



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

COMMISSION MEETING

Wednesday, September 11, 2024
10 A.M.

COMMISSION MEMBERS PRESENT

Penelope Sapp (Chair), Chief, Kitsap County Jail
Tim Reynon (Vice Chair), Tribal Representative, Puyallup Tribe
De'Sean Quinn, Councilmember, City of Tukwila
Erik Scairpon, Chief, Marysville Police Department
Ryan Dreveskracht, Attorney Presiding over Law Enforcement Practices and Accountability (Virtual)
Mike Webb, Attorney General's Office Designee
Kurtis Robinson, Community Member – East of Cascades (Virtual)
Darryl Barnes, Officer or First Line Supervisor, Adams County Sheriff's Office (Virtual)
Jeffrey Anaya, Officer or First Line Supervisor, Vancouver Police Department
Walter Kendricks, Community Member – East of Cascades (Virtual)
Annalisa Thomas, Community Member (Virtual)
Katrina Johnson, Community Member
Bart Logue, Member with Civilian Oversight Over Law Enforcement
Velma Lockrem, Tribal Police Officer (Virtual)

Present after Roll Call:

Nickeia Hunter, Community Member (Virtual)
Trishandra Pickup, Community Member (Virtual)

WSCJTC STAFF PRESENT

Monica Alexander, Executive Director
Stephanie Huffman, Executive Assistant
Jerrell Wills, Deputy Director (**Virtual**)
Kimberly Bliss, Assistant Director, Certification
Nadia Fiorini, Commander, Basic Training Division
Lacey Ledford, Legislative Liaison
Valerie Jenkins-Weaver, Certification Division Operations Manager
Mike Devine, Certification Division Investigations Manager
Alex Buijs, LETSCA Program Manager (Virtual)
Kayla Wold, Hearings Coordinator
Renee Berry, Policy & Accreditation Manager

Marisa Peer, Human Resources Manager
Lauren Caputo Allen, Community Liaison Manager
Gunner Miller, Communications Intern

AG's STAFF PRESENT

Justin Kato, Assistant Attorney General, WA State Attorney General

Welcome

Penelope Sapp, Commission Chair

Chair Sapp called the meeting to order at 10:00 A.M. **Stephanie Huffman** conducted a roll call of the Commissioners. A quorum was present.

FORMER CHAIR'S REPORT

De'Sean Quinn, Commissioner

Commissioner Quinn spoke of his gratitude for the commission and Executive Director Alexander during his time as Chair and recalled some of the major achievements the commission had and his motivations to be involved in this work.

CHAIR'S REPORT

Penelope Sapp, Commission Chair

Chair Sapp spoke to former Chair Quinn and thanked him for his time as Chair.

EXECUTIVE DIRECTOR'S REPORT

Monica Alexander, Executive Director

Director Alexander thanked Commissioner Quinn for starting the meeting off on a positive note. The WSCJTC currently has 275 recruits and seven academy classes running on the Burien campus. There is currently one Corrections Officer Academy (COA) class at each of the campuses in Burien, Spokane, and Vancouver. Additionally, there is a Basic Law Enforcement Academy (BLEA) class currently in Pasco. The Spokane campus is running its first COA class. For comparison, the WSCJTC built jail cells in the Vancouver regional academy to resemble a jail. In Spokane, they have made it work without jail cells. **Director Alexander** thanked Sheriff Nowels for letting WSCJTC use their facility in Spokane. The WSCJTC is starting COA classes close together, because the agency was given funding for nine additional COA classes.

Two days ago, Director Alexander signed the lease for a regional academy in Arlington, WA. The WSCJTC anticipates opening in February of 2025. **Commissioner Webb** commended Director Alexander getting the regional academies up and running. He asked if the Vancouver campus is open. **Director Alexander** responded that the Vancouver academy is open and on its second academy class and second BLEA class. She spoke highly of the Vancouver facility and space.

Commissioner Webb asked how close the WSCJTC is to meeting the goal of a 30-45 day wait for admission into the academy from hire. **Director Alexander** said the WSCJTC has already reduced the wait time for BLEA from one year down to 30 days and hopes to reduce the wait time for COA. **Commissioner Scairpon** asked if there are plans to run COA in Arlington, too. **Director Alexander** said it depends on space and whether there are enough recruits to fill a class. The WSCJTC must be able to modify the area to create jail cells for COA. **Commissioner Logue** said he visited the Spokane regional academy again and participated in mock scenes. He also went to a graduation at the Spokane academy. He asked how he can be informed about regional academy graduations and events in the future. **Director Alexander** said that all graduations are posted on our website, but that WSCJTC can send out emails notifying commissioners ahead of each graduation moving forward. **Commissioner Robinson** also welcomed advanced notice from the WSCJTC of upcoming graduations. **Commissioner Barnes** thanked Director Alexander. Several of his deputies have graduated from the Pasco academy. **Commissioner Pickup** stated that for the last few meetings, she has not received her meeting link. She asked if this could be corrected for the future.

Commissioner Logue offered his assistance in mock scenes if the WSCJTC needs actors. **Executive Director Alexander** said that Deputy Director Wills will pass along that Commissioner Logue had volunteered to assist. She asked other commissioners to reach out if they want to participate in mock scenes. **Commissioner Quinn** discussed the rules around not speaking on behalf of the commission; however, he stated commissioners are in a position to share information and help educate. He used an example of how being in his role, in budget conversations about funding public safety, it would be helpful to have more communication from the WSCJTC with important information. **Director Alexander** stated that in October, she will give a "State of the CJTC" address. **Commissioner Robinson** stated it is very stark the work that the WSCJTC has done to get to this point. **Director Alexander** gave credit to Deputy Director Wills for his work on the curriculum. In addition, in the last legislative session, we are now able to pay 100% of every recruit's training. That money is given back to the agencies. **Commissioner Thomas** asked what WSCJTC saw that needed changing in the organization. **Director Alexander** stated there was too much downtime on campus and recruits were not prepared for report writing. In addition, Rich Peterson worked with the AG's office to rewrite the entire Use of Force program. His goal is to have officers not use force. **Deputy Director Wills** explained how the WSCJTC put together its new training curriculum using a very methodical approach. **Director Alexander** advised that people have asked her where to view the WSCJTC curriculum. **Deputy Director Wills** stated that the WSCJTC constructs the curriculum in Worldwide Instructional Design Systems (WIDS). It is distributed to the instructors and students through Learning Management System (LMS), which is ACADIS. Updates to curriculum are done in WIDS. **Vice Chair Reynon** asked if the system is documenting what students are taught. **Deputy Director Wills** responded in the affirmative. The entirety of what students are taught and on what day is archived in WIDS. **Vice Chair Reynon** pointed out that this ability to track training addresses one of the deficiencies highlighted in the Manny Ellis case. He is grateful to

hear we have implemented that system. **Executive Director Alexander** agreed and praised the new WIDS system. **Chair Sapp** commended Executive Director Alexander on lowering the wait time for BLEA and COA, managing multiple regional academies, and improving the curriculum in a short amount of time. She commended the Executive Director's leadership. **Commissioner Robinson** also commended the great work of the WSCJTC. He wants to be mindful of the culture beginning to shift. It is important to sustain this trajectory. The culture out there has created a lot of problems that we are trying to address. He wants these changes to grow and gain momentum.

Director Alexander stated the WSCJTC turned in the pre-design to the Office of Financial Management. The current facility is too small and there is not enough space. It is expensive to build an academy. We need dormitories, a new range, and more space. We are asking for \$953 million over six years. We have 36 acres here currently, but we need 72 acres. In the history of Washington, we have never built a police academy. **Commissioner Logue** asked what the WSCJTC requested as far as personnel. **Executive Director Alexander** said she asked for 65 new full-time employees (FTEs). This would include two TAC officers dedicated to each BLEA class and more people in Certification. **Commissioner Webb** clarified that the personnel FTEs are coming out of the operating budget. He asked if the capital improvements to the campus would be coming out of the capital budget. **Executive Director Alexander** responded yes. The WSCJTC has done a lot of repairs for the HVAC system. In addition, improvements include a new shooting range indoor ventilation system. That is a problem because of lead. The WSCJTC is also working on restroom and locker room refurbishment. **Commissioner Webb** asked for the cost estimate for the range. **Executive Director Alexander** said the cost is estimated to be \$2.9 million. It is really concerning that the range does not currently have proper ventilation because of all the lead. **Commissioner Webb** asked for clarification on whether \$2.9 million would increase the capacity of the range. **Executive Director Alexander** said no, it doesn't increase the capacity. It increases the safety of the range.

CERTIFICATION REPORT

Kimberly Bliss, Assistant Director, Certification

Assistant Director Bliss said that Certification is fully staffed with investigators. There are two Chief Investigators and eight investigators. Certification has a new Case Intake Review Manager who reviews all cases in intake to determine if they meet the standard to move on to investigation. Two supervisors review and approve cases that are administratively closed. Complainants may appeal administrative closures to the Assistant Director. Certification opened 792 cases in 2023 and closed 458 of those, a difference of 334 cases. Certification is working to produce the same reports that were presented prior to onboarding the new records management system. Those reports will be shared by the December commission meeting. She expects the public database will be updated in October. In addition, Certification will present data at future commission meetings on charged cases and their outcomes. These are cases

where the officer's certification is revoked. **Assistant Director Bliss** presented data on recent charged cases: eight officers surrendered their certification, six were revoked by default, one was revoked by hearing panel, and one case was settled. **Commissioner Logue** is very interested in the settlements and asked if there are guidelines. **Assistant Director Bliss** responded there are currently no written guidelines, but that Certification will not settle a mandatory decertification case; it must be a discretionary decertification, and the conduct cannot be egregious. The officer must have taken responsibility for their misconduct and be willing to participate in a rehabilitative process. **Assistant Director Bliss** said she is more likely to settle a case where we have proof issues at a hearing. **Commissioner Logue** asked if Certification has subpoena power. **Assistant Director Bliss** responded yes, but often a witness brought in by subpoena can become an adverse witness. The preference is to have voluntary witnesses. **Commissioner Logue** encouraged all commissioners to sit on a hearing panel. **Commissioner Robinson** asked who makes the assessment on whether a case is extremely egregious or less egregious, regarding cases that are settled. **Assistant Director Bliss** said the decision is made through the Investigations Division chain of command. It is discussed with the Attorney General's office, but ultimately the decision is made by the Assistant Director. The settlement has to go to the Executive Director for final sign-off. **Commissioner Robinson** asked if community input is provided regarding settlements. **Assistant Director Bliss** stated she meets with the Washington Coalition for Police Accountability monthly. They share concerns and feedback, which is taken into consideration when reviewing Certification processes. **Assistant Director Bliss** pointed to the Certification Action Summaries report that is in the Commission Packet; settlements are summarized in that document. **Commissioner Robinson** reiterated that community input should be included prior to agreeing on a settlement. **Assistant Director Bliss** said that settlements are confidential and cannot be discussed until finalized. **Commissioner Thomas** stated many commissioners live a far distance from Burien. More commissioners may be willing to be on hearing panels if the start time could be moved to 10am to allow for the commute. **Assistant Director Bliss** stated she would provide that feedback to the Administrative Law Judges (ALJs). She also stated that WSCJTC does have some virtual and hybrid hearings. **Commissioner Johnson** asked who monitors the officer's compliance with the terms of the settlement. **Assistant Director Bliss** responded that it is done by the Certification Division Operations Manager. The Certification Division will continue to provide this report to commissioners regarding charged cases, not just cases that go to a hearing as required by law. **Assistant Director Bliss** reviewed the status of cases that have already been charged. **Commissioner Quinn** expressed an interest in learning how many cases one would have to review to give a thoughtful analysis of the types of misconduct that results in revocation and come up with recommendations for process changes. **Assistant Director Bliss** explained she is currently working with stakeholders to streamline the hearing process. In addition, every year at WSCJTC, we are required to review and update our policies. Some of those policies need to come before the commission. **Assistant Director Bliss** noted that the Vice Chair pointed out after the last commission meeting how many of the revocations involve dishonesty. The Certification Division can present data on the top types of misconduct people are getting

revoked for. **Commissioner Quinn** welcomed more data on the underlying types of misconduct. **Assistant Director Bliss** added that she will never settle a dishonesty case. **Commissioner Logue** asked for information on mandatory decertification cases versus discretionary decertification cases. He also expressed interest in seeing a breakdown of cases by origin, to include public complaints, agency reports, and internally generated cases. **Assistant Director Bliss** said it is possible to include this information in future reports. The table of certification actions that was provided includes information on how the case originated. She also noted that some complaints are anonymous and some complaints come from other officers within an agency. . **Commissioner Logue** said he was interested in understanding if the complaint process works. **Assistant Director Bliss** said she would present in December on mandatory versus discretionary decertification.

NEW BUSINESS

Meeting Minutes

Commissioner Quinn moved to approve the June 2024 commission meeting minutes. **Vice Chair Reynon** seconded the motion. The motion passed unanimously.

Commissioner Quinn moved to approve the July 2024 special commission meeting minutes. **Vice Chair Reynon** seconded the motion. **Commissioner Anaya** motioned to amend the meeting to include his presence.

Commissioner Johnson motioned to approve the August 2024 special commission meeting minutes. **Commissioner Quinn** seconded the motion. The motion passed unanimously.

WAC 139-05-242 – Readmission to the Basic Law Enforcement Academy

Commander Nadia Fiorini & Legislative Liaison Lacey Ledford

Changes to the WAC include establishing more restrictive measures for academy readmission after policy violations; expanding examples of “major violations” to include harassment and discrimination; increasing the eligibility period for readmission from 24 months to 60 months; removing the current exception to this eligibility period; and establishing requirements and process for readmission following a dismissal for a major violation.

Commissioner Logue asked where the 60-month eligibility period for readmission came from? **Commander Fiorini** said that it is fair to increase the period to 60-months to apply for readmission to the academy after major violations. This move will increase public trust because the WSCJTC is taking violations very seriously. **Assistant Director Bliss** added that the WAC change aligns with the 60-month period in the revocation statute before an officer is allowed to petition for reinstatement. **Commissioner Quinn** spoke in support of the changes. He believes the changes increase transparency into the process.

WAC 139-10-222 – Readmission to Basic Correction Academies

Commander Nadia Fiorini & Legislative Liaison Lacey Ledford

Changes were made in line with the changes made to WAC 139-05-242. **Vice Chair Reynon** made a motion to approve both WAC changes. **Commissioner Logue** seconded. The motion passed unanimously.

Canine Procedure Update

Valerie Jenkins-Weaver, Certification Operations Division Manager

Sergeant Jason Naias; Whatcom County Sheriff's Office

Mike Devine, Certification Division Investigations Manager

Valerie Jenkins-Weaver presented proposed changes to canine fentanyl procedures. **Commissioner Logue** asked whether the dogs will be required to have this specific skill set before agencies get them. He also asked if there is potential harm to the dogs inhaling or ingesting fentanyl. **Sergeant Naias** responded that there is potential harm to the canines. During training, exposure is limited. When they are training, they can put the fentanyl in containers, so the dogs don't ingest it. **Chair Sapp** asked about the safety of the dog in a jail setting and what is taught to handlers. **Sergeant Naias** responded that certified instructors teach handlers not to search in areas that the handler hasn't visually scanned. They also limit exposure with leashes. **Commissioner Robinson** commented that the best practices should include guidance on dealing with people under the influence of fentanyl. **Valerie Jenkins-Weaver** clarified that this particular request is based on the bill. She will take his comments into consideration at the next workgroup meeting and put some of that language into policy. **Commissioner Quinn** commented that it may be true that best practices on this topic are evolving. **Valerie Jenkins-Weaver** responded that there will be drug exposure kits. **Vice Chair Reynon** asked if best practices take into consideration people that are under the influence aren't always able to comply with commands. **Commissioner Barnes** clarified the distinction between a patrol canine and a narcotics canine. **Mike Devine** said that the house bill required at least a set of recommendations from industry experts on narcotics canines. There is a report from the experts. **Commissioner Scairpon** asked whether there are any Washington Administrative Code (WAC) changes for the certification program. **Valerie Jenkins-Weaver** responded that it was in the bill that the WSCJTC needed to create a model policy.

Commissioner Logue made a motion to approve the WAC changes. **Commissioner Anaya** seconded the motion.

Commissioner Quinn noted that now a distinction had been made between patrol canines and narcotics canines, the earlier action that was requested by Commissioner Robinson would no longer be valid or relevant to narcotics canine best practices. **Commissioner Scairpon** said that

in some instances, there is a patrol dog that is dual certified in narcotics detection. **Sergeant Naias** said existing case law limits interaction between dogs and people. We are governed by those laws more so than any policy.

The motion passed unanimously. **Commissioner Robinson** later raised his hand to state for the record of his abstention from this vote, which he recorded in the meeting chat.

Canine Evaluator Application

*Valerie Jenkins-Weaver, Certification Operations Division Manager
Sergeant Jason Naias; Whatcom County Sheriff's Office*

Valerie Jenkins-Weaver presented a canine evaluator candidate. While highly experienced and qualified, the candidate is missing one instructor development requirement to be a canine evaluator. He will fulfill that requirement in October. **Commissioner Logue** asked if the law required that the individual complete this course. **Sergeant Naias** said it is not in a WAC, but it is in the model policy. **Commissioner Barnes** asked whether the individual has taken any comparable classes. **Valerie Jenkins-Weaver** said she did submit for a waiver to the instructor development program manager, who has not had a chance to review all the documentation. **Sergeant Naias** emphasized that the candidate is more than qualified to meet this requirement. **Vice Chair Reynon** asked the Attorney General's (AG) representative if this individual's lack of meeting the one requirement for canine evaluator certification would cause any problems, such as impacting criminal cases that the canine is involved in. **Justin Kato** stated he did not believe so, based on what he could see of the extensive training this individual has completed. **Vice Chair Reynon** asked if there is any reason we cannot wait until he completes the class in October. **Valerie Jenkins-Weaver** responded we would have to push it out to the next commission meeting, which is in December. This delay would impact training. We pushed to get this approved today because of the emergency that is happening with fentanyl. Multiple commissioners, including **Commissioner Scairpon** and **Commissioner Quinn**, requested that the commissioners be notified when the individual receives a certificate of completion for the instructor development course.

Commissioner Logue made a motion to approve the application. **Commissioner Johnson** seconded the motion. The motion passed unanimously.

2024 LETSCA IIT Best Practices Annual Review

Alex Buijs, LETSCA Program Manager

Alex Buijs presented the Independent Investigative Team (IIT) best practices review. The ad hoc committee met on July 31, 2024, to receive stakeholder input and provide edits to best practices.

The first proposed edit is pertaining to the proposed agency responsibilities.

Commissioner Quinn said he sees the purpose of the proposed edits. **Commissioner Scairpon** stated there are fewer edits to the best practices during this annual review. The IITs operating around the state understand the rules. He also stated that the Office of Independent Investigations (OII) will be up operating by this December. We may change best practices next year based on their feedback. We are making good progress. **Commissioner Quinn** asked how the commission can communicate it out to get awareness and acceptance. **Director Alexander** stated that they do a lot of stakeholder work. Alex meets with agencies. They know this document exists, because it was a requirement for the WSCJTC to create it. **Alex Buijs** explained the stakeholder work she does, to include email distribution list updates, receiving input from stakeholders, and feedback from IIT representatives. Additionally, a commander meeting has been held two years in a row. **Commissioner Webb** asked about the family liaison notification. The best practice says the notification should be done in person, without a uniform, but the agency must allow that. **Alex Buijs** continued the presentation and confirmed that the ad hoc committee added language that it is a best practice to notify the family in clothing besides a uniform, if feasible and allowed by agency policy. **Commissioner Logue** commented that the document has a lot of “will” and “shall.” If something is a best practice, Commissioner Logue suggested removing the wiggle room. **Commissioner Scairpon** said the feedback received was that we need to more empathetically deliver the message, which could mean not wearing a load-bearing vest and uniform. **Commissioner Barnes** stated his agency consists of 18 people who are dressed for patrol. He stated it wouldn’t be reasonable to send him home to get into plain clothes in order to come back and make that notification; they want to notify the family in a timely manner. **Commissioner Thomas** stated she takes issue with that. In most cases, you have a change of clothes in your vehicle. As someone who has experienced this personally, she expressed it is extremely traumatic to have an officer with a gun on their hip come to your door to inform you of a loved one being killed in an officer-involved shooting. **Commissioner Thomas** believes officers should make the accommodation, even if it takes an extra 20 minutes. **Vice Chair Reynon** agreed that it is traumatic for families to receive this notification from an officer. He stated a best practice would be for non-uniform officers, or even non-law enforcement officers, to make the notification to the family. He suggested the commission take this conversation to the WAC. Potentially non-law enforcement officers should make that notification to the family. **Commissioner Logue** again pointed out another place where the word “should” should be removed. **Commissioner Quinn** asked Commissioner Scairpon if he agrees with removing that word. He wants to make sure everyone is clear on the “why.” **Commissioner Scairpon** stated that it is a trauma-informed approach to make the notification in plain clothes. **Commissioner Thomas** stated she has worked with community service officers before who wear an identification tag but do not carry a gun. She believes this issue is very easily solved by officers carrying a change of clothing in their car so they can make this notification without their uniform.

Commissioner Webb made a motion to remove the following words in parentheses from the best practices: “(if permitted by the employing agency).” **Commissioner Logue** seconded the motion. **Commissioner Robinson** spoke about how important it is to continue to address trauma in future discussions. The motion passed anonymously.

Alex Buijs continued presenting changes to the best practices. Language was changed to allow the impacted individual or family to waive their right to regular updates from the family liaison, and they may also opt back in to regular updates if they previously waived those rights.

Commissioner Quinn asked if this is consistent with OII. **Commissioner Scairpon** responded in the affirmative.

Vice Chair Reynon motion to adopt the model policy with the previously approved amendment. **Commissioner Webb** seconded the motion. The motion passed unanimously.

Hearing Panel Member Applications

Kayla Wold, Hearings Coordinator

Kayla Wold presented applications from the following hearing panel applicants: Eric Drever, Tukwila Police Chief; Tina Jones, Camas Police Chief; Summer Scheyer, Skamania County Sheriff; and Sharon Suzanne McDowell, member of the public.

Commissioner Quinn stated one of the applicants is the Chief of the agency where he is a councilmember. He asked whether he should recuse himself from the vote. **Justin Kato** said that commissioners could abstain if they feel uncomfortable. He said if commissioners felt they could make an unbiased decision, it would not be inappropriate for them to participate in the vote.

Commissioner Barnes also stated his intent to recuse himself on voting for one of the applicants.

Commissioner Scairpon motioned to approve the first hearing panelist application for Eric Drever. **Commissioner Logue** seconded the motion. **Commissioner Quinn** abstained from the vote. The motion passed unanimously.

Commissioner Scairpon motioned to approve the hearing panelist application for Tina Jones. **Commissioner Quinn** seconded the motion. **Commissioner Barnes** abstained from the vote. The motion passed unanimously.

Commissioner Anaya motioned to approve the hearing panelist application for Summer Scheyer. **Commissioner Logue** seconded the motion. **Vice Chair Reynon** noted that Sheriff Scheyer presented a variance request a couple meetings ago that was declined. It raised red flags about her understanding and acceptance of CJTC standards. **Commissioner Logue** stated

that different perspectives should be included in the hearing panel. He doesn't have any issue with Sheriff Scheyer being on a hearing panel. The motion passed unanimously.

Commissioner Logue made a motion to approve the hearing panelist application for Sharon McDowell. **Commissioner Anaya** seconded the motion. **Vice Chair Reynon** asked whether this individual can be approved if she does not have a background in police accountability. **Kayla Wold** clarified that she applied for the position of member of the public. The motion passed unanimously.

CLOSING

Chair Sapp adjourned the meeting at 12:41 P.M.

Next Meeting: December 11, 2024, 10 A.M., WSCJTC
--

Written by:	<u>Lauren Caputo Allen</u>	<u>1/22/2025</u>
	Lauren Caputo Allen, Community Liaison Manager	Date
Reviewed by:	<u>Monica Alexander</u>	<u>1/23/2025</u>
	Monica Alexander, Executive Director	Date
Approved by:	<u>Penelope Sapp</u>	<u>1/25/2025</u>
	Penelope Sapp, Commission Chair	Date