



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

COMMISSION MEETING

Wednesday, September 11, 2013
10 AM

COMMISSION MEMBERS PRESENT:

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

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
Pam Clark, Commander, Corrections Division
Rachelle Parslow, Private Security Program Supervisor, Advanced Training
Ruth Zschoche, Researcher, Advanced Training
Sonja Hirsch, Executive Assistant
Tisha Jones, Manager, Peace Officer Certification
Tony Anderman, Advanced Training
Vadim Tarasov, Information Technology
Valerie Jenkins, Registrar, Advanced Training
Wes Anderson, Manager, Facilities

GUESTS PRESENT:

Al Escalera, Captain, West Richland Police Department
Bradley Staab, Officer, Westport Police Department
Cruz Garcia, Officer, West Richland Police Department
Glenn Cook, Mayor, City of Winlock
Jonathan Ventura, Detective Sergeant, Arlington Police Department
Marc Lamoreaux, Captain and Shelton Academy Commander, Washington State Patrol
Tim Coley, Lieutenant, Washington State Patrol
Timothy Schneider, Officer, Winlock Police Department
William Gibson, Chief, Westport Police Department

The Chair called the meeting to order at 10 AM with a quorum present and asked for a moment of silence to remember the first responders and those that gave their lives on 09/11/2001, as well as those that continue to put their lives in jeopardy as they serve our communities across the country. Sonja Hirsch conducted roll call of the Commissioners. The Chair asked guests to sign in on the sign-in sheet if they wanted to be accounted for in the meeting minutes.

APPROVAL OF MEETING MINUTES

Commissioner Hohenberg made a motion to approve the meeting minutes of June 12, 2013. Commissioner Lucas seconded the motion. The motion passed unanimously.

CHAIR'S REPORT

Jeff Myers, Commission Chair

The Chair thanked Commissioner Newlin for chairing the June meeting during his absence.

He reminded and urged Commissioners to attend Basic Law Enforcement Academy and Corrections Officers Academy graduations when their schedules allow.

EXECUTIVE DIRECTOR'S REPORT

Sue Rahr, Executive Director

Budget

Director Rahr was reading through the last meeting's minutes and realized that the budget had not yet been settled.

Funding was received for:

1. Two additional Basic Law Enforcement Academy classes. The Director added that more will be needed, so staff members have already started working on a supplemental budget request.
2. The driving simulator. She thanked WACOPS for their help in educating legislators about the importance of the funding. She also thanked Spokane Chief Frank Straub, as Spokane PD carried the salary for Craig Bulkley when the WSCJTC ran out of money.
3. Three hundred and thirty thousand dollars (\$330,000), for the biennium, was received to enhance our Crisis Intervention Team (CIT) training. One hundred thousand per year will be used to more fully develop CIT training in the BLEA and to rewrite curriculum.
4. Additional funding for EVOC.
5. A vendor rate increase for Academy Café.

Marketing

The Seattle Times published an article titled "Police Academy 2.0." The Director has received approximately one hundred feedback emails from various ranks of law enforcement.

The Seattle City Government channel came in and filmed a story, as they wanted to replicate what *The Seattle Times* did and put it on the Seattle station. Comcast newsmakers did a short interview that will play on CNN at the top of the hour.

Approximately two percent of the feedback the Director received was negative. She made it clear that the WSCJTC is not giving up formality, protocols, and chain of command.

She added that some of the strongest supporters of the change are the military veterans who are now in law enforcement.

Criminal Justice Leadership Academy

This summer, the first joint leadership academy was held at Seattle University, which included academics and law enforcement and corrections professionals training together. It was very heavily weighted toward law enforcement; however, the training was a mix of general leadership training with a symposium of experts to talk about various topics.

Positive feedback was received, which will move the agency forward in the executive leadership arena. This will be another option besides the LPO class.

Agency Tours

Two agency tours were held over the summer. Representative Orwall is working with Director Rahr to get a tour scheduled for legislators in October.

BLEA Changes

The Director is very interested in making sure there is a strong bridge between the BLEA and field training, as there has been a large gap over the years. The FTO program coordination has been moved out of Advanced Training and into the BLEA. Relationships need to be developed with FTOs and PTOs early on for when new recruits go back to their agencies.

A focus of the upcoming BLEA curriculum rewrite is to implant some consistent concepts in BLEA that will be repeated in the PTO program. Director Rahr wants to make the PTO program as attractive as possible and help agencies understand the benefits of PTO.

Lobby Redesign

The artwork for the Olympic Building Lobby is not yet done, but will be an art piece that displays the agency's new philosophy. It will be a great backdrop for photos.

Dorner Case Review Team

The Director was asked to be a part of a review team for the Christopher Dorner case. The Police Foundation was asked by the San Bernardino County Sheriff's Office and the Chief of Los Angeles Police Department to do an objective review of how the entire incident was handled.

The Director has been to Los Angeles on two separate occasions to conduct interviews. A final report is expected by the end of the year, which will provide a lot of very valuable lessons for law enforcement.

Commissioner Hohenberg recognized the Director for the way that she has been reaching out to stakeholders in regard to the change in philosophy.

DEPUTY DIRECTOR'S REPORT

Debbie Mealy, Deputy Director

New Staff Introductions: Commander Dave Bales

Deputy Director Mealy introduced Commander Bales to the Commissioners. He has been with the agency for five weeks.

He served 32.5 years with the Snohomish County Sheriff's Office and retired on August 10. He started with the WSCJTC on August 12. He has done almost everything, except ride horses or motorcycles, over his 32.5 law enforcement career. His last position with the Snohomish County Sheriff's Office was Special Operations Commander. He has also served the last 15 years as a college professor and has a passion for adult learning.

New Staff Introductions: Assistant Commander Anderson

Commander Bales introduced Assistant Commander Shanon Anderson, Sergeant with the Seattle Police Department, to the Commissioners. Today is her first day with the WSCJTC.

Assistant Commander Anderson will supervise TAC staff and assist with day to day operations. She is very highly qualified, as she has served five years in Seattle Police Department's Advanced Training Unit and is a student of problem based learning.

Assistant Commander Anderson stated that she is very excited, but has a little bit of nervousness that she has never had before. She thinks it is because she has realized the importance of the position.

New Staff Introductions: Vadim Tarasov

Vadim has been with the WSCJTC for approximately two years. He was born in Russia and moved to the US (Washington) at an early age. He started at the WSCJTC as an intern and was later offered a full-time position.

He has always been fascinated with technology, which led him to website, software, and application development. Vadim currently manages the WSCJTC website, databases, and other various software applications as well as doing technical support around the agency. His hobbies include basketball, football, weightlifting, and, of course, learning more about technology and how it can benefit the WSCJTC.

New Staff Introductions: Valerie Jenkins

Valerie has been with the WSCJTC since May 2012, and is an administrative assistant/registrar for the Advanced Training Division. She gives daily support to the Child Abuse, Investigation, Defensive Tactics, and Firearms programs.

Valerie was born in Alabama, but lived most of her life in a little town in Colorado. She moved to Washington last year to be closer to her daughter, Stephanie, and her family. She has two beautiful granddaughters, Charlie (3) and Rilyn (five months). Her son, Joey, is stationed at Fort Campbell in Kentucky and just finished AIT where he graduated at the top of his class as a crew chief for the Kiowa Helicopters.

Prior to working at the WSCJTC, she worked at the Colorado Department of Corrections in the re-entry division.

Her hobbies include football, boating, camping, reading, and watching television.

BLEA Curriculum Rewrite

BLEA staff will be working with Tony Anderman and Ruth Zschoche on this project along with stakeholders, PTOs, and FTOs.

Greg Seville will be brought in to help staff formulate and put the next phase of our PBL curriculum together.

They will be looking at what the basic law enforcement officer really needs when they graduate from the academy. The job task analysis and other information gathered will be used to determine if what we are offering in the BLEA is still necessary or if it needs to be changed. More practical exercise will be added, so we will need to determine how to make time for it.

This will be launched in the next few weeks, so an in-depth report will be given in December.

STAFF REPORTS

Human Resources

Greg Baxter, Human Resources Manager

Mr. Baxter gave a brief synopsis of the USSERA law: USSERA is a very strong federal law that was passed to supersede a lot of old, weak federal laws about the return of military veterans to their former employment. All state laws to the contrary are void, and a person returning from military service must be returned to their old job or a job of exactly the same duties, pay, status, and responsibilities as close to immediately as can be done. The responsibility is on the employer. The law very specifically does not require employers to return them to work if they have expired licenses of some kind (e.g. attorneys, nurses, airline pilots, law enforcement officers).

The Commission wants to find a way to support the responsibilities of chiefs and sheriffs to restore their returning veterans quickly and safely. The Commission has statute authority to restore lapsed certification on an individualized basis and take into account what chiefs and sheriffs think is the appropriate amount of time to return an officer safely to previous duties.

Tisha Jones added that RCW 43.101.125 specifically states that a peace officer's certification lapses automatically when there is a break in service of more than 24 consecutive months as a full-time, fully commissioned law enforcement officer. There is a WAC that allows officers with a 24-60 month break in service to go through the equivalency academy and more than 60-month break in service to go through the full basic.

Waiver Request: Barbara Werner, Washington State Patrol

Tisha Jones, Certification Manager

The Washington State Patrol is requesting that the Commission grant Trooper Werner refresher training in order for her to meet the requirements set forth in WAC 139-05-210.

Background: Trooper Werner incurred a four year and five month break in service; therefore, her certification lapsed. In accordance with WAC 139-05-210, she is currently eligible to attend the equivalency academy.

Chief Batiste has asked that the Commission allow Trooper Werner to go through a Washington State Patrol specifically designed refresher training and testing of over 300 hours in the core disciplines of Emergency Vehicle Operations, Control Tactics and Weapons, Collision Investigation, and Legal Issues. The training will conclude with a four-week field training program. Both of these training segments would be extended as needed to ensure competency before returning Trooper Werner to full duty.

Based on Trooper Werner's 11 years of experience as a Washington State certified peace officer and the proposed training plan, the staff recommendation is to approve the request with stipulations. Stipulations: (1) Trooper Werner must submit a Peace Officer Certification Application no later than September 19, 2013, (2) the Washington State Patrol must provide the WSCJTC with a final status report of Trooper Werner's refresher training program no later than December 6, 2013, and (3) upon successful completion of the refresher training program, the WSCJTC will approve the application for Peace Officer Certification.

Captain Lamoreaux stated that they are hoping to formalize this new refresher program, as they currently have a program specific for troopers returning from limited to full duty. That program is typically for people who have been out for one year or less, so they are going to develop a return to work protocol for those who have been out for up to 24 months, 24-60 months, and 60 months or more. All of the training will be documented and signed off on.

The Vice Chair congratulated the Washington State Patrol for putting together the training program, taking the initiative, and presenting a plan to the Commission. He also thanked Trooper Werner for her service to the country.

Commissioner Batiste abstained from the vote.

Commissioner Elfo made a motion to accept the request based on the staff's recommendation. Commissioner Lucas seconded the motion. The motion carried unanimously.

**Waiver Request: Cruz Garcia, West Richland Police Department
Tisha Jones, Certification Manager**

The West Richland Police Department is requesting an exemption for Mr. Garcia to attend the 80-hour equivalency academy.

Officer Garcia was employed as a full-time officer for West Richland Police Department effective July 8, 2013.

Background: On August 4, 1996, Mr. Garcia was employed as a Police Officer with the Pasco Police Department. On November 26, 2004, Mr. Garcia was deployed to active military duty. In January 2006, he returned from military service where he resumed his position as a police officer with the Pasco Police Department conducting patrol and SWAT related duties. In May 2007, Mr. Garcia accepted a position with DynCorp International as an International Police Liaison Officer. In 2009, his contract was

completed and he accepted employment with Torres AES in Falls Church, VA. In July 2010, he accepted employment with MPRI/Engility in Alexandria, VA.

He had approximately 10 years of service as a certified law enforcement officer in the state of Washington and seven years as an independent military contractor.

The West Richland Police Department has put Mr. Garcia through 44-hours of skills based training which consisted of defensive tactics, firearms, Taser, EVOC, chemical agents, and use of force.

After a comprehensive review of the records provided by the West Richland Police Department and his 10 years as a certified peace officer in the state of Washington in conjunction with his seven years of being an investigator/advisor in which the tactical elements of law enforcement were required, it appears as though the only thing missing is the criminal law and criminal procedures that pertain to Washington State. The staff recommendation is to approve the request and require Officer Garcia to attend the equivalency academy in lieu of the Basic Law Enforcement Academy.

Captain Escalera stated that Officer Garcia is already going through the agency's 15-week field training officer program.

Commissioner Lucas made a motion to approve the waiver request. Commissioner Stidham seconded the motion. Chairman Myers opposed; the motion carried.

Commissioner Hohenberg suggested that a Commissioner workshop or retreat be scheduled to evaluate the waiver process, as the standard is a moving target.

The Chair stated that a workshop would be scheduled to discuss the Executive Director's performance, waivers, and where the agency is with the Strategic and Work Plans.

Waiver Request: Bradley Staab, Westport Police Department
Tisha Jones, Certification Manager

The Westport Police Department is requesting an exemption for Officer Staab to attend the 80-hour equivalency academy. He was hired on August 7, 2013.

Background: Officer Staab graduated from the Parks Law Enforcement Academy in 2007. The Parks Law Enforcement Academy is a 720-hour academy accredited by the Federal Law Enforcement Training Accreditation Board and administered through a cooperative effort between Skagit Valley College and the Federal Law Enforcement Training Center (FLETC). He was employed as a law enforcement ranger with full police power and authority within the Washington State Parks and Recreation Commission for five years.

In 2005, Mr. Staab achieved a Bachelor Degree in History from Central Washington University.

Ms. Jones stated that the basic academy that Mr. Staab attended is equivalent to the Reserve Academy. The training provided on the training history appears to be associated with required in-service training for the agency by which he was employed.

We recognize he has worked additional assignments in which he has assisted other law enforcement agencies, but cannot correlate those assignments to the Basic Law Enforcement Academy curriculum.

The staff recommendation is to deny the request and require Officer Staab to attend the Basic Law Enforcement Academy.

Commissioner Elfo made a motion to deny the waiver request. Commissioner Lucas seconded the motion. The motion carried unanimously.

Staff Action Appeal: Timothy Schneider, Winlock Police Department
Tisha Jones, Certification Manager

The Commission has granted staff members to make decisions without the issue going before the Commission.

Background: In February 2013, Ms. Jones was contacted by Winlock Police Chief Terry Williams inquiring about the certification status of Timothy Schneider. According to WSCJTC records, his certification is valid; however, the database showed him as employed with the Klickitat County Sheriff's Office.

It was discovered that the Klickitat County Sheriff's Office had failed to submit a Notice of Officer Separation, so Ms. Jones informed Chief Williams. Ms. Jones was under the impression that Mr. Schneider worked for Klickitat County Sheriff's Office, but Chief Williams is claiming that he works for Sherman County Sheriff's Office in Oregon. The Chief stated that Mr. Schneider's certification was revoked in the state of Oregon; therefore, Ms. Jones contacted the state of Oregon and requested a copy of the findings. She also contacted the Klickitat County Sheriff's Office to request a Notice of Officer Separation. The current Sheriff checked the "yes" box indicating disqualifying misconduct and submitted it to Ms. Jones.

After reviewing the information from Oregon, she discovered that Mr. Schneider's conduct in Oregon did not meet our criteria for disqualifying misconduct. However, there was a reference in regard to his resignation in lieu of termination that was taken into consideration.

Mr. Schneider had a break in Washington State law enforcement service as a full-time, fully commissioned peace officer that was greater than 60 months following his departure from the Klickitat County Sheriff's Office.

Based on all of the information, Ms. Jones informed the Chief and Mayor of Winlock that the WSCJTC was not going to deny his application for peace officer certification; however, the staff recommendation was that he attend the full Basic Law Enforcement Academy due to the more than 60-month break in service.

A waiver was granted for him to continue working based on the time it has taken to conduct the investigation. Mr. Schneider is appealing the staff decision; therefore, a decision is being sought through the Commission.

Commissioner Wells asked if Mr. Schneider's law enforcement service in Oregon would have been recognized should his certification not been revoked.

Ms. Jones stated his service would have been recognized.

Mr. Schneider stated that he has been in full-time law enforcement for approximately 18 years. He was hired by the Klickitat County Sheriff's Office and completed BLEA Class 455 in 1996. He worked full-time with that agency until September 2004.

Since graduating from the academy, he has approximately 2-3 thousand hours of specialized training. In September 2004, he resigned from his position at Klickitat County. At that time there was an ongoing investigation in regard to a case report/management issue. That issue, under then Sheriff Chris Mace, was never completed and he was never disciplined.

He accepted a position with Sherman County Sheriff's Office. He was terminated; however, his certification was not revoked until June 2013. He has only had a seven-month break in service; not a more than 60-month break in service.

The Mayor asked that the Commission consider the equivalency academy as opposed to the full basic based on his continued service.

Commissioner Newlin made a motion to affirm the staff decision that Mr. Schneider must attend the full Basic Law Enforcement Academy in order to become a certified peace officer in the state of Washington. Commissioner Stidham seconded the motion. The motion carried unanimously.

WAC Rule Review

Sonja Hirsch, Rules Coordinator

WAC 139-05-210: Basic Law Enforcement Certification of Equivalency

These changes are being made to provide clarity and to streamline the existing process and requirements.

The Chair added that verbiage needs to be added clarifying that only peace officers in good standing are eligible for the equivalency process.

Commissioner Hohenberg stated that it doesn't matter if other states' revocation criteria are different than ours; it is similar to a person's driver's license being suspended in another state. If they are not in good standing, they should have to go through the entire process in Washington State.

A public hearing will be held for these changes on December 11, 2013, at 10 AM.

WAC 139-05-241: Sponsored but Non-employed Applicants to the Basic Law Enforcement Academy

These changes are being made to provide guidelines for law enforcement agencies who wish to sponsor an applicant for basic law enforcement training who is not employed by or volunteering for the agency as a fully commissioned law enforcement officer.

The Chair stated that he is not comfortable with a self-sponsor being accepted into the Basic Law Enforcement Academy; they need to be part-time, full-time, or a volunteer that the agency is sponsoring.

The Vice Chair would like to only see reserve officers allowed to be sponsored under WAC 139-05-241.

A public hearing will be held for these changes on December 11 at 10 AM.

WAC 139-06-140: Hearing on Petition for Eligibility for Certification or Reinstatement of Certification

These changes are being made to outline steps for filing a subsequent petition for reinstatement of certification after a hearing panel has denied the initial petition for reinstatement.

Commissioner Hohenberg stated that a peace officer should have to wait five years rather than three to file a subsequent petition.

Commissioner Newlin stated that they should only get one additional petition after having one denied.

A public hearing will be held for these changes on December 11 at 10 AM.

Hearing Panel Member Approval
Sonja Hirsch, Hearing Coordinator

Arlington Police Detective Sergeant Jonathan Ventura has been in law enforcement for over 13 years and fits all of the criteria to serve as a hearing panel member. In addition, a letter of support was submitted by his supervisor, Commander Brian DeWitt.

Commissioner Lucas made a motion to approve Detective Sergeant Ventura as a hearing panel member. Commissioner Elfo seconded the motion. The motion passed unanimously.

Stillaguamish Tribal Police Chief Joe Orford has been in law enforcement since 1998 and Chief of the Stillaguamish Tribe for the last three years. He fits the criteria to serve as a hearing panel member.

Commissioner Batiste made a motion to approve Chief Joe Orford as a hearing panel member. Commissioner Stidham seconded the motion. The motion passed unanimously.

BLEA Update
Dave Bales, BLEA Commander

Hiring: Hiring has picked up tremendously around the state; therefore, two additional BLEA classes have been added. One will begin on October 22 and the other will begin on December 4. There are approximately 160 people currently on the waiting list after the two new classes have been added.

Curriculum Rewrite: Issues in the curriculum have been discovered by stakeholders and recruits. Some of the issues will be fixed immediately, as they cannot wait for a full rewrite of the curriculum.

Commander Bales will attend the Fall WASPC Conference and several chiefs and sheriffs meetings across the state. FTOs and PTOs will be invited to train to become monitors and observers for the WSCJTC. The FTOs and PTOs will be able to go back to their agencies with a clear idea of what is being taught in the BLEA. It will also be helpful to get input from the trainers and stakeholders at the agencies about what they are seeing when the recruits come out of the academy; what is working and what is not.

We all know that law enforcement officers need to be proficient in first aid, but there are so many places to obtain the training and certification. Many recruits come to the BLEA and already have first aid certification, so the eight-hour block of first aid instruction could be better utilized by mock scenes and/or practical testing. If a recruit doesn't have first aid, the agency could take care of it or the WSCJTC could have an instructor come in outside of normal classroom hours. Staff will look into this further and may start this new process during the first of the year.

Commissioner Lucas said that most agencies have enough time between when they hire a person and when they are sent to the academy that the agency is able to provide the first aid training.

The Director stated that the Department of Fish and Wildlife puts on a tactical first aid class, so the WSCJTC might be able to refer agencies to their training as it is more practical.

The Deputy Director added that with the addition of the two BLEA classes, a supplemental budget will be submitted.

In addition, housing for mandated students is an issue and recruits are being housed in hotels.

Commander Bales announced that, due to the increase in classes, more TAC Officers are needed. He would appreciate the Commissioners' help in spreading the word to fellow chiefs and sheriffs.

Corrections Update

Pam Clark, Corrections Division Commander

There has been a gradual increase in academy enrollment.

Courtroom security has been transferred from the Advanced Training Division to the Corrections Division, because it fits with the division's training and stakeholders.

Corrections Division staff continues to go out and meet with stakeholders to get an idea of their training needs and whether or not we are meeting their needs.

Off-duty Private Security Agency Work in Washington Bulletin

Greg Baxter, Human Resources

Rachelle Parslow, Private Security Program Supervisor

Mr. Baxter explained that a couple of months ago Department of Licensing investigators asked the WSCJTC to confirm whether or not a list of 200 people qualified for the statutory exemption that allows people to be armed private security. They wanted to confirm that the people were current employees of state, federal, or local law enforcement agencies. Forty people on the list were found to be unqualified for the

sworn officer exemption because they had never been in law enforcement or they were former law enforcement officers some of which were still certified. All of those people could be prosecuted for the gross misdemeanor of working as an unlicensed, armed security guard.

DOL then revealed that 100 Seattle Police Officers on the list could also be prosecuted. Their permission from the Seattle Police Chief, to be armed private security, does not extend outside the city of Seattle. Many of which were working in a Seattle Police Uniform in Kent and Tukwila. They are not licensed in Kent or Tukwila, they don't have any license at all; therefore, they are committing a criminal offense.

The WSCJTC promptly put out a notice to law enforcement agencies about how one gets the sworn officer exemption. The document was drafted by WSCJTC, DOL, and AG staff. Department of Licensing is distributing the document to private armed security companies, so they understand the law.

This is not a new law; DOL is just starting to enforce it more vigorously.

If a person is drawing a paycheck from a licensed private security company, the worker must be working in the jurisdiction that has given them permission to work. The person must have a license or they cannot wear a uniform, carry an agency issued weapon, or depict themselves as a member of law enforcement in any way. Or they can wear a uniform, carry a weapon, and depict themselves as a member of law enforcement if they have a sworn officer exemption in that jurisdiction.

The Commission requested a flow chart be created to accompany the bulletin. Ms. Parslow will work with Mr. Baxter to create the chart and send it to the AAG's Office for approval before distribution.

Advanced Training Update

Tony Anderman, DARPA Project Manager

Ruth Zschoche, Researcher

The Defense Advanced Research Project Administration (DARPA) has tasked many different individuals throughout the country to come up with products for the Strategic Interaction Modules (SSIM) project. So far, the WSCJTC team is the only one to provide a deliverable product as specified in their Statement of Work (SOW).

Over the last two years, social scientists, psychologists, and anthropologists on teams within the SSIM project have completed approximately a year and a half of research. Dr. Ruth Zschoche analyzed this information, provided the vital data to Tony Anderman, and together they devised the Tactical Social Interaction (TSI) curriculum. The course was designed to help warfighters learn how to understand, demonstrate, and evaluate the competencies required for successful tactical social interactions.

A pilot of the 40-hour TSI Training course was held in Spokane on June 24-28, 2013. The class included 15 Reserve Airmen from Fairchild Air Force base and five, full-time Washington State law enforcement officers. In the course, the students were taught how to maintain tactical awareness while conducting successful social interactions with a civilian population dissimilar from themselves. Scenarios of contact could include domestic operations, overseas missions, and encounters in personal life.

