



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

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**COMMISSION MEETING**  
Wednesday, June 12, 2013  
10 AM

**COMMISSION MEMBERS PRESENT:**

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

**WSCJTC STAFF PRESENT:**

Sue Rahr, Executive Director  
Brian Elliott, Manager, Financial Services  
Debbie Mealy, Deputy Director  
Greg Baxter, Manager, Human Resources  
John Hillman, Assistant Attorney General, Attorney General's Office  
Sonja Hirsch, Executive Assistant  
Steve Lettic, Manager, Advanced Training Unit  
Tisha Jones, Manager, Peace Officer Certification  
Wes Anderson, Manager, Facilities

**GUESTS PRESENT:**

Daisy Logo, Legal Assistant, Attorney General's Office  
Geoffrey Marti, Chief, Port Orchard Police Department  
Matthew Bell, Police Officer, Port Orchard Police Department

**Commissioner Newlin**, on behalf of the Chair, called the meeting to order at 10:01 AM with a quorum present. Sonja Hirsch conducted roll call of the Commissioners.

#### **APPROVAL OF MEETING MINUTES**

**Commissioner Hohenberg made a motion to approve the meeting minutes of March 13, 2013. Commissioner Satterberg seconded the motion. The motion passed unanimously.**

#### **CHAIR'S REPORT**

**Jeff Myers, Commission Chair**

**The Chair** urged Commissioners to attend graduations, as it important for Commissioners not only to be present, but to celebrate the accomplishments of the students.

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

**Sue Rahr, Executive Director**

#### **AAG John Hillman**

**Director Rahr** introduced the agency's new legal counsel, Assistant Attorney General (AAG) John Hillman, who replaced AAG Jean E. Meyn. AAG Hillman was a deputy prosecutor in Pierce County for 12 years; he joined the Attorney General's Office six years ago, and has represented the WSCJTC for the last six weeks. His time will be spent 50 percent as prosecutor and 50 percent as legal advisor to the WSCJTC.

#### **Budget**

The WSCJTC is in favor of the House budget, as it provides more funding for the agency.

Crisis Intervention Team (CIT) training is currently reflected in both budgets. A considerable amount of the CIT money will go to the Basic Law Enforcement Academy. There is already an eight-hour block of CIT instruction in place; therefore, curriculum will not need to be developed. The money will be used to bring in outside instructors to enhance mock scene training. In addition, a portion of the money will be used for 20, eight-hour CIT training classes to be held throughout the state.

Throughout the legislative session, the Director has stayed in close contact with WACOPS' lobbyist regarding the driving simulators. The driving simulators are very important to WACOPS; therefore, they are working very hard to get it put back into the Senate budget.

**The Director** expressed her dissatisfaction with the fact that a rate increase was not provided in the budget for the Academy Café vendor. Brian Elliott, Financial Services Manager, confirmed that Mr. Noyes, Academy Café Manager, has not had a rate increase since 2009.

The Senate budget includes an administrative efficiency cut. Director Rahr stated that if this cut stays in the budget, the agency will determine a way to manage it without cutting programs.

### Range Maintenance Account: SB 5516

SB 5516, which established a criminal justice training commission firing range maintenance account was approved and signed by the Governor. The WSCJTC will now be able to build a fund that will be used to maintain and manage the range.

### Marketing

There have been many conversations about marketing; therefore, the Director is continuing to find ways to increase the visibility of the WSCJTC in the eyes of the Legislature.

Photos of Basic Law Enforcement Academy and Corrections Officers Academy graduates are being sent to legislators following each graduation. In addition, legislators are invited to graduations when there is a graduate that will be working in their legislative district.

Two WSCJTC campus tours will be held over the summer: July 18 and August 28. Several legislators have signed up to participate in the tours.

The *Seattle Times* is interested in doing an article on the WSCJTC. One of their main investigative reporters followed BLEA Class 689 throughout the five-month course. The story will run as a front page feature in one of their Sunday editions.

### Twenty-four Hour Compliance Monitoring Strategy

The WSCJTC is taking a different approach to auditing the 24-hour training mandate for peace officers, which has been extremely successful. Staff discovered that a lot of records are not accurate in terms of who is the current chief or sheriff of an agency. Compliance rates are currently over 90 percent.

### Seattle University Partnership

This summer, the WSCJTC is embarking on a new adventure in partnership with Seattle University. Together, they will offer the one-week Summer Criminal Justice Leadership Academy. Director Rahr got the idea from a symposium she recently attended. At the symposium, they discussed the need for universities and criminal justice trainers to collaborate more. Some of the training will consist of values based leadership and discipline; moving from warriors to guardians; changing your organizational culture through ethical autopsies; lessons learned for transforming organizations; innovation, risk, and decision-making to create public value; re-entry strategies for success through system collaboration; dimensional leadership during crisis; and crime and criminal justice in the media.

Several key leaders (e.g. former Seattle Police Chief Gil Kerlikowske, WA DOC Secretary Bernard Warner, and Bernard Melekian) will open the event to discuss visionary leadership.

The hope is that this program will develop a reputation, so people can get their executive leadership training in this state rather than on the East Coast.

**Commissioner Warner** joined the meeting at 10:20 AM.

### BLEA Class 689

BLEA Class 689 was the first class to experience the new protocols where the agency went away from bracing in the hallway and reporting statements before speaking in the classroom.

**Director Rahr** expected it would create a more relaxed atmosphere, and recruits would be happier, but she wasn't sure what else to expect. The class embraced the new protocols and exceeded staff's expectations.

For the class' community project, they broke into five groups and developed five different community outreach programs that they can then replicate at their home agencies. The Director informed them that when they return to their agency, they will be new; therefore, it will be difficult for them to implement a new program. With that knowledge, they asked to pitch their new ideas to their chiefs and sheriffs prior to graduation.

WSCJTC staff treated BLEA Class 689 like leaders, and they behaved like leaders.

With the Commissioners' permission, Director Rahr would like to continue the new protocols with all future classes.

A BLEA/Corrections retreat will be held to discuss the new protocols, which are mainly a mindset of the TAC Officers. The WSCJTC will not endorse the humiliating screaming at recruits by putting artificial stress on them. Recruits will still experience stress and be held to high standards, but the WSCJTC will get away from the boot camp mentality. The new direction will be to demonstrate the type of leadership we want them to model when they are out in the field.

**The Chair** stated that it is important to get the message out to stakeholders about the new protocols so they understand it. We need to target the part in the middle, field training officers and sergeants, so they understand what the WSCJTC is doing at each level.

**Director Rahr** will bring a recommendation before the Commission in September about what the WSCJTC should be providing in terms of field training support. She will ask the Commissioners to support a recommendation to stop providing support and training for the old FTO program and put all of our energy into the Reno Model FTO program which is the PTO program. The PTO program is very consistent with the Problem Based Learning model and what is currently being done in the BLEA.

A description/comparison of the different FTO programs will be sent to the Commissioners.

**Commissioner Hohenberg** expressed his appreciation for the protocol change, as his agency switched over to the PTO Model several years ago because it fits in well with the academy training and adult learning ideals.

### Corrections Division Move

The Corrections Division is now housed in the Olympic Building along with the Basic Law Enforcement Academy to allow more interaction between the staff of the two divisions.

Re-entry is a very important issue, so the seed needs to be planted early on in training. Law enforcement and corrections work together; they are not two separate entities. For successful re-entry strategies, the collaboration needs to focus on not only figuring out how to get the bad guy back in jail, but how to keep the bad guys from committing new crimes. When more interaction is created, future police officers will be focused on a more successful re-entry rather than just catch the bad guy and cycle them back through the system.

### Lobby Redesign

The artwork for the Olympic Building Lobby is not yet done. The purpose of the artwork is to create a symbol to establish the new culture. The blank wall will be covered with a replication of the Constitution and it will start out with the saying, "We the People." The reason for this is to remind our officers that they work for the people with the consent of the people, so we want to make that clear. In front of the Constitution will be a piece of acrylic etched with the American flag and an eagle. Over the top will be the saying, "Training the Guardians of Democracy."

Reinforcing the core value of policing is very important.

### STAFF REPORTS

#### **WAC Rule Review: WAC 139-10-210**

##### ***Sonja Hirsch, Rules Coordinator***

Changes to WAC 139-10-210, Requirement of Basic Corrections Training, are being proposed, as the language is inconsistent with that of RCW 43.101.220.

The potential agency impact is an increase in attendance for Juvenile Corrections Officer Academies and Juvenile Rehabilitation Counselor Academies.

The proposed rule changes are for discussion only and will go before the Commission in September during a public hearing for permanent adoption.

**Commissioner Warner** suggested a change under (1)(c), as the Department of Corrections no longer has the classification of community risk management specialist.

#### **WAC Amendment Proposal: WAC 139-05-915**

##### ***Tisha Jones, Certification Manager***

**Ms. Jones** asked the Commission to consider amending WAC 139-05-915, as stakeholders have asked that standards be established for trailing canines.

She has asked those stakeholders to draft the language they would like added to WAC 139-05-915 and present it to the Commission. The group failed to provide Ms. Jones with the desired number of training hours for the new teams.

**Commissioner Newlin** recommended that Commission staff continue to work with the stakeholders, develop more information about what they are asking for, and give them an opportunity to present the information to the Commission for consideration.

**Commissioner Lucas** stated that he would like input from the Washington State Police Canine Association. **Commissioner Hohenberg** concurred.

**Commissioner Anderson** asked at what time the language would be published for input/comments. She asked if there are any stakeholders that would oppose the change.

**Ms. Jones** stated that there are minimal stakeholders that are in favor of the amendment.

**Ms. Hirsch** stated that when WAC amendments are proposed by an outside group, WSCJTC staff will work with stakeholder groups to draft language, it is filed with the Code Reviser's Office, the language is sent out to stakeholders, comments are solicited, and then a public hearing is held.

This topic was tabled.

**Waiver Request: Matthew Bell, Port Orchard PD**  
**Tisha Jones, Certification Manager**

The Port Orchard Police Department is requesting permission for Matthew Bell to attend the Basic Law Enforcement Equivalency Academy.

**Background:** Matthew Bell completed the Denver Colorado Sheriff's Academy (488 hours) in April 2004 and received his law enforcement commission. He resigned his commission in January 2006 when he moved to Washington State. He accepted a job with the Pierce County Sheriff's Department as a corrections deputy in January 2006.

Mr. Bell made efforts to reenter law enforcement by applying with the Pierce County Sheriff's Department to become a commissioned deputy in 2007 and 2009. He also applied with the Port Orchard Police Department for an officer position in 2012 and 2013; he finished number one in the testing process and was hired on May 29.

In November 2010, Mr. Bell was selected as a Reserve Officer for the Gig Harbor Police Department and then attended and graduated from the Fife Police Department Reserve Police Academy (335 hours). In June 2011, he was appointed as a Reserve Officer for the City of Port Orchard. In 2011, Mr. Bell worked as a Reserve Officer for a total of 138.5 hours including 24 hours of in-service training. In 2012 he worked 338.75 hours including 37 hours of in-service training. In September 2012, Mr. Bell achieved level one reserve officer status.

**Ms. Jones** stated that the Port Orchard Police Department is requesting that Mr. Bell be allowed to attend the 80-hour Basic Law Enforcement Equivalency Academy rather than the 720-hour Basic Law Enforcement Academy. No staff recommendation was given.

**Chief Marti** stated that the Port Orchard Police Department has a very strong reserve program. In the last five years, five reserve officers have been hired; two of which had no previous law enforcement experience. They hire from their reserve program, so they train with high standards.

Regardless of the Commission's decision, he will remain an employee of the Port Orchard Police Department.

**The Chair** asked if Mr. Bell has a reserve certificate.

**Chief Marti** confirmed that he completed the full reserve academy through the Fife Police Department.

**The Chair** asked what the recommendation would be if Mr. Bell were a certified Washington State Peace Officer with a break in service in excess of five years.

**Ms. Jones** stated that the WAC requires the applicant to attend the 720-hour Basic Law Enforcement Academy outside of five years. She added that Mr. Bell was a certified peace officer in the state of Colorado, so the WSCJTC would recognize his service.

***Commissioner Myers made a motion to deny the request based on the fact that it is outside the WAC statutory requirements and if he were a Washington State Peace Officer, the Commission would require him to go back through the full academy. Commissioner Lucas seconded the motion. The motion carried unanimously.***

**Waiver Request: Marc Ganow, Whatcom Co. SO**

**Tisha Jones, Certification Manager**

The Whatcom County Sheriff's Office is requesting an exemption for Marc Ganow, which would allow him to attend the Basic Reserve Equivalency Academy.

The request is based on Mr. Ganow's prior law enforcement experience. He is a retired certified police officer from the Miramar Police Department in Florida and has 25 plus years of experience in the law enforcement field. Mr. Ganow has held the positions of patrol officer, background investigator, gang investigator, and detective.

**Commissioner Elfo** added that Mr. Ganow has over 900 hours of training and was a certified peace officer.

**Ms. Jones** stated that Mr. Ganow was a certified peace officer in the state of Florida and has only had a three-year break in service. The staff recommendation is to allow Mr. Ganow to attend the Reserve Equivalency process in accordance with WAC 139-05-825. He must successfully pass the comprehensive final test, and comply with requirements in WAC 139-05-825(6)(c),(e), and (f) and RCW 43.101.080(19).

Commissioner Elfo abstained from the vote.

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

**Year End Funds**

**Debbie Mealy, Deputy Director**

It is the time of year where management is determining how much money is left over, which will then be used for end of year purchases. A belated \$90,000 check from the DARPA program arrived and \$82,000 is available for year-end purchases. Most of the money will be used for classroom upgrades (e.g. projectors, sound systems, and computers); however, some will be used for facility paper products, paint, new vacuum cleaners, pressure washer, Information Technology licenses, etc. Division "wish lists" are still being compiled. The greatest emphasis will be on items that will enhance the classrooms and learning environment.

The big project for next year will be updating the agency's phone system.

**Commissioner Hohenberg** stated that it would be nice if the WSCJTC issued students tablets pre-loaded with all training material, which they would be able to keep after the academy.

**Deputy Director Mealy** stated that a couple of tablets were ordered, so this will be tested to see if it is feasible with the agency's system. Some technology devices are bound by state rules. Tablets are expensive, and the WSCJTC does not have funds for this within the budget at this time; however, there may be grants available that would make it possible. Currently, the students receive a thumb drive, which contains all of the information they need.

**Commissioner Warner** stated it would be even better if there was a place they could go to get updated information since curriculum changes, which would eliminate the hardware costs.

**Commissioner Newlin** stated that Kitsap County started issuing students Nooks that have all of the information they need. In addition, they have access to the county's intranet.

#### **BLEA Update**

##### ***Debbie Mealy, Deputy Director***

Selection for the next BLEA Class 694 was completed yesterday and the class is full with five alternates. BLEA Class 695 is completely full as well. Hiring is picking up; therefore, non-mandated applicants (e.g. tribal officers) are starting to get pushed back on the wait lists. If the budget passes, the BLEA will be able to hold nine classes next fiscal year.

**Commissioner Wells** asked how selection is performed.

**Deputy Director Mealy** stated that for the most part selection is done on a first come, first served basis; however, there are standing MOUs with King County Sheriff's Office and Seattle Police Department to where a certain number of slots are reserved for each agency per academy. In addition, any alternates from the previous class will be added to the class roster and then it is a first come; first served basis.

**Commissioner Wells** stated that giving applicants such as Mr. Bell a priority slot might be worth exploring.

**Deputy Director Mealy** stated instances such as that are at the discretion of the Commander; however, those types of decisions need to be explored carefully and determine how it may affect other agencies with applicants waiting to get into an academy.

Commander David Bales of the Snohomish County Sheriff's Office has been selected as the next BLEA Commander, and he will start on August 12.

Assistant Commander Rachelle Heinzen will be going back to the Snohomish County Sheriff's Office due to the upcoming change in leadership. The WSCJTC will be



recruiting for a new Assistant Commander as well as for additional TAC Officer positions.

Once confirmation is received that Assistant Commander Heinzen will be leaving, recruiting will begin. Applications will not be reviewed until Commander Bales comes on board and can participate in the selection process.

### **Marketing**

#### ***Debbie Mealy, Deputy Director***

Trooper Brian Dixon went to Director Rahr and Deputy Director Mealy frustrated with the media's representation of DUIs. The Ron and Don Show is very pro law enforcement; however, they are constantly making comments about the legal BAC limit. In response, Trooper Dixon reached out to the Ron and Don Show and invited a member of their team to participate in our wet lab process.

Rachel Belle participated in this week's wet lab, and the audio of her experience was played for the Commissioners and can be listened to at:

<http://mynorthwest.com/874/2293640/How-To-Not-Get-A-DUI-Rachel-Belle-Day-Drinks-With-a-Bunch-of-Cops>.

The Wet Lab training was started a few years ago and all actors are very strictly monitored and driven home. They are conducted monthly, and it is great education for the public.

**Deputy Director Mealy** stated that they will have to look into who can be invited to participate, as there are some strict rules that pertain to the process; however, she is very in favor of outreach to raise awareness about the training.

### **Corrections Update**

#### ***Debbie Mealy, Deputy Director***

BLEA Class 689 recently graduated and it was the first class that had a corrections officer as an Assistant TAC Officer. The next Corrections Officers Academy class that begins in July will have a BLEA Instructor as the Assistant TAC Officer.

Our defensive tactics instructors are going through firearms level one training, so they have an understanding of firearms and defensive tactics. Todd Brophy is the first to complete this training.

### **Advanced Training Update**

#### ***Steve Lettic, Advanced Training Division Manager***

Advanced Training has a lot of large projects coming to fruition in the next few months. One of the most exciting and important is the DARPA pilot project and social interaction training. In return, the WSCJTC receives a lot of technology, research, and toolage. We are currently piloting our draft proposal of curriculum which will have some transfer to Justice Based Policing efforts as well.

The DARPA project is geared toward social interactions; how to find cues and how to talk to people and communicate better. They are working with some top notch genius-level researchers who are teaching WSCJTC staff about turn taking, eye contact, gestures, and body positioning within the context of law enforcement personnel. It will demonstrate that they will not be unsafe while talking, but will encourage communication

verbally and nonverbally. It is a much more complex program than problem based learning.

The Justice Based Policing effort will be piloted through a partnership with the King County Sheriff's Office and COPS Office on July 29.

The WSCJTC is using tablets for a DARPA spotlight project, which is used through an app allowing instantaneous feedback. The app allows for video recording and annotation for immediate feedback. The information will then link to and be stored on the agency's server. Steve provided a demonstration of the device and app.

The Crisis Intervention Team (CIT) conference will be held August 5-7 at the WSCJTC. The conference is free to attend.

**OLD BUSINESS**

**Commissioner Wells** stated that the topic of reserve officer certification has been discussed during past meetings and asked where we are with the conversations.

**Commissioner Lucas** stated that he and Sheriff Elfo talked to both sheriffs and police chiefs at the WASPC Conference informing them that the Commission would be exploring certification for reserve officers. He was pleasantly surprised that no negative feedback was received. The next step would be to set up a meeting with interested parties.

**Commissioner Wells** stated that she would like to participate in the discussions.

**NEW BUSINESS**

**DNR Police Officers**

***Jeff Myers, Commission Chair***

The Chair received a letter from DNR Chief Larry Raedel requesting the Commission's attention in their pursuit to allow DNR Police Officers inclusion in the Peace Officer Certification process.

**The Chair** added that there are some legal issues that need to be explored; therefore, he recommended that the Commission be aware of it and it be referred to WSCJTC staff for further research.

**Director Rahr** assigned the research to Ms. Jones and AAG Hillman. A more formal recommendation will be provided at the next Commission Meeting.

***The meeting was adjourned at 11:42 AM.***

**Next Meeting: September 11, 2013, at 10 AM**

Written by: \_\_\_\_\_  
Sonja Hirsch, Executive Assistant Date \_\_\_\_\_

Reviewed by: \_\_\_\_\_  
Susan L. Rahr, Executive Director Date \_\_\_\_\_

Approved by: \_\_\_\_\_  
Ned Newlin, Acting Commission Chair Date \_\_\_\_\_