preliminary investigation into the officer involved shooting. Statements made to the involved agency supervisor should be extremely brief and limited to information about the crime scene(s) to be protected and any pertinent evidence to be recovered, and identification of any involved persons, as well as witnesses who need to be located and interviewed.

a. The public safety statement can only be administered by the employer of the involved officer.- If the public safety statement starts with, "You are being ordered/directed/compelled to answer the following questions..." The involved officer's responses to these questions are considered compelled, and they cannot be considered by the IIT Investigators.- If public safety information is obtained voluntarily, it may be used by the IIT.

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3. Designate an involved agency liaison to remain available to the OII or IIT. The involved agency liaison shall not be privy to any information regarding the OII or IIT investigation. If OII has incident command, they will make someone available to provide contact authorized by RCW 43.102.

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4. Maintain perimeter control of the scene if requested by the OII and/or IIT commander.



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54. Give Turn-over all evidence in their possession to the OII or IIT.

a. If a criminal action (i.e. robbery, burglary, assault, or warrant service) preceded the officer-involved incident either:

i. the IIT commander shall consult with the involved and/or venue agency incident commander to determine which agency should investigate the preceding event, to include pursuing criminal charges related to that event. If mutually agreed upon, the IIT will assume responsibility for the criminal investigation of the preceding event. If not, the IIT will limit its criminal investigation to the officer-involved use of force incident. This can also be addressed in an IIT's protocol.

ii. If the OII assumes command of a scene, the OII will coordinate with the involved agency and regional IIT (or other uninjured agency investigating the matter) to determine who will investigate the preceding event, to include pursuing criminal charges related to that event. Because of the statutory limitations on IITs and the OII sharing information with the involved agency, in most situations the best practice is for the IIT to assume command of the preceding event(s) investigation while the OII investigates the use of deadly force incident. Nothing statutorily prohibits an IIT and the OII from sharing information about their investigations.

iii. The agency identified to investigate the preceding crime(s) may have access to relevant evidence for the purposes of preserving community safety and make custodial decisions/actions as necessary and required by law. If the evidence in question relates to the use of deadly force by a peace officer, then there shall be no sharing of that evidence with the involved agency. The IIT chain of command shall make the determination if the evidence relates to the independent investigation.

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65. Arrange for Make all documents, reports, and information on the incident to be available to the IIT immediately or as soon as possible thereafter.

76. Allow use of space, resources, and facilities as needed by the OII or IIT.

a. The OII and IIT shall make every effort to utilize other space, resources, and/or facilities during the course of their investigation. There will be cases where a specialized resource is needed that is only available from the involved agency.

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b. If no other option exists, the use of the involved agency space, resources, and facilities by the IIT shall be done in accordance with WAC 139-12-030 (1)(b) which states, "Specialized equipment belonging to the involved agency may not be used by the IIT unless: 1 - no reasonable alternative exists; 2 - the equipment is critical to carrying out the independent investigation; and 3 - the use is

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approved by the IIT commander. If the equipment is used, the nonlaw enforcement community representatives on the IIT must be notified about: 1 - why it needs to be used; and 2 - the steps taken to appropriately limit the role of any involved agency personnel in facilitating the use of that equipment."

C. On-Scene Venue Agency Supervisor Responsibilities

These tasks are done by the venue agency until control of the scene is assumed by the OII or IIT. It is important to note that in the majority of incidents, the involved agency is also the venue agency. The on-scene venue agency supervisor shall be responsible for ensuring that standard Incident Command System (ICS) protocols have been implemented. In addition, they shall ensure the following tasks are addressed:

1. The physical condition of the involved officer(s), subject(s), and third parties is assessed, emergency first aid is provided, if necessary, and emergency medical assistance is summoned.
2. Ensure necessary notifications are made, to include initiating the response of the OII or IIT and necessary agency notifications including the involved agency chief or sheriff.

~~3. A brief public safety statement is taken, preferably by a supervisor, from the involved officer(s), covering only information necessary to focus initial law enforcement response and direct the preliminary investigation into the officer involved shooting.~~

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~~34. Establish aAn inner perimeter ~~is established~~. Only personnel integral to the incident and/or investigation should be inside this perimeter. The primary focus of the on-scene venue involved agency at this stage is the protection and preservation of evanescent evidence in order to maintain the integrity of the scene until the OII or IIT arrives. The perimeter must be clearly marked and protected.~~

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a. Those to remain outside the inner perimeter may include command level personnel not directly involved in the incident.

b. Once the OII or IIT is on the scene, officers from the involved agency, including the involved officer, should be outside the ~~inner~~ perimeter unless required by the OII or IIT to be present for interviews.

~~c. The OII or IIT may adjust or add additional perimeters to further restrict areas.~~

~~5. An outer perimeter established which should create boundaries for the public and representatives of the media.~~

~~a. The IIT may adjust or add additional perimeters to further restrict areas.~~

~~46. Take steps to document and preserve any evanescent evidence.~~

~~57. A media staging area is identified and is appropriately staffed if necessary.~~



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~~68.~~ Establish a command post.

~~79.~~ Appoint an officer to serve as a “recorder,” with responsibility for making a chronological record of activities at the scene, to include persons present and those who have been at the scene.

~~810.~~ Photographs are taken as soon as possible of the involved officer(s) and subject(s) as they appear at the scene, to include any injuries or lack of injuries. These photos will best capture their condition immediately after the incident and before IIT personnel can arrive.

~~911.~~ Any involved officer, other witness officer, or other officers shall ~~not discuss the details of the case with any other~~ the involved officer, or other witness officers, other officer, and/or any other witnesses until the OII or IIT has completed their interviews with those officers. Until all statements have been taken, involved and witness officers shall not discuss the case with any other witnesses. This includes any communication or interviews conducted both on and off the scene and any law enforcement entity associated with the specific investigation other than communications protected by RCW.

~~102.~~ Involved officer(s) are separated and removed from the immediate scene and assigned a support officer to ensure the physical needs of the involved officer(s) are met. Any statement made to a support officer may be discoverable.

~~131.~~ All potential witnesses are identified and separated and asked to remain on hand to provide a statement. If witnesses wish to leave and there is no legal authority to detain them, officers should obtain their contact information for future communications.

~~124.~~ If an involved officer is transported to the hospital, someone, such as a support officer ~~or peer support personnel~~, accompanies or meets them there. Any communication that the accompanying officer has with the involved officer may be discoverable and used by the IIT or OII. Per RCW 5.60.060 (6)(a) (6)(a) A peer support group counselor shall not, without consent of the peer support group client making the communication, be compelled to testify about any communication made to the counselor by the peer support group client while receiving counseling. The counselor must be designated as such by the agency employing the peer support group client prior to the incident that results in counseling. The privilege only applies when the communication was made to the counselor while acting in his or her capacity as a peer support group counselor. The privilege does not apply if the counselor was an initial responding first responder, department of corrections staff person, or jail staff person; a witness; or a party to the incident which prompted the delivery of peer support group counseling services to the peer support group client.

~~135.~~ Brief the arriving members of the OII or IIT on the above issues and ensure no compelled or protected statements are shared with members of the OII or IIT.

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146. Turn over control of the scene to the OII or IIT cCommander, or designee, upon their his/her arrival.

157. Immediately upon completion of the medical examiner's work, the remains will be released to the impacted family unless legal justification may be provided such as a court order.

D. Independent Investigation Team Responsibilities:

The IIT cCommander, lead investigator, or their designee shall do the following:

1. 1 Respond as quickly to the scene as resources and geography allow.
 - a. If the IIT arrives at the scene prior to the OII, they shall proceed with the investigation consistent with their policies, protocols, and these best practices.
 - b. The IIT investigation should continue uninterrupted unless and until the OII arrives on scene and assumes control of the scene. At that time, the IIT commander should hand over control of the scene to the OII lead investigator. A briefing should simultaneously occur. Any ongoing interviews, evidence collection/processing, or other investigative actions should be handed over in a way that does not interrupt or delay the investigation.
2. Assume command of the scene from the on-scene involved agency supervisor.
3. Receive a briefing from the involved agency liaison and/or the on-scene supervisor.
4. The IIT commander shall ensure that notification to the Governor's Office of Indian Affairs is completed within 24 hours of a fatal use of force incident involving an enrolled member of a federally recognized Indian tribe, in accordance with RCW 10.114.021.
54. The IIT cCommander will ensure a cConflict of interest (COI) form is completed to identify and manage any conflicts of interest between the involved officer(s), the involved and their agency, and any IIT members. This should be done as soon as possible and no more than 72 hours later as the nonlaw enforcement community representative will review COI forms no later than 72 hours after the investigation begins.
 - If someone joins the independent investigation after the initial 72-hour deadline, this individual must complete their COI form as soon as possible and no later than 72 hours after joining the investigation.
65. The IIT cCommander will meet with the IIT non-law enforcement community representative and review the COI forms within 72 hours of the commencement of the each investigation. If the IIT commander and the nonlaw enforcement community representative(s) determine that a conflict exists, the conflicted person shall be removed from the specific investigation entirely.

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7. The IIT commander, no later than 72 hours after the investigation begins, shall determine whether each member of the IIT is free from sustained misconduct or free from a personal history of bias or discrimination. The IIT commander shall remove any member so affected and shall verify in the investigation file that these steps have been taken. During the IIT's annual training an audit shall occur regarding any sustained misconduct on IIT members. Any sustained misconduct found for an IIT member will result in immediate removal from the IIT. Any misconduct that occurs between this annual review shall be immediately reported by the agency head or designee to the IIT commander.

~~68.~~ The IIT commander will identify an IIT member to serve as the family liaison as soon as feasibly possible, who is responsible for identifying, locating, and notifying an appropriate family member, even if the family member(s) live out of the area. Identify an IIT member to serve as the Family Liaison and if a tribal member is a victim, identify a Tribal Liaison. If the individual who was significantly injured or died in an officer-involved use of force was a tribal member, the IIT commander will identify an IIT member to serve as the tribal liaison within the first 24 hours and will keep the tribe (or a representative of the tribe's choice) apprised of all significant developments of the investigation.

~~79.~~ Identify an ~~un~~involved member agency where all evidence will be stored and coordinate with the involved agency to determine responsibility for storage and handling of extraordinary items such as vehicles, HAZMAT materials, etc.

Evidence Considerations:

Recognize the transitory nature of some types of evidence and take steps to preserve it as the incident scene may be altered or compromised due to weather, foot traffic, police activities, etc., destroying or contaminating evidence beyond use or value.

- Anything that can be identified as evidence, and once identified, must be secured, documented, and/or collected.
- ~~Ensure that items of potential evidentiary value are identified, documented, protected and collected.~~
- Ensure that any evidence in the possession of the ~~i~~nvolvement or ~~v~~enue agency is ~~turned over~~ given to the OII or IIT.
- Determine whether video recordings were made by in-car cameras; body-worn cameras; electronic control weapons; and government, business or private surveillance cameras and that they have been secured as evidence as soon as reasonably possible. IITs will attempt to identify any photos or videos made by civilians and secure as evidence.
- Obtain search warrants for any vehicles, containers, homes, electronic devices, or vehicles as may be necessary.
- Any clothing or other personal items that may have been discarded or removed from subjects or involved officer(s) by medical personnel are located and secured as evidence.



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- Clothing worn by the involved officer(s) and subject(s) should be documented and collected if there is an evidentiary need as evidence. When an officer's clothing is taken for evidence, the IIT member working with the involved agency liaison will ensure that appropriate replacement clothing is provided to the involved officer.
- If a K9 was deployed as part of the initial incident, the dog and its condition should be documented.
- When firearms or other weapons are taken from an involved officer for evidence the involved agency should be responsible for replacement of those weapons, in accordance with their agency's policies. If the officer's weapon was not under the officer's control or left the officer's possession during the incident, the weapon is considered part of the secured incident scene and should not be moved.
- The IIT commander should consider an inspection of the firearms, ammunition, or other weapon or tool of all witness officers (or other officers who may have been present at the time that force was applied). All discharged weapons should be secured, packaged, and placed in an independent police property room in adherence to that property room's procedures.- The objective of the weapons inspection is to gather information and document to what extent a weapon was discharged or used, and by whom.
- An IIT member shall inspect and document all law enforcement tools to include lethal and non-lethal weapons carried by the officer at the time of the incident to ensure all discharged firearms are collected and any other weapons are identified and examined.
- To ensure proper community safety and accountability of firearms and Alcohol, Tobacco, Firearms and Explosives (ATF) National Firearms Act (NFA) tracked items, the IIT shall provide a seized items receipt or evidence list of the firearm(s), devices, electronic control tools, and NFA items taken as part of the IIT investigation if requested by the involved agency. Providing the make, model, and serial numbers to the involved agency will provide accountability over the items retrieved from the incident.
- Consider the use of digital incident scene mapping for documenting and reconstructing the scene.
- The chain of custody will be documented for each item of evidence.

If a criminal action (i.e. robbery, burglary, assault, or warrant service) preceded the officer involved incident:

- The IIT Commander and Venue Agency incident commander shall consult and determine which agency should investigate the preceding event, to include pursuing criminal charges related to the event.
- If mutually agreed, the IIT will assume responsibility for the criminal investigation of the preceding event. If not, the IIT will limit its criminal investigation to the officer involved use of force incident.



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Interview Considerations:

- Obtain statements from subjects and witnesses. Audio and/or video-audio recording is preferred and should be attempted.
- Interviews of ~~i~~n~~o~~lved ~~o~~fficers should follow the policies of their individual agency, collective bargaining agreement, and case law. Interviews shall have the goal of allowing and encouraging full cooperation from the involved officer, full accounting for what occurred, and adherence to state law, best practices and agency policy. Interviewers shall rely on training, experience, industry standards and challenging questions with the goal of determining the truth. Best practices of interview techniques shall be considered.
- Investigators should be aware of and alert for signs that indicate an officer, subject, or other witness may be suffering from psychological trauma. All involved persons will be treated with sensitivity and awareness about acute stress reactions.
- Interviews with emergency medical personnel, fire department personnel, and first responding officers should address conditions at the incident scene when they arrived to include any action that may have been taken to move or otherwise alter persons or objects of potential evidentiary value.
- Canvass the immediate area for potential witnesses who have not come forward and obtain information or statements as available.

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~~108.~~ In the event of death, consult with the coroner or medical examiner at the scene and at, or subsequent to, the autopsy. A member of the IIT must attend the autopsy and take all appropriate investigative steps, consistent with other criminal investigations.

~~119.~~ The incident scene will be released by the IIT once investigators are satisfied the crime scene processing is complete.

~~102.~~ The involved agency and the venue agency ~~c~~hief or ~~s~~heriff will be notified of the scene being released.

~~143.~~ Once all investigation materials are assembled the ~~H~~complete ~~-IIT~~ investigation case file must be presented to the venue agency prosecutor who may ask for additional information, and who will use the case file to make a charging decision.

E. Family Liaison Responsibilities:

The family liaison is responsible for identifying, locating, and notifying an appropriate family member of the person against whom deadly force has been used, as soon as possible to ensure that the family:

1. Is notified, when possible, prior to learning about the incident from the press, social media, friends, or neighbors.



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- a. Family notification of a decedent should be done in consultation with the venue coroner or medical examiner.
2. Has a reliable way to communicate directly with the liaison and the IIT.
3. Is kept informed about the investigative process, even when there is nothing new to report.
4. Is given-provided timely notice of significant developments of the investigation, to include press releases.
5. Has assistance in Ccoordinating with a victim advocate if one is available, especially if requested by the family.-
6. If requested, the IIT family liaison may assist the impacted family with any communication and/or access to the remains of the deceased individual that is within their statutory authority.

If OII is handling the scene, and if contact can be made within a reasonable amount of time, OII's non-uniformed, non-law-enforcement family liaison should be responsible for filling this role.

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F. Tribal Liaison Responsibilities:

If the fatal use of force incident involves an enrolled member of a federally recognized Indian tribe (RCW 10.114.021) the IIT commander will identify an IIT member to serve as the tribal liaison within the first twenty-four hours.

The IIT commander shall ensure that notification of the Governor's Office of Indian Affairs is completed within 24 hours of a fatal use of force incident involving an enrolled member of a federally recognized Indian tribe, in accordance with RCW 10.114.021.

If OII is the investigative team at a scene, they shall abide by their own statutory obligations related to tribal liaison.

The tribal liaison will keep the tribe (or a representative of the tribe's choice) apprised of all significant developments of the investigation.

The IIT Commander will also ensure that the Governor's Office of Indian Affairs (GOIA) is notified within 24 hours.

G. Administrative Investigation

The administrative investigation is the responsibility of the involved agency. Procedurally, the administrative investigation can access the facts and circumstances discovered during the criminal investigation, however the criminal investigation must be firewall protected from information revealed during the administrative investigation. The criminal investigation must be firewall protected from information revealed during the administrative investigation. The IIT commander must create and enforce firewalls, which is a process to prevent information sharing between the IIT from the involved agency and train all team members to observe them

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~~to ensure no member of the IIT receives any compelled statements of the involved officer(s) or any investigative content that was informed by such compelled statements.~~

~~2. Any action to relieve the involved or witness officers from duty will be the responsibility of the involved agency's Chief or Sheriff, or their designee.~~

H. Record-keeping:

1. The IIT Commander will determine and coordinate where the original IIT file will be maintained. ~~The original file shall not be maintained at the involved agency. Public disclosure requests may be directed to the agency designated to maintain the original IIT file.~~
2. All original reports, statements, and other documentation of venue and involved agency employees should be filed and maintained by the venue agency and submitted to the IIT Commander in a ~~timely manner~~ immediately upon request.
3. Until the case file is delivered to the prosecutor, access to the IIT case file should be restricted to the IIT members ~~involved~~ designated by assignment.

I. News Media Considerations:

Communication with the media will be handled by a designated member of the IIT. Either a ~~Public Information Officer (PIO)~~ Public Information Officer (PIO) or a ~~Media Relations Officer (MRO)~~ Media Relations Officer (MRO) in consultation with the IIT Commander.

1. The PIO will affirmatively provide to local media, and on official social media accounts, regular updates on the investigation, at least weekly.
2. Neither the ~~Involved Agency~~ Involved Agency, nor the IIT will provide the media with criminal background information of the person against whom deadly force has been used, unless it is specifically requested, and release of the information is required by the Public Records Act or other applicable laws.
3. The IIT ~~commander and Involved Agency Chief or Sheriff~~ commander and Involved Agency Chief or Sheriff ~~will work to~~ ensure a proper balance is maintained between the integrity of the investigation and transparency with the public.

~~**DEFINITIONS:** For definitions of other terms refer to [Error! Hyperlink reference not valid.](#)~~

~~**Involved Officer(s):** Unless otherwise indicated, those peace officers in on-duty or off-duty status who are involved in a serious incident or are direct witnesses to such an event.~~

~~**Venue Agency:** The Agency within whose geographical jurisdiction the officer-involved incident happens.~~

~~**Independent Investigation Team:** A team of qualified and certified peace officer investigators, civilian crime scene specialists, and at least two non-law enforcement community representatives who operate~~



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~~completely independent of any involved agency to conduct investigations of police deadly force incidents. Multiple law enforcement agencies may enter into a written agreement to investigate police use of deadly force incidents in their geographical regions. A single law enforcement agency may fulfill the independent investigative function for an involved agency, provided it is not the involved agency.~~

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Washington State Criminal Justice Training Commission Conflict-of-Interest Assessment Tool for Officer Involved Use of Force Incidents

Purpose:	The purpose of the Conflict-of-Interest Assessment Tool is to help identify actual and potential conflicts of interest between any Independent Investigation Team (IIT) member and those involved in an officer involved use of force incident. A conflict of interest may occur when an individual's interest or activity influences or appears to influence their ability to exercise objectivity or impair their ability to objectively investigate an officer involved use of force incident.
Requirements:	<p>Under Washington Administrative Code (WAC) 139-12, the assessment must address social conflict, work conflict, and bias. Additionally, WAC 139-12 states that, "Investigators assigned to an IIT are expected to have a work history free of a sustained finding of serious misconduct and/or a pattern of sustained complaints and a personal history free of demonstrable bias or prejudice against community members that may be impacted by the police use of deadly force."</p> <p>Agencies may use a standard conflict of interest form developed by the Washington State Criminal Justice Training Commission. If an IIT uses their own conflict of interest form, the standards must meet or exceed the form provided by the Washington State Criminal Justice Training Commission.</p> <p>The IIT best practice guidelines require that, "The IIT commander, no later than 72 hours after the investigation begins, shall determine whether each member of the IIT is free from sustained misconduct or free from a personal history of bias or discrimination. The IIT commander shall remove any member so affected and shall verify in the investigation file that these steps have been taken."</p>
Review:	<p><input type="checkbox"/> A Conflict-of-Interest Assessment Tool must be completed by all IIT members assigned to an IIT investigation as soon as possible and no later than 72 hours after the commencement; this also includes IIT nonlaw enforcement community representatives. A separate form must be completed for each person involved in the use of force incident.</p> <p><input type="checkbox"/> Within 72 hours of the commencement of each investigation, investigators and nonlaw enforcement community representatives must complete a conflict-of-interest assessment tool regarding any connection to the officers being investigated. Those assessments will be reviewed and discussed by the nonlaw enforcement community representatives and the IIT commander.</p> <p><input type="checkbox"/> Where there is an appearance that the potential IIT member cannot be impartial due to a conflict, the commander will remove them from the IIT for this incident. If any sustained misconduct or a personal history of bias or discrimination is found, the IIT member will be removed from the IIT completely.</p>
Instructions:	<p>Section 1: Independent Investigation Team Member & Investigation Information</p> <ul style="list-style-type: none">Completed by each IIT member assigned to the specific investigation. <p>Section 2: IIT Member Employing Agency Misconduct & Personal History Verification</p> <ul style="list-style-type: none">Completed by the employing agency chief or sheriff of the named IIT member in section one. <p>Section 3: IIT Commander and Nonlaw Enforcement Community Representative Review</p> <ul style="list-style-type: none">Completed by the IIT commander and nonlaw enforcement community representative. <p>Section 4: Conflict-of-Interest Assessment Tool</p> <ul style="list-style-type: none">Completed by the named IIT member in section one.



**Washington State Criminal Justice Training Commission
Conflict-of-Interest Assessment Tool for Officer Involved Use of Force Incidents**

Section 1: Independent Investigation Team Member & Investigation Information	
IIT Member Name:	IIT Member Employing Agency:
Case No.:	Incident Date:
Involved Officer Name(s):	Involved Officer Employing Agency(ies):
IIT Member Most Recent Prior Employment:	
Injured or Deceased:	
I certify that my responses in sections one and four of this assessment are true and correct to the best of my knowledge.	
IIT Member Signature:	Date & Time:

Section 2: IIT Member Employing Agency Misconduct & Personal History Verification	
I certify that I have verified that the named IIT member in section one of this assessment is free from sustained misconduct and free from a personal history of bias or discrimination.	
IIT Member's Employing Agency Chief or Sheriff Name & Signature:	Date & Time:

Section 3: IIT Commander and Nonlaw Enforcement Community Representative Review	
I have reviewed this Conflict-of-Interest Assessment Tool with the IIT commander.	
Nonlaw Enforcement Community Representative Name & Signature:	Date & Time:
I have reviewed this Conflict-of-Interest Assessment Tool. (If applicable) The named IIT member in section one of this assessment has been removed as required per WAC and/or the IIT best practices guidelines.	
IIT Commander Name & Signature:	Date & Time:



Washington State Criminal Justice Training Commission Conflict-of-Interest Assessment Tool for Officer Involved Use of Force Incidents

Section 4: Conflict-of-Interest Assessment Tool		
Yes	No	Assessment Questions
		Are any of the involved persons in this incident a friend, family member, or person otherwise well known to you?
		Have you ever been in a dating relationship or married to any involved person in this investigation, their family member, or a close acquaintance?
		Have you been employed by the involved agency within the last two years?
		Do you have an identifiable work-related relationship with any involved person in this investigation, their family member, or a close acquaintance? For example, have you been in the chain of command with, been supervised by, worked directly with, been trained by, or served on a SWAT or other type of team with any involved person in this investigation?
		Have you testified in an administrative or criminal proceeding involving the officer?
		Do you have personal knowledge of confidential information regarding the officer?
		Have you ever lived with or rented property from any involved person in this incident; a mutual friend, family member, or a close acquaintance?
		Do you share a financial interest with any involved person in this incident, their family, or a close acquaintance? This includes borrowed or lent money, bought, or sold a home, land, car, or shared a joint business venture.
		Have you received gifts from the involved officer, such as: sporting tickets, travel, or access to vacation property?
		Are there any social relationships that exist between you and any involved person in this incident? (E.g., Traveled or vacationed together, shared access to property, belong to the same club, church, sports team, etc.)
		Do you live near and have community contact with any involved person in this incident?
		Are you aware of any other association or activity that may influence your ability to serve in a fair and impartial manner in this investigation?
		Do you have a record of any misconduct or personal history under WAC 139-12-030(4)(vi), including theft, fraud, dishonesty, and abuse of authority including, excessive use of force, and behavior including harassment, bullying, aggressive or intimidating behavior, or threats of violence, including domestic violence?
		Do you have any sustained complaints of biased, racist, or xenophobic behavior?
		Have you ever posted, shared, liked, commented, followed, or responded to any statements, pages, groups, events, photos, jokes, or any other type of material that is biased, racist, xenophobic, insensitive, or offensive to any community of color on any of your social media accounts?
		Do you have any sustained complaints of bias against LGBTQ+ communities, persons with disabilities or any other marginalized community?
		Have you ever posted, shared, liked, commented, followed, or responded to any statements, pages, groups, events, photos, jokes, or any other type of material that is biased, insensitive, or offensive to LGBTQ+ communities, persons with disabilities or any other marginalized community on any of your social media accounts?



Washington State Criminal Justice Training Commission
Conflict of Interest Assessment Form for Officer Involved Use of Force Incidents

The purpose of the Conflict of Interest Assessment Form is to help identify actual and potential conflicts of interest between any Independent Investigation Team (IIT) member and those involved in an officer involved use of force incident. A conflict of interest may occur when an individual's interest or activity influences or appears to influence their ability to exercise objectivity or impair their ability to objectively investigate an officer involved use of force incident. Under Washington Administrative Code (WAC) 139-12, the assessment must address social conflict, work conflict, and bias. Where there is an appearance that the potential IIT member cannot be impartial due to a conflict, the commander will remove them from the IIT for this incident. In addition, under the WAC, "Investigators assigned to an IIT are expected to have a work history free of a sustained finding of serious misconduct and/or a pattern of sustained complaints and a personal history free of demonstrable bias or prejudice against community members that may be impacted by the police use of deadly force." IIT members should complete a separate form for each person involved in the use of force incident.

Case No. _____ Incident Date: _____

Involved Officer(s): _____ Agency: _____

IIT Member: _____ Agency: _____

IIT Member Most Recent Prior Employment: _____

Injured or Deceased: _____

I certify that my responses are true and correct to the best of my knowledge.

 IIT Member Signature _____
 Date / Time

I have reviewed this Conflict of Interest Form with the IIT Commander (or their designee)

 Community Member Name _____
 Community Member Signature _____
 Date / Time

 IIT Commander Name _____
 IIT Commander Signature _____
 Date / Time

“Within 72 hours of the commencement of each investigation, investigators and non-law enforcement community representatives must complete a conflict of interest assessment. Those assessments will be reviewed and discussed by the non-law enforcement community representatives and the IIT Commander.” WAC 139-12-030(4)(C)(vii)

Yes	No	Assessment Questions
		Are any of the involved persons in this incident a friend, family member, or person otherwise well known to you?
		Have you ever been in a dating relationship or married to any involved person in this investigation, their family member, or a close acquaintance?
		Have you been employed by the involved agency within the last two years?
		Do you have an identifiable work-related relationship with any involved person in this investigation, their family member, or a close acquaintance? For example, have you been in the chain of command with, been supervised by, worked directly with, been trained by, or served on a SWAT or other type of team with any involved person in this investigation?
		Have you testified in an administrative or criminal proceeding involving the officer?
		Do you have personal knowledge of confidential information regarding the officer?
		Have you ever lived with or rented property from any involved person in this incident; a mutual friend, family member, or a close acquaintance?
		Do you share a financial interest with any involved person in this incident, their family or a close acquaintance? This includes borrowed or lent money, bought or sold a home, land, car, or shared a joint business venture.
		Have you received gifts from the involved officer, such as: sporting tickets, travel, or access to vacation property?
		Are there any social relationships that exist between you and any involved person in this incident? (E.g. Traveled or vacationed together, shared access to property, belong to the same club, church, sports team, etc.)
		Do you live near and have community contact with any involved person in this incident?
		Are you aware of any other association or activity that may influence your ability to serve in a fair and impartial manner in this investigation?
		Do you have a record of any misconduct or personal history under WAC 139-12-030(4)(vi), including theft, fraud, dishonesty, and abuse of authority including, excessive use of force, and behavior including harassment, bullying, aggressive or intimidating behavior, or threats of violence, including domestic violence?
		Do you have any sustained complaints of biased, racist or xenophobic behavior?
		Do any of your social media accounts contain biased, racist or xenophobic statements, photos, jokes, or any type of racially insensitive or offensive material?
		Do you have any sustained complaints of bias against LGBTQ+ communities, persons with disabilities or any other marginalized community?
		Do any of your social media accounts contain statements, photos, jokes or any other type of material that is insensitive or offensive to LGBTQ+ communities, persons with disabilities or any other marginalized community?

IIT Member Initial _____



Washington State Criminal Justice Training Commission
Conflict of Interest Assessment Form for Officer Involved Use of Force Incidents

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

TO: WSCJTC Commissioners
FROM: WSCJTC ATD LETCSA Staff
SUBJECT: IIT Best Practices and Conflict-of-Interest Assessment Tool
DATE: March 8, 2023



Background and Purpose.

Per WAC 139-12-030(4)(b) the WSCJTC will annually update and publish an accepted best practices document that the independent investigation teams (IIT) follow during the independent investigative process.

Edits to the IIT Best Practices were presented to Commissioners at three different Commission meetings during the second half of 2022. The edits presented included various recommendations from both law enforcement and non-law enforcement stakeholders. During the meetings, several Commissioners made additional recommendations that were either voted and approved to be added to the document or the motion was tabled to allow for additional research by staff depending on the request. At the December 14, 2022, regularly scheduled Commission meeting, an ad hoc committee was established to discuss verbiage surrounding interview techniques.

Best Practices – Follow-up Edits and Recommendations.

All motions made and approved at the December Commission meeting have been incorporated into the document. The edits outlined below show the new changes made since the December meeting.

C. On-Scene Venue Agency Responsibilities

- A correction was made to number three (3) that, “The primary focus of the on-scene venue agency at this stage is the protection and preservation of evanescent evidence in order to maintain the integrity of the scene until the OII or IIT arrives.” The original edit listed the involved agency, which was an error.

D. Independent Investigation Team Responsibilities

- Numbering was corrected throughout this section.

Interview Considerations

- Additional language was added that states, “Interviews shall have the goal of allowing and encouraging full cooperation from the involved officer, full accounting for what occurred,

and adherence to state law, best practices, and agency policy. Interviewers shall rely on training, experience, industry standards and challenging questions with the goal of determining the truth.” This language was crafted by WSCJTC staff during the work of the ad hoc committee and is being presented for consideration by the Commission.

Conflict-of-Interest Assessment Tool.

Per WAC 139-12-030(4)(c)(vii), “Within 72 hours of the commencement of each investigation, investigators and nonlaw enforcement community representatives, must complete a "conflict of interest" assessment tool regarding any connection to the officers being investigated.”

Additionally, WAC 139-12-030(2)(b)b., “If an IIT uses their own conflict of interest form, the standards must meet or exceed the form provided by the Washington state criminal justice training commission.” The current version of the conflict-of-interest assessment tool was adopted during the September 2020 Commission meeting.

At the Commission meeting in December 2022, a motion was made and approved to add to the IIT best practices document that states, “The IIT commander, no later than 72 hours after the investigation begins, shall determine whether each member of the IIT is free from sustained misconduct or free from a personal history of bias or discrimination. The IIT commander shall remove any member so affected and shall verify in the investigation file that these steps have been taken.” WSCJTC LETCSA staff have also received a few different inquiries for clarification on a few areas of the current form.

WSCJTC staff have made edits to the conflict-of-interest assessment tool and are presenting them for review and potential adoption by the Commission. The edits are as follows:

- modified the name of the document to accurately reflect the WAC;
- added the IIT member’s employing agency chief/sheriff signature;
- replaced “contain” in the questionnaire with more accurate language;
- added an instruction page;
- added section numbers to identify who is responsible for completing each section; and
- added that misconduct and personal history has been verified within 72 hours.

These edits are being recommended to ensure that IITs fulfill the new requirements of WAC 139-12-030 and the IIT best practices.

Closing.

Upon approval of the recommended edits, the updated best practices document and conflict-of-interest assessment tool would become immediately in effect. WSCJTC staff will initiate the rulemaking process at a later date.

If you have any questions or would like additional information, please contact the WSCJTC ATD LETCSA staff.

March 8, 2023

Best regards,



Alex Buijs, LETCSA Program Manager
Advanced Training Division
Washington State Criminal Justice Training Commission

Attachments (2)

Best Practice Guidelines - March 2023 - Draft - Track Changes

Best Practice Guidelines - March 2023 - Draft – Clean

Conflict of Interest Assessment Tool - March 2023

conflict-of-interest-form_september-2020

cc: Monica Alexander, Executive Director
Bart Hayes, Advanced Training Division Manager
Jerrell Wills, Deputy Director



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

COMMISSION MEETING

Wednesday, December 14, 2022
10 AM

COMMISSION MEMBERS PRESENT:

De'Sean Quinn (Chair), Councilman, Tukwila
Penelope Sapp (Vice Chair), Chief, Kitsap County Jail
Robert Snaza, Sheriff, Lewis County
Tim Reynon, Tribal Representative, Puyallup Tribe
Jared Couch, Sergeant, Upper Skagit Police Department
Nickeia Hunter, Citizen at Large
Walter Kendricks, Citizen at Large
Annalesa Thomas, Citizen at Large
Trishandra Pickup, Citizen at Large
Sonia Joseph, Citizen at Large
Katrina Johnson, Citizen at Large
Bart Logue, Civilian Oversight over Law Enforcement
Anita Khandelwal, Public Defender
Ryan Dreveskracht, Attorney Presiding over Law Enforcement Practices and Accountability
Erik Scairpon, Chief, Marysville Police Department
Ken Roske, Alternate (Chief), Pasco Police Department

WSCJTC STAFF PRESENT:

Monica Alexander, Executive Director
Jerrell Wills, Deputy Director
Chad Arceneaux, Assistant Director of Certifications
Ed Wade, Assistant Director
Lacey Ledford, Executive Assistant
Bart Hayes, Manager, Advanced Training Division
Henry Gill, Commander, Basic Training Division
Christine Rickert, Assistant Commander, Basic Training Division
Sean Hendrickson, Manager, Applied Skills Division
Megan Saunders, Manager, Communications
Mike Devine, Manager, Certifications Division
Dusty Pierpoint, Investigator, Certifications Division
Valerie Jenkins-Weaver, Program Manager, Certifications Division
Alex Buijs, Program Manager, LETCSA
Renee Berry, Confidential Secretary
Norma Moreno, Confidential Secretary
Derek Zable, Records Manager
Kayla Wold, Hearings Coordinator

Serena Anastasio, Assistant to the Commander, Basic Training Division
Christine Rickert, Assistant Commander, Basic Training Division

GUESTS PRESENT:

Justin Kato, Assistant Attorney General, WA State Attorney General

OPENING

De'Sean Quinn, Commission Chair

Chair Quinn called the meeting to order at 10:00 AM.

Lacey Ledford Conducted a roll call of the Commissioners. A quorum was present.

Chair Quinn announced that this meeting was being hosted on Zoom instead of in-person due to the ongoing COVID-19 federal emergency proclamation that an in-person meeting could not be safely done but accommodations provided to the public to participate and provide input in the meeting.

Chair Quinn introduced **Commissioner Couch**, who announced his resignation from the Commission due to his new position as Chief of Police. He stated that he had informed the Governor's Office. **Commissioner Couch** expressed his hope for the role to be filled adequately and the importance of having a voice for Tribal Law Enforcement on the Commission. **Commissioner Couch** expressed his gratitude to the Commission and staff for their work during his time on the board.

EXECUTIVE DIRECTOR'S REPORT

Monica Alexander, Executive Director

Director Alexander updated the Commission that there are currently eight classes on the Burien campus with 253 students. She stated that a Corrections class graduated last Tuesday, December 6th. **Director Alexander** informed the Commission that there are currently 226 people on the academy waitlist, with an estimated six to eight-month wait time.

Director Alexander then updated the Commission that she and Senator Lovick visited Skagit Valley College. She stated the potential expansion of classes to that campus. **Director Alexander** expressed her hope to open more regional academies and subsequently– decrease registration wait time while increasing the number of officers serving the community.

Director Alexander updated the Commission that she called the Chair and Vice Chair to inform them that agency legislation is being run. **Director Alexander** stated that she is working toward changing agency legislation and RCW for Tribal Police to no longer pay full price for BLEA classes. **Director Alexander** stated that the current goal is for the pricing reduction to match what other agencies are paying. **Director Alexander** then updated the Commission on Pasco's newly appointed Assistant Commander and expressed a positive construction status with approval from DES to lease a building. **Director Alexander** stated that this will likely positively impact the officer waitlist.

CERTIFICATION REPORT

Chad Arceneaux, Assistant Director of Certifications

Chad Arceneaux stated that a certification-specific report is now a recurring agenda item. **Chad Arceneaux** then reminded the group that SB5051 became effective in July 2021. After this, certification division staff collaborated with community stakeholders and law enforcement stakeholders to develop the rules of the road, WACs, and other policies. **Chad Arceneaux** stated that these policies enabled the processing of complaints and misconduct cases under the new law that was adopted at the end of June 2022.

Chad Arceneaux provided comparable staffing sizes to other states who perform similar duties to the Certification division. He also provided other information related to the current state of the certification division's work, staffing, and duties, including receiving 405 use of force reporting forms.

Commissioner Snaza inquired about receiving agency reports regarding the use of force and whether accountability for the misconduct is taking place. **Commissioner Snaza** continued by asking if Certifications contacts agencies when noting a lack of accountability. In response, **Chad Arceneaux** replied that jurisdiction is limited to agency reports that implicate misconduct over RCW43.101.105. He continued by stating that receiving agency reports of misconduct under RCW 43.101.105 leads to an investigation. **Chad Arceneaux** stated that agencies have the right to discipline officers the way they see fit. **Commissioner Dreveskracht** requested information on where numbers can be tracked and found. To specify, **Commissioner Dreveskracht** offered the example of specifics on the number of complaints in a year that resulted in an investigation. **Commissioner Dreveskracht** stated that with this information, he believes that advocating on the agency's behalf for more resources and staff will improve. **Chad Arceneaux** responded that he is happy to bring these numbers to the meetings as part of the regular Commission agenda.

Chad Arceneaux then informed the group that the public-facing database created by SB5051 is also available. He then clarified that the database tracks conduct that has been investigated but does not include information on complaints. **Director Alexander** informed the Commission that these statistics will be sent to the Commissioners and provided for future meetings.

OLD BUSINESS

IIT Best Practices

Alex Buijs, Law Enforcement Training, and Community Safety Act Program Manager

Alex Buijs introduced herself to the Commission and opened with old business from October concerning requested edits and motions made by Commissioners on the Independent Investigation Team Best Practices. **Alex Buijs** informed the Commission that updates on mentioned IIT Best Practices and staff research are available in the IIT packet provided and available online.

RCW 43.102.010

The first request was from **Commissioner Hunter** for the addition of definitions of the involved agency and the involved officer. The request was previously tabled in October. After further research, it was not included in the document, as it is not supported by RCW 10.114.011.

Involved Agency Responsibility

Access to relevant evidence if there is a preceding criminal event

The request was made by **Commissioner Bendiksen**, who filled in for **Commissioner Batiste**. **Alex Buijs** informed the Commission that Washington State Patrol offered additional language. **Alex Buijs** stated that after further research, it was determined that “if the evidence in question relates to the use of deadly force by a peace officer, then there shall be no sharing of that evidence with the involved agency.” The language provided by the Washington State Patrol was then modified with the additional language: “The agency identified to investigate the preceding crime(s) may have access to relevant evidence for the purposes of preserving community safety and make custodial decisions/actions as necessary and required by law.”

On Scene Venue Agency Supervisor Responsibilities

Commissioner Thomas requested verbiage in the document to prohibit any officer from discussing the case in any format until all interviews have been completed. This was **voted on and approved** to be added to the document. Additional language was added to number nine.

Alex Buijs opened the floor for questions.

Commissioner Snaza requested clarification on whether the language was trying to prevent the supervisor from providing an overview of the situation. **Alex Buijs** responded that the public safety statement concerning this can be found earlier in the document. After being shown the statement, **Commissioner Snaza** stated that the officers involved will likely speak to their attorneys, field representatives, and mental health professionals. **Alex Buijs** expressed her understanding of the language being discussed as separate from concerns over attorneys or mental health, but rather discussing officers on scene who are involved. **Commissioner Thomas** stated that a brief statement made to the Commander that comes on the scene would be appropriate; however, statements made to the officers involved are trying to be prevented. **Commissioner Thomas** continued by confirming the right of officers to seek counsel. **Alex Buijs** stated that conversations with an attorney and mental health professional are protected under RCW. **Alex Buijs** suggested adding language to clarify this. **Commissioner Snaza** agreed and expressed his thanks.

Independent Investigation Team Responsibilities

Alex Buijs stated that **Commissioner Reynon** had requested that the notification to the Governor's Office of Indian Affairs be placed earlier in the document, specifically within 24 hours of a fatal use of force. The language was added following RCW 10.114.021 and placed under number four. **The motion passed unanimously.**

Alex Buijs introduced another request from **Commissioner Reynon** regarding the timeliness of the Conflict of Interest Form completed by someone brought in to assist with the investigation after the 72-hour deadline. With the addition of new language under number five, **the motion passed unanimously.**

Alex Buijs stated that **Commissioner Reynon** requested additional language in the Conflict of Interest Form. The language he offered was placed under number six. **The motion passed unanimously.**

Alex Buijs moved on to discuss language that was crossed out on the document. A request made by **Commissioner Thomas** was voted on and approved in October. **Alex Buijs** informed the Commission that after further review, WSCJTC staff is imploring the Commission to reconsider, as the language is already present in the IIT Conflict of Interest Form provided by WSCJTC.

Commissioner Thomas moved for the language to be restored to the Best Practices Document about misconduct. **Commissioner Thomas** stated the importance of having this language as a reference for the State Auditor's Office. **Commissioner Reynon** voiced his agreement and expressed his understanding of conflict of interest and a pattern of misconduct as different issues. **Commissioner Reynon** seconded the motion.

Vice Chair Sapp asked if there was any discussion. **Commissioner Scairpon** inquired about the logistics of adding this language back into the document. **Commissioner Scairpon** asked for clarification on whether the addition will place responsibility on the Commander in the investigation to verify the misconduct status of each investigator. **Commissioner Reynon** confirmed that this is true. **Commissioner Thomas** recommended that individuals on an IIT team receive an annual misconduct check. **Commissioner Scairpon** suggested the Commission look at the credibility section in WAC 139-12-030 at a later time. **Commissioner Snaza** expressed his support for an annual misconduct check. **Commissioner Snaza** referenced the annual IIT training and lead agency rotation as a feasible period for review. **Chair Quinn** expressed his support for **Commissioner Snaza's** statement. **Commissioner Hunter** expressed her support for the annual check. **Commissioner Reynon** suggested the addition of a signature line on the Conflict of Interest form for CEOs to certify a lack of misconduct at the time of appointment. **Alex Buijs** confirmed that this modification is possible and asked for further details concerning the request. **Alex Buijs** stated that the Conflict of Interest form was originally adopted by the Commission, and therefore may need to be modified at a later meeting.

Alex Buijs suggested adding the annual review to a WAC update and not Best Practices. **Commissioner Snaza** asked if a language change from CEO to IIT Commander would be more beneficial. **Commissioner Snaza** agreed with the language change and the additional criteria to WAC 139-12-030. **Commissioner Reynon** expressed his concern for misconduct needing confirmation at the time of the incident. **Commissioner Snaza** supported the suggested addition under WAC 139-12-030 and proposed additional language that allows for the immediate removal of officers with misconduct. **Chair Quinn** asked for a comment from **Derek Zable**. **Derek Zable** stated that if filed today, the soonest WAC reviewal would be the Commission meeting in June. **Alex Buijs** suggested preparing all of the recommended WAC edits, including the one being suggested, at the same time. **Commissioner Thomas** expressed a need for the language to be in the Best Practices document without waiting for amendments in the WAC. **Chair Quinn** inquired about memorializing this motion in the WAC. **Chair Quinn** summarized the intention of the Commissioners to keep the language in the Best Practices document until it can later go through the process of being added to the WAC. **Commissioner Scairpon** moved to memorialize an annual check-in of misconduct in the Best Practices document with the direction to each agency that contributes an investigator to immediately report misconduct to the IIT for

potential removal. **Commissioner Snaza** seconded the motion. **The motion passed unanimously.**

Chair Quinn asked if there were any necessary additions to the motion. **Alex Buijs** asked for the additional language to be clarified. **Commissioner Scairpon** provided language that reads, “During the IIT’s annual training, an audit shall occur of any sustained misconduct on IIT members. Any sustained misconduct found for an IIT member will result in immediate removal from the IIT. Any misconduct that occurs between this annual review shall be immediately reported by the agency head or designee to the IIT commander.”

Commissioner Thomas asked for the additional line regarding misconduct reports before the annual review. The new addition reads, “any misconduct that occurs between this annual review shall be immediately reported by the agency head or designee to the IIT commander.”

Chair Quinn asked staff to clarify any further requirements regarding memorializing this motion in the WAC. **Derek Zable** clarified that a motion is not necessary, as staff will be able to aid this intention without an official action being called.

Chair Quinn asked if there was any additional discussion. Seeing none, he called for a final vote on the motion. **The amended motion passed unanimously.**

Interview Considerations

Alex Buijs stated that **Commissioner Reynon** had provided specific examples of interview techniques that he requested be added to the document. This motion was previously tabled. **Commissioner Reynon** began the discussion by expressing a lack of accountability in the language suggested by IIT. **Chair Quinn** suggested the addition of a list of best practices to address **Commissioner Reynon’s** concerns without adding arbitrary language. **Commissioner Reynon** moved for that language to be included within Interview Considerations. **Commissioner Dreveskracht** seconded the motion. **Deputy Director Jerrell Wills** informed the Commission that best practices for the IIT investigators are regulated and managed by the Commission and are included within the investigator's training. **Alex Buijs** stated that the best practices **Jerrell Wills** referred to are in the WAC. After further discussion, **the motion was tabled.**

Impacted Family Access

Alex Buijs moved on to the final request from the last quarterly meeting. **Commissioner Reynon** requested an edit to the language regarding the impacted family’s access to the remains of a deceased individual. **Alex Buijs** stated that the motion was previously tabled. **Alex Buijs** stated that WSCJTC would not have any further authority over remains due to state law. Regarding the request, an additional sentence was added to the Family Liaison Responsibility.

Alex Buijs stated that the tabled motion concerning Interview Techniques would be the only piece needing review. **Commissioner Logue** stated that he is willing to work with **Commissioner Reynon** and another law enforcement professional on the tabled motion before the next Commission Meeting. **Commissioner Scairpon** offered his assistance. **Chair Quinn** moved to form a subcommittee for the three individuals to address the tabled request in preparation for the meeting in March. **Vice Chair Sapp** seconded the motion. **The motion passed unanimously.**

NEW BUSINESS

WAC Rules Available for Public Hearing

Derek Zable, Records Manager

Derek Zable, in place of the Hearing Coordinator Kayla Wold, asked for the Commission to refer to the application packet on the expert in police accountability who needed approval to be a hearing panel member.

Vice Chair Sapp moved to approve the hearing panel member's application from the expert in police accountability. **Commissioner Scairpon** seconded the motion. **The motion passed unanimously.**

Derek Zable presented the letter of changes to the Commissioners concerning the WAC and gave a summary of the amendments.

Commission Hunter moved that the WAC sections 139-05-210 and 139-05-240 be amended with additional language. **Commissioner Thomas** seconded the motion.

Derek Zable stated that he received a public comment related to **Commissioner Hunter's** motion. The public comment stated that WSCJTC should have standards when examining recruits' performance and behavior while receiving training at the academy. **Derek Zable** expressed concern over the request to change the language from shall to may, as he believes it would not have the desired impact. **Commissioner Reynon** brought up that the public comment is looking to allow the WSCJTC the ability to remove recruits who are not mentally fit to be a law enforcement officer. **Derek Zable** mentioned that process exists under current policy with in the Basic Training Division to hold recruits accountable to agency standards.

Christine Rickert informed the Commission that the Basic Training Division is in the middle of redevelopment and redraft for the Basic Training Academy. The redevelopment will include a revamping of evaluation and testing measurements for recruits. **Christine Rickert** stated that these placements will aid the academy in identifying recruits who are struggling outside of an academic nature. **Vice Chair Sapp** referred to WAC 139-05-242 and asked for clarification on terminated recruits having the ability to get reinstated after 24 months. **Director Alexander** confirmed the current language, stating that after 24 months, recruits can request reinstatement. **Vice Chair Sapp** suggested this section be looked into while other WACs are also up for amendment. **Commissioner Logue** raised concerns about checks and balances over officer behavior at the academy. **Director Alexander** agreed that further review of the WACs is necessary for checks and balances. She then stated that the current curriculum changes include behavioral review and testing that will aid in this. **Commissioner Arceneaux** referenced WAC 139-05-242 and RCW 43.101.105 as existing laws that may address the Commission's concerns.

Commissioner Thomas asked for a timeline regarding the new curriculum. **Director Alexander** stated the target date as January 20th, 2023.

Commissioner Logue inquired if instructors can remove recruits from training if their behavior is concerning. **Director Alexander** clarified that WSCJTC does not hire law enforcement officers. They remove officers from the training program and do not certify them if they are not

mentally fit or show signs of a lack of mental fitness. **Director Alexander** stated that the officer in question would be sent back to their agency. **Director Alexander** expressed her support for changes to the WACs.

Commissioner Hunter moved to table her previous motion. **Vice Chair Sapp** seconded the motion. **The motion passed unanimously.**

Derek Zable asks the Commission if they would like to do one final vote after hearing all of the WAC amendments. **Chair Quinn** clarified with the Commission, then agreed to **Derek Zable's** suggestion. **Derek Zable** then presented the listed changes in the WACs with help from **Christine Rickert**.

- **WAC 139-01-310 Definitions**
- **WAC 139-05 Basic Law Enforcement**
- **WAC 139-05-210 Process for Equivalency**
- **WAC 139-05-220 Background Requirements for Admission in the Basic Law Enforcement Academy**
- **WAC 139-05-230 Physical Requirements for Admission to the Basic Law Enforcement**
- **WAC 139-05-240 Completion Requirements of Basic Law Enforcement Academies**
- **WAC 139-05-242 Readmission to the Basic Law Enforcement Academy**
 - **Christine Ricket** stated that there was a public comment concerning this section. **Christine Ricket** stated that mandated training required by law is not specified in the WAC and has been added to the curriculum section with its corresponding links.
- **WAC 139-05-250 Basic Law Enforcement Curriculum**
- **Changes to WAC 139-05-0250**
- **Repeal WAC 139-05-900 Tribal Certification (being relocated to 139-06)**
- **WAC 139-06-015 Tribal Certification**
- **WAC 139-06-030 Investigative Authority and Duty to Cooperate**
- **WAC 139-06-100 Outcomes for Determinations of Misconduct**
- **WAC 139-07 Conditions of Employment**
- **WAC 139-07-020 Background Information**

- **WAC 139-07-040 Polygraph Examination or Other Truth Verification Assessment**
- **WAC 139-10-230 Corrections Officer Academy Eligibility and Curriculum**
- **Changes to WAC 139-10-230**

Commissioner Reynon moved to approve the proposed WAC amendments. **Commissioner Hunter** seconded the motion. **The motion passed unanimously.**

Approval of Meeting Minutes

Chair Quinn called for review and approval of the meeting minutes from September to October 2022. **Vice Chair Sapp** moved to approve the meeting minutes. **Commissioner Scairpon** seconded the motion. **The motion passed unanimously.**

EXECUTIVE SESSION

Chair Quinn announced that there would be no executive session. **Chair Quinn** asked if anyone had anything further. Hearing none, he thanked the Commissioners and adjourned the meeting at 1:19 PM.

Next Meeting: March 8, 2023, 10 AM, WSCJTC

Written by:	Lacey Ledford, Executive Assistant	Date
Reviewed by:	Monica Alexander, Executive Director	Date
Approved by:	De'Sean Quinn, Commission Chair	Date



Tulalip Tribal Police Department

Office of the Chief

Chief of Police, Chris Sutter

Washington State
Criminal Justice Training Commission (CJTC)
19010 1st Avenue South
Burien, WA 98148
206-835-7300

December 9, 2022

Dear Executive Director Alexander,

As the Chief of Police for the Tulalip Tribal Police Department, please accept this letter on behalf of our newly hired Tulalip Tribal Lateral Officer, Jasper Bruner as I am requesting a waiver of WAC 139-05-210 Process for equivalency.

The Tulalip Tribal Police Department initiated Officer Bruner's pre-employment background investigation on 10/15/2021 at which time the WACJTC was utilizing the CJTC equivalency reciprocity summary document to determine if a police officer applicant was eligible as a lateral officer. Our background investigator utilized this document to determine Officer Bruner's eligibility. It appeared that Officer Bruner did meet the eligibility requirements to be considered as a lateral officer who would be eligible to attend equivalency training. Officer Bruner, a previously Washington State Certified Peace Officer completed the required Basic Law Enforcement Academy training through both the Federal Law Enforcement Training Center (FLETC) Indian Police Academy-Basic Police Officer Training Program in 2002 with continuous work in the capacity of a Law Enforcement Officer, as well as successfully completing the State of Oklahoma Council on Law Enforcement Education and Training along with successfully completing field training in 2003.

While employed with the Nisqually Police Department in Olympia Washington from 2007-2015, Officer Bruner successfully completed his Washington State Criminal Justice Training Commission Law Enforcement Equivalency Academy in 2009, and received his Washington State Tribal Police Officer Certification in 2010. In January of 2015, Officer Bruner received the position of Chief of Police at the Neah Bay Public Safety department located on the Makah reservation in Washington State. Neah Bay Public Safety is not considered a "certified agency/tribe" with WACJTC, resulting in the expiration of Officer Bruner's certification in 2020.

Officer Bruner, as the Chief of Police for the Makah tribe, has continuously worked in the capacity of a Law Enforcement Officer with no break in service from the time of his certification expiration to the present day, I am requesting that Officer Bruner's time be used towards meeting the requirements of being eligible for equivalency.

I am requesting a variance or waiver to allow Officer Bruner's service as the Chief of Police for the Makah Tribe to be counted as continuous service. It would be a hardship to the Tulalip Tribal Police

6332 31st Ave NE, Suite A – Tulalip, WA 98271
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Tulalip Tribal Police Department

Office of the Chief

Chief of Police, Chris Sutter

Department to send Officer Bruner to a basic law enforcement academy whether it be through Washington State or through the Bureau of Indian Affairs. To help mitigate any training concerns I suggest that Officer Bruner could again complete the Basic Law Enforcement Equivalency Academy or the Bureau of Indian Affairs, Bridge Program although I believe the BLEEA would be more applicable to Washington State Peace Officer Certification.

I want to share that there has been historical bias and prejudice demonstrated by the WA CJTC staff and policies. A Tulalip Police Sergeant who was a lateral from a Montana Indian Tribe reported that when he went to the BLEEA the CJTC Certification Manager came into the room and advised he had certificates for the "real officers" and not the Tribal Officers. Certified Tribal Police agencies have and continue to pay more for academy training. Tribal Court warrants and orders are routinely denied "full faith and credit" off reservations. State certified Tribal Officers are denied the opportunity to participate in the state LEOFF II retirement system making recruitment and retention very difficult for Tribal law enforcement agencies. These types of behaviors and public policies have created a second-class tier for Tribal law enforcement and an unwelcoming environment for Tribal Peace Officers.

My professional experience is 36 years in law enforcement, with over twenty-two years in a command position, I retired as Assistant Chief from the City of Vancouver, WA to accept the position of Chief of Police with the Tulalip Tribal Police Department. I have found Tribal policing to be as complex and demanding as policing in a non-tribal community. Tribal Officers serve in often the most challenging of conditions with communities which have suffered all forms of historical and generational trauma as a result of racism and government policies that were overtly biased against Native Americans. Tribal Reservation crime statistics, to include murder, domestic violence, sexual assaults, narcotics trafficking, missing persons, suicidal and mental health disorders, substance use and overdose rates, are all significantly higher than the majority population in surrounding areas. Tribal Officers respond to and handle all types of calls with little to no additional resources. Tribal communities expect very high standards of service, care, and compassion for all members and visitors. Tribal Police Officers practice community policing and must build and maintain positive relationships with our communities.

I respectfully ask that Officer Jasper Bruner's Peace Officer Certification be re-instated and that he be allowed to complete the BLEEA training if this is deemed necessary. Our Tribal community needs more lateral officers with Indian Country policing experience. Officer Bruner brings his years of police experience and leadership which is greatly needed as we work to serve our Tulalip Tribal Community.

Thank you for your consideration,

Chris Sutter
Chief of Police



Tulalip Tribal Police Department

Office of the Chief

Chief of Police, Chris Sutter

The information contained in this letter is true and accurate to the best of my knowledge.

Chris Sutter

Chris Sutter
Chief of Police

The following personnel will appear in support of this request before the Criminal Justice Training Commission:

Chris Sutter
Chief of Police
Tulalip Police Department
6332 31st Ave NE, Suite A, Tulalip WA, 98271

Angela Davis
Professional Standards Unit Manager
Tulalip Police Department
6332 31st Ave NE, Suite A, Tulalip WA, 98271

Brian Kilgore
Lead Tulalip Tribal Prosecutor
6332 31st Ave NE, Suite B, Tulalip WA, 98271

WAC 139-05-210 Process for equivalency. (1) An officer whose certification, commission, or licensing has been revoked or suspended, or is under review by this state or any other state or territory is not eligible to receive certification through an equivalency academy, regardless of the officer's prior years of service.

(2) A diploma of equivalent basic law enforcement academy or corrections officers academy is issued to applicants who successfully complete the equivalency process as required by the commission. For this purpose, the term "process" includes all documentation and prerequisites set forth in subsection (9) of this section and successful completion of all knowledge and skills requirements within the equivalency academy.

(3) Participation in the equivalency process is limited to:

(a) Certified officers whose certification, commission, or licensing has lapsed because of a break in service in Washington or any other state or territory for more than 24 months but less than 60 months;

(b) Fully commissioned officers of a general authority or certified tribal law enforcement agency in Washington state who otherwise are eligible to attend the basic law enforcement academy;

(c) Fully commissioned officers who have been certified by completing a basic training program in Washington or another state;

(d) Corrections officers as defined in RCW 43.101.010(6) who otherwise are eligible to attend the corrections officers academy;

(e) Corrections officers who have successfully completed an approved corrections officers academy in Washington or another state; or

(f) Persons who have not attained commissioned officer status but have successfully completed a basic law enforcement academy recognized as fully equivalent to Washington's basic law enforcement academy by the commission and within 12 months of the date of completion has received a conditional offer of employment as a fully commissioned officer in Washington state.

(4) For the purposes of this section, the term "basic training program" does not include any military or reserve training or any federal training program not otherwise approved by the commission.

(5) Applicants who must participate in the equivalency academy to become a certified officer must attend an academy within six months of hire as a condition of employment.

(6) It is the responsibility of an applicant's agency to ensure that all necessary backgrounding forms and documentation are completed and submitted to the commission in a timely manner and all requirements within this section are met.

(7) The decision to request an officer's participation in the equivalency process is at the discretion of the sheriff or chief of the officer's employing agency who must advise the commission of that decision. The commission has final approval of the officer's acceptance into the equivalency academy.

(8) The commission shall have authority to approve an applicant for participation in the equivalency process.

(9) The applicant's employing agency must submit to the commission the following documentation as a condition of participating in the equivalency process:

(a) A statement of the applicant's health and physical condition including a physician signature;

(b) A liability release agreement by the applicant;

(c) Previous employment agencies with dates of employment;

(d) Documentation of completion of the previous training program;

- (e) Written syllabus detailing specific areas of training and hours of training;
- (f) Documentation of current certification status; and
- (g) For peace and tribal officers:
 - (i) A record of the applicant's firearms qualification;
 - (ii) Verification of comparable emergency vehicle operations training (EVOC).

If this has not been completed previously, the applicant must complete the commission's current basic law enforcement EVOC, either by an instructor certified by the commission or through the Washington state patrol; all costs associated with this training will be the responsibility of the law enforcement agency.

(10) Upon completion of the equivalency process and review and evaluation of the applicant's performance, the commission shall issue a diploma and a certificate of certification.

(11) If the officer has not met the qualifications to satisfactorily complete the equivalency academy, the commission shall:

- (a) Issue a diploma and certificate of certification upon satisfactory completion of any required additional training; or
- (b) Require the officer to attend the basic law enforcement academy or the corrections officers academy.

[Statutory Authority: RCW 43.101.080 and 43.101.801. WSR 22-13-075, § 139-05-210, filed 6/9/22, effective 7/10/22. Statutory Authority: RCW 43.101.080. WSR 14-01-044, § 139-05-210, filed 12/11/13, effective 1/11/14. Statutory Authority: RCW 43.101.080 and [43.101].085. WSR 08-20-010, § 139-05-210, filed 9/18/08, effective 10/19/08. Statutory Authority: RCW 43.101.080. WSR 05-20-029, § 139-05-210, filed 9/28/05, effective 10/29/05; WSR 04-13-070, § 139-05-210, filed 6/15/04, effective 7/16/04; WSR 03-07-099, § 139-05-210, filed 3/19/03, effective 4/19/03; WSR 00-17-017, § 139-05-210, filed 8/4/00, effective 9/4/00. Statutory Authority: RCW 43.101.080(2). WSR 86-19-021 (Order 1-B), § 139-05-210, filed 9/10/86.]

Résumé Profile

First Name Jasper
Middle Initial N
Last Name Bruner
E-mail [REDACTED]
Primary Phone [REDACTED]
Country United States of America (the)
Address [REDACTED]
Address 2 [REDACTED]
City Neah Bay
ST / PR Washington
Zip/Postal Code 98357
How did you hear about us? Tulalip Tribes Employment Website
Education Level Bachelor's Degree
Have you ever been employed by the Tulalip Tribes before?No
If Yes, please give year(s)
US MILITARY

Are you currently Serving in US Military? No
Are you a Military Veteran? No
Spouse of Active or Enlisted Member of US Military? No
Have you ever been Employed Under a DIFFERENT NAME? No
If Yes, please give Names
Are you 18 years of age or older? Yes
Do you have a valid driver's license? Yes
Driver License # [REDACTED]
Expiration [REDACTED]
State Issued By Washington
WORK EXPERIENCE

Company Name Neah Bay Public Safety
Position Title Chief of Police
Contact Phone 360-645-2701
City (Employer) Neah Bay
State (Employer) WA
Start Date 1/1/2015
End Date 6/11/2021
Reason for Leaving Low Pay
Work Performed/Skills Utilized (be sure to list all those relevant to the position for which you are applying) Run the day to day operations of Neah Bay Public Safety, Police, Corrections, EMS, Natural Resources Enforcement and Fire Department. Handle budgets for all programs. Write and seek grants for all departments. I am the point of contact for working with State and Federal Agencies and work with case agents for various crimes committed on the Makah Reservation. I work with the Makah Tribal council on projects that are for the betterment of the Makah People and the Makah Reservation.

Company Name Nisqually PD
Position Title Police Officer/ Investigator
Contact Phone 360-456-5221
City (Employer) Nisqually
State (Employer) WA
Start Date 1/1/2007
End Date 1/1/2015

Reason for Leaving

Seeking advancement opportunity for career growth and development.

Work Performed/Skills Utilized (be sure to list all those relevant to the position for which you are applying)

While working for Nisqually PD I was Senior Officer who was a field training officer, acted as the departments investigator (no position budgeted), performed various field duties as an officer such as calls of service responses, traffic stops/ investigations, responded to the Red Wind Casino for calls of service. I was also the assigned liaison for the Thurston County Narcotics Task Force. I worked closely with the Housing Department on issues in the community and housing areas. I worked closely with the youth including the head start program for safety programs such as bus safety, seatbelt safety and other various safety areas. I was also the designated Defensive Tactics Instructor that not only trained the PD but also the New Corrections Officers. I worked very closely with the Director of Corrections on training and also the development of the training schedule. We also responded to emergencies in the Correctional Center that ranged from fights to medical emergencies.

Company Name

Muscogee (Creek) Nation- Lighthouse Police

Position Title

Patrol Officer

Contact Phone

919-732-7600

City (Employer)

Okmulgee

State (Employer)

OK

Start Date

End Date

Reason for Leaving

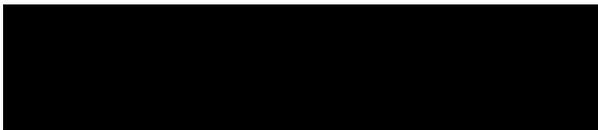
Low Pay

Work Performed/Skills Utilized (be sure to list all those relevant to the position for which you are applying)

As an Officer with the Lighthouse Police I enforced Tribal, State, and Federal Laws. I also Protect persons and properties on Tribal property (Trust/Restricted lands). I was a Less-Lethal Instructor that trained Police and Casino Security Officers. I was also a Field Training Officer that assisted in the training of new officers. I helped a Cross Deputization with Multiple Jurisdictions within the Muscogee (Creek) Nation that included local cities, counties and a Federal Commission.

Résumé

Jasper N. Bruner



Education

2012-13 The Evergreen State College- Olympia, WA 98505

Criminal Justice

Bachelors of Arts

Course Study: Law/ Native American Studies

2010 Centralia College- Centralia, WA

Criminal Justice
Associate of Arts Degree
Course Study: Criminal Justice

2009 Washington State Criminal Justice Training Center- Burin, WA
Equivalency Academy
Washington State Tribal Police Officer Certification
Letter of Completion

2006 Oklahoma State University- Okmulgee & Oklahoma City, OK
Police Science
Associate of Applied Science
Course Study: Police Science

2004 Council on Law Enforcement Education and Training-
Oklahoma City, OK
Reciprocity Certification
State of Oklahoma Law Enforcement Officer Certification

2003 Drug Enforcement Agency- Oklahoma City, OK
Basic Narcotics Investigator Certification

2002 Federal Law Enforcement Training Center- Artesia, NM
United States Indian Police Academy
Basic Police Officer Training Program

1997-99 Tulsa Community College- Tulsa, OK
Liberal Arts Course Study: Basic Courses
Employment

2015-Present Neah Bay Public Safety Neah Bay, WA

Chief of Police
(Police, Corrections, Fire Department, EMS, Emergency Management,
& Natural Resources Enforcement)
Enforce Tribal and Federal Laws
Protect persons and properties on the Makah Reservation
Liaison with County, State and Federal Agencies
Grant Management (Tribal, State and Federal Grants)
Manage Budgets for all programs of the organization

2007-2015 Nisqually Police Department Olympia, WA

Police Officer/ Investigator
Enforced Tribal and Federal Laws (referred State violations)
Protect persons and properties on Tribal property (Trust/Restricted lands)
Less-Lethal Instructor
Field Training Officer
Criminal and Drug Investigations
Assist Outside Agencies (State, County, Local)

2005-2007 Muscogee (Creek) Nation Lighthouse Police Okmulgee, OK

Police Officer
Enforced Tribal, State, and Federal Laws
Protect persons and properties on Tribal property (Trust/Restricted lands)
Less-Lethal Instructor
Field Training Officer

Cross Deputized with Multiple Jurisdictions within the Muscogee (Creek) Nation.
Criminal & Drug Investigations

2004-2005 Neah Bay Public Safety Neah Bay, WA

Officer II
Enforced Tribal and Federal Laws
Protect persons and properties within the Makah Reservation
Evidence Officer
Less-Lethal Instructor
Field Training Officer
Criminal & Drug Investigations

2000-2004 Muscogee (Creek) Nation Lighthouse Police Okmulgee, OK

Police Officer
Enforced Tribal, State, and Federal Laws
Protect persons and properties on Tribal property (Trust/Restricted)
Less-Lethal Instructor
Field Training Officer
Cross Deputized with Multiple Jurisdictions within the Muscogee (Creek) Nation

Current Duties as Chief of Police

As the Chief of Police, I perform first level supervisory personnel management responsibilities that include overseeing appraising employee's performance and annual evaluations with the appropriate advocating of appropriate recognition or constructive plans for improvement. I address complaints and grievances received from members of the community, the Makah Tribal organization and members of the Neah Bay Public Safety Department. I work with the complaining parties to resolve the complaints along with proper documentation and corrective actions if warranted. I set the schedules and approve leave for the regular duty officer, corrections officer and the COVID-19 pandemic response Health & Safety checkpoint security staff. I strive to improve Neah Bay Public Safety's work environment conditions for the staff and support the other departments of the Makah Tribes organization. .

As the Chief of Police I manage 7 different Makah Tribal budget and 10 different Grants at this time. I also manage 3 short term micro grants that have been awarded to Neah Bay Public Safety. With all of the State and Federal Grants I have to report on the grants monthly, quarterly and annually. During the respective report performance periods, the collected of data gather is reported back to the individual granting agencies. Some of these reports are in support of GPRA/PART reviews along with PMT reporting measurement tools/methods.

I have the past and present experience in the development and modification of law enforcement program budget, actively monitor expenditures and reviews budget documents to ensure proper integration. This process also involved reconciling of shortages and modifications as needed to maintain balance of the approved budgets of all the programs. I prepares justification for purchases, develop long range budget plans and determines future requirements for the needs of all the Neah Bay Public Safety programs.

I have previous and current experience in advising and making recommendations to the Makah Tribal Council membership, executive directors and managers of the Makah Tribal organization on matters regarding the operations and management of the Makah Tribes organization to include Neah Bay Public Safety (Indian law enforcement program) to increases the efficiency and the quality of work expected by the Makah Community.

As part of the duties of the Chief of Police I am to create, maintain and foster effective relationships with our local Federal, State and local law enforcement agencies, intelligence agencies, and their related entities, in order to successfully collaborate on cross-jurisdictional and cooperative operations and situation response as required. In my previous and current employment capacity, I have directed and managed investigations of complex and varied felony and misdemeanor criminal cases at the Tribal, State and Federal levels, involving both geographically isolated and densely populated areas. The duties of my position has and emphasis that investigations are properly conducted and documented with prescribed guidelines regarding time frames, deadlines and formats to the standard that can meet the prosecutorial standards of Tribal and Federal Courts/ Justice Systems.

Certified Instructor Training

2013 GLOCK, Inc. Smyrna, GA

Armor Certification

Teach and Demonstrate Proper Techniques of Firearms maintenance and inspection

Teach and Demonstrate Proper Techniques of Firearms break down and assembly

2005 Manadnock Police Training Council Fitzwilliam, NH

Basic/ Advanced Baton Instructor

Teach and Demonstrate Proper Techniques of an Expandable Baton

Teach and Demonstrate Proper Techniques of a Straight Baton

Teach and Demonstrate Proper Techniques of a PR-24 Baton

Basic Legal Aspects of Law Enforcement usage

Use of Force Instruction

2003 Federal Law Enforcement Training Center Glenco, GA

Defensive Tactics Instructor

Teach and Evaluate Proper Defensive Techniques

Basic Legal Aspects of Law Enforcement usage

Use of Force Instruction

2001 National Institute of Justice Kulpville, PA

Basic Handcuffing Techniques Instructor

Teach and Evaluate Proper Techniques of Handcuffing Applications

Use of Force Instruction

2005 (Re-Cert)

Use of Force Basic Instructor

Teach Proper Use of Force in Confrontational and Non-Confrontational Situations

2001 Defense Technology/ Federal Laboratories Casper, WY

Oleoresin Capsicum (O.C.) Aerosol Projectors Instructor

Teach and Demonstrate Proper Techniques of O.C. usage

2000, 2006, 2008, 2011, 2015 (Re-Cert)

Chemical and Specialty Impact Munitions Instructor

Teach and Demonstrate Proper Techniques of Chemical and Specialty Impact Munitions Deployment

Usage and Application of Less-Lethal Munitions 2004, 2008, 2011, 2015 (Re-Cert)

Distraction Device Munitions Instructor

Teach and Demonstrate Proper Techniques of Deployment of Distraction Devices

Usage and Application of Distraction Devices 2011, 2015 (Re-Cert)

2001 Armament Systems and Procedures Inc. (ASP) Appleton, WI

Expandable (Tactical) Baton Instructor (AIC# 17256)

Teach and Demonstrate Proper Techniques of an Expandable Baton

Demonstrate Proper Techniques of Tri Fold Flex Cuffs

Basic (Legal) Aspects of Law Enforcement usage

Use of Force Instruction

Advanced Training

2021 BIA- Criminal Jurisdiction in Indian Country Training Program

2020 CIJS- Security Awareness Training (level 3)

CIJS- Security Awareness Training (level 4)

2019 COAP- America's Changing Drug Epidemic

DOJ- Grant Financial Management Training

BIA- Chief of Police In-Service training (Vancouver, WA)

FirstNet- Agency Operations and Technology Workshop

Stalker Radar/ LIDAR Operator Certification

2018 BIA- Indian Highway Safety Program Grant Writing Training

BIA- Chief of Police In-Service training (Artesia, NM)

PATC- Smartphone Forensics & Cellular Tech Certification

BIA- 2018 VAWA, PL 280 & Opioid Crisis Training

CTAS- Mandatory Training (Palm Springs, CA)

2017 BIA- Chief of Police In-Service training (Vancouver, WA)

CTAS- Grants Writing workshop

CTAS- Mandatory Training- Presented on Purpose Area #4

(Palm Springs, CA)

CIJS- Security Awareness Training (level 2)

CIJS- Security Awareness Training (level 3)

2016 CTAS- Mandatory Training (Reno, NV)

2015 FEMA ISC-100

FEMA ICS-200

FEMA ICS-300

FEMA E580- Emergency Management Framework for Tribal Gov.

FEMA L0552- COOP Training

FEMA ICS-700

CIJS- Security Awareness Training (level 2)

2013 Whitehead & Associates- Background Investigations Course

2010 Taking it Federal/ Federal Case preparation (DOJ/ USA Office)

CPR/ First Aid (Re-Cert)

MCT (Re-Cert)

Mid-Level Narcotics Investigations

2009 TASER Basic User Certification

2008 Electronic Surveillance Techniques and Legal Update (DOJ/ USA Office)

CPR/ First Aid (Re-Cert)

2007 Standardized Field Sobriety Test (Re-Cert)

Drugs that Impair Driving

Datamaster BAC Operator Certification

2006 CSI for Indian Country

Rifle Operator's Course

2005 Oklahoma Legal Update

Counterfeit & False Financial Instruments

Consular Notification
Stalking
Digital Drivers License
Dealing with Mentally Ill
BIA- Criminal Jurisdiction in Indian Country (Re-Cert)
FBI- Critical Incident Command Training
OK DOC- OC Instructor Certification

2004 Datamaster BAC Operator Training
American Heart Association / CPR-First Aid (Re-Cert)
Survival Shooting Course (Qualification)

2003 DEA- Field Test Training
Explosives Awareness Training

2002 Drug Identification (NARK II Test Cert)
OBNDD- Drug Identification
Intro to Clan Labs
Terrorism I
Intro to Community Policing
Explosives Awareness
BIA/ 40 Hr. In-Service Training
BIA- DWI Detection & SFST

2001 Introduction to Community Policing
TRGP- Teams Training

Awards

2004 Officer of the Year (Muscogee Creek Nation Lighthouse Police)

2006 Officer of the Year (Nisqually P.D.)

Release of Information

ACKNOWLEDGEMENT

By checking this box, I agree to these terms

I, hereby acknowledge that the information in this application is true, accurate, current, and complete to the best of my knowledge. I understand that any misrepresentation and/or omissions may be sufficient cause for disqualification from further consideration of employment.

I, understand that if I am a current employee of the Tulalip Tribes that any misrepresentation and/or omissions may be sufficient cause for corrective action under the Tulalip Tribes Employee Handbook.

I, authorize the Tulalip Tribes to investigate my employment history and credentials from all of my former Employers and Agencies. I understand that any information released by my prior Employers and Agencies will be held in strictest confidence.

I, release and hold harmless my former employers, and all

other persons or entities providing information, from any and all liability that may result from the release and/or use of such information.

I, further release and hold harmless, the Tulalip Tribes from all liability that may result from use of such information, and from providing future references regarding my history at the Tulalip Tribes.

I also understand and agree that:

1.This application does not create an offer of employment;

2.Upon hire, I will be subject to all Tulalip Tribes' codes, policies, and procedures.

3.All offers of employment will be contingent upon successful completion of employment verification, pre-employment testing, and all applicable background checks.

4.Failure to accurately submit this application may result in immediate disqualification.

Washington State

TRIBAL POLICE OFFICER CERTIFICATION

THE WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

CERTIFIES THAT

Jasper N. Bruner

HAS MET THE REQUIREMENT OF RCW 43.101.157 AND IS HEREBY CERTIFIED AS A

WASHINGTON STATE TRIBAL POLICE OFFICER

Michael J. Parsons

CRIMINAL JUSTICE TRAINING COMMISSION
EXECUTIVE DIRECTOR



March 30, 2010

CERTIFICATION DATE

Washington State Criminal Justice Training Commission

Hereby certifies

Jasper N. Bruner

Has satisfactorily completed the 80 hour

Law Enforcement Equivalency Academy

Session Number 0090-3

Granted this 22nd day of May, 2009



A handwritten signature in black ink, reading "Michael D. Parsons".

Michael D. Parsons, Ph.D.
Executive Director

State of Oklahoma

Council on Law Enforcement Education and Training

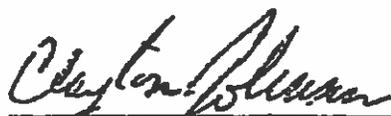
Issues this award thereby certifying that

JASPER N BRUNER

*has satisfactorily completed the requirements
pursuant to Title 70, section 3311 of the Oklahoma Statutes on*

SEPTEMBER 9, 2003

*and by these presents is entitled to such professional standing
as a Certified Law Enforcement Officer in the State of Oklahoma.*


Clayton Bruner
Council Chairman




Jeanie Nelson
Director of CLEET

Department of the Treasury
Federal Law Enforcement Training Center
Artesia, New Mexico

Indian Police Academy

*By authority of the Board of Directors and on
recommendation of the Faculty awards this*

Certificate of Graduation

to
Jasper N. Brunner

for having completed all requirements in the

A BPOTP-201/091

April 12, 2002

Date



W. Ralph Baskin
Director

Federal Law Enforcement Training Center

*Bureau of Indian Affairs - Office of Law Enforcement Services
United States Indian Police Academy
Artesia, NM*

This Certifies that

Jasper N. Bruner

has successfully completed the

Basic Police Officer Training Program

Class No. - BPOTP 201/091

January 07, 2002 through April 12, 2002

*and has met the training requirements as set forth in
25 CFR 12.103(g)(1).*



2th day of April in the year 2002

PO0201-006

A handwritten signature in cursive script, reading "Thomas E. Woolworth".

*Thomas E. Woolworth Acting Chief of Training
U. S. Indian Police Academy*

For the purposes of attending the Basic Equivalency Academy, WAC 139-05-210 states:

3. Participation in the equivalency process is limited to:

- a. Fully commissioned peace officers of a city, county, or political subdivision of the state of Washington, who otherwise are eligible to attend the basic law enforcement academy; or
- b. Fully commissioned peace officers who have attained commissioned law enforcement status by completing a basic training program in this or another state. For this purpose, the term "basic training program" does not include any military or reserve training program or any federal training program not otherwise approved by the commission; or
- c. Persons who have not attained commissioned peace officer status but have successfully completed a basic law enforcement academy recognized as a full equivalent to the Washington state basic law enforcement academy by the commission and within twelve months of the date of completion been made a conditional offer of employment as a fully commissioned peace officer in Washington state; or
- d. Persons whose peace officer certification, commission, and/or licensing has lapsed because of a break in service as a full-time, fully commissioned peace officer in this or any other state or territory for more than twenty-four months but less than sixty months and who are required to attend the equivalency.

For more information about other state academies, please visit <https://www.iadlest.org/POSTPortal.aspx>

State	Recognized	Conditions
Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Virginia, Wisconsin, Wyoming.	Conditional	Successful completion of <u>field</u> training in that State & WAC 139-05-210 (3)(b)
Alabama, Delaware, Kentucky, Massachusetts, Oregon, South Carolina, South Dakota.	Yes	Successful completion of <u>basic</u> training & WAC 139-05-210 (3)(b)or(c)
Florida	Conditional	Must have completed Florida SOCE, field training in that State, & WAC 139-05-210 (3)(b)
Hawaii – These 5 academies w/conditions	Conditional	~ <i>Honolulu PD – 1032-hrs; Maui County PD – 1301-hrs; Kaula'i County PD – 1036-hrs; TSD LERC – 960 hrs:</i> <ul style="list-style-type: none"> • Successful completion of <u>field</u> training & WAC 139-05-210 (3)(b) ~ <i>Hawai'i County PD - 960 hour Academy:</i> <ul style="list-style-type: none"> • Successful completion of <u>field</u> training & WAC 139-05-210 (3)(b), & <u>may</u> be required to attend WA State 40-Hour EVOC at WA State LE Agency's expense
Texas	Conditional	Successful completion of <u>field</u> training in that State, & WAC 139-05-210 (3)(b), & <u>may</u> be required to attend WA State 40-Hr EVOC at the WA State LE Agency's expense
Utah	Conditional	Successful completion of <u>field</u> training in that State, & WAC 139-05-210 (3)(b), & <u>may</u> be required to attend WA State 40-Hr EVOC at the WA State LE Agency's expense.
Vermont	Conditional	Successful completion of <u>basic</u> training & served as a Level III officer in that state.

If you need further clarification of eligibility to attend the WSCJTC Equivalency Academy, contact Tisha Jones @ tjones@cjtc.wa.gov

* Updated 11/13/19

Please note, we do not recognize all FLETC courses as equivalent; therefore, please see the list below. If the course is not listed, we have not reviewed the training. If a LE agency would like us to review a course, the LE agency must submit the course syllabus along with the desired outcomes. We will not accept requests from applicants, nor will the course schedule suffice for review.

Indian Police Academy (BPOTP)	79 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates from Up to 2010
Land MGT Police Training (LMPT)	79 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates from 2007-2013
Rural Police Officer Training Program (RPOT)	74 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates from 2013-2016
Indian Country Police Officer Training Program (ICPOTP) 632.5 hours	79 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	Graduates beginning 2017
DC Metropolitan Police Department Recruit Officer Training Program (ROTP) 916 hours	114.5 days	Conditional	Graduated; continuous work in the capacity of a LE Officer Break in service – less than 5 years	
Criminal Investigator Training Program (CITP)	56 days	No	Review Completed in 2013	Denied
Customs and Border Patrol/Protection Academy	117 days	No	Review Completed in 02/2019	Denied
Federal Air Marshal Training Program (A_FAMTP)	36 days	No	Review Completed in 12/2014	Denied
Field Operation Officer Basic	89 days	No	Review Completed in 07/2014	Denied
Immigration/Customs Enforcement (ICE D)	80 days	No	Curriculum Requested from FLETC FLETC Denied Request	Denied
National Park Service (NPS-SLET) Seasonal Law Enforcement Training Program	85 days	No	Review Completed in 02/2019	Denied
Uniform Police Training	60 days	No	Review Completed in 03/2019	Denied
Parks Law Enforcement Academy (PLEA)	90 days	No	Review Completed in 08/2014	Denied
Uniformed Division Training Course (DHS)	68 days	No	Review Completed in 12/2016	Denied
VA Basic Police Officer Training Course	40 days	No	Review Completed in 04/2015	Denied

US Territory	Hours	Recognized	Conditions
Guam Police Training (College)	9 months	Conditional	Successful completion of field training & WAC 139-05-210 (3)(b)

If you need further clarification of eligibility to attend the WSCJTC Equivalency Academy, contact Tisha Jones @ tjones@cjtc.wa.gov

* Updated 11/13/19

New requirements for Basic Law Enforcement Equivalency Academy

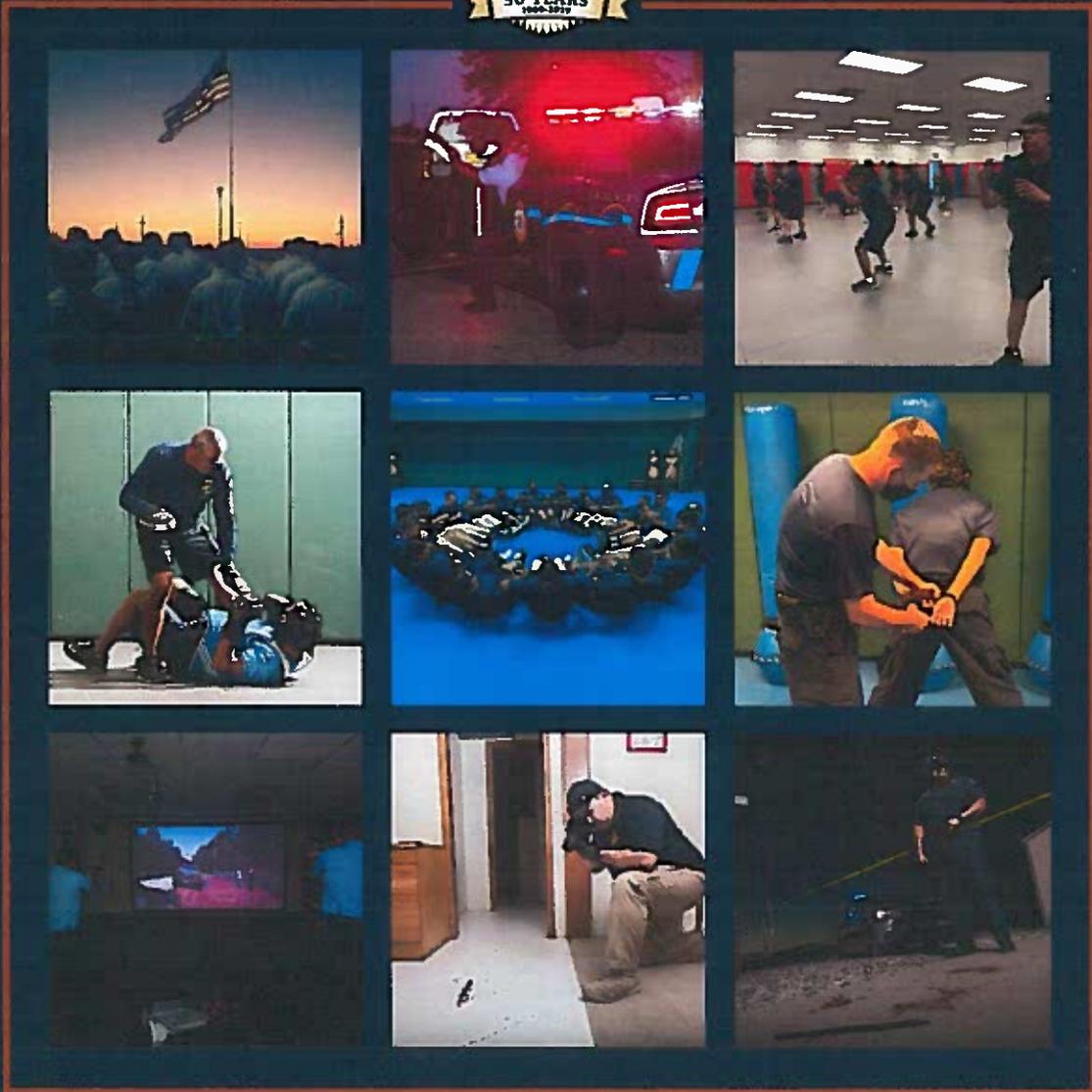
To meet the legislative statute of E2SSB 5051 (RCW 43.101), the WSCJTC decided to evaluate each academy curriculum/syllabus hours on a case-by-case basis. This would ensure the intent of the law (RCW 43.101.020) which mandates enhancement of our law enforcement personnel by increasing the integrity, effectiveness, and professionalism as we continue to build public trust.

WAC 139-05-210(2)(3)(a)(b) has not yet been revised due to the WAC revision process but are still relevant.

By not reviewing applications on a case-by-case basis, it could potentially cost agencies time and money. An agency may have hired an applicant with the intent of a two-week academy, only find out they did not qualify. Under the revised process, the WSCJTC will work with agencies at the beginning of the hiring phase. This will validate the training and certification to ensure the correct academy is attended.

- **Current process with new requirement.** This process applies to both the Basic Law Enforcement Equivalency Academy (BLEEA) and the Corrections Officer Equivalency Academy (COEA) (unless otherwise noted):
 - Agency provides current employment information including agency and timeframe of employment (**no change**)
 - The following are required for registration: (**no change**)
 - Acadis registration request
 - Previous law enforcement or corrections employer and dates of employment
 - Certificate of completion of previous training academy
 - BLEEA only – Completion of comparable EVOC training
 - Statement of fitness
 - Student liability release
 - BLEEA only – firearms proficiency test
 - **New** – With new legislative changes to policing across the nation, the previously used reciprocity sheet created at the WSCJTC is no longer valid. To ensure proper review of training from out-of-state lateral transfers, the WSCJTC is requesting agencies have their applicant provide their basic training academy curriculum/syllabus hours.
 - A curriculum/syllabus should include training titles and the corresponding training hours.
 - Agencies can have the applicant provide their complete training records along with the curriculum/syllabus for WSCJTC staff to consider.
 - This will help WSCJTC review all training, including academies that have been previously denied.
 - Agencies **are not** required to review this curriculum/syllabus.
 - The WSCJTC has a review team that includes staff from each of these divisions: Basic Training, Certification, and Curriculum
 - The curriculum/syllabus can be submitted at any stage of the hiring process that is convenient to the agency:
 - During the hiring agencies' initial application review; or
 - During the hiring agencies' background phase; or

- At the time of registration for the Equivalency Academy, with the understanding the applicant may not be eligible to attend the Equivalency Academy and may have to attend the Basic Law Enforcement Academy.
 - Submit the requested curriculum/syllabus documents from the hiring agency to certmail@cjtc.wa.gov
 - The WSCJTC understands it may be difficult to produce the curriculum/syllabus from an officer with a long career.
 - Unlike the previous process, the WSCJTC will now be able to work with each agency to help facilitate the outliers. The reciprocity sheet was a guide for agencies to determine if they could offer employment to an applicant. Now, the WSCJTC will look at the person, as well as the training.
 - Upon completion of review by the WSCJTC, the hiring agency will be notified which academy is necessary for the applicant to attend – BLEA/COA or BLEEA/COEA.
 - The Equivalency Academy will provide training to bridge any training gaps and specific training mandated by Washington State.
- The new requirement of a letter stating the applicant's certification status is in good standing from the last employer. This may be waived for COEA due to new certification legislation.



Basic Police Officer
Bridge Training Program Syllabus



The Basic Police Officer Bridge Training Program

The Bureau of Indian Affairs, Office of Justice Services, United States Indian Police Academy (USIPA) is the authority responsible for the evaluation for certificate by waiver to ensure basic law enforcement training meets federal training standards per 25 CFR, Tribal Law and Order Act, 446DM17, and BIA Policy.

The United States Indian Police Academy conducts a thorough curriculum and qualification review of the candidate certificate by waiver- which also includes a requirement for continued full-time law enforcement employment of three (3) years from the date of the waiver application.

Candidates who receive approved certificate by waiver are required to successfully complete the BIA Basic Police Officer Bridge Training Program. The BPOBTP is 3 weeks in length at 108:25 hours. The program consists of Drivers Training (4 hours); Police Operations (22 hours); Firearms Training (10 hours); Federal Law (34 hours); Enforcement Techniques (30 hours); and Academy Training Management (8.25 hours).

Executive Summary

Course	Admin	Exam	Lab	Lecture	Practical Exercise	Total
Drivers Training				4		4
Police Operations			4	16	2	22
Firearms Training			6	2	2	10
Legal Training				34		34
Enforcement Techniques			26		4	30
Academy Training Management	4.25	4				8.25
TOTAL TRAINING HOURS	4.25	4	36	56	8	108.25

Basic Police Officer Bridge Training Program Curriculum Hours

Bridge Training Hours						
Course	Admin	Exam	Lab	Lecture	Practical Exercise	Total
Indian Country Criminal Jurisdiction				8		8
Basic Officer Tactics			4		2	6
Active Threat Response				2		2
Vehicle Stops & High Risk Techniques				4		4
Indian Country Inter-personal Communications				2		2
Domestic Violence in Indian Country				2		2
Elder Child Abuse in Indian Country				2		2
BIA-Orientation	1					1
Arrest Techniques			14		2	16
BIA Policy Handbook				2		2
IPA Conditioning			2			2
Police Defensive Tactics			10		2	12
Successful Study Habits				2		2
Missing Persons				2		2
Internal Affairs				2		2
Law Enforcement Handgun			2		2	4
Firearms Safety				2		2
Law Enforcement Shotgun			2			2
Law Enforcement Rifle			2			2
Federal Criminal Law				6		6
Fourth Amendment				12		12
Use of Force - Legal Aspects				2		2
5th & 6th Amendments				6		6
Uniform Issue	0.5					0.5
Health Screening	0.5					0.5
FLETC Program Critiques	0.5					0.5
Graduation	1					1
Exam		3.5				3.5
Exam Review		0.5				0.5
Uniform Return	0.5					0.5
Class Photo	0.25					0.25
TOTAL TRAINING HOURS	4.25	4	36	56	8	108.25



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica A. Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

FY 2023 Basic Training Division Academy Cost-Share

**AGENCY COST
PER SESSION**

Basic Law Enforcement Academy (BLEA)

FOR MANDATED AGENCIES		\$4,212
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	\$5,039
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$7,474

Basic Law Enforcement Equivalency Academy (BLEEA)

FOR MANDATED AGENCIES		zero cost
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	zero cost
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$1,063

Corrections Officers Academy (COA)

FOR MANDATED AGENCIES		\$1,780
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	\$1,780
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$7,397

Corrections Officers Equivalency Academy (COEA)

FOR MANDATED AGENCIES		zero cost
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	zero cost
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$1,063

Juvenile Corrections Officers Academy (JCOA)

FOR MANDATED AGENCIES		\$260
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	\$260
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$1,324

Misdemeanant Probation Counselors Academy (MPCA)

FOR MANDATED AGENCIES		\$208
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	\$208
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$1,271

Juvenile Services Academy (JSA)

FOR MANDATED AGENCIES		\$163
FOR NON-MANDATED AGENCIES	Without Meals & Lodging	\$163
FOR NON-MANDATED AGENCIES	With Meals & Lodging	\$665

Mandated Agencies: Cities, Counties, State Universities, and Department of Fish and Wildlife

Non-Mandated Agencies: Tribal, Gambling, Liquor & Cannabis, Parks, Arson Investigators, DNR, and Reserves.

Rev. 7/1/22

Jasper N. Bruner



Education

- 2012-13** **The Evergreen State College-** Olympia, WA
Criminal Justice
Bachelors of Arts
Course Study: Law/ Native American Studies
- 2010** **Centralia College-** Centralia, WA
Criminal Justice
Associate of Arts Degree
Course Study: Criminal Justice
- 2009** **Washington State Criminal Justice Training Center-** Burin, WA
Equivalency Academy
Washington State Tribal Police Officer Certification
Letter of Completion
- 2006** **Oklahoma State University-** Okmulgee & Oklahoma City, OK
Police Science
Associate of Applied Science
Course Study: Police Science
- 2004** **Council on Law Enforcement Education and Training-**
Oklahoma City, OK
Reciprocity Certification
State of Oklahoma Law Enforcement Officer Certification
- 2003** **Drug Enforcement Agency-** Oklahoma City, OK
Basic Narcotics Investigator Certification
- 2002** **Federal Law Enforcement Training Center-** Artesia, NM
United States Indian Police Academy
Basic Police Officer Training Program
- 1997-99** **Tulsa Community College-** Tulsa, OK
Liberal Arts Course Study: Basic Courses

Employment

2015-Present

Neah Bay Public Safety Neah Bay, WA

Chief of Police
Director of Public Safety
(Police, Corrections, Fire Department, EMS, Animal Control, Emergency Management, & Natural Resources Enforcement)
Enforce Tribal and Federal Laws
Protect persons and properties on the Makah Reservation
Liaison with County, State and Federal Agencies
Grant Management (Tribal, State and Federal Grants)
Manage Budgets for all programs of the organization

2007-2015

Nisqually Police Department Olympia, WA

Police Officer/ Investigator
Enforced Tribal and Federal Laws (referred State violations)
Protect persons and properties on Tribal property (Trust/Restricted lands)
Less-Lethal Instructor
Field Training Officer
Criminal and Drug Investigations
Assist Outside Agencies (State, County, Local)

2005-2007

Muscogee (Creek) Nation Lighthouse Police Okmulgee, OK

Police Officer
Enforced Tribal, State, and Federal Laws
Protect persons and properties on Tribal property (Trust/Restricted lands)
Less-Lethal Instructor
Field Training Officer
Cross Deputized with Multiple Jurisdictions within the Muscogee (Creek) Nation.
Criminal & Drug Investigations

2004-2005

Neah Bay Public Safety Neah Bay, WA

Officer II
Enforced Tribal and Federal Laws
Protect persons and properties within the Makah Reservation
Evidence Officer
Less-Lethal Instructor
Field Training Officer
Criminal & Drug Investigations

2000-2004

Muscogee (Creek) Nation Lighthouse Police Okmulgee, OK

Police Officer

Enforced Tribal, State, and Federal Laws

Protect persons and properties on Tribal property (Trust/Restricted)

Less-Lethal Instructor

Field Training Officer

Cross Deputized with Multiple Jurisdictions within the Muscogee (Creek) Nation

Current Duties as Chief of Police

As the Chief of Police, I perform first level supervisory personnel management responsibilities that include overseeing appraising employee's performance and annual evaluations with the appropriate advocating of appropriate recognition or constructive plans for improvement. I address complaints and grievances received from members of the community, the Makah Tribal organization and members of the Neah Bay Public Safety Department. I work with the complaining parties to resolve the complaints along with proper documentation and corrective actions if warranted. I set the schedules and approve leave for the regular duty officer, corrections officer and the COVID-19 pandemic response Health & Safety checkpoint security staff. I strive to improve Neah Bay Public Safety's work environment conditions for the staff and support the other departments of the Makah Tribes organization.

As the Chief of Police I manage 7 different Makah Tribal budget and 10 different Grants at this time. I also manage 3 short term micro grants that have been awarded to Neah Bay Public Safety. With all of the State and Federal Grants I have to report on the grants monthly, quarterly and annually. During the respective report performance periods, the collected of data gather is reported back to the individual granting agencies. Some of these reports are in support of GPRA/PART reviews along with PMT reporting measurement tools/methods.

I have the past and present experience in the development and modification of law enforcement program budget, actively monitor expenditures and reviews budget documents to ensure proper integration. This process also involved reconciling of shortages and modifications as needed to maintain balance of the approved budgets of all the programs. I prepares justification for purchases, develop long range budget plans and determines future requirements for the needs of all the Neah Bay Public Safety programs.

I have previous and current experience in advising and making recommendations to the Makah Tribal Council membership, executive directors and managers of the Makah Tribal organization on matters regarding the operations and management of the Makah Tribes organization to include Neah Bay Public Safety (Indian law enforcement program) to increases the efficiency and the quality of work expected by the Makah Community.

As part of the duties of the Chief of Police I am to create, maintain and foster effective relationships with our local Federal, State and local law enforcement agencies, intelligence agencies, and their related entities, in order to successfully collaborate on cross-jurisdictional and cooperative operations and situation response as required. In my previous and current employment capacity, I have directed and managed investigations of complex and varied felony and misdemeanor criminal cases at the Tribal, State and Federal levels, involving both geographically isolated and densely populated areas. The duties of my position has and emphasis that investigations are properly conducted and documented with prescribed guidelines regarding time frames, deadlines and formats to the standard that can meet the prosecutorial standards of Tribal and Federal Courts/ Justice Systems.

Certified Instructor Training

2013

GLOCK, Inc. Smyrna, GA

Armor Certification

Teach and Demonstrate Proper Techniques of Firearms maintenance and inspection

Teach and Demonstrate Proper Techniques of Firearms break down and assembly

2005

Manadnock Police Training Council Fitzwilliam, NH

Basic/ Advanced Baton Instructor

Teach and Demonstrate Proper Techniques of an Expandable Baton

Teach and Demonstrate Proper Techniques of a Straight Baton

Teach and Demonstrate Proper Techniques of a PR-24 Baton

Basic Legal Aspects of Law Enforcement usage

Use of Force Instruction

2003

Federal Law Enforcement Training Center Glenco, GA

Defensive Tactics Instructor

Teach and Evaluate Proper Defensive Techniques

Basic Legal Aspects of Law Enforcement usage

Use of Force Instruction

2001

National Institute of Justice Kulpsville, PA

Basic Handcuffing Techniques Instructor

Teach and Evaluate Proper Techniques of Handcuffing Applications
Use of Force Instruction
2005 (Re-Cert)

Use of Force Basic Instructor

Teach Proper Use of Force in Confrontational and Non-Confrontational Situations

2001

Defense Technology/ Federal Laboratories Casper, WY

Oleoresin Capsicum (O.C.) Aerosol Projectors Instructor

Teach and Demonstrate Proper Techniques of O.C. usage
2000, 2006, 2008, 2011, 2015 (Re-Cert)

Chemical and Specialty Impact Munitions Instructor

Teach and Demonstrate Proper Techniques of Chemical and Specialty Impact Munitions Deployment
Usage and Application of Less-Lethal Munitions 2004, 2008, 2011, 2015 (Re-Cert)

Distraction Device Munitions Instructor

Teach and Demonstrate Proper Techniques of Deployment of Distraction Devices
Usage and Application of Distraction Devices 2011, 2015 (Re-Cert)

2001

Armament Systems and Procedures Inc. (ASP) Appleton, WI

Expandable (Tactical) Baton Instructor (AIC# 17256)

Teach and Demonstrate Proper Techniques of an Expandable Baton
Demonstrate Proper Techniques of Tri Fold Flex Cuffs
Basic (Legal) Aspects of Law Enforcement usage
Use of Force Instruction

Advanced Training

2021

CIJS- Security Awareness Training (level 2)

2020

**CIJS- Security Awareness Training (level 4)
Heart Savers First Aid/ CRP certification**

BIA/ DOJ- Criminal Jurisdiction in Indian County

- 2019**
- COAP- America's Changing Drug Epidemic**
 - BIA- Chief of Police In Service**
 - DOJ- Grants Financial Management Training**
 - FirstNet- Agency Operations and Technology Workshop**
 - Stalker Radar/ LIDAR Operator Certification**
 - CIJS- Security Awareness Training (level 2)**
- 2018**
- BIA- Indian Highway Safety Program Grant Writing Training**
 - BIA- Chief of Police In Service**
 - PATC- Smartphone Forensics & Cellular Tech Certification**
 - BIA- 2018 VAWA, PL 280 & Opioid Crisis Training**
 - CTAS- Mandatory Training (Palm Springs, CA)**
 - CPR/ First Aid/ AED (Re-Cert)**
 - Security Awareness/ Shoulder Surfing**
 - Security Awareness/ Strong Passwords**
 - Security Awareness/ The Big Phish**
- 2017**
- BIA- Chief of Police In-Service Training**
 - CTAS- Grants Writing workshop**
 - CTAS- Mandatory Training- Presented on Purpose Area #4 (Palm Springs, CA)**
 - CIJS- Security Awareness Training (level 2)**
 - CIJS- Security Awareness Training (level 3)**
 - Makah Drug Free Workplace Act of 2002**
- 2016**
- CTAS- Mandatory Training (Reno, NV)**
 - FEMA E580- Emergency Management Framework for Tribal Gov.**
 - FEMA L0552- COOP Training**
 - Intermediate Incident Command System (G-300)**
- 2015**
- FEMA ISC-100**
 - FEMA ICS-200**
 - FEMA ICS-300**

FEMA ICS-700

CIJS- Security Awareness Training (level 2)

FEMA CEU- Emergency Management Framework for Tribal Governments

- 2013** **Whitehead & Associates- Background Investigations Course**
- 2010** **Taking it Federal/ Federal Case preparation (DOJ/ USA Office)**
CPR/ First Aid (Re-Cert)
MCT (Re-Cert)
Mid-Level Narcotics Investigations
- 2009** **TASER Basic User Certification**
- 2008** **Electronic Surveillance Techniques and Legal Update (DOJ/ USA Office)**
CPR/ First Aid (Re-Cert)
- 2007** **Standardized Field Sobriety Test (Re-Cert)**
Drugs that Impair Driving
Datamaster BAC Operator Certification
- 2006** **CSI for Indian Country**
Rifle Operator's Course
- 2005** **Oklahoma Legal Update**
Counterfeit & False Financial Instruments
Consular Notification
Stalking
Digital Drivers License
Dealing with Mentally Ill
BIA- Criminal Jurisdiction in Indian Country (Re-Cert)
FBI- Critical Incident Command Training
OK DOC- OC Instructor Certification
- 2004** **Datamaster BAC Operator Training**
American Heart Association / CPR-First Aid (Re-Cert)
Survival Shooting Course (Qualification)

2003 **DEA- Field Test Training**
Explosives Awareness Training

2002 **Drug Identification (NARK II Test Cert)**
OBNDD- Drug Identification
Intro to Clan Labs
Terrorism I
Intro to Community Policing
Explosives Awareness
BIA/ 40 Hr. In-Service Training
BIA- DWI Detection & SFST

2001 **Introduction to Community Policing**
TRGP- Teams Training

Awards

2004 **Officer of the Year (Muscogee Creek Nation Lighthouse Police)**

2006 **Officer of the Year (Nisqually P.D.)**

Criminal Justice Information System Security & Awareness Training



This is to certify that

Gasper N. Bruner

**has successfully completed the CJIS Security & Awareness Course
by completing the following exam:**

*This certification expires two
years from the date of issuance.*

8/21/2015

Certification Date

8/21/2017

Expiration Date

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

JASPER N BRUNER

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.b

Introduction to Incident Command System

ICS-100

Issued this 28th Day of October, 2015

0.3 IACET CEU




Tony Russell
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

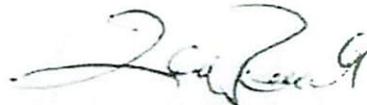
This is to certify that
Jasper N Bruner
successfully completed

Emergency Management Framework for Tribal Governments
Neah Bay, Washington

2.40 IACET CEU

November 3 - 6, 2015




Superintendent
Emergency Management Institute

THE SAFARILAND™
TRAINING GROUP

CERTIFICATE OF COMPLETION
Jasper Bruner

Has Completed the Basic Instructor Course Requirements For
OC Aerosol (8 hrs) Less Lethal Impact Munitions (8 hrs)
Chemical Munitions (8 hrs) and Distraction Devices (8 hrs)

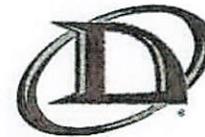
Kevin Boucher
Instructor

09/16/2015
Date Completed



Director of Training
Sandy Wall

09/30/2018
Expiration Date



DEFENSE TECHNOLOGY

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

JASPER N BRUNER

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00200.b
ICS for Single Resources and
Initial Action Incident, ICS-200

Issued this 28th Day of October, 2015



A handwritten signature in black ink, appearing to read "Tony Russell".

Tony Russell
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

JASPER N BRUNER

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.b

Introduction to Incident Command System

ICS-100

Issued this 28th Day of October, 2015



A handwritten signature in black ink, appearing to read "Tony Russell".

Tony Russell
Superintendent

—Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

JASPER N BRUNER

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700.a

National Incident Management System (NIMS)

An Introduction

Issued this 28th Day of October, 2015



A handwritten signature in black ink, appearing to read "Tony Russell".

Tony Russell
Superintendent
Emergency Management Institute



Washington Emergency Management Division

Certificate of Achievement

Presented to

Jasper Bruner

In recognition of the successful completion of
Intermediate Incident Command System (G-300)

Neah Bay, Washington
Course Location

January 19-20, 2016
Course Date(s)

Jamye Wisecup
Course Manager


Washington State EMD, Director

Emergency Management Institute



FEMA

This is to certify that

Jasper N Bruner

successfully completed

**Continuity of Operations (COOP) for Tribal Governments
Neah Bay, Washington**

1.20 IACET CEU

June 1 - 2, 2016



A handwritten signature in black ink, appearing to read "J. Bruner".

**Superintendent
Emergency Management Institute**

Criminal Justice Information System Security & Awareness Training



This is to certify that

Jasper Bruner

has successfully completed the

Level 3 CJIS Security Training

*This certification expires two
years from the date of issuance.*

April 20, 2017

Certification Date

April 20, 2019

Expiration Date

Criminal Justice Information System Security & Awareness Training



This is to certify that

jasper bruner

has successfully completed the

Level 2 CJIS Security Training

*This certification expires two
years from the date of issuance.*

July 3, 2017

Certification Date

July 3, 2019

Expiration Date

Certificate of Completion

This certificate is awarded to _____

Jasper Bruner

For successful completion of 4 training hours in accordance with

The Makah Drug Free Workplace Act of 2002

This hereby certifies you have met the training requirements of a supervisor on

July 18, 2017



Working Drug-Free Works!

Tinker Lucas

Presented by Tinker Lucas, Drug Free Workplace-Safety Officer

**Criminal Justice Information System
Security & Awareness Training**



This is to certify that
Jasper Bruner
_____ **has successfully completed the**
Level 3 CJIS Security Training

April 20, 2017

Certification Date

*This certification expires two
years from the date of issuance.*

April 20, 2019

Expiration Date

Criminal Justice Information System Security & Awareness Training



This is to certify that
jasper bruner
has successfully completed the
Level 2 CJIS Security Training

July 3, 2017

Certification Date

*This certification expires two
years from the date of issuance.*

July 3, 2019

Expiration Date

SECURITY AWARENESS



Certificate of Achievement

Jasper Bruner

has successfully completed
Security Moments Series: The Big Phish

July 24, 2018

KnowBe4
Human error. Conquered.

SECURITY AWARENESS



Certificate of Achievement

Jasper Bruner

has successfully completed
2017 Micro-module - Strong Passwords

July 24, 2018

KnowBe4
Human error. Conquered.

SECURITY AWARENESS



Certificate of Achievement

Jasper Bruner

has successfully completed
Shoulder Surfing

August 13, 2018

KnowBe4
Human error. Conquered.



BUREAU of INDIAN AFFAIRS
INDIAN HIGHWAY SAFETY PROGRAM

Certificate of Attendance

Jasper Bruner

For attending the BIA Indian Highway Safety Program

2019 Grant Writing Training

February 6-8, 2018 Albuquerque, New Mexico

Lawrence Robertson
Program Director
Indian Highway Safety Program

Kimberly Belone
Project Coordinator
Indian Highway Safety Program



Certification

**IN DOPPLER TRAFFIC RADAR OPERATION
Jasper N. Broner**

NAME & TITLE

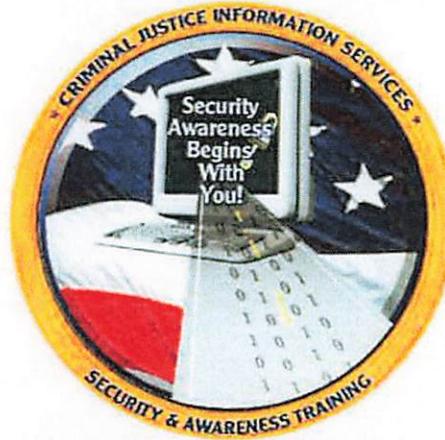
of the **Neah Bay Public Safety**

NAME OF AGENCY

on **6/9/2019** satisfactorily completed a training course in the operation of Kustom Traffic Radar Systems and is hereby certified competent to operate these devices to accurately determine vehicular velocity.


INSTRUCTOR

**Criminal Justice Information System
Security & Awareness Training**



This is to certify that
JASPER BRUNER
has successfully completed the
Level 2 CJIS Security Training

07/05/2019

Certification Date

*This certification expires two
years from the date of issuance.*

07/05/2021

Expiration Date

U.S. Department of Justice
810 Seventh Street NW, Washington DC 20531

Certificate of Completion

This certificate is presented to

Jasper Bruner

for successfully completing
DOJ Grants Financial Management Training

Estimated Credit Hours: 8

March 4, 2019

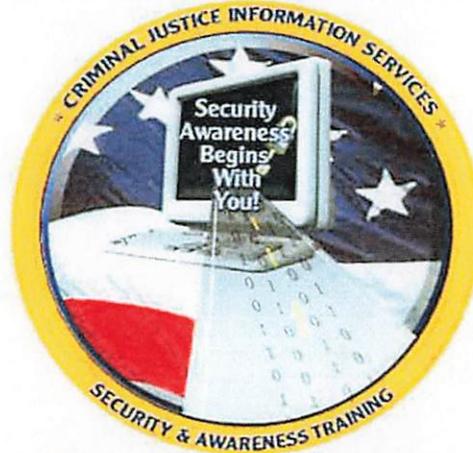
Location: Online

Delivery Method: Online



Chief Financial Officer, Office of Justice Programs

**Criminal Justice Information System
Security & Awareness Training**



This is to certify that
JASPER BRUNER
has successfully completed the
Level 4 CJIS Security Training

02/11/2020

Certification Date

*This certification expires two
years from the date of issuance.*

02/11/2022

Expiration Date

Bureau of Indian Affairs

Office of Justice Services

Certificate of Training



Awarded to:

Jasper Bruner

For successfully completing the
Criminal Jurisdiction in Indian Country Training Program
Class No. V_CJIC 2015/167 ~ Virtual ~ October 5 - 6, 2020
Given on this 6th day of October in the year 2020

Steven K. Juneau, Academy Director
United States Indian Police Academy

HEARTSAVER

Heartsaver® First Aid CPR AED



Jasper Bruner

The above individual has successfully completed the cognitive and skills evaluations in accordance with the curriculum of the American Heart Association Heartsaver First Aid CPR AED Program.

Optional modules completed:

Issue Date	Recommended Renewal Date
10/19/2018	10/2020

To view or verify authenticity, students and employers should scan this QR code with their mobile device or go to www.heart.org/cpr/mycards.

HEARTSAVER

Training Center Name Grays Harbor EMS and Trauma Care Council

Training Center ID WA20513

TC Address 2421 Sumner Ave
Aberdeen WA 98520-3523 USA

TC Phone (360) 532-2067

Instructor Name Dan Druge

Instructor ID 02112290035

© 2016 American Heart Association 15-3002 3/16

Directions

1. Cut along dotted lines
2. Fold both halves together
3. Use adhesive to combine halves

**Criminal Justice Information Services
Security Awareness Training**



This is to certify that
JASPER BRUNER
has successfully completed the
Level 2 Security Awareness Certification

7/29/2021

Certification Date



7/29/2023

Expiration Date



Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

01/24/2023

For: **Bruner, Jasper N.**
Student ID **1000-6164**

Bruner, Jasper N.

Person Status
SSN



Gender Male

EEOC Native American

Employment

Most Recent

Organization	Active Dates	Title/Rank	Employment Assignment	Appointment Type	Current Status
Tulalip Tribal Police Services (Primary)	10/03/2022 - Current	Officer		Certification Pending - Lateral	Active
Neah Bay Tribal Public Safety	07/01/2015 - Current	Chief		Non-Certified Tribal Police Officer	Active
Nisqually Public Safety	01/03/2007 - 06/26/2015	Officer		Certified Tribal Police Officer	Inactive

Certifications

Name	Issued	Expiration	Status
Tribal Police Officer Certification	03/30/2010	Never Expires	Admin Update to CPO (Inactive)
Peace Officer Certification	03/30/2010	Never Expires	Expired (Inactive)

Training

Upcoming, Ongoing, & Unconfirmed

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
LETCSA - 4020-1 The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	02/03/2022		Assigned	LETCSA	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2019)	01/01/2019		Assigned	CIT Online Refresher	2h 0m
Total Hours					(4h 0m)

Current Period to Date (01/01/2023 - 01/24/2023)

No current year training data exists.

Previous Period (01/01/2022 - 12/31/2022)

No previous year training data exists.

Other Periods (through 12/31/2021)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Basic Law Enforcement Academy - 0090 - 53	05/11/2009 - 05/22/2009		Graduated -		80h 0m
Basic Law Enforcement Equivalency Academy (80 hours)	05/11/2009 - 05/22/2009				80h 0m
Total Hours					(80h 0m)

A grade of ## indicates that the weights for this class are not valid and grades cannot be calculated.



Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

01/24/2023

For: **Bruner, Jasper N.**
Student ID **1000-6164**

Education

Degree Year	Level / Degree	Institution	Major	Minor
	Not Available / Not Available	Did Not Collect		

Miscellaneous

Allen LMS SID 124074

Profile Comments (Must Initial & Date) Chief



CERTIFICATE OF COMPLETION

AWARDED TO

JASPER BRUNER

OF TULALIP TRIBAL POLICE DEPARTMENT
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
ANTI-BIAS TRAINING FOR LAW ENFORCEMENT (2 HOURS)

COURSE # CULT104
2 HOURS OF TRAINING
CERTIFICATE ISSUED FEB 08, 2023

A black, handwritten signature in cursive script, appearing to read "Anne Margaret Perry".

Anne Margaret Perry, BSN, RN, CEN,
CLNC, NRP, CP-C, DICO-C
Director of Training





CERTIFICATE OF COMPLETION

AWARDED TO

JASPER BRUNER

OF TULALIP TRIBAL POLICE DEPARTMENT
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
IMPLICIT BIAS

COURSE # CULT108
1 HOUR OF TRAINING
CERTIFICATE ISSUED FEB 08, 2023

A black, handwritten signature in cursive script, appearing to read "Anne Margaret Perry".

Anne Margaret Perry, BSN, RN, CEN,
CLNC, NRP, CP-C, DICO-C
Director of Training



Variance Requests for Basic Law Enforcement Equivalency Academy Attendance

Decision Date	Requesting Agency	Name	Consideration Factors	Employment Status at time of request	Employment Status (today)	Decision - Comments
3/8/2023	Tulalip Tribal PD	Jasper Bruner	Packet was submitted to the commissioners for review. Agency is requesting the attendance in BLEEA due to prior completion of BLEEA with a certified Tribal agency. Certification expired when employed with a non-certified Tribal PD as the Chief of police, with no break in service.	employed full time	employed full time	
6/8/2022	Lynnwood PD	Aggie Barnwell	Packet was submitted to the commissioners for review. Agency is requesting the previous BLEA training, employment, paid part time employment status, no real break in service and continuous training be reviewed for BLEEA.	employed part-time	employed part-time	Granted – Must complete equivalency academy.
2/23/2022	Newport PD	Jason Roberts	Packet was submitted to the commissioners, due to not being given a conditional offer, or employed, the commissioners did not consider the request.	n/a		Denied
3/10/2021	Port Townsend PD	Trevor Hansen	Packet was presented to the Commissioners: Hansen attended COA and Reserve academy, but has not attend a basic LE academy. Agency is requesting employment, training and prior academy training to be considered.	Reserve		Denied: agency did not attend meeting
12/9/2020	Reardan PD	Christopher Stein	Packet was presented to the Commissioners: the agency is requesting BLEEA based on experience in the field and reserve status.	Reserve		No Vote - The Chair determined the variance was denied.
9/9/2020	Pe Ell PD	Dean Rivers	Packet was presented to the Commissioners: Reserve officer without attending BLEA. Agency is requesting employment and reserve academy to be considered	Reserve - Town Marshal		No Vote - The Chair determined the variance was denied.
12/5/2019	Vancouver PD	Nathan Sanger	His break in service is 7 years; he has been working in a criminal justice in a global capacity the entire time. He has completed the hiring process and will begin employment next month. The agency is asking that you recognize the combination of all of his trainings and experience as that of the full BLEA and allow him to attend the Equivalency.	Conditional Offer – starting 01/2010	Employed	Granted – Must complete equivalency academy.
12/5/2019	Skokomish Tribal Police	Michael Bradshaw	Attended 5 LE type academies; none of these academies are recognized on their own; agency asked to recognize combination of all of his trainings and experience as that of the full BLEA and allow him to attend the Equivalency. He worked 4 years in military LE capacity – 6 year break – then 6 years as a civilian DOD LE officer – then Skokomish Tribe for the past year. He has been working for this certified tribe for over a year and as tribal certification is voluntary, the former chief chose not to address this and the new chief is attempting to bring all of their officers to state standards.	Employed	Employed	Granted – Must complete equivalency academy.

Variance Requests for Basic Law Enforcement Equivalency Academy Attendance

9/12/2019	Des Moines PD	Mark Couey	35 years with the WSP, retired and break in service is 7 years – during those 7 years worked as a limited commission officer for OIC.	Employed	Employed/Certified	Granted – Must complete equivalency academy.
6/6/2019	Sauk Suiattle Tribal PD	Patrick Rogers	14 years LE experience, all with a non-certified tribe; no break in service.	Employed	Employed/Certified	Granted – Must complete equivalency academy.
3/13/2019	Cowlitz Tribal PD	Brandon Molett	BLEA 720 in 2008; 3 years with PD/CSO; 7.5 years with Dept. of VA/Us Marshal's Office; Working 1 year with Tribe, completed FTO.	Employed	Not Employed / Agency terminated prior to academy for disqualifying misconduct.	Granted – Must complete equivalency academy.
12/14/2018	Swinomish PD	Brian Geer	12 year break in service; completed reserve academy in 1994 & 2017; BLEA 720 in 2001.	CSO – Pending Hire		Denied
12/14/2018	Tonasket PD	Anthony Domish	7 year break in service; 14 years WA LE experience & 2 years in Oregon; served as chief in WA.	Conditional Offer	Not employed/Agency planning to contract with Sheriff's Office	Granted – Must complete equivalency academy.
12/14/2018	Cowlitz Tribal PD	Duane G. Lawrence	Completed 440 BLEA in 1993; tribal certified in 2008. 11 break in service due to federal service as criminal investigator. Working 1 year with Tribe – they recently became certified.	Employed	Employed/Certified	Granted – Must complete equivalency academy.
12/14/2018	Cowlitz Tribal PD	William Elliott	21 years LE experience: US Border Patrol, CJTC Equivalency 1989, Oregon State Police and Federal Officer. Working 1 year with Tribe – they recently became certified.	Employed	Employed/Certified	Granted – Must complete equivalency academy.
12/14/2018	Raymond PD	Kyle Pettit	Certified in 2008 – break in service 6.5 years. Handgun and DT Instructor	Employed – now with Pacific County SO	Employed/Certified	Granted – Must complete equivalency academy.
9/12/2018	Federal Way PD	Richard Klein	22 LE veteran with Las Vegas Metro PD; retired in 2012; however was serving in a teaching capacity at the Nevada POST (like CJTC). He holds a Cat III commission in Nevada and if he went back to work in Nevada, he would not be required training.	Employed		Granted – Must complete equivalency academy.
9/12/2018	Sauk-Suiattle TPD	Vanessa Watlamett	Completed recognized Federal Academy; 5 years LE experience working for Yakama Nation. As that Tribe is not a certified Tribe, this request went before the Commission for review.	Employed		Granted – Must complete equivalency academy.
9/12/2018	Newport PD	Todd Aannerud	13 years LE in North Dakota; small break while working for Homeland Security; past 10 years workings as a Federal Police Officer with general authority.	Conditional Offer		Granted – Must complete equivalency academy.
3/14/2018	Port Angeles PD	Sean Ryan	2 years WA; 2 years AZ; Returned WA as reserve – completed FULL Equivalency, served as a just shy of full-time (reserve) officer for PAPD for 9 years while also serving as a CJTC TAC/Firearms instructor for BLEA for 4 years. Requested a waiver of additional training.	Employed		Granted – Was Issued Certification
12/13/2017	Univ. of WA PD	Sean O'Laughlin	PO 2002-2011 – went active duty, break in service required BLEA, completed 6 weeks of BLEA, called active duty again, review of training and experience and input from BLEA staff.	Employed		Granted – Must complete equivalency academy.
			Reserve			

Variance Requests for Basic Law Enforcement Equivalency Academy Attendance

6/14/2017	Cheney PD	Nicholas Horn	Due to his extensive training history, the request was to be allowed to complete the reserve equiv instead of the full reserve academy	Reserve		Granted – Must complete the reserve equivalency process.
12/14/2016	Lake Stevens PD	John Dyer	Requested consideration if his 20+ yrs experience most in WA to exempt him from going to Equivalency (left the state for 3+ years)	Employed		Denied – Required to Attend Equivalency
12/14/2016	DuPont PD	Edward Barnes IV	Completed BLEA in 2004; shortly after went to work as a civilian PO at JBLM, no break in service – requested to recognized training and experience as equivalent and allow Equivalency instead of BLEA	Employed		Granted – Must complete equivalency academy.
9/14/2016	King Co So	Jana Wilson	1. 16+ year LE experience; 2. Current job duties closely relate to LE	Conditional Officer		Granted – Must complete equivalency academy.
6/15/2016	Vahkiakum Co S	Josh Scholten	1. Parks Law Enforcement Academy (720 hours), 2007; 2. AA – Criminal Justice	Conditional Officer		Denied – completed BLEA in 01/2017
6/15/2016	Kettle Falls PD	Crystal Lofts	1. Reserve academy; 2. Certified FTO; 3. Over 15 year's exp working a combination of reserve and full-time.	Reserve Officer with Conditional offer for FT		Denied
3/9/2016	Valla Walla Co S	Benjamin Olson	Attended BLEA (720) had a break in service of 6.8 years; worked in Walla Walla County Jail and had duties similar to a road deputy.	Applied for position / not employed		Granted – Must complete equivalency academy.
12/9/2015	Redmond PD	Daniel McNamara	Over 12 years of criminal justice service. Attended full BLEA in IA and worked as full commissioned there in late 90's for over 6 years. In 2003, worked with and for numerous inter-local police taskforces while working with ICE.	Conditional Offer		Granted with Stipulations - Must attend Equivalency & be hired by Redmond PD
12/9/2015	Squaxin Island PI	Brett Fish	Attended BLEA (440) and worked as LEO for Tacoma PD; Took 6 year break then went to work for Squaxin Island; While applying for Tribal Police Certification, it was found that although he had worked for SIPD for 10 years, he had attained a 6 year break before which would have required a full BLEA.	Employed		Granted – Must complete equivalency academy.
3/11/2015	Brier PD	Steven J Fox	14yr expr as a reserve officer. Attended BLEA in 1992	Conditional Offer		Denied
12/10/2014	Bellevue PD	James Montgomery	45 +years of LE training, experience, and education.	Employed		Granted Peace Officer Certification - with no requirements of training.
12/10/2014	Swinomish PD	James Heenan	14+ years of LE experience before leave LE. Returned to LE in 2011, attended reserve academy to work for Upper Skagit PD full-time as well as part-time for Sauk-Suiattle for past 3 years.	Employed		Granted – Must complete equivalency academy.
12/10/2014	Mattawa PD	Robert Doty	29+ years with federal law enforcement service. Specialties included advanced deputy training, fugitive investigations and so on	Conditional Offer		Granted – Must complete equivalency academy.
12/10/2014	Lincoln CSO	Lucas Mallon	Extensive training hours (more than 1000). Worked as a law enforcement officer for Yellowstone Nat'l Park (close comparison to WA General Authority and attended SVCC Parks Academy.	Conditional Offer		Granted – Must complete equivalency academy.

Variance Requests for Basic Law Enforcement Equivalency Academy Attendance

9/10/2014	Seattle PD	Kathleen O'Toole	Newly appointed Chief of Seattle PD with extensive background.	Employed		Granted with Stipulations - Chief O'Toole will complete the newly developed Chief Executive Officers Equivalency Academy.
6/11/2014	WSP	Erick Thomas	1. Sergeant Thomas incurred a 3 year, 7 month, 23 day break in service due to military duty; was certified in 2002 when Certification was enacted and lapsed in 2013. WSP developed a refresher program similar to the program utilized when Troopers return from light duty. However, in Sergeant Thomas' case, they added elements relating to First Level Supervision.			Granted with Stipulations (1) Sergeant Thomas must submit a POCA within 7 days; (2) The Washington State Patrol must provide the WSCJTC with a final status report of Sergeant Thomas' refresher training program no later than 01/30/2015; (3) Upon successful completion of the refresher training program, the WSCJTC will approve the application for Peace Officer Certification.
3/19/2014	Spokane PD	Selby Smith	1. 26 yrs. with DOJ/DEA; 2. MA - Public Admin; BA – CJ; 3. Numerous years of criminal investigations training which included traffic stops, detentions and more; 4. Has been a member of various tasks forces within the Spokane area and participated in executing search and arrest warrants; 5. Certified instructor of law enforcement methods and techniques.	Employed		Granted – Must complete equivalency academy.
12/11/2013	Ocean Shores PD	Kyle Frank	1. Cumulatively met training requirements with WSP Arming Class, WSP CVEO Academy, and 164.5 hours of training during law enforcement employment for Quinault Indian Nation; 2. Bachelor's Degree in Criminal Justice	Not Currently Employed		Denied
9/11/2013	WSP	Barbara Werner	1. Trooper Werner incurred a 4 year, 5 month break in service due to military duty; 2. Trooper Werner had 11 years as a Certified Peace Officer; 3. WSP developed and is in the process of formalizing a refresher program similar to the program utilized when Troopers return from light duty.			Granted with Stipulations: (1) Trooper Werner must submit a Peace Officer Certification Application within 7 days;(2) WSP must provide the WSCJTC with a final status report of Trooper Werner's refresher training program no later than 12/6/2013;(3) Upon successful completion of the refresher training program, the WSCJTC will approve the application for Peace Officer Certification.
9/11/2013	Vest Richland PD	Cruz Garcia Jr.	1. Ten years of service as a Certified Law Enforcement Officer in Washington State; 2. Seven years of experience as an independent military contractor; 3. Mr. Garcia completed over 40 hours of skills based training with West Richland PD.			Granted – Must complete equivalency academy.
9/11/2013	Westport PD	Bradly Staab	1. Parks Law Enforcement Academy (720 hours), 2007; 2. Bachelor's Degree in History from Central Washington University			Denied

Variance Requests for Basic Law Enforcement Equivalency Academy Attendance

3/13/2013	Prosser PD	David Giles	1. Newly hired Chief with combination of training over his 35 years in law enforcement including graduation from the Illinois Police Training Institute (240 hours) and the Florida Dept. of Law Enforcement Lateral Officer Certification Academy (80 hours)			Granted – Must complete equivalency academy.
12/12/2012	Clark County SO	Richard Torres	1. Six year break in service from employment with Vancouver PD, where he was a certified FTO, SWAT Operator and Train the Trainer; 2. Reserve for Clark County SO as a full capacity equivalent of a full-time officer contributing over 380 hours in 2012; 3. MBA			Granted – Must complete equivalency academy.
9/12/2012	Spokane PD	Frank Straub Jr	1. Newly hired Chief with 28 years law enforcement experience; 2. Directly related Bachelor's, Master's, & Doctoral Degrees; 3. Equivalent federal Law enforcement training obtained; 4. Ran the training unit for one of the police agencies he previously belonged to; 5. Taught Criminal Justice at John Jay University			Granted – Must complete equivalency academy.
9/12/2012	Quincy PD	Brent Ashton	Mr. Ashton attended WSP Academy, but did not complete his Field Training (683 hours).			Denied
6/13/2012	NSF Railway Poli	Anastasia Czebotar (Allison)	1. Parks Law Enforcement Academy (720 hours), 2005; 2. Seven years as a LE Park Ranger with WA State Parks and Recreation Commission with full police power and authority.			Granted – Must complete equivalency academy.
6/13/2012	WA State DFW	Mark Hillman	1. Parks Law Enforcement Academy (720 hours), 2010; 2. Bachelor's Degree from University of Puget Sound			Granted – Must complete equivalency academy.
6/13/2012	WA State DFW	Jason Stapert	1. Parks Law Enforcement Academy (720 hours), 2006; 2. Bachelor's Degree in Park & Recreation Management			Granted – Must complete equivalency academy.
6/13/2012	WA State DFW	Nicholas Parkert	1. Parks Law Enforcement Academy (720 hours), 2007; 2. Bachelor's Degree from Western Washington University			Granted – Must complete equivalency academy.
6/13/2012	WA State DFW	Douglas King	1. Parks Law Enforcement Academy (720 hours), 2006; 2. Employed part-time as District Security Office for the US Marshal's Service; 3. Degree in Biology from University of Wisconsin.			Granted – Must complete equivalency academy.
12/14/2011	Clark County SO	Thomas Maxfield	1. Seventy-two month break in service from WA State Law Enforcement.			Granted – Must complete equivalency academy.
9/14/2011	Kalispel Tribal PI	Fredrick Warren	1. Sixteen year break in service from WA State Law Enforcement.			Denied - Must attend full 720 hour BLEA
6/8/2011	Tenino PD	Devon Taylor	1. Eleven years of experience as a reserve police officer, nine of which as level III Reserve with Suquamish Tribal Police and Yelm PD; 2. Has been working for Tenino PD for six months and has gone through the agency's field training officer process.			Denied – Attended BLEA 11/2011

Variance Requests for Basic Law Enforcement Equivalency Academy Attendance

3/16/2011	enton County S	Jerry Hatcher	1. Over sixty month break in service; 2. Fifteen years of law enforcement experience; 3. Approximately 2,132 hours of training; 4. Bachelor's degree, executive level certification, & attendance at Command College and FBI National Academy.			Granted – Must complete equivalency academy.
1/25/2011	Forks PD	Doug Price	1. Over sixty month break in service; 2. WSP Training History: 3,177.95 hours			Granted – Must complete equivalency academy.
9/8/2012	Port Angeles P	Norman Simmons	1. Twenty-six year career in Federal law enforcement; 2. FLETC Land Management Police Training (365 hours), 1984; 3. FLETC Police Investigator Training (220 hours), 1989; 4. FLETC Land Management Investigator Training Program (220 hours), 1989; 5. FLETC Marine Law Enforcement Training Program (164 hours), 2003; 6. FLETC NOAA Special Agent Training (160 hours), 2004			No Vote - *No conditional offer of employment was given by PAPD
3/10/2010	Marysville PD	Derrick Millet	1. Bachelor of Arts Degree from Seattle University, 1995; 2. Juris Doctorate from Gonzaga University, 1998; 3. US Department of the Treasury, 2000-present			Denied
9/9/2009	Twisp PD	Ryan Marshall	1. 5 yrs. as a Park Ranger for WA State Parks & Recreation; 2. Bachelors from Western Washington University, 1997; 3. WSCJTC Corrections Officer Academy, 1998; 4. Coast Guard Boarding Officer School (200 hours), 2002			Granted – Must complete equivalency academy.
9/10/2008	Colville Tribal PE	Ryan Cox	WSP Academy Graduate, but did not complete FTO program (683 hours), 2008			Granted – Administrative Exemption
6/8/2005	Renton PD	Jeffrey Thurlow	From US Capitol Police			Granted – Must complete equivalency academy.



APPLICATION FOR CERTIFIED CANINE EVALUATOR

Washington State Criminal Justice
Training Commission

Send completed packets to:
certmail@cjtc.wa.gov

Applicant must attached a letter and resume that details how they meet criteria 1-5:

1. Must be a fully commissioned Washington State Certified Peace Officer, Certified Tribal Police Officer, or Corrections Officer.
2. Must have four years of canine handler experience.
3. Must be in compliance to all mandated training.
4. Must be recognized as a trainer of canines by a professional organization of police and/or corrections dog handlers/trainers (includes departments and associations) in the discipline they are applying.
 - a. If recognition is by a department, applicant must provide what process was followed to be recognized as a trainer of canines for that department.
5. Must have certified to the WAC in the past in the discipline they are applying.
6. Must have completed the CJTC Instructor Development class or other approved CJTC Instructor Course.
7. Must attach a letter from home agency supporting the applicant's position as an evaluator for CJTC to certify teams on department time, as approved.

Applicant's Full Name: Devin Bagby	Applicant's Home Agency: Thurston County Sheriff's Office
Applicant's Email Address: bagbyd@co.thurston.wa.us	Applicant's Contact Phone: 360-480-3945
Years of canine handler experience: 6	Which organization(s) recognizes you as a trainer of canines: WSPCA
Which discipline are you applying to evaluate? (Mark all that apply)	
<input checked="" type="checkbox"/> PATROL <input type="checkbox"/> EXPLOSIVE DETECTION <input type="checkbox"/> NARCOTIC DETECTION	
Date completed the CJTC Instructor Development class or other approved CJTC Instructor Course. If other, please explain: Field Training Officer Course 2015	

I recognize this is an application for certification or training to the Commission (See [RCW 43.101.105\(3\)\(c\)](#)); therefore, I hereby attest that I have read and understand the requirements outlined in the CJTC Policy "K-9 Certification Requirements" and WAC 139-05-915.

I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Signed this 12 day of Dec, 2022, in Olympia, Washington.

Applicant's Signature



THURSTON COUNTY SHERIFF'S OFFICE

WASHINGTON

SINCE 1852

JOHN D. SNAZA
Sheriff

RAY BRADY
Undersheriff

2000 Lakeridge Drive SW • Olympia, Washington 98502-6045 • (360) 786-5500

To whom it may concern,

This letter is regarding my application for the position of certified WAC canine patrol dog team evaluator.

I am currently employed with the Thurston County Sheriff's Office and serve as a canine handler for our agency. I started my career in Law Enforcement at the Flagstaff Police Department in Arizona in 2011. In 2013, I lateraled to the Thurston County Sheriff's Office and emersed myself in the TCSO Canine Unit. I served as a quarry for multiple years before I was selected as a Canine handler in 2016. I was assigned to my canine partner, Jaxx, from 2016 through 2022. While I was partnered with canine Jaxx, I achieved "Master Handler" certification through the Washington State Police Canine Association (WSPCA). I am an active member within the WSPCA and in 2021, I was selected as a Patrol Canine instructor. I have been actively serving in that capacity since 2021. I have previously been responsible for training new K9s within our agency as well as other agencies.

In 2022 I continued my career in the K9 unit and was assigned my second dog, K9 Igo. We have been certified as a patrol canine team since 03/2022 and received our certification through the WSPCA as well as the WAC standards. In January of 2023, I am also responsible for the initial training of four new canine teams from various agencies around the state.

I have always taken an active teaching role within our agency. I have been serving as an active Field Training Officer since 2015 and have been assigned as lead FTO within my agency. I also have been an Emergency Vehicle Operations (EVOC) and Pursuit Immobilization Technique (PIT) instructor since 2016. The certifications that I have received for FTO and EVOC, have encompassed the training of instructor development. I have always been an active member within our agency and within the WSPCA and taken a lead role in instructing.

I believe that I have the ability to perform as a WAC Canine dog team evaluator based on my experience as a canine handler, canine trainer, EVOC instructor and FTO. I keep up with current policies and best practices for current canine applications. Please consider me to be approved as a WAC canine evaluator.

Respectfully,

Deputy Devin Bagby

"People First; Public Safety Always"





THURSTON COUNTY SHERIFF'S OFFICE

W A S H I N G T O N
SINCE 1852

JOHN D. SNAZA
Sheriff

RAY BRADY
Undersheriff

2000 Lakeridge Drive SW • Olympia, Washington 98502-6045 • (360) 786-5500

November 15, 2022

Washington State Criminal Justice
Training Commission
19010 1st Ave S,
Burien, WA 98148

The Thurston County Sheriff's Office supports Deputy Devon Bagby's position as a certified canine evaluator for CJTC. As staffing allows, he will be available to certify canine teams on department time.

Sincerely,

Lt. Kenneth Clark
Field Operation Bureau
K9 Team Manager

KC/kc

cc: Captain Gordon Phillips, Field Operations Bureau
Chief Brad Watkins, Field Operations Bureau



THURSTON COUNTY SHERIFF'S OFFICE

Date: 12/13/2022

Personnel Training Information

Page #: 1

BAGBY, DEVIN

Employee No. B54168

PATROL

Training Courses	Training Hours	Instructor Hours	From	To
ANNUAL HANDGUN QUALIFICATION	1.00	0.00	05/17/2013	05/17/2013
EVOC	4.00	0.00	06/11/2013	06/13/2013
ANNUAL HANDGUN QUALIFICATION	2.00	0.00	08/21/2013	08/21/2013
ANNUAL HANDGUN QUALIFICATION	2.00	0.00	09/09/2013	09/09/2013
LAW ENFORCEMENT EQUIVALENCY ACADEMY	80.00	0.00	09/16/2013	09/26/2013
BAC VERIFIER BASIC / BAC BASIC - 16 HRS	16.00	0.00	10/02/2013	10/03/2013
DEFENSIVE TACTICS	8.00	0.00	10/16/2013	10/16/2013
ACTIVE SHOOTER	3.00	0.00	10/16/2013	10/16/2013
STOP STICK DEPLOYMENT	1.00	0.00	10/31/2013	10/31/2013
PA UPDATE	1.00	0.00	10/31/2013	10/31/2013
SOP MANUAL REVIEW	1.00	0.00	10/31/2013	10/31/2013
PTSD	1.00	0.00	10/31/2013	10/31/2013
HARASSMENT PREVENTION TRAINING (2 HRS-IN CLASS)	2.00	0.00	10/31/2013	10/31/2013
SUCCESS SIGNALS	4.00	0.00	10/31/2013	10/31/2013
FIT TEST	2.00	0.00	02/19/2014	02/19/2014
ROOM ENTRY & CLEARING	4.00	0.00	02/19/2014	02/19/2014
DEFENSIVE TACTICS TRAINING	4.00	0.00	02/19/2014	02/19/2014
2014 IMPAIRED DRIVING SYMPOSIUM	16.00	0.00	04/30/2014	05/02/2014
FIRST AID AND TRAUMA KIT UPDATE	7.00	0.00	05/14/2014	05/14/2014
PA UPDATE	1.00	0.00	05/14/2014	05/14/2014
COLLISION INVESTIGATION	1.00	0.00	05/14/2014	05/14/2014
ANNUAL RIFLE QUALIFICATION	1.00	0.00	06/16/2014	06/16/2014
EVOC	1.00	0.00	09/01/2014	10/31/2014
ADVANCED COLLISION INVESTIGATION (Old Vendor: 0236)	64.00	0.00	09/08/2014	09/19/2014
ACCESS LEVEL I TRAINING	4.00	0.00	10/28/2014	10/28/2014
ACCESS LEVEL 1 RECERT	1.00	0.00	10/28/2014	10/30/2014
BLOOD-BORNE PATHOGENS	1.00	0.00	01/21/2015	01/21/2015
FIT TESTING	1.00	0.00	01/21/2015	01/21/2015
DT	4.00	0.00	01/21/2015	01/21/2015
TASER	4.00	0.00	01/21/2015	01/21/2015
PA UPDATE	2.00	0.00	04/15/2015	04/15/2015
DETECTIVE UPDATE	2.00	0.00	04/15/2015	04/15/2015
LODD-LINE OF DUTY DEATH	1.00	0.00	04/15/2015	04/15/2015
FIREARMS QUALIFICATION (SHIFT TRAINING - 3 HRS)	3.00	0.00	04/15/2015	04/15/2015
FIREARMS QUALIFICATION (ANY WEAPON)	1.00	0.00	09/16/2015	09/16/2015
EVOC REFRESHER COURSE	2.00	0.00	10/13/2015	10/12/2015
CANINE LIABILITY 360	16.00	0.00	10/26/2015	10/27/2015
FIELD TRAINING OFFICER	40.00	0.00	11/02/2015	11/06/2015
GOLD TEAM MEETING	2.00	0.00	01/20/2016	01/20/2016
BLOOD-BORNE PATHOGENS	1.00	0.00	01/20/2016	01/20/2016
FIRST AID AND AED	6.60	0.00	01/20/2016	01/20/2016
DIVERSITY TRAINING	1.00	0.00	02/17/2016	02/17/2016
PA UPDATE	3.00	0.00	02/17/2016	02/17/2016
RANGE	6.00	0.00	02/17/2016	02/17/2016
DT	7.60	0.00	04/13/2016	04/13/2016
TASER UPDATE	2.00	0.00	04/13/2016	04/13/2016
BASIC MARINE LAW ENFORCEMENT (40 HRS)	40.00	0.00	04/17/2016	04/22/2016
ANNUAL HANDGUN QUALIFICATION	1.00	0.00	08/31/2016	08/31/2016
ACCESS LEVEL 1 RECERT	1.00	0.00	10/07/2016	10/26/2016
EVOC REFRESHER COURSE	2.00	0.00	11/08/2016	11/10/2016
EVOC INSTRUCTOR BASIC COURSE (INCLUDES 4-HR PURSUI	40.00	0.00	11/28/2016	12/02/2016
PURSUIT IMMOBILIZATION TECHNIQUE INSTRUCTOR	4.00	0.00	12/02/2016	12/02/2016
ANNUAL TRAINING DAY	10.00	0.00	03/29/2017	03/29/2017

POLICE CANINE TRAINING (24 HRS)	24.00	0.00	05/08/2017	05/10/2017
TACTICAL TRAINING	6.00	0.00	05/24/2017	05/24/2017
ANIMAL CRUELTY	1.00	0.00	05/24/2017	05/24/2017
PA UPDATES	3.00	0.00	05/24/2017	05/24/2017
FAIR AND IMPARTIAL POLICING	1.00	0.00	05/24/2017	05/24/2017
BELOW 100	2.00	0.00	07/19/2017	07/19/2017
FIREARMS QUALIFICATION (ANY WEAPON)	1.50	0.00	09/13/2017	09/13/2017
DT - INSERVICE DEFENSIVE TACTICS	8.00	0.00	09/13/2017	09/13/2017
TASER RECERTIFICATION	2.00	0.00	09/13/2017	09/13/2017
K-9 MONTHLY TRAINING	11.00	0.00	01/03/2018	01/03/2018
10 WAYS TO LOSE POLICE (K9) LAWSUITS (ONLINE VIDEO / V	1.00	0.00	02/12/2018	03/08/2018
K-9 MONTHLY TRAINING	10.50	0.00	02/14/2018	02/14/2018
BBP (BLOOD BORNE PATHOGENS)	1.00	0.00	02/28/2018	02/28/2018
TNT	0.50	0.00	02/28/2018	02/28/2018
SHERIFF	1.00	0.00	02/28/2018	02/28/2018
PA UPDATE	2.00	0.00	02/28/2018	02/28/2018
K-9 MONTHLY TRAINING	10.50	0.00	04/11/2018	04/11/2018
C.E.R.T. - CIVIL EVENT RESPONSE TEAM - TRAINING	10.00	0.00	04/25/2018	04/25/2018
K-9 MONTHLY TRAINING	10.50	0.00	05/09/2018	05/09/2018
HARASSMENT PREVENTION - DAY 2 INSERVICE	1.00	0.00	05/23/2018	05/23/2018
DT - DAY 2 INSERVICE	5.00	0.00	05/23/2018	05/23/2018
TASER - DAY 2 INSERVICE (INCLUDES FIT TESTING)	3.00	0.00	05/23/2018	05/23/2018
K-9 MONTHLY TRAINING	10.50	0.00	08/01/2018	08/01/2018
ENHANCED VESSEL OPERATOR COURSE	24.00	0.00	09/25/2018	09/27/2018
IS 100.C (2HRS) - INTRODUCTION TO INCIDENT COMMAND S	2.00	0.00	11/20/2018	11/28/2018
RANGE - DAY 3 INSERVICE (QUALIFICATION INCLUDED)	6.00	0.00	11/21/2018	11/21/2018
CRISIS INTERVENTION TRAINING-ANNUAL STATEWIDE REFR	2.00	0.00	11/27/2018	11/28/2018
IS 700.B - (3.5 HRS) INTRO TO NATIONAL INCIDENT MANAGEM	3.50	0.00	11/30/2018	11/30/2018
TEMPORARY RELIEF SUPERVISOR	8.00	0.00	01/01/2019	03/25/2019
CRISIS INTERVENTION TRAINING-ANNUAL STATEWIDE REFR	2.00	0.00	02/10/2019	02/13/2019
TASER RECERT & DT - (DAY 1 INSERVICE)	6.00	0.00	02/27/2019	02/27/2019
EXCITED DELIRIUM - (DAY 1 INSERVICE)	3.00	0.00	02/27/2019	02/27/2019
ANNUAL TRAINING DAY	10.00	0.00	03/13/2019	03/13/2019
NASAL NARCAN TRAINING	1.00	0.00	04/17/2019	04/17/2019
C.E.R.T. - CIVIL EVENT RESPONSE TEAM - TRAINING	10.00	0.00	04/24/2019	04/24/2019
WSPCA K-9 SEMINAR	24.00	0.00	05/05/2019	05/08/2019
P/A LEGAL UPDATE	1.00	0.00	05/22/2019	05/22/2019
ACTIVE SHOOTER - (DAY 2 INSERVICE)-CLASSROOM	5.00	0.00	05/22/2019	05/22/2019
ACTIVE SHOOTER-(DAY 2 INSERVICE) - DRILL	3.00	0.00	05/22/2019	05/22/2019
BASIC SWIFT WATER	8.00	0.00	06/17/2019	06/17/2019
I-1639 - RCW 9.41.090(2)(A) COMPLIANCE TRAINING	1.00	0.00	07/15/2019	07/19/2019
CYBERSECURITY REFRESH TRAINING-YEAR 2	1.00	0.00	08/16/2019	08/31/2019
BAC (W/ DRAEGER) REFRESH TRAINING - 4 HRS.	4.00	0.00	01/22/2020	01/22/2020
CRISIS INTERVENTION TRAINING-ANNUAL STATEWIDE REFR	2.00	0.00	02/07/2020	02/14/2020
BBP & SCENARIO BASED 1ST AID	10.00	0.00	02/26/2020	02/26/2020
ANNUAL TRAINING DAY	10.00	0.00	03/25/2020	03/25/2020
TEMPORARY RELIEF SUPERVISOR	8.00	0.00	04/14/2020	04/14/2020
40 MM LESS LETHAL	1.00	0.00	04/15/2020	04/17/2020
CYBERSECURITY 2020	1.00	0.00	05/16/2020	05/31/2020
PA 2020 DOMESTIC VIOLENCE UPDATE	2.00	0.00	07/18/2020	07/20/2020
COVID ADJUSTED: AED UPDATES (MEDIC ONE)	1.00	0.00	09/09/2020	09/09/2020
EVOC - 4 HRS.	4.00	0.00	09/09/2020	09/09/2020
COVID ADJUSTED: DT, TASER, & USE OF FORCE UPDATE	3.00	0.00	09/09/2020	09/09/2020
2020 IMPLICIT BIAS TRAINING (3 VIDEOS)	1.00	0.00	09/14/2020	09/14/2020
ANIMAL CRUELTY INVESTIGATIONS (POWERPOINT PRESENT	1.50	0.00	09/17/2020	09/17/2020
ACCESS LEVEL 1 RECERT	1.00	0.00	10/01/2020	10/14/2020
NEW HIGH RISK VEHICLE STOP COURSE (8.5 HRS)	8.50	0.00	11/04/2020	11/04/2020
FIREARMS QUALIFICATION (ANY WEAPON)	1.50	0.00	11/04/2020	11/04/2020
FIREARMS QUALIFICATION (ANY WEAPON)	2.00	0.00	02/04/2021	02/04/2021
CRISIS INTERVENTION TRAINING - (8 HR. STATEWIDE)	8.00	0.00	02/10/2021	02/10/2021
WRAP APPLICATION	1.50	0.00	02/16/2021	02/16/2021
ANNUAL TRAINING DAY	10.00	0.00	03/24/2021	03/24/2021
C.E.R.T. - CIVIL EVENT RESPONSE TEAM - TRAINING	10.00	0.00	04/21/2021	04/21/2021

POLICE CANINE TRAINING (24 HRS)	24.00	0.00	05/02/2021	05/05/2021
2021 INSERVICE FIREARMS QUALIFY	1.50	0.00	06/16/2021	06/16/2021
DAY 2 - 2021 PA UPDATE	1.50	0.00	06/16/2021	06/16/2021
DAY 2 - FIREARMS (VEHICLE CQB)	4.50	0.00	06/16/2021	06/16/2021
DAY 2 - BBP (1 HR) & NARCAN REFRESH (1 HR)	2.00	0.00	06/16/2021	06/16/2021
DAY 2 - FIT TESTING (0.5)	0.50	0.00	06/16/2021	06/16/2021
HARASSMENT PREVENTION 2021 KANTOLA A COMMONSENS	1.00	0.00	07/06/2021	07/31/2021
HARASSMENT PREVENTION ONLINE (1 HR) TRAINING REFRE	1.00	0.00	07/06/2021	07/31/2021
NEW LEGISLATION LE CHANGES 2021	3.00	0.00	07/14/2021	07/22/2021
CANINE LIABILITY 360	16.00	0.00	09/07/2021	09/08/2021
POLICE CANINE TRAINING (24 HRS)	24.00	0.00	09/26/2021	09/29/2021
DAY 4 - DETECTIVE UPDATES	2.00	0.00	11/03/2021	11/03/2021
DAY 4 - ACTIVE SHOOTER (SCENARIO-LOW LIGHT) & AED RE	5.00	0.00	11/03/2021	11/03/2021
DAY 4 - DT & SIMUNITIONS	4.00	0.00	11/04/2021	11/04/2021
CRISIS INTERVENTION TRAINING-ANNUAL STATEWIDE REFR	2.00	0.00	11/04/2021	11/29/2021
CYBERSECURITY 2021	1.00	0.00	11/23/2021	11/30/2021
DEVELOPING AND MANAGING AN FTO PROGRAM	24.00	0.00	12/08/2021	12/10/2021
DAY 1 - PA-DV UPDATES & EVIDENCE TRAINING	4.00	0.00	01/26/2022	01/26/2022
DAY 1 - FIRST AID	3.00	0.00	01/26/2022	01/26/2022
DAY 1 - TASER UPDATE & RECERTIFICATION	2.00	0.00	01/26/2022	01/26/2022
DAY 2 - DT VERBAL & PHYSICAL	5.00	0.00	02/09/2022	02/09/2022
DAY 2 - SCENARIOS & DE ESCALATION	5.00	0.00	02/09/2022	02/09/2022
WSPCA K-9 SEMINAR	24.00	0.00	04/24/2022	04/27/2022
FIREARMS QUALIFICATION (ANY WEAPON)	3.00	0.00	09/09/2022	09/09/2022
ACCESS LEVEL 1 RECERT	1.00	0.00	09/19/2022	09/19/2022
POLICE CANINE TRAINING (24 HRS)	24.00	0.00	09/25/2022	09/28/2022
CRISIS INTERVENTION TRAINING-ANNUAL STATEWIDE REFR	2.00	0.00	11/02/2022	11/30/2022
CANINE TACTICAL OPERATIONS S.K.I.D.D.S. - CATS	30.00	0.00	12/07/2022	12/09/2022

Training Hours: 993.70

Instructor Hours: 0.00



Training History Report

WA State Criminal Justice Training Com

Reported by Acadis® Readiness Suite

02/07/2023

For: **Bagby, Devin R.**
 ID: 1000-4586

Bagby, Devin R.

Person Status

EEOC

SSN

Gender Male

Employment

Most Recent

Organization	Active Dates	Title/Rank	Employment Assignment	Appointment Type	Current Status
Thurston County Sheriff's Office (Primary)	05/15/2013 - Current	Deputy		Certified Peace Officer	Active

Certifications

Name	Issued	Expiration	Status
Annual Crisis Intervention Team Training Online	11/28/2018	11/06/2023	Active (Active)
Certified Patrol Canine Team	03/14/2018	10/20/2023	Active (Active)
Certified Patrol Canine Team - Team 2	03/30/2022	03/30/2024	Active (Active)
Peace Officer Certification	09/26/2013	Never Expires	Active (Active)
The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	01/31/2023	Never Expires	Active (Active)

Training

Upcoming, Ongoing, & Unconfirmed

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2023)	01/03/2023		Assigned	CIT Crisis Intervention Team	1h 55m
Total Hours					(1h 55m)

Current Period to Date (01/01/2023 - 02/07/2023)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
LETCSA - 4040 - LGBTQ+ Core Competency	01/31/2023 - 02/01/2023		Completed - Passed	LETCSA	2h 30m
LETCSA - 4020-1 The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	01/31/2023 - 01/31/2023		Completed - Passed	LETCSA	2h 0m
LETCSA - 4030 - Effective Communication	01/30/2023 - 01/31/2023		Completed - Passed	LETCSA	2h 30m
Total Hours					(7h 0m)



Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

02/07/2023

For: **Bagby, Devin R.**
Student ID **1000-4586**

Previous Period (01/01/2022 - 12/31/2022)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2022)	11/06/2022 - 11/06/2022		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Total Hours					(2h 0m)

Other Periods (through 12/31/2021)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2021)	11/15/2021 - 11/15/2021		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Crisis Intervention - 5509-4 CIT-Crisis Intervention Team 8hr - In-Service - Statewide (8 hrs) (5)	02/10/2021 - 02/10/2021		Graduated - 02/10/2021		8h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2020)	02/11/2020 - 02/11/2020		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2019)	02/11/2019 - 02/11/2019		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2018)	11/28/2018 - 11/28/2018		Completed - Passed	CIT Online Refresher	2h 0m
Field Training Officer - 0681-1 Field Training Officer Academy (40 hrs) (18)	11/02/2015 - 11/06/2015		Graduated - 11/06/2015		40h 0m
Basic Law Enforcement Academy - 0090-1 Basic Law Enforcement Equivalency Academy (80 hrs) (3)	07/30/2013 - 09/26/2013		Graduated - 09/26/2013		80h 0m
Total Hours					(136h 0m)

A grade of ## indicates that the weights for this class are not valid and grades cannot be calculated.

Education

No education data exists.

Miscellaneous

Allen LMS SID 0001045582

Profile Comments (Must Initial & Date) Deputy

Washington State Criminal Justice Training Commission

Recognizes that

Devin R.L. Bagby & Jaxx

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team


Tisha H. Jones,
Certification Manager

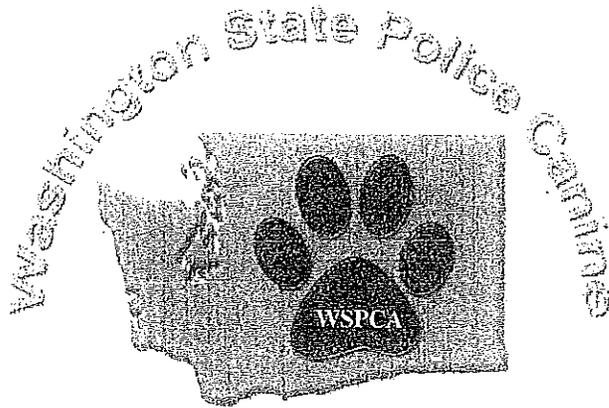


March 14, 2018
CERTIFICATION DATE

Expiration: Automatically in 24 months

T-24V
LFV
D

CERTIFICATE OF TRAINING



Washington State Police Canine Association

This certifies

Devin Bagby and K9 Jaxx

Thurston Co. SO

Successfully completed 24 hours In

Police Canine Training

**Patrol Dog
King Co., WA**

May 10, 2017

Shan Hanon

Date

WSPCA President



Washington State Patrol Academy

Shelton, Washington

This certificate is awarded to

Devin Bagby

for successfully completing 4 hours of instruction in

Pursuit Immobilization Technique Instructor

December 2, 2016

Date

A handwritten signature in cursive script, appearing to read 'S. Badell', written over a horizontal line.

Training Division Commander

Washington State Patrol

ACADEMY

Shelton, Washington

CERTIFICATE OF COMPLETION

HAS BEEN AWARDED TO

Devin Bagby

for 40 hours of instruction in

***EMERGENCY VEHICLE OPERATOR
INSTRUCTOR BASIC***



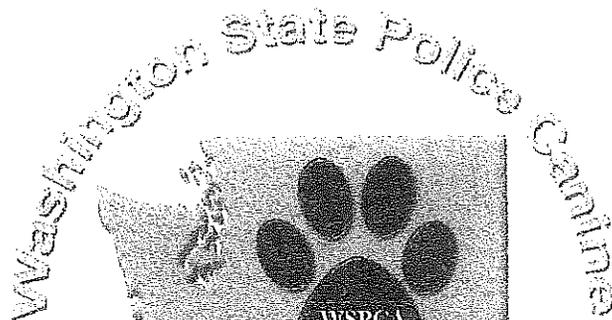
December 2, 2016

Date

S. Beall

Training Division Commander

CERTIFICATE OF TRAINING



Association

This certifies
Devin Bagby
Thurston Co. SO

Successfully completed 24 hours In

Police Canine Training

Attendee
Grand Mound, WA

September 21, 2016

Date

Shan Hanon

WSPCA President

Washington State Criminal Justice Training Commission

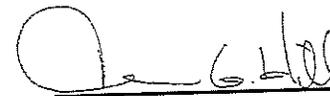
Hereby recognizes that

Devin R. Bagby

Has satisfactorily completed the 40-hours course of instruction in

Field Training Officer Academy (0681)

WASHINGTON
Granted November 6, 2015



Program Manager
Tom Hill

TRAINING AND CONSULTING TEAM

"First-class training for the real world"

THIS CERTIFIES THAT

Devin Bagby

Thurston County Sheriff's Office

HAS COMPLETED 16 HOURS OF INSTRUCTION IN

Canine Liability 360

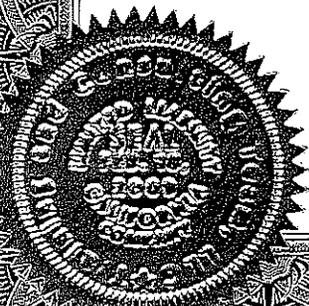
Dates of Instruction: October 27 & 28, 2015

Bend, Oregon



TAC TEAM
Training and Consulting Team, LLC
P.O. Box 6535 • Pine Mountain Club, CA 93222
SgtBLewis2@aol.com
TacticalDebriefs.com
TacticalK9USA.com

Bill Lewis II
Bill Lewis II, Instructor



Washington State

PEACE OFFICER CERTIFICATION

THE WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

CERTIFIES THAT

Devon R. Bagby

HAS MET THE REQUIREMENT OF RCW 43-101-010 AND IS HEREBY CERTIFIED AS A

WASHINGTON STATE PEACE OFFICER



CRIMINAL JUSTICE TRAINING COMMISSION
EXECUTIVE DIRECTOR



September 26, 2013

CERTIFICATION DATE

ID Number: 1045582

*Entered
10-16-13
PZ*

TRAINING AND CONSULTING TEAM

"First-class training for the real world"

Devon Bagby

Thurston County Sheriff's Office

HAS COMPLETED 16 HOURS OF INSTRUCTION IN

Canine Liability 360

Dates of Instruction: September 7 & 8, 2021

Olympia, Washington



TAC TEAM

Training and Consulting Team, LLC

P.O. Box 6535 • Pine Mountain Club, CA 93222

TacticalK9USA.com

sgtlewis2@aol.com

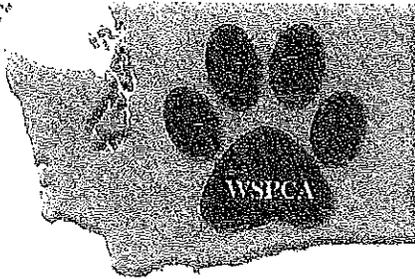
A handwritten signature in blue ink that reads "Bill Lewis II". The signature is written in a cursive style and is positioned above a horizontal line.

Bill Lewis II, Instructor



CERTIFICATE OF TRAINING

Washington State Police Canine
Association



Association

This certifies
Devin Bagby and K9 Jaxx
Thurston Co. SO

Successfully completed 24 hours In

Police Canine Training

Patrol Dog
Spokane, WA

May 5, 2021

Paul Gorman

Date

WSPCA President

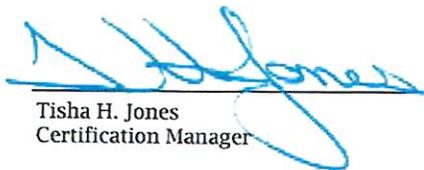
Washington State Criminal Justice Training Commission

Recognizes that

Devin R.L. Bagby & Jaxx

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team


Tisha H. Jones
Certification Manager



December 4, 2019

CERTIFICATION DATE

Expiration: Automatically in 24 months

CERTIFICATE OF TRAINING



Association

This certifies
Devin Bagby and K9 Jaxx
Thurston Co. SO

Successfully completed 24 hours In

Police Canine Training

Patrol Dog
Vancouver, WA

May 8, 2019

Paul Gorman

Date

WSPCA President



This certifies that on

3/14/2018

**Devin Bagby And K9 Jaxx
Thurston Co. SO**

Did successfully meet the requirements as established by the
WASHINGTON STATE POLICE CANINE ASSOCIATION

And is accredited as a

Patrol Dog Team

Shan Hanon

President W.S.P.C.A.



APPLICATION FOR CERTIFIED CANINE EVALUATOR

Washington State Criminal Justice
Training Commission

Send completed packets to:
certmail@cjtc.wa.gov

Applicant must attached a letter and resume that details how they meet criteria 1-5:

1. Must be a fully commissioned Washington State Certified Peace Officer, Certified Tribal Police Officer, or Corrections Officer.
2. Must have four years of canine handler experience.
3. Must be in compliance to all mandated training.
4. Must be recognized as a trainer of canines by a professional organization of police and/or corrections dog handlers/trainers (includes departments and associations) in the discipline they are applying.
 - a. If recognition is by a department, applicant must provide what process was followed to be recognized as a trainer of canines for that department.
5. Must have certified to the WAC in the past in the discipline they are applying.
6. Must have completed the CJTC Instructor Development class or other approved CJTC Instructor Course.
7. Must attach a letter from home agency supporting the applicant's position as an evaluator for CJTC to certify teams on department time, as approved.

Applicant's Full Name: Rocky Mac Epperson	Applicant's Home Agency: Vancouver Police Department
Applicant's Email Address rocky.epperson@cityofvancouver.us	Applicant's Contact Phone: 360-601-1908
Years of canine handler experience: 4	Which organization(s) recognizes you as a trainer of canines: Washington State Police Canine Association
Which discipline are you applying to evaluate? (Mark all that apply) <input checked="" type="checkbox"/> PATROL <input type="checkbox"/> EXPLOSIVE DETECTION <input checked="" type="checkbox"/> NARCOTIC DETECTION	
Date completed the CJTC Instructor Development class or other approved CJTC Instructor Course. If other, please explain: <i>CJTC Instructor Development Completed 10/19/18</i>	

I recognize this is an application for certification or training to the Commission (See RCW 43.101.105(3)(c)); therefore, I hereby attest that I have read and understand the requirements outlined in the CJTC Policy "K-9 Certification Requirements" and WAC 139-05-915.

I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Signed this 17th day of Dec, 2022, in Vancouver, Washington.



Applicant's Signature



VANCOUVER POLICE DEPARTMENT

Jeff Mori
Chief of Police



December 19, 2022

CJTC Executive Staff
Burien, WA

Greetings,

I'm writing to express my interest in becoming a Canine Evaluator for the Washington State Criminal Justice Training Commission.

I have been a fully commissioned Washington State Certified Peace Officer since January 2019. I'm in compliance with all mandated training. I completed the Washington State Criminal Justice Training Commission's Instructor Development course on 10/19/2018. I received a letter from my department documenting their support for me to become an evaluator for the Washington State Criminal Justice Training Commission.

I have been recognized as a K9 Handler by the Washington State Criminal Justice Training Commission since August of 2018. I am currently the Department Designated Trainer for our K9 Unit. My Police Service Dog (K9 Koa) and I have been continually certified as a Patrol Team and a Narcotics Detection Team since our initial certification in 2018. I'm recognized as a Trainer by the Washington State Police Canine Association.

I currently meet the requirements to be a Canine Evaluator for the Washington State Criminal Justice Training Commission. Thank you for considering me for this position.

Respectfully,

A handwritten signature in black ink, appearing to read "Rocky Epperson", with a long horizontal flourish extending to the right.

Rocky Epperson



VANCOUVER POLICE DEPARTMENT

Jeff Mori
Chief of Police



November 22, 2022

CJTC Executive Staff
Burien, WA

Greetings,

This letter is being written in support of Ofc. Rocky Epperson to become a certified canine evaluator through the state requirements of the Washington State Criminal Justice Training Commission (WSCJTC).

Ofc. Epperson meets the minimum requirements to become a canine evaluator for the state. Ofc. Epperson has been a canine handler since 2018. Ofc. Epperson has completed Instructor Development and is recognized as a certified Washington State Police Canine Association (WSPCA) trainer.

The Vancouver Police Department is fully supportive of Ofc. Rocky Epperson becoming a canine evaluator for the State of Washington. Ofc. Epperson will continue to train and evaluate to assist our regional and state handlers when needed as supported by the Vancouver Police Department.

Respectfully,

A handwritten signature in blue ink, appearing to read "Troy Price".

Troy Price
Assistant Chief of Police
Vancouver Police Department

Rocky M. Epperson

Education

University of North Dakota

Grand Forks, North Dakota

- Masters in Special Education, May 2004
- Cumulative GPA 4.00

Minot State University

Minot, North Dakota

- Bachelor of Science in Elementary Education, May 2002
 - Middle School Endorsement & Concentration in Mathematics
- Cumulative GPA 3.11

Experience

March 2016-Present

- Employed as a Police Officer for the City of Vancouver
 - Special Operations Division-K9 Handler/Department Designated Trainer-K9
 - Washington State Police Canine Association-Trainer
 - Department Designated Trainer-K9
 - Clark County Regional SWAT Team-K9
 - Firearms Instructor
 - Field Training Officer
 - Patrol Officer

June 2008-March 2016

- Employed as a Police Officer for the City of Longview June 2008-March 2016
 - Patrol Officer
 - Street Crimes Detective
 - Cowlitz Wahkiakum Narcotics Task Force Detective
 - Taser Instructor
 - Lower Columbia SWAT Team-Operator
 - Cadet Coordinator

August 2004-June 2008

- Employed by the Vancouver School District as a Teacher August 2004-June 2008
 - Math Focus Teacher
 - Self-Contained Behavior Room Teacher/ Case Manager
 - Special Education Learning Support Teacher/Case Manager
 - High School Varsity Football Coach

Due to travel restrictions to halt the spread of COVID-19, we are offering this class as live-streamed, interactive event. We will send everyone who registers a link to the class a couple of days prior to the event. Please see below for eligible POST credit information.

[Click here](#) for an example of how this course will be presented when it's available online. The link will take you to a free webinar on how officers can keep the peace during this crisis.

Eligible POST credits are listed further down this page. Please note: POST credit may not apply to completing the recorded version of this class

Recent public opinion surveys have revealed that a substantial portion of the American public believes that racial bias has a significant impact on police operations and that this bias is widespread. At the Dolan Consulting Group, we find this very concerning. First of all, because it undermines police legitimacy among so many of our citizens. Secondly, because there is a lack of evidence to support the assertion that bias-based policing is a widespread issue.

While we reject the contention that "systemic racism" is widespread throughout all of law enforcement, we must also acknowledge that individual cases of racial bias exist among law enforcement professionals and that bias impacts some officers' interactions with the public. When this *does* occur, no matter how small the number of individual officers involved, the damage to police legitimacy is enormous.

There exists today a great need in American policing to confront the genuine concerns expressed by many citizens, community groups, and elected officials regarding police bias. Further, there is a call from many for police professionals to provide personnel with a renewed sense of the historic tradition of the police serving as "Guardians of the Peace" and the correlation with police legitimacy. Our communities deserve no less than an unwavering commitment to historic community-oriented policing focused on Peelian Principles of service, "*the police are the public and the public are the police.*"

To that end, this training on the topic of **Confronting Bias-Based Policing Challenges** strives to provide law enforcement professionals with the knowledge and actionable tools to meet today's call for greater police legitimacy and accountability.

Public perceptions of bias and the repercussions for police legitimacy

- Getting back to Peelian Principles—understanding and reflecting community priorities
- Embracing transparency in agency operations—including traffic stop and arrest data and decision-making in deploying officers in the field
- Creating enforcement priorities based on community priorities

Unbiased and ethically defensible hiring, promotional and disciplinary decisions

- Embracing diversity in recruiting and hiring
- Ensuring consistency in discipline, regardless of race gender or other factors unrelated to job performance
- Creating promotional processes that are transparent and unbiased

Early intervention when confronting harassing behavior or other bias-based conduct issues within the department and in the field

- Prioritizing background investigations to screen for character issues, including biases that have significant potential to manifest themselves in officer behavior
- Utilizing the field training process as a means of vetting, with an emphasis on demeanor and decision-making in encountering citizens from diverse backgrounds
- Embracing the *sterile cockpit* rule while on duty

Confronting bias as a leadership challenge

- Combating *groupthink*, the *diffusion of responsibility* and the *bystander effect* among agency leaders
- Emphasizing a duty to intervene and a duty to report when front-line officers encounter instances of bias

INSTRUCTORS



Matt Dolan

Pricing

Individual

\$195.00 for the first attendee, \$95.00 per each additional attendee

Agency

Please [contact us](#) for an agency-wide pricing quote.

Pre-payment is not required for registration.

When

Start Date: Monday, September 21, 2020

End Date: Monday, September 21, 2020

Day 1: 8:00 AM - 4:30 PM (Registration from 8:00-8:30)

Central Time

Format

Online Live-Stream

Recording access available

Accreditation

AZ POST Approved

Eligible for TCOLE credit.

GA POST Approved

IN POST Approved

MN POST Approved

MO POST Approved

Registered with MCOLES for use of 302 funds.

SCCJA Approved

Note: the recorded version of this class may not be eligible for POST credits.

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DAYS

Until Class Begins



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Vancouver Police Department Course Attendance Report

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
Name	I.D.	Date	Hours	Score	Status	
Abbott, Heather J.	1586	9/25/2020	6.75		Passed	
Abdala, Sammy A.	1336	9/25/2020	6.75		Passed	
Agbisit, Clayton W.	1750	9/25/2020	6.75		Passed	
Ahn, Charlie H.	1440	9/25/2020	6.75		Passed	
Aiello, Brad J.	1730	11/24/2020	6.75		Passed	
Alba, Edwin J.	1171	9/25/2020	6.75		Passed	
Aldridge, Sandra L.	1409	11/24/2020	6.75		Passed	
Alie, Jay P.	1205	11/16/2020	6.75		Passed	
Allred, Zachary W.	1564	9/25/2020	6.75		Passed	
Anaya, Jeffrey L.	1486	9/25/2020	6.75		Passed	
Anderson, Erik R.	1425	9/25/2020	6.75		Passed	
Anderson, Jack W.	1339	11/24/2020	6.75		Passed	
Arzola Ortega, Angel	1816	9/25/2020	6.75		Passed	
Azinger, James A.	1344	9/25/2020	6.75		Passed	
Bachelder, Matthew H.	1320	9/25/2020	6.75		Passed	
Bailey, Tyler J.	1742	11/24/2020	6.75		Passed	
Balada, Keli'l O.	1759	9/25/2020	6.75		Passed	
Ballou, Julie A.	1399	9/25/2020	6.75		Passed	
Barnette, Dale A.	1530	10/23/2020	6.75		Passed	
Bauman, Andrea M.	1685	11/24/2020	6.75		Passed	
Beach, Jason M.	1406	9/25/2020	6.75		Passed	
Beane, Matryal J.	1721	9/25/2020	6.75		Passed	
Beguelin Flores, Kyle T.	1781	9/25/2020	6.75		Passed	
Bellamy, Rena M.	1609	9/25/2020	6.75		Passed	
Benes, Bryan D.	1602	9/25/2020	6.75		Passed	
Benton, Paul	1541	9/25/2020	6.75		Passed	
Bergstrom, Anna M.	1795	9/25/2020	6.75		Passed	
Bibens III, Therman C.	1400	9/25/2020	6.75		Passed	
Billingsley, Brian D.	1338	9/25/2020	6.75		Passed	
Block, Robert J.	1566	9/25/2020	6.75		Passed	
Bohatch, Christopher M.	1580	11/24/2020	6.75		Passed	
Boswell, Carole A.	1243	9/25/2020	6.75		Passed	
Botvinnik, Iliia B.	1397	9/25/2020	6.75		Passed	
Box, Justin R.	1704	11/24/2020	6.75		Passed	
Boyle, Echo K.	1778	9/25/2020	6.75		Passed	
Brambila Pelayo, Guadalupe	1804	12/08/2021	6.75		Passed	
Briley, Ryne	1611	11/24/2020	6.75		Passed	
Brinski, Mark W.	1439	10/23/2020	6.75		Passed	
Brown, Kara A.	1797	9/25/2020	6.75		Passed	

**Vancouver Police Department
Course Attendance Report**

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
Name	I.D.	Date	Hours	Score	Status	
Brown, Travis A.	1723	9/25/2020	6.75		Passed	
Buchanan, Amiee C.	1634	11/24/2020	6.75		Passed	
Burgara, James M.	1257	9/25/2020	6.75		Passed	
Butler, Chad R.	1683	9/25/2020	6.75		Passed	
Calhoun, Jason A.	1377	9/25/2020	6.75		Passed	
Carlow, Jake E.	1679	10/23/2020	6.75		Passed	
Carman, Allen E.	1355	9/25/2020	6.75		Passed	
Catton, Gregory	1525	9/25/2020	6.75		Passed	
Chavers, Tyler V.	1380	9/25/2020	6.75		Passed	
Cleveland, Julie A.	1444	11/24/2020	6.75		Passed	
Coakley, Sunny	1649	9/25/2020	6.75		Passed	
Copley, Nicholas L.	1624	9/25/2020	6.75		Passed	
Coulter, Shawn R.	1696	11/24/2020	6.75		Passed	
Cox, Sara A.	1590	11/24/2020	6.75		Passed	
Cusick, Janell J.	1522	9/25/2020	6.75		Passed	
Dacy, Olga	1581	9/25/2020	6.75		Passed	
Defebbo, Joshua R.	1632	9/25/2020	6.75		Passed	
Devlin, Dennis J.	1382	9/25/2020	6.75		Passed	
Dewey, James P.	1718	9/25/2020	6.75		Passed	
Donaldson, Sean R.	1544	9/25/2020	6.75		Passed	
Douville, Christopher	1517	9/25/2020	6.75		Passed	
Dumas, Sean M.	1543	10/23/2020	6.75		Passed	
Elliott, Jaycee	1604	9/25/2020	6.75		Passed	
Epperson, Rocky	1569	11/24/2020	6.75		Passed	
Esau, Cody M.	1692	9/25/2020	6.75		Passed	
Evans, Roger E.	1244	11/24/2020	6.75		Passed	
Farias-Pulido, Saray	1711	11/24/2020	6.75		Passed	
Forgette, Steven K.	1830	9/02/2022	6.75		Passed	
Foster, Amy N.	1161	9/25/2020	6.75		Passed	
Free, Jeremy E.	1372	9/25/2020	6.75		Passed	
Geddry, Blaise T.	1315	9/25/2020	6.75		Passed	
Gelsinger, Lee	1526	9/25/2020	6.75		Passed	
Ghezzi, Mark N.	1442	11/24/2020	6.75		Passed	
Givens, Robert P.	1363	9/25/2020	6.75		Passed	
Gomez, Franklin N.	1415	9/25/2020	6.75		Passed	
Goudschaal, Dustin R.	1453	9/25/2020	6.75		Passed	
Graaff, Joseph J.	1146	9/25/2020	6.75		Passed	
Haigwood, Jason C.	1743	9/25/2020	6.75		Passed	
Hall, Shane F.	1367	9/25/2020	6.75		Passed	

Vancouver Police Department Course Attendance Report

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
Name	I.D.	Date	Hours	Score	Status	
Hammond, Scotland D.	1431	11/24/2020	6.75		Passed	
Harris, Daphine R.	1765	11/24/2020	6.75		Passed	
Harris, Spencer W.	1300	9/25/2020	6.75		Passed	
Harris, Trent M.	1537	9/25/2020	6.75		Passed	
Haske, Desmond J.	1803	12/08/2021	6.75		Passed	
Haske, Jamie J.	1497	9/25/2020	6.75		Passed	
Heinzman, Casey T.	1681	9/25/2020	6.75		Passed	
Henley, Crystal D.	1722	11/16/2020	6.75		Passed	
Hernandez, Monica M.	1465	9/25/2020	6.75		Passed	
Hess, Kenneth J.	1815	9/25/2020	6.75		Passed	
Hicban, Stefania A.	1827	12/31/2022	6.75		Passed	
Hing, Audreyauna J.	1735	9/25/2020	6.75		Passed	
Hoover, Matthew E.	1523	9/25/2020	6.75		Passed	
Huberty, Timothy A.	1214	11/24/2020	6.75		Passed	
Iranon, Conrad K.	1838	12/31/2022	6.75		Passed	
Janisch, Heather C.	1561	9/25/2020	6.75		Passed	
Jennings, Erik R.	1299	9/25/2020	6.75		Passed	
Jensen, David M.	1426	9/25/2020	6.75		Passed	
Junker, Ryan W.	1395	9/25/2020	6.75		Passed	
Kapp, Kimberly A.	1210	9/25/2020	6.75		Passed	
Keldsen, Douglas W.	1421	9/25/2020	6.75		Passed	
Kelly II, James M.	1558	9/25/2020	6.75		Passed	
Kennedy, Patrick J.	1253	9/25/2020	6.75		Passed	
Kenning, Theresa S.	1122	9/25/2020	6.75		Passed	
Kircher, Keith L.	1736	9/25/2020	6.75		Passed	
Kistler, Nannette	1162	9/25/2020	6.75		Passed	
Klaetsch, Andrew J.	1516	11/24/2020	6.75		Passed	
Knotts, Tyler R.	1568	10/23/2020	6.75		Passed	
Lagerquist, Richard C.	1511	9/25/2020	6.75		Passed	
Lakin, Alisha L.	1724	11/24/2020	6.75		Passed	
Larkin, Katherine E.	1786	9/25/2020	6.75		Passed	
Larson, Cole D.	1701	10/23/2020	6.75		Passed	
Leblanc, Christopher J.	1217	9/25/2020	6.75		Passed	
Letarte, Edward	1261	9/25/2020	6.75		Passed	
Libbey, Deborah M.	1306	11/24/2020	6.75		Passed	
Long, Mary Jane	1507	9/25/2020	6.75		Passed	
Macfarlane, Jordan R.	1677	11/24/2020	6.75		Passed	
Maini, Michael S.	1613	9/25/2020	6.75		Passed	
Marbach, Nicholas	1538	9/25/2020	6.75		Passed	

Vancouver Police Department Course Attendance Report

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
Name	I.D.	Date	Hours	Score	Status	
Martin, Neil T.	1326	9/25/2020	6.75		Passed	
Martin, Timothy M.	1398	9/25/2020	6.75		Passed	
Martin, Zachory T.	1814	9/25/2020	6.75		Passed	
Maxwell, Sierra L.	1802	12/08/2021	6.75		Passed	
McAlister, Valerie R.	1636	11/24/2020	6.75		Passed	
McAnally, Cameron F.	1729	11/24/2020	6.75		Passed	
McCaleb, Eric D.	1414	9/25/2020	6.75		Passed	
McMillan, Brendan M.	1756	9/25/2020	6.75		Passed	
McNicholas, Kathleen A.	1279	9/25/2020	6.75		Passed	
McPoland, Simone B.	1304	11/24/2020	6.75		Passed	
McShea, Darren M.	1362	9/25/2020	6.75		Passed	
Mckenzie, Shawn A.	1731	9/25/2020	6.75		Passed	
Mendoza, Andrea M.	1603	10/23/2020	6.75		Passed	
Merrill, Zachary C.	1549	10/23/2020	6.75		Passed	
Metevia, Sean A.	1689	9/25/2020	6.75		Passed	
Michelson, Tammy L.	1582	9/25/2020	6.75		Passed	
Miller, Brad L.	1734	11/24/2020	6.75		Passed	
Miller, Jamie V.	1720	9/25/2020	6.75		Passed	
Mills, Jason K.	1443	9/25/2020	6.75		Passed	
Miron, Elena R.	1785	9/25/2020	6.75		Passed	
Moore, Patrick D.	1324	9/25/2020	6.75		Passed	
Morgan, Breckenridge S.	1793	9/25/2020	6.75		Passed	
Mori, Jeffrey J.	1727	9/25/2020	6.75		Passed	
Mullane, Bridgid A.	1666	9/25/2020	6.75		Passed	
Musich, Michael A.	1524	9/25/2020	6.75		Passed	
Musser, Holly N.	1408	9/25/2020	6.75		Passed	
Naray, Tibor K.	1680	9/25/2020	6.75		Passed	
Nevue, Andrew R.	1840	12/06/2022	6.75		Passed	
Nicholson, Dustin B.	1376	9/25/2020	6.75		Passed	
Nicholson, Jason E.	1645	9/25/2020	6.75		Passed	
Nolan, Chadd	1540	9/25/2020	6.75		Passed	
Olson, Bret P.	1412	11/24/2020	6.75		Passed	
Olson, Jeffrey G.	1216	9/25/2020	6.75		Passed	
Osborne, Olivia C.	1824	12/31/2022	6.75		Passed	
Osorio, Rodrigo	1429	9/25/2020	6.75		Passed	
Owings, Logan B.	1825	12/31/2022	6.75		Passed	
Palmer, Kristy L.	1598	11/24/2020	6.75		Passed	
Pardue, William E.	1219	11/16/2020	6.75		Passed	
Parrish, Kathy Y.	1275	11/24/2020	6.75		Passed	

**Vancouver Police Department
Course Attendance Report**

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
Name	I.D.	Date	Hours	Score	Status	
Patterson, Gabriel O.	1769	9/25/2020	6.75		Passed	
Pfeifer, Timothy J.	1501	9/25/2020	6.75		Passed	
Pfister, Jon E.	1140	9/25/2020	6.75		Passed	
Porter, James L.	1570	9/25/2020	6.75		Passed	
Price, Bao Truc M.	1595	11/24/2020	6.75		Passed	
Price, Colton T.	1510	9/25/2020	6.75		Passed	
Price, Troy L.	1234	11/16/2020	6.75		Passed	
Prothero, Christopher J.	1608	9/25/2020	6.75		Passed	
Raquer, Gregory J.	1208	9/25/2020	6.75		Passed	
Rasmussen, Jordan M.	1340	9/25/2020	6.75		Passed	
Reiner, Justin P.	1757	9/25/2020	6.75		Passed	
Renner, Meagan M.	1754	11/24/2020	6.75		Passed	
Reynolds, Renardo	1266	10/23/2020	6.75		Passed	
Rich, Alex M.	1745	10/23/2020	6.75		Passed	
Rich, Richard E.	1403	9/25/2020	6.75		Passed	
Riedel, Brandon D.	1695	9/25/2020	6.75		Passed	
Ripp, Zachary	1546	9/25/2020	6.75		Passed	
Rodriguez, Cole L.	1787	9/25/2020	6.75		Passed	
Romiti, Bennie S.	1560	9/25/2020	6.75		Passed	
Rose, Corey R.	1801	12/08/2021	6.75		Passed	
Ruder, Brian J.	1423	11/24/2020	6.75		Passed	
Russell, Nathaniel T.	1844	9/25/2020	6.75		Passed	
Sand, Joshua L.	1605	9/25/2020	6.75		Passed	
Sanderson, Christina M.	1739	11/24/2020	6.75		Passed	
Savage, Kathryn M.	1529	11/16/2020	6.75		Passed	
Savage, Steven S.	1532	9/25/2020	6.75		Passed	
Schaffer, Brian L.	1356	9/25/2020	6.75		Passed	
Schoolcraft, Branden K.	1536	9/25/2020	6.75		Passed	
Schultz, John D.	1332	9/25/2020	6.75		Passed	
Schwartz, Todd K.	1337	9/25/2020	6.75		Passed	
Scott II, Michael A.	1670	9/25/2020	6.75		Passed	
Shipp, McAvoy G.	1394	9/25/2020	6.75		Passed	
Simmons, Christopher M.	1635	9/25/2020	6.75		Passed	
Skeeter, Miranda J.	1416	9/25/2020	6.75		Passed	
Skollingsberg, Gunnar R.	1533	10/23/2020	6.75		Passed	
Smarr, Ron T.	1312	9/25/2020	6.75		Passed	
Smith, Colin W.	1813	9/25/2020	6.75		Passed	
Starbuck, Ryan M.	1404	11/24/2020	6.75		Passed	
Stephen-Ticman, Asher	1836	9/25/2022	6.75		Passed	

**Vancouver Police Department
Course Attendance Report**

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
Name	I.D.	Date	Hours	Score	Status	
Stewart, Gerald A.	1766	11/24/2020	6.75		Passed	
Stokes, Jesse W.	1578	9/25/2020	6.75		Passed	
Stromme, Christian M.	1752	11/16/2020	6.75		Passed	
Suarez, Sean	1547	11/24/2020	6.75		Passed	
Suvada, Kendrick L.	1345	9/25/2020	6.75		Passed	
Taylor, Tyson W.	1422	9/25/2020	6.75		Passed	
Thomas, Justin D.	1716	9/25/2020	6.75		Passed	
Thornquist, Laura L.	1200	11/24/2020	6.75		Passed	
Toves, Christian L.	1833	10/11/2022	6.75		Passed	
Tretta, Timothy A.	1697	9/25/2020	6.75		Passed	
Trumpf, Rodney C.	1194	9/25/2020	6.75		Passed	
Trygg, Amanda G.	1834	12/31/2022	6.75		Passed	
Tryon, Brenda S.	1325	9/25/2020	6.75		Passed	
Vanroyce, Jeremy	1726	10/23/2020	6.75		Passed	
Vigil, Nicole D.	1652	9/25/2020	6.75		Passed	
Viles, Brian C.	1364	11/24/2020	6.75		Passed	
Vincent, AshlieAnn J.	1799	9/25/2020	6.75		Passed	
Wass, Danielle J.	1518	9/25/2020	6.75		Passed	
Watkins, Deanna M.	1359	9/25/2020	6.75		Passed	
Weldon, Shane M.	1589	9/25/2020	6.75		Passed	
Werner, Clesson K.	1494	11/24/2020	6.75		Passed	
Whalen, Paul P.	1668	10/23/2020	6.75		Passed	
Whitney, Michael A.	1108	9/25/2020	6.75		Passed	
Widmer, Emma J.	1808	11/24/2020	6.75		Passed	
Wilhelm, Keola D.	1587	11/24/2020	6.75		Passed	
Wilkening, Philip	1760	11/24/2020	6.75		Passed	
Williams, Ashley E.	1780	9/25/2020	6.75		Passed	
Williams, Chadwick D.	1322	9/25/2020	6.75		Passed	
Willis, Micah J.	1719	11/24/2020	6.75		Passed	
Willis, Patricia L.	1782	9/25/2020	6.75		Passed	
Wollstein, Tanya J.	1563	9/25/2020	6.75		Passed	
Woodard, Cherine A.	1741	11/24/2020	6.75		Passed	
Woods, Stacy L.	1601	11/24/2020	6.75		Passed	
Wright, Carie E.	1464	11/16/2020	6.75		Passed	
Yoder, Aaron R.	1559	9/25/2020	6.75		Passed	
Yong, Ly R.	1455	9/25/2020	6.75		Passed	
Zaferis, Alexander D.	1819	9/25/2020	6.75		Passed	

**Vancouver Police Department
Course Attendance Report**

Course ID	HCBLE100	Title	Confronting Bias in Law Enforcement			
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Name	I.D.	Date	Hours	Score	Status
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Totals by Status					
232	Passed / Completed	0	Canceled	0	Registered
0	Failed	0	No Show	0	Wait List
0	Incomplete	0	Dismissed	0	Instructed

Archived employees are not listed



Training History Report

WA State Criminal Justice Training Commission

by Acadis® Readiness Suite

02/08/2023

For: **Epperson, Rocky M.**
Agent ID **1000-9984**

Epperson, Rocky M.

Person Status

SSN

Gender Male

EEOC White

Employment

Organization	Active Dates	Most Recent			Current Status
		Title/Rank	Employment Assignment	Appointment Type	
Vancouver Police Department (Primary)	03/01/2016 - Current	Officer		Certified Peace Officer	Active
Longview Police Department	06/19/2008 - 02/25/2016	Officer		Certified Peace Officer	Inactive

Certifications

Name	Issued	Expiration	Status
Annual Crisis Intervention Team Training Online	10/29/2018	10/15/2023	Active (Active)
Certified Narcotic Detection Canine Team	08/31/2018	01/04/2025	Active (Active)
Certified Patrol Canine Team	08/14/2018	12/01/2024	Active (Active)
Peace Officer Certification	01/07/2009	Never Expires	Active (Active)

Training

Upcoming, Ongoing, & Unconfirmed

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2023)	01/03/2023		Assigned	CIT Crisis Intervention Team	1h 55m
LETCSA - 4030 - Effective Communication	06/15/2022		Assigned	LETCSA	2h 30m
LETCSA - 4020-1 The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	02/03/2022		Assigned	LETCSA	2h 0m
Total Hours					(6h 25m)

Current Period to Date (01/01/2023 - 02/08/2023)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
LETCSA - 4040 - LGBTQ+ Core Competency	02/07/2023 - 02/08/2023		Completed - Passed	LETCSA	2h 30m
Total Hours					(2h 30m)

Previous Period (01/01/2022 - 12/31/2022)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
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Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

02/08/2023

For: **Epperson, Rocky M.**
Student ID **1000-9984**

Crisis Intervention - Annual CIT 2hr Online Course (2022)	10/15/2022	10/15/2022	Completed - Passed	CIT Crisis Intervention Team	2h 0m
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Total Hours (2h 0m)

Other Periods (through 12/31/2021)

Course/Title (Course No.)	Training Dates		Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2021)	10/22/2021	10/22/2021		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2020)	11/29/2020	11/30/2020		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2019)	10/29/2019	10/29/2019		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - 8062-10 CIT-Crisis Intervention Team 40hr - Statewide (40 hrs) (5)	04/29/2019	05/03/2019		Graduated - 05/03/2019		40h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2018)	10/29/2018	10/29/2018		Completed - Passed	CIT Online Refresher	2h 0m
Instructor Development - 2001-3 Instructor Development (40 hrs) (14)	10/15/2018	10/19/2018		Graduated - 10/19/2018		40h 0m
Field Training Officer - 0681-11 Field Training Officer Academy (40 hrs) (10)	01/29/2018	02/02/2018		Graduated - 02/02/2018		40h 0m
Crisis Intervention - 8062-2 CIT-Crisis Intervention Team 40hr - Statewide (40 hrs) (10)	11/02/2015	11/06/2015		Departed - 11/06/2015		0h 0m
Inactive Program - 0510-2 SWAT Basic (66 hrs) (4)	04/14/2013	04/19/2013		Graduated - 04/19/2013		66h 0m
Inactive Program - 2079-1 DT: OC Pepper Spray Tactics Instructor (24 hrs) (2)	06/06/2012	06/08/2012		Departed - 06/08/2012		0h 0m
Defensive Tactics - 2073-1 DT: Impact Weapons Instructor (40 hrs) (6)	04/02/2012	04/06/2012		Departed - 04/06/2012		0h 0m
Inactive Program - 2074-1 DT: Firearms Retention and Disarming (16 hrs) (2)	03/15/2012	03/16/2012		Departed - 03/16/2012		0h 0m
Inactive Program - 2187-1 DT: Ground Survival Tactics Instructor (24 hrs) (3)	03/12/2012	03/14/2012		Departed - 03/14/2012		0h 0m
Defensive Tactics - 2076-1 Defensive Tactics Unarmed Level 2 - Instructor (40 hrs) (8)	01/30/2012	02/03/2012		Departed - 02/03/2012		0h 0m
Defensive Tactics - 2071-1 DT: Control Tactics - Level One Instructor (80 hrs) (5)	10/31/2011	11/18/2011		Departed - 11/18/2011		0h 0m
Basic Law Enforcement Academy - 0100-4 Basic Law Enforcement Academy (720 hrs) (4)	08/25/2008	01/07/2009		Graduated - 01/07/2009		720h 0m

Total Hours (914h 0m)

A grade of ## indicates that the weights for this class are not valid and grades cannot be calculated.

Education

Degree Year	Level / Degree	Institution	Major	Minor
	College/Graduate / Master's Degree			

Miscellaneous



Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

02/08/2023

For: **Epperson, Rocky M.**
Student ID **1000-9984**

Allen LMS SID	124070
Profile Comments (Must Initial & Date)	Officer



APPLICATION FOR CERTIFIED CANINE EVALUATOR

Washington State Criminal Justice Training Commission

Send completed packets to:
certmail@cjtc.wa.gov

Applicant must attached a letter and resume that details how they meet criteria 1-5:

1. Must be a fully commissioned Washington State Certified Peace Officer, Certified Tribal Police Officer, or Corrections Officer.
2. Must have four years of canine handler experience.
3. Must be in compliance to all mandated training.
4. Must be recognized as a trainer of canines by a professional organization of police and/or corrections dog handlers/trainers (includes departments and associations) in the discipline they are applying.
 - a. If recognition is by a department, applicant must provide what process was followed to be recognized as a trainer of canines for that department.
5. Must have certified to the WAC in the past in the discipline they are applying.
6. Must have completed the CJTC Instructor Development class or other approved CJTC Instructor Course.
7. Must attach a letter from home agency supporting the applicant's position as an evaluator for CJTC to certify teams on department time, as approved.

Applicant's Full Name: Kevin R. Miller	Applicant's Home Agency: Port Angeles Police Department
Applicant's Email Address kmiller@cityofpa.us	Applicant's Contact Phone: 360-912-0146
Years of canine handler experience: 27 Years	Which organization(s) recognizes you as a trainer of canines: CURRENT CJTC EVALUATOR-K9 Washington State Police Canine Assoc & CJTC
Which discipline are you applying to evaluate? (Mark all that apply)	
<input checked="" type="checkbox"/> PATROL <input type="checkbox"/> EXPLOSIVE DETECTION <input checked="" type="checkbox"/> NARCOTIC DETECTION	
Date completed the CJTC Instructor Development class or other approved CJTC Instructor Course.	
If other, please explain: IT WAS INCORPORATED W/ MY DEFENSIVE TACTICS INST (1 1/2) COURSE, 2/92. ALSO INCLUDED W/ FTO SCHOOL 3/01, EVOC INST, & A PREREQUISITE FOR A NUMBER OF INSTRUCTOR CLASSES I HAVE TAKEN.	

I recognize this is an application for certification or training to the Commission (See [RCW 43.101.105\(3\)\(c\)](#)); therefore, I hereby attest that I have read and understand the requirements outlined in the CJTC Policy "K-9 Certification Requirements" and WAC 139-05-915.

I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Signed this 18th day of Jan, 2023, in Port Angeles, Washington.


Applicant's Signature



PORT ANGELES

WASHINGTON, U.S.A.

POLICE DEPARTMENT

Date: January 17, 2023

To: Washington State Criminal Justice Training Commission

From: Deputy Chief Jason Viada

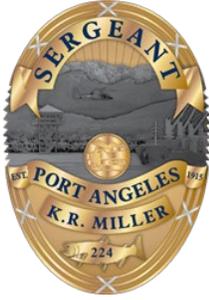
Re: Sergeant Kevin Miller

The Port Angeles Police Department supports Sergeant Kevin Miller serving as a CJTC K9 Certification Patrol K9 Instructor. Additionally, he currently provides regional K9 training instruction through his capacity as a WSPCA Master K9 Patrol Instructor. The same cooperative effort would be provided by this department to other allied agencies in an effort to assist CJTC and various agencies.

Respectfully,

A handwritten signature in black ink that reads "Jason X. Viada #102". The signature is written in a cursive style.

Jason X. Viada
Deputy Chief
(360) 912-0106



PORT ANGELES

WASHINGTON, U.S.A.

POLICE DEPARTMENT

321 East 5th Street
Port Angeles, WA 98362

Criteria to be a Certified Canine Evaluator: Sergeant Kevin R. Miller, PAPD K9

1. Must be a fully commissioned Washington State Certified Peace Officer

- I was employed by the Port Angeles Police Department as a full-time commissioned police officer on September 25, 1989-Present. I graduated from BLEA on February 27, 1990.

2. Must have four years of canine handler experience,

My K9 career and assigned K9's, January 1997 to Present

- **K9 Arco:** I was assigned as a K9 handler, K9 Arco, and graduated from the basic patrol K9 academy (Peirce County SO) on April 24, 1997). We attended the Basic Narcotic K9 Academy and graduated February 27, 1998. We were awarded the Top dog team in our class. He was accredited by the WSPCA in both Patrol and Narcotics. When dog Blair enacted the WAC certification process in 2003, we certified in both disciplines. **(Patrol, June 18, 2003/Narcotics, July 9, 2003)**. Arco was injured in the line of duty and was put to rest in November of 2007. He had 6 letters of accreditation by the WSPCA
- I became a recognized WAC certification instructor in Patrol, 2003.
- **K9 Jag:** I was a recognized trainer for the WSPCA, and I hosted a basic academy and trained K9 Jag myself, April 13, 2008 to July 9, 2008. He was both accredited by the WSPCA and certified to the WAC. K9 Jag accredited to the highest standard by the WSPCA as Master Handler status each time of eligibility.
- On April 28, 2009 I received my master trainer status for patrol dogs by the WSPCA.
- **K9 Bodie:** K9 Jag was put down after suffering from cancer. I hosted a basic K9 course and trained K9 Bodie for patrol work. He was and is currently accredited as Master by the WSPCA and certified to the WAC.

3. Must be recognized as a trainer of canines by a professional organization of police dogs in the discipline they are applying.

- I am recognized by the Port Angeles Police Department as the agencies K9 Trainer/Supervisor
- I am a Master Patrol K9 Trainer for the Washington Police K9 Association, April 2009 to Present
- I am the regional Patrol dog Trainer for all of the counties of Patrol dogs in region #2, conducting bi-weekly training
- I am an executive/regional representative on the WSPCA Trainers Board
- I am on the WSPCA executive board.

- 4. Must have certified to the WAC in the past and in the discipline applying for.**
 - All of the Police Patrol dogs I have been the handler for I have both accredited and certified to the WAC standards.
- 5. Must have completed the CJTC Instructor Development class or other approve CJTC Instructor course.**
 - I have completed the instructor development course which was a component of several instructor classes I attended. Defensive Tactics Instructor (I & II), FTO School, and EVOC Instructor all had Instructor Development included.
- 6. Must have letter from home agency attached supporting applicants' position as an evaluator for CJTC to certify teams on department time, as approved.**
 - Attached letter from Deputy Chief Jason Viada, PAPD.

Sergeant Kevin R. Miller, PAPD K9
Port Angeles Police Department
321 East 5th Street, Port Angeles, WA 98362
Agency: (360) 452-4545 Cell: (360) 912 0146
kmiller@cityofpa.us

SERGEANT KEVIN R. MILLER

OBJECTIVE

To re-new and continue being a certified canine evaluator for CJTC/WAC certification of police dogs. Note: I am currently a Master patrol K9 trainer for the Washington State Police Canine Association (WSPCA), on the WSPCA executive board, a CJTC WAC evaluator,

PROFESSIONAL ACHIEVEMENTS

OPERATIONS SERGEANT/K9 SUPERVISOR/K9 TRAINER & PATROL K9 HANDLER

My K9 Partners:

K9 Bodie, Patrol, Jan 4, 2015 to Present WAC Cert/WSPCA accredited,
*Master Handler

K9 Jag, Patrol, April 2008 to July 9, 2014 WAC Cert/WSPCA
Accredited*Master Handler

K9 Arco, Patrol & Narcotics, April 1997 to Nov 2007, WAC cert/Accredited in
both patrol and Narcotics (Certification once the Cert process started at CJTC
by Doug Blair) was on the board to establish the certification process

K9 Instructor: ADVANCED HANDLER

**SPOKANE PD'S ADVANCED HANDLER SCHOOL, RECEIVED TOP K9 TEAM AWARD AS A
STUDENT THEN RETURNED TO THE SCHOOL AS AN INSTRUCTOR.**

Top K9 team at Washington DOC Narcotic K9 school, McNeil Island

HOST INSTRUCTOR OF PENINSULA ADVANCED HANDLER SCHOOL, 5 YEARS

HOSTED TWO WSPCA FALL WORKING K9 SEMINARS

ATTENDED 4 NATIONAL K9 SEMINARS

BEEN A MEMBER OF THE WSPCA SINCE 1991

**ATTENDED/INSTRUCTED NUMEROUS K9 SEMINARS SINCE MY INVOLVEMENT WITH THE
WSPCA**

INSTRUCTED NUMEROUS BASIC PATROL K9 ACADEMIES FOR OUTSIDE AGENCIES

CURRENT WSPCA REGIONAL REPRESENTATIVE

ON WSPCA EXECUTIVE BOARD

CONDUCT REGIONAL TRAINING FOR REGION 2, BI-WEEKLY.

ADDITIONAL QUALIFICATIONS

Graduated CJTC BLEA, Feb, 27, 1990

Employed as a fully commissioned Police Officer for over 33 years, Sept 25, 1989 to Present

Have been a Patrol handler (First dog cross trained for Narc) for the past 27 years, All WSPCA Accredited and WAC Certified

I am a Patrol K9 trainer for the Port Angeles Police Department, A K9 patrol Master trainer for the Washington State Police K9 Association, since April 28, 2009. I was a WSPCA assistant training for about 5 years prior to my master status.

I have certified/accredited all three of my long term K9 partners. I have instructed numerous Basic K9 academy's where the teams have certified and accredited.

I have been a CJTC instructor in Defensive Tactics (Both Level I and II) where instructor Development was a component in the training course. I have been an instructor in numerous disciplines, but I mention this one as I know it was part of the training.

WORK HISTORY

Port Angele Police Department

Police Officer, Sergeant, K9 Handler (Current Handler), K9 Supervisor
Sept 25, 1989 to Present

KITSAP COUNTY SHERIFF'S OFFICE

Cadet/Reserve Deputy/Corrections Officer, Decoy for K9 Unit
1985-1989

EDUCATION

PENINSULA COLLEGE, PORT ANGELES

Associates Degree

BREMERTON HS

General Diploma

REFERENCES

OFFICER THERON HARDESTY

Peirce County Sheriff's Office
Patrol K9 Master Trainer
(360) 410 6380

DEPUTY JON MUNSON,

Previous WSPCA President, Peirce County Sheriff's Office

Patrol K9 Master Trainer

(253) 3778483



CERTIFICATE OF COMPLETION

AWARDED TO

KEVIN MILLER

OF PORT ANGELES POLICE DEPARTMENT (WA)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
HATE CRIMES TRAINING FOR LAW ENFORCEMENT

COURSE # HATE101
1 HOUR OF TRAINING
CERTIFICATE ISSUED JUN 08, 2020

A black, cursive handwritten signature of Anne Margaret Perry.

Anne Margaret Perry, BSN, RN, CEN,
CLNC, NRP, CP-C, DICO-C
Director of Training





CERTIFICATE OF COMPLETION

AWARDED TO

KEVIN MILLER

OF PORT ANGELES POLICE DEPARTMENT (WA)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
ANTI-BIAS TRAINING FOR LAW ENFORCEMENT (1 HOUR)

COURSE # CULT103
1 HOUR OF TRAINING
CERTIFICATE ISSUED MAR 14, 2021

A handwritten signature in black ink, appearing to read "Anne Margaret Perry".

Anne Margaret Perry, BSN, RN, CEN,
CLNC, NRP, CP-C, DICO-C
Director of Training





CERTIFICATE OF COMPLETION

AWARDED TO

KEVIN MILLER

OF PORT ANGELES POLICE DEPARTMENT (WA)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
ANTI-BIAS TRAINING FOR LAW ENFORCEMENT (2 HOURS)

COURSE # CULT104
2 HOURS OF TRAINING
CERTIFICATE ISSUED SEP 30, 2022

A handwritten signature in black ink, appearing to read "Anne Margaret Perry".

Anne Margaret Perry, BSN, RN, CEN,
CLNC, NRP, CP-C, DICO-C
Director of Training





Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

01/18/2023

For: **Miller, Kevin Robert**
Student ID **1000-7631**

Miller, Kevin Robert

Person Status Active

EEOC White

SSN xxx-xx-

Gender Male

Employment

Most Recent

Organization	Active Dates	Title/Rank	Employment Assignment	Appointment Type	Current Status
Port Angeles Police Department (Primary)	09/25/1989 - Current	Sergeant		Certified Peace Officer	Active

Certifications

Name	Issued	Expiration	Status
Certified Patrol Canine Team	10/01/2015	03/16/2023	Active (Active)
Certified Patrol Canine Team Evaluator	03/14/2018	03/16/2023	Active (Active)
LED August 2020 Certificate	03/14/2021	Never Expires	Active (Active)
LED June 2020 Certificate	08/20/2020	Never Expires	Active (Active)
LED May 2020 Certificate	08/20/2020	Never Expires	Active (Active)
Patrol Officer Response to Sexual Assault	03/08/2021	Never Expires	Active (Active)
Peace Officer Certification	01/01/2002	Never Expires	Active (Active)
Annual Crisis Intervention Team Training Online	11/11/2018	01/10/2023	Expired (Inactive)

Training

Upcoming, Ongoing, & Unconfirmed

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2023)	01/03/2023		Assigned	CIT Crisis Intervention Team	1h 55m
Violence De-escalation - 2192 - 27 Patrol Tactics 24-hour In-Service (Kitsap County, WA)	02/20/2023 - 02/22/2023		Enrolled	In-Service Training	24h 0m
				Total Hours	(25h 55m)

Current Period to Date (01/01/2023 - 01/18/2023)

No current year training data exists.

Previous Period (01/01/2022 - 12/31/2022)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
Sexual Assault Investigations - Patrol Officer Response to Sexual Assault	11/28/2022 - 11/30/2022		Completed - Passed	Sexual Assault Investigations	2h 0m



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01/18/2023

For: **Miller, Kevin Robert**
Student ID **1000-7631**

Crisis Intervention - Annual CIT 2hr Online Course (2022)	01/10/2022	01/10/2022	Completed - Passed	CIT Crisis Intervention Team	2h 0m
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Total Hours (4h 0m)

Other Periods (through 12/31/2021)

Course/Title (Course No.)	Training Dates		Grade	Status	Training Category	Hours
Law Enforcement Digest - LED Aug 2020	03/14/2021	03/14/2021		Completed - Passed	Law Enforcement Digest	1h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2021)	03/08/2021	03/14/2021		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Sexual Assault Investigations - Patrol Officer Response to Sexual Assault	12/11/2020	03/08/2021		Completed - Passed	Sexual Assault Investigations	2h 0m
Law Enforcement Digest - LED June 2020	08/20/2020	08/20/2020		Completed - Passed	Law Enforcement Digest	1h 0m
Law Enforcement Digest - LED May 2020	08/20/2020	08/20/2020		Completed - Passed	Law Enforcement Digest	1h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2020)	07/04/2020	08/19/2020		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2019)	10/23/2019	10/23/2019		Completed - Passed	CIT Online Refresher	2h 0m
Leadership - 4100 - 163 First Level Supervisor Certification (112 hours)	05/01/2019	05/31/2019		Graduated - 05/31/2019		112h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2018)	11/11/2018	11/11/2018		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - 5509 - 218 CIT-Crisis Intervention Team 8hr - In-Service - Statewide (8 hours)	01/10/2017	01/10/2017		Graduated - 01/10/2017		8h 0m
PS/PI/BBRA - 2330 - 162 Firearms Certificate Renewal Training (4 hours)	03/23/2015	03/23/2015		Graduated - 03/23/2015		4h 0m
Inactive Program - 4125 - 71 First Level Supervision (40 hours)	01/21/2002	01/25/2002		Graduated - 01/25/2002		40h 0m
Field Training Officer - 0681 - 292 Field Training Officer Academy (40 hours)	02/26/2001	03/02/2001		Graduated - 03/02/2001		40h 0m
Inactive Program - 6079 - 1 Use of Force (1 hours)	01/29/2001	02/02/2001		Graduated - 02/02/2001		1h 0m
Inactive Program - 2171 - 14 DT: Control Tactics - Level One Instructor Recertification (24 hours)	03/01/2000	03/03/2000		Graduated - 03/03/2000		24h 0m
Inactive Program - 6056 - 4 Driving While Intoxicated Enforcement (16 hours)	12/10/1998	12/10/1998		Graduated - 12/10/1998		16h 0m
Inactive Program - 2176 - 7 DT: Unarmed Level 2 - Instructor Recertification (20 hours)	01/01/1901	04/24/1996		Graduated - 04/24/1996		20h 0m
Inactive Program - 2171 - 1 DT: Control Tactics - Level One Instructor Recertification (24 hours)	01/01/1901	11/08/1995		Graduated - 11/08/1995		24h 0m
Inactive Program - 8041 - 5 DARE Officer, Advanced (20 hours)	01/01/1901	06/24/1994		Graduated - 06/24/1994		20h 0m



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For: **Miller, Kevin Robert**
Student ID **1000-7631**

Defensive Tactics - 2073 - 26 DT: Impact Weapons Instructor (40 hours)	01/01/1901	03/11/1994	Graduated - 03/11/1994	40h 0m
Defensive Tactics - 2076 - 5 Defensive Tactics Unarmed Level 2 - Instructor (40 hours)	01/01/1901	02/04/1994	Graduated - 02/04/1994	40h 0m
Inactive Program - 2230 - 1 Use of Force Issues for Instructors and Administration (16 hours)	01/01/1901	10/29/1993	Graduated - 10/29/1993	16h 0m
Inactive Program - 8043 - 4 DARE Officer, Middle School (20 hours)	01/01/1901	08/25/1993	Graduated - 08/25/1993	20h 0m
Inactive Program - 8041 - 3 DARE Officer, Advanced (20 hours)	01/01/1901	06/25/1993	Graduated - 06/25/1993	20h 0m
Inactive Program - 8041 - 2 DARE Officer, Advanced (20 hours)	01/01/1901	06/01/1993	Graduated - 06/01/1993	20h 0m
Inactive Program - 5021 - 5 Washington Police K-9 Association Seminar (24 hours)	01/01/1901	04/01/1993	Graduated - 04/01/1993	24h 0m
Inactive Program - 6079 - 27 Use of Force (2 hours)	01/01/1901	03/01/1993	Graduated - 03/01/1993	2h 0m
Inactive Program - 8040 - 23 DARE Officer, Basic (80 hours)	01/01/1901	02/01/1993	Graduated - 02/01/1993	80h 0m
Inactive Program - 5021 - 1 Washington Police K-9 Association Seminar (72 hours)	01/01/1901	09/01/1992	Graduated - 09/01/1992	72h 0m
Inactive Program - 6054 - 6 Stress Management (2 hours)	01/01/1901	09/01/1992	Graduated - 09/01/1992	2h 0m
Inactive Program - 0445 - 5 Police Bicycle Patrol (24 hours)	01/01/1901	04/01/1992	Graduated - 04/01/1992	24h 0m
Inactive Program - 6040 - 1 Patrol Procedures (14 hours)	01/01/1901	04/01/1992	Graduated - 04/01/1992	14h 0m
Defensive Tactics - 2071 - 65 DT: Control Tactics - Level One Instructor (80 hours)	01/01/1901	02/14/1992	Graduated - 02/14/1992	80h 0m
Inactive Program - 6020 - 3 Crime Scene (6 hours)	01/01/1901	01/01/1992	Graduated - 01/01/1992	6h 0m
Inactive Program - 6026 - 2 Drug Enforcement (8 hours)	01/01/1901	02/01/1991	Graduated - 02/01/1991	8h 0m
Inactive Program - 6060 - 1 Clandestine Drug Labs (8 hours)	01/01/1901	02/01/1991	Graduated - 02/01/1991	8h 0m
Inactive Program - 6040 - 7 Patrol Procedures (7 hours)	01/01/1901	12/01/1990	Graduated - 12/01/1990	7h 0m
Inactive Program - 0116 - 86 Radar Operator Certification (8 hours)	01/01/1901	04/01/1990	Graduated - 04/01/1990	8h 0m
Inactive Program - 7716 - 27 Clear Writing Skills (7 hours)	01/01/1901	04/01/1990	Graduated - 04/01/1990	7h 0m
Inactive Program - 0100 - 183 Basic Law Enforcement Academy (440 hours)	01/01/1901	02/01/1990	Graduated - 02/01/1990	440h 0m
Inactive Program - 0120 - 61 Sidehandle Baton Certification (8 hours)	01/01/1901	02/01/1990	Graduated - 02/01/1990	8h 0m
Inactive Program - 0124 - 3 Expandable Baton Certification (8 hours)	01/01/1901	02/01/1990	Graduated - 02/01/1990	8h 0m
Inactive Program - 0141 - 81 Basic BAC Verifier Datamaster Operator Training (16 hours)	01/01/1901	02/01/1990	Graduated - 02/01/1990	16h 0m
Inactive Program - 6024 - 33 Defensive Tactics (8 hours)	01/01/1901	11/01/1989	Graduated - 11/01/1989	8h 0m
Corrections Officers Academy - 1000 - 200 Corrections Officers Academy (160 hours)	01/01/1901	11/01/1988	Graduated - 11/01/1988	160h 0m

Total Hours (1460h 0m)



Training History Report

WA State Criminal Justice Training Commission

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01/18/2023

For: **Miller, Kevin Robert**
Student ID **1000-7631**

A grade of ## indicates that the weights for this class are not valid and grades cannot be calculated.

Education

Degree Year	Level / Degree	Institution	Major	Minor
	Not Available / Not Available	Did Not Collect		

Miscellaneous

Allen LMS SID	22864
Profile Comments (Must Initial & Date)	Sergeant 04/04/2016



APPLICATION FOR CERTIFIED CANINE EVALUATOR

Washington State Criminal Justice
Training Commission

Send completed packets to:
certmail@cjtc.wa.gov

Applicant must attached a letter and resume that details how they meet criteria 1-5:

1. Must be a fully commissioned Washington State Certified Peace Officer, Certified Tribal Police Officer, or Corrections Officer.
2. Must have four years of canine handler experience.
3. Must be in compliance to all mandated training.
4. Must be recognized as a trainer of canines by a professional organization of police and/or corrections dog handlers/trainers (includes departments and associations) in the discipline they are applying.
 - a. If recognition is by a department, applicant must provide what process was followed to be recognized as a trainer of canines for that department.
5. Must have certified to the WAC in the past in the discipline they are applying.
6. Must have completed the CJTC Instructor Development class or other approved CJTC Instructor Course.
7. Must attach a letter from home agency supporting the applicant's position as an evaluator for CJTC to certify teams on department time, as approved.

Applicant's Full Name: <i>Nicholas Stewart</i>	Applicant's Home Agency: <i>Moses Lake Police Department</i>
Applicant's Email Address <i>Nstewart@cityofml.com</i>	Applicant's Contact Phone: <i>(509) 764-3887 / (509) 793-0294</i>
Years of canine handler experience: <i>4.5</i>	Which organization(s) recognizes you as a trainer of canines: <i>WSPCA</i>
Which discipline are you applying to evaluate? (Mark all that apply)	
<input checked="" type="checkbox"/> PATROL <input type="checkbox"/> EXPLOSIVE DETECTION <input type="checkbox"/> NARCOTIC DETECTION	
Date completed the CJTC Instructor Development class or other approved CJTC Instructor Course. <i>2016</i>	
If other, please explain:	

I recognize this is an application for certification or training to the Commission (See [RCW 43.101.105\(3\)\(c\)](#)); therefore, I hereby attest that I have read and understand the requirements outlined in the CJTC Policy "K-9 Certification Requirements" and WAC 139-05-915.

I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Signed this *5th* day of *February 20 23*, in *Moses Lake*, Washington.

[Signature]
Applicant's Signature



Moses Lake Police Department

02/05/2023

To whom it may concern,

I am applying to become a WSCJTC Certified Canine Evaluator. I am currently employed as a police officer by the City of Moses Lake Police Department. I am currently certified with my second patrol canine through WAC as well as WSPCA accredited. Since successfully completing the Spokane Police Department basic patrol canine handler school in May of 2018 (4.5 years) I have certified every year under WAC and WSPCA with both of my canine partners.

Since certifying as a patrol canine team in 2018 I have continued to maintain training standards every month of at least 16 hours. In 2022 after completing an extensive evaluation period I achieved the title of patrol canine trainer through the Washington State Police Canine Association. In September of 2016 I successfully completed CJTC Instructor Development. In February of 2021 I completed Foundations of Implicit Bias Training.

Please see attached documents and certificates which show I meet the standards required to apply as a WAC canine evaluator. Thank you for your consideration.

Officer Nick Stewart

A handwritten signature in black ink, appearing to read "Nick Stewart", written over a horizontal line.

Moses Lake Police Department



Moses Lake Police Department

01-19-2023

To whom it may concern,

The Moses Lake Police Department will support Ofc. Nick Stewart in working as an evaluator for WSCJTC and evaluating K9 teams on department time, as approved.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Williams". The signature is stylized and cursive.

Mike Williams
Captain
Moses Lake Police Department
509-750-9609

Officer Nick Stewart
Moses Lake Police Department
411 S. Balsam St
Moses Lake, WA 98837
(509)764-3887

Objective:

To obtain the certification as a WAC/CJTC K9 evaluator.

Education and training

Washington State CJTC Police Academy June 2013

Washington CJTC Instructor Development 2016

Tap Rack Tactical Basic SWAT 2016

Washington CJTC Level 1 Control Tactics Instructor 2017

Washington CJTC Level 2 Defensive Tactics Instructor 2018

Spokane Police Basic Patrol Canine Handler Course 2018

Washington CJTC OC instructor 2019

Alabama K9 Muzzle fighting course 2019

Washington CJTC Pre-Supervisor Course 2021

Foundations Of Implicit Bias 2021

Lead instructor for numerous department defensive tactics in service trainings

Taught defensive tactics at multiple Grant County Reserve officer academies

Countless hours of continued K9 training to include acting as a trainer at local monthly K9 trainings since May 2018

WAC certified/WSPCA accredited with K9 Chief 2018, 2019 and 2020

WAC certified/WSPCA accredited with K9 Jester 2020, 2021 and 2022

Consistent with maintaining at least 16 hours a month of K9 training

Trainer of record for 400 hour basic patrol canine handler school 2022

Work History

Patrol Officer for Othello Police Department 2013-2014

Patrol Officer for Moses Lake Police Department 2014- present

SWAT officer for Moses Lake Police Department 2016-2023

K9 handler for Moses Lake Police Department 2018-present

Currently WSPCA accredited with K9 partner, Jester

Washington State

PEACE OFFICER CERTIFICATION

THE WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION
CERTIFIES THAT

Nicholas A. Stewart

HAS MET THE REQUIREMENTS OF RCW 43.101.105 OR 43.101.157 AND IS HEREBY CERTIFIED AS A

WASHINGTON STATE PEACE OFFICER



06/20/2013

CERTIFICATION DATE



LET IT BE KNOWN BY ALL THAT THE
WASHINGTON STATE POLICE CANINE ASSOCIATION
HEREBY DOES GRANT AND BESTOW THE TITLE OF
**PATROL DOG
TRAINER**

UPON

Nick Stewart
Moses Lake Police Department

in recognition of demonstrated knowledge and ability in the field of
police canine training on this 26th day of April 2022

WSPCA President
Issued April 26th, 2022

Washington State Criminal Justice Training Commission

Recognizes that

Nicholas A. Stewart & Chief

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team



Tisha H. Jones
Certification Manager



May 8, 2018

CERTIFICATION DATE

Expiration: Automatically in 24 months

Washington State Criminal Justice Training Commission

Recognizes that

Nicholas A. Stewart & Chief

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team



Tisha H. Jones
Certification Manager



February 13, 2019

CERTIFICATION DATE

Expiration: Automatically in 24 months

Washington State Criminal Justice Training Commission

Recognizes that

Nicholas A. Stewart & Chief

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team


Tisha H. Jones
Certification Manager



February 26, 2020

CERTIFICATION DATE

Expiration: Automatically in 24 months

Washington State Criminal Justice Training Commission

Recognizes that

Nicholas A. Stewart & Jester

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team


Tisha H. Jones
Certification Manager



May 21, 2020

CERTIFICATION DATE

Expiration: Automatically in 24 months

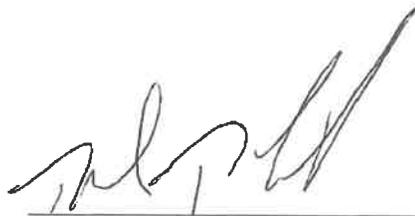
Washington State Criminal Justice Training Commission

Recognizes that

Nicholas A. Stewart & Jester

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team



Philip Pfeifer
Canine Certified Evaluator



April 28, 2021

CERTIFICATION DATE

Expiration: Automatically in 24 months

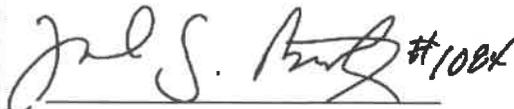
Washington State Criminal Justice Training Commission

Recognizes that

Nicholas A. Stewart & Jester

*have met the minimum performance standards as set forth in WAC 139-05-915 and
are therefore recognized as a certified*

Patrol Canine Team

 #1004

Todd Beltz
Canine Certified Evaluator



May 11, 2022

CERTIFICATION DATE

Expiration: Automatically in 24 months



Student Session Transcript

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite 01/19/2023
For: **Stewart, Nicholas A.**
Session: **Instructor Development - 2001 - 148 Instructor Development (40 hours)**
Student ID: **1000-9133**

Stewart, Nicholas A.

Session

Session Instructor Development - 2001 - 148 Instructor Development (40 hours) **Date(s)** 09/12/2016 - 09/16/2016
Student Status Graduated - 09/16/2016 **Hours** 40h 0m
Sending Organization Moses Lake Police Department **Training Category**
Location

Grades

<i>Test</i>	<i>% of Overall Grade</i>	<i>Test Date</i>	<i>Grade</i>	<i>Pass/Fail</i>
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No tests are available to display for this session.



Certificate of Training

This certifies that

Nicholas Stewart

Moses Lake, City Of (ms)

has successfully completed:

Foundations Of Implicit Bias-webinar-2/16/2021 And 2/18/2021

February 16, 2021

Webinar-at Your Desk

A handwritten signature in black ink that reads "Patti H. Crane". The signature is written in a cursive style and is positioned above a horizontal line.

Patti H. Crane, Member Services Manager

Washington Cities Insurance Authority



Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

02/08/2023

For: **Stewart, Nicholas A.**
Student ID **1000-9133**

Stewart, Nicholas A.

Person Status



EEOC

SSN

Gender Male

Employment

Organization	Active Dates	Most Recent			Current Status
		Title/Rank	Employment Assignment	Appointment Type	
Moses Lake Police Department (Primary)	06/16/2014 - Current	Officer		Certified Peace Officer	Active
Othello Police Department	01/15/2013 - 06/13/2014	Officer		Certified Peace Officer	Inactive

Certifications

Name	Issued	Expiration	Status
Annual Crisis Intervention Team Training Online	11/03/2017	01/31/2024	Active (Active)
Certified Patrol Canine Team	02/20/2019	05/11/2024	Active (Active)
Patrol Officer Response to Sexual Assault	09/07/2022	Never Expires	Active (Active)
Peace Officer Certification	06/20/2013	Never Expires	Active (Active)

Training

Upcoming, Ongoing, & Unconfirmed

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
LETCSA - 4030 - Effective Communication	06/15/2022		Assigned	LETCSA	2h 30m
LETCSA - 4020-1 The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	02/03/2022		Assigned	LETCSA	2h 0m
Total Hours					(4h 30m)

Current Period to Date (01/01/2023 - 02/08/2023)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
LETCSA - 4040 - LGBTQ+ Core Competency	02/08/2023 - 02/08/2023		Completed - Passed	LETCSA	2h 30m
Crisis Intervention - Annual CIT 2hr Online Course (2023)	01/31/2023 - 01/31/2023	0.00%	Completed - Passed	CIT Crisis Intervention Team	1h 55m
Total Hours					(4h 25m)

Previous Period (01/01/2022 - 12/31/2022)

Course/Title (Course No.)	Training Dates	Grade	Status	Training Category	Hours
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Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

02/08/2023

For: **Stewart, Nicholas A.**
Student ID **1000-9133**

Sexual Assault Investigations - Patrol Officer Response to Sexual Assault	09/07/2022	09/07/2022	Completed - Passed	Sexual Assault Investigations	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2022)	05/15/2022	05/15/2022	Completed - Passed	CIT Crisis Intervention Team	2h 0m

Total Hours (4h 0m)

Other Periods (through 12/31/2021)

Course/Title (Course No.)	Training Dates		Grade	Status	Training Category	Hours
Leadership - 4124-5 Pre-Supervisors Course (40 hrs) (4)	03/22/2021	03/26/2021		Graduated - 03/26/2021		40h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2021)	01/13/2021	01/13/2021		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2020)	06/03/2020	06/03/2020		Completed - Passed	CIT Online Refresher	2h 0m
Defensive Tactics - 2079-1 DT: OC Pepper Spray Tactics Instructor (16 hrs) (4)	06/04/2019	06/05/2019		Graduated - 06/05/2019		16h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2019)	05/03/2019	05/03/2019		Completed - Passed	CIT Online Refresher	2h 0m
Crisis Intervention - 8062-9 CIT-Crisis Intervention Team 40hr - Statewide (40 hrs) (3)	03/18/2019	03/21/2019		Graduated - 03/21/2019		40h 0m
Defensive Tactics - 2076-1 Defensive Tactics Unarmed Level 2 - Instructor (40 hrs) (9)	02/05/2018	02/09/2018		Graduated - 02/09/2018		40h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2018)	11/03/2017	11/03/2017		Completed - Passed	CIT Online Refresher	2h 0m
Defensive Tactics - 2071-2 DT: Control Tactics - Level One Instructor (80 hrs) (9)	05/15/2017	05/26/2017		Graduated - 05/26/2017		80h 0m
Field Training Officer - 0681-15 Field Training Officer Academy (40 hrs) (4)	05/15/2017	05/19/2017		Departed - 05/19/2017		0h 0m
Defensive Tactics - 2071-1 DT: Control Tactics - Level One Instructor (80 hrs) (11)	10/31/2016	11/18/2016		Departed - 11/18/2016		0h 0m
Instructor Development - 2001-2 Instructor Development (40 hrs) (2)	09/12/2016	09/16/2016		Graduated - 09/16/2016		40h 0m
Crisis Intervention - 5509-18 CIT-Crisis Intervention Team 8hr - In-Service - Statewide (8 hrs) (3)	02/17/2016	02/17/2016		Graduated - 02/17/2016		8h 0m
Crisis Intervention - 5509-3 CIT-Crisis Intervention Team 8hr - In-Service - Statewide (8 hrs) (4)	11/19/2015	11/19/2015		Graduated - 11/19/2015		8h 0m
Basic Law Enforcement Academy - 0100-9 Basic Law Enforcement Academy (720 hrs) (4)	02/13/2013	06/20/2013		Graduated - 06/20/2013		720h 0m
					Total Hours	(1000h 0m)

A grade of ## indicates that the weights for this class are not valid and grades cannot be calculated.

Education

No education data exists.



Training History Report

WA State Criminal Justice Training Commission

Reported by Acadis® Readiness Suite

02/08/2023

For: **Stewart, Nicholas A.**
Student ID **1000-9133**

Miscellaneous

Allen LMS SID 0003685536

Profile Comments (Must Initial & Date) Officer

**Written Comments Submitted by Leslie Cushman
For the Quarterly CJTC Meeting to be held on 3/8/23**

March 7, 2023

Dear Criminal Justice Training Commissioners and Director Alexander:

Public Access and Transparency of the CJTC Commission Meetings

Last week I went to the CJTC website where there is a statement that public comment is available for these meetings and a link to sign up for comments. After I followed the directions to sign up I received an email that per Chair Quinn there will be no public comment at the meeting. After further inquiry I also learned the meeting will not be live streamed. It is disappointing to see the lack of transparency for this meeting, which is only quarterly. I would ask that you either remove the statement on the website that public comment is available or make it available. You can't have it both ways. "Do the best you can until you know better. Then when you know better, do better." Maya Angelou.

BLEA Graduation Standards

At the December meeting there was a great deal of conversation and focus on BLEA graduation standards and the situation with Timothy Rankine, who is charged with first degree manslaughter in the brutal killing of Manuel Ellis in Tacoma. I understand that it takes time to review and update policies to address gaps but to the community and general public this is an urgent issue. There is a real worry that more Timothy Rankines are being allowed to graduate and receive a certification in the meantime.

We need to see a plan and timeline to get this done. And you can do it piecemeal and address the highest risk first. Figure out how Rankine was allowed to graduate, and fix that immediately.

Decertification Program and Officer Integrity

The Washington Coalition for Police Accountability has been closely analyzing the certification/decertification program. We appreciate the regular meetings and conversations we are having. We would like the CJTC to be able to do independent investigations, and not rely on local agencies to the extent being done now. That protocol undermines the credibility of the work. We also ask that character misconduct like lying be taken seriously. It almost appears that lying is too routine to be addressed by the program. This is an issue all on its own and its appropriate for the entire CJTC Commission to consider the message this sends to the public.

Thank you for your consideration.

Leslie Cushman