

Phone: 206/835-7372

Email: stephanie.huffman@cjtc.wa.gov

Criminal Justice Training Commission

Location: WSCJTC Commission Room, Burien WA and Zoom

June 11, 2025 – 10:00 a.m.

	> Welcome	Chair Sapp
	➢ Roll Call	Crystal Hice
	 Chair's Report Public Comments Mr. Kyle Wheeler Mr. Mitch Patton Mr. Shawn Malott Bylaws 	Chair Sapp
	 Director's Report Certification Report 	Executive Director Alexander Assistant Director Bliss
	 New Business March 2025 Meeting Minutes 	Chair Sapp
	 One-off Trainers for Local Law Enforcement 	Commissioner Johnston
	 WAC 139-07-010 Conditional Offers of Employment 	Assistant Director Bliss, Lacey Ledford
	 Variance Requests Kalispel Tribal PD Stevens CO SO Nisqually Public Safety 	Certification Operations Division Manager Weaver
Commission Chair: Chief Penelope Sapp, Kitsap County Jail Phone: 360/337-4514 Email: penelope.sapp@commissioner.cjtc.wa.gov	 Canine Evaluator Applications o Erik Prange o Devon Stratton 	Certification Operations Division Manager Weaver
Commission Vice Chair: Tim Reynon, Tribal Representative, Puyallup Tribe Phone: 253/ 363-6129	LETCSA Policies	Alex Buijs & Kayla Wold
Email: tim.reynon@commissioner.cjtc.wa.gov Executive Director: Monica Alexander, WSCJTC Phone: 206/835-7372 Email: monica.alexander@cjtc.wa.gov Executive Assistant:	 Certification Hearing Panel Member Applications Audrey Hoover (Member of the Public) Officer Walter Roderick (Skokomish Tribal PD) 	Kayla Wold
Stephanie Huffman, WSCJTC		

NOTICE: This meeting will be recorded.



- o Sergeant Jesus Rojas (Yakima Co So)
- Sheriff Susana Johnson (Snohomish Co So)
- Adjourn

Chair Sapp

Commission Chair: Chief Penelope Sapp, Kitsap County Jail Phone: 360/337-4514 Email: penelope.sapp@commissioner.cjtc.wa.gov

Commission Vice Chair: Tim Reynon, Tribal Representative, Puyallup Tribe Phone: 253/ 363-6129 Email: tim.reynon@commissioner.cjtc.wa.gov

Executive Director: Monica Alexander, WSCJTC Phone: 206/835-7372 Email: monica.alexander@cjtc.wa.gov

Executive Assistant: Stephanie Huffman, WSCJTC Phone: 206/835-7372 Email: stephanie.huffman@cjtc.wa.gov

NOTICE: This meeting will be recorded.

From:	Caputo Allen, Lauren (CJTC)
То:	Huffman, Stephanie (CJTC)
Subject:	FW: Public Comment - June 11th
Date:	Tuesday, May 20, 2025 8:04:18 AM
Attachments:	image001.png

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Lauren Allen Community Liaison Manager | Certification Washington State Criminal Justice Training Commission Phone: 206 551-5490 Email: lauren.allen@cjtc.wa.gov

From: Kyle Wheeler <kyle88wheeler@gmail.com>
Sent: Monday, May 19, 2025 8:09 PM
To: Caputo Allen, Lauren (CJTC) <Lauren.Allen@cjtc.wa.gov>; AllVoices (CJTC)
<cjtcallvoices@cjtc.wa.gov>
Subject: Public Comment - June 11th

External Email

Hi CJTC,

Please rescind my prior comments for brevity sake and include this comment and only this comment in your June 11th packet for commissioners.

Though my prior public comment in your march meeting was submitted as a public comment, it was also a formal complaint of a potential violation of expectations outlined in your bylaws. I understand not providing responses to routine public comment, but not providing a response to a concern of a potential violation by a commissioner would be really gross optically and I care enough still to say that to y'all explicitly. I recognize most members of this commission will need to take some time in their busy lives to do enough research into my prior comments and the larger journey leading to them to begin to understand exactly what I am referencing and I sincerely hope you will do that.

I will respectfully ask this commission to consider a formal reply to my prior bylaw concern which falls within the commission's purview. Human to human: please don't leave something like that on the record with no reply.

Thanks,

Kyle Wheeler

From:	<u>Caputo Allen, Lauren (CJTC)</u>
To:	Huffman, Stephanie (CJTC)
Subject:	FW: WSCJTC Complaint #2025-0000204
Date:	Monday, May 19, 2025 9:12:27 AM
Attachments:	image001.png
	Internal Affairs Report on Deputy Taylor (1) (1) (1).pdf

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Lauren Allen Community Liaison Manager | Certification Washington State Criminal Justice Training Commission Phone: 206 551-5490 Email: lauren.allen@cjtc.wa.gov

From: Mitch Patton <nwtsrinc@gmail.com>
Sent: Sunday, May 4, 2025 7:20 PM
To: Caputo Allen, Lauren (CJTC) <Lauren.Allen@cjtc.wa.gov>; Quinlan, David (CJTC)
<david.quinlan@cjtc.wa.gov>; Zable, Derek (CJTC) <derek.zable@cjtc.wa.gov>
Subject: Re: WSCJTC Complaint #2025-0000204

External Email

Urgent

Request for Review and Action Regarding Officer Decertification

Dear CJTC Commissioner's

I hope this message finds you well. I am writing as a concerned citizen who has been closely following recent developments surrounding law enforcement accountability and certification in our state. Specifically, I am deeply troubled by the lack of action regarding Deputy Taylor, whose behavior—particularly involving his ex-wife and her partner at that time he was still married to her —clearly aligns with the statutory definition of stalking.he also used law enforcement tools to check in on her even at one point looked in the widows and would drive out of his way to check up on her and her boyfriend while driving a county patrol car according to his statement in the internal investigation interview by clark county.

The recent updates in legislation, including HB/SB, have given the Criminal Justice Training Commission the authority to revisit past certifications and take action where misconduct is evident. Yet, despite this new authority and the seriousness of Deputy Taylor's actions, no decertification has occurred. This inaction is not only frustrating—it is dangerous. It sets a precedent that misconduct will be tolerated and sends a message to new deputies that the rules are optional.

The behavior in question damages public trust and compromises the integrity of the Sheriff's Office. I believe it is critical that the CJTC act swiftly and decisively to review and, if

appropriate, revoke Deputy Taylor's certification. I truly believe one of the many dishonest things he did and was fired from Clark county was ACCESS violations of none law enforcement use multiple times."I'm pretty sure this falls under the new House or Senate Bill and was grounds for decertification at the time. So what went wrong in this case, and why is there a huge lack of authority from the CJTC on the matter?" legislation was changed just for this kind of thing yet CJTC has done nothing but give Taylor more time to get even more arrogant and train new officers the wrong way of law enfroment and just how to bend the rules.

Additionally, I would like to express my interest in becoming more involved, perhaps by participating in advisory discussions or public oversight related to CJTC. There are clearly loopholes in the current system that need to be addressed, and I am eager to be part of the solution.

Please let me know how I may assist, and I hope to hear back from you regarding the steps being taken in this case.

Thank you for your time and commitment to justice.

Please add this to public comments at your next meeting

Sincerely, Mitch Patton Skamania County

On Mon, Apr 14, 2025 at 9:30 AM Caputo Allen, Lauren (CJTC) <<u>Lauren.Allen@cjtc.wa.gov</u>> wrote:

Hi Mitch,

These are not necessarily loopholes, they just are concerns that would fall outside of the WSCJTC's jurisdiction since we can only investigate individual officers for misconduct that falls under RCW 43.101.105. If you have more systemic concerns about how an agency operates, that would most likely not be considered individual officer misconduct, and therefore would not be best handled by WSCJTC.

Regarding Ryan Taylor, it is my understanding that he was terminated from Clark County for ACCESS violations, including searching his ex-wife's boyfriend's information in police systems. He was not charged with a crime of stalking. It is also my understanding that his termination from Clark County happened roughly 10 years ago, and it wouldn't have met the standard for decertification under the previous RCW that was in place at the time. The new law passed in 2021, which vastly expanded the types of misconduct that could result in decertification.

Thank you,

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Lauren Allen Community Liaison Manager | Certification Washington State Criminal Justice Training Commission Phone: 206 551-5490 Email: Jauren.allen@citc.wa.gov

From: Mitch Patton <<u>nwtsrinc@gmail.com</u>>
Sent: Thursday, April 10, 2025 5:12 PM
To: Caputo Allen, Lauren (CJTC) <<u>Lauren.Allen@cjtc.wa.gov</u>>
Cc: Quinlan, David (CJTC) <<u>david.quinlan@cjtc.wa.gov</u>>
Subject: Re: WSCJTC Complaint #2025-0000204

External Email

I believe that both possibilities #2 and #3 present loopholes. This complaint is directed at the SCSO as an entire department, primarily its sergeants and sheriff along with a non certified undersheriff . I want to ensure that my complaint targets the Sheriff's Office (SCSO) as a whole, rather than singling out one officer, which seems to be your suggestion.

Furthermore, I am beginning to lose faith in CJTC, as it seems increasingly similar to the Washington State Bar—a system many perceive as ineffective and merely a pawn in the system. Despite receiving substantial taxpayer funding, it appears to neglect its responsibilities outlined in some HB and SB that clearly state its authority to decertify law enforcement officers. For example, Ryan Taylor has yet to face decertification, even though his actions—including using official access to stalk his wife and her boyfriend—warrant significant consequences. CJTC has decertified officers for far less, yet continues to overlook this matter. This inconsistency undermines trust and accountability within the system."

One last thing: According to an interview on ARC News Seattle with David Quinlan from CJTC, stalking is a significant issue in Washington State. Despite this, CJTC has taken no action against Sergeant Ryan Taylor, who was reported to CJTC and placed on the Brady list by CCSO after his interview and then was fired from CCSO. It is confirmed that he misused the access system multiple times to stalk his wife and her boyfriend. Yet, CJTC has failed to decertify this officer, even though his actions clearly warrant such measures. This lack of accountability is deeply concerning and undermines trust in the system. Ryan Taylor admitted to misusing the access system multiple times , and yet we are still dealing with a dirty cop at the expense of CJTC failing to do their job.

https://youtu.be/2vckLC9viLQ?si=lscWaU3RC-kvkPa3

On Thu, Apr 10, 2025 at 1:12 PM Caputo Allen, Lauren (CJTC) < Lauren.Allen@cjtc.wa.gov>

wrote:

Mitch Patton,

RE: WSCJTC No. 2025-0000204

Thank you for your submission to the Washington State Criminal Justice Training Commission (WSCJTC).

The WSCJTC is committed to enhancing peace officer and corrections officer accountability as well as public trust and confidence in the criminal justice system. All complaints alleging law enforcement officer misconduct are thoroughly reviewed. Please be aware that the WSCJTC Certification Bureau has limited jurisdiction and only investigates complaints where the allegations, if true, constitute misconduct for which the WSCJTC may revoke or suspend the certification of an officer (see <u>RCW 43.101.105</u>).

Possible next steps include:

- If your complaint alleges conduct which may disqualify a peace officer or corrections officer from holding a certification in Washington State, the WSCJTC will investigate the complaint and notify the officer's agency of its investigation.
- If your complaint alleges conduct that may violate an agency's policies but does not otherwise disqualify the officer from holding a certification in Washington State, the WSCJTC will forward the complaint to the officer's agency for handling.
- If your complaint does not allege conduct which may disqualify an officer from holding a certification in Washington State, or if the complaint does not involve an officer holding a certification in Washington State, the WSCJTC will administratively close the complaint.

A staff member will follow up with you to advise on the status of your case. To submit additional information regarding your complaint, please email the Certification Bureau at <u>certificationcomplaints@cjtc.wa.gov</u>.

For more information on the complaint process, please visit the following link: <u>https://cjtc.wa.gov/certification/complaint-process</u>.

If you have further questions about your case, email me at <u>lauren.allen@cjtc.wa.gov</u>.

Sincerely,

Lauren Allen Community Liaison Manager | Certification Washington State Criminal Justice Training Commission Phone: 206 551-5490 Email: Lauren.allen@cjtc.wa.gov Mitch Patton 360-903-9040 "Never give up, for that is just the place and time that the tide will turn." - Harriet Beecher Stowe, from "Oldtown Folks"

Mltch Patton 360-903-9040

"Never give up, for that is just the place and time that the tide will turn."

- Harriet Beecher Stowe, from "Oldtown Folks"



Garry E. Lucas Sheriff

CLARK COUNTY SHERIFF'S OFFICE INTERNAL AFFAIRS UNIT

Internal Affairs Investigation: #IC11-010

Investigated by: Sergeant John Horch

Date received: March 16, 2011

Date completed: May 10, 2011

Complainant(s): Chief Mike Evans

Involved employee(s): Detective Ryan Taylor

Allegation(s)/Finding(s):

#1. Detective Taylor has been using his Clark County issued unmarked Ford Expedition for personal use from approximately March 2009 – March 2011. This use far exceeded the G.O. pertaining to "De Minimus personal use of county vehicles while on duty". **SUSTAINED**

#2. Detective Taylor has been transporting his children around in his work vehicle beyond what the G.O. allows for in "De Minimus personal use of county vehicles while on duty". **SUSTAINED**

#3. Detective Taylor has been using his county issued cell phone for personal calls for the past two years without following the G.O. regarding cell phone use. **SUSTAINED**

#4. Detective Taylor engaged in off duty conduct which would discredit the Sheriff's Office by using information he gathered on Michael Melton (ex-wife's new boyfriend), to visit Melton's residence on and off duty, including taking family members by this residence. **SUSTAINED**

Policy Violation(s):

- #1. G.O. 01.16.010 PURPOSE (VEHICLE USAGE) G.O. 01.16.052 DE MINIMUS PERSONAL USE OF COUNTY VEHICLES WHILE ON DUTY
- #2. G.O. 01.16.037 UNAUTHORIZED PASSENGERS
- **#3**. G.O. 01.35.090 CELLULAR PHONE
- #4. G.O. 01.29.310 OFF DUTY CONDUCT

Summary:

On March 16, 2011, the IA Unit received information that Detective Ryan Taylor had possibly been using his county issued unmarked patrol vehicle for personal use over the past two years. After receiving this information, Det. Taylor was served with a "six part" complaint and an investigation was initiated to look into this matter.

Through the process of analyzing Det. Taylor's vehicle mileage, fuel reports, actual hours worked and witness statements, the IA unit has come to the conclusion that Det. Taylor has in fact, been using his county issued unmarked police vehicle for personal use beyond what the county allows for "De Minimus Use". The mileage reports show Det. Taylor drove 52,914 miles for a two year span since he joined the traffic unit in March of 2009. During that time, his co-worker and predecessor in the traffic unit averaged 26,081 miles on their vehicles for a two year span. It was also discovered that Det. Taylor has been transporting his two children around in his work vehicle beyond what is allowed in the "De Minimus Use" policy. A complete break down of hours worked and miles driven are listed in this report.

While investigating the misuse of the county vehicle, the IA Unit also discovered that Det. Taylor's county issued cell phone bills were extremely high for several months over the past two years. Many of the phone calls made and received, were on non working days. During his interview, Det. Taylor admitted that he has used his county cell phone for personal calls over the past two years. He also said he knew the policy about reimbursing personal cell phone calls, but made no effort to follow this even though, according to him, he has done so in the past.

This investigation also found that some of Det. Taylor's behavior during the month of March 2011, is in direct conflict with our policy regarding "Off Duty Conduct". Det. Taylor recently found out that his ex-wife was seeing another man and used the WSP ACCESS system to run a check on this person and their vehicle plate. (The ACCESS policy violations were investigated in IA case # IC11-009). Det. Taylor continued to "investigate" this person on and off duty. He used the information he obtained from his computer checks to go by this person's house on numerous occasions while on and off duty and, at one point, even walked up to this person's residence and attempted to peer into the windows. Det. Taylor also made a concerted effort during this time to keep "tabs" on his wife after learning she was dating another person. He would constantly drive by her residence on and off duty in order to find out what she was doing.

His ex-wife recently reported to a mutual friend, who is a Commander with the Vancouver Police Department, that Det. Taylor had been showing up to her house "uninvited" and she was becoming a little concerned.

Recommended Findings:

After thoroughly analyzing all the documentation, data, witness statements, including Det. Taylor's own admissions, the IA Unit has come to the conclusion that Det. Taylor did in fact violate our Vehicle Use policies regarding <u>G.O. 01.16.010 PURPOSE VEHICLE USAGE</u>; and <u>G.O. 01.16.052 DE MINIMUS PERSONAL USE OF COUNTY VEHICLES WHILE ON DUTY</u> and recommends a finding of **SUSTAINED**.

The evidence also shows that Det. Taylor also violated our Vehicle Use policy regarding <u>G.O.</u> <u>01.16.037 UNAUTHORIZED PASSENGERS</u> and recommends a finding of **SUSTAINED**.

The IA Unit also believes the evidence shows that Det. Taylor violated the G.O. regarding Cell Phone usage <u>G.O. 01.35.090 CELLULAR PHONE</u> and recommends a finding of **SUSTAINED**.

This investigation also discovered that Det. Taylor engaged in off duty conduct that would discredit the Sheriff's Office and is in violation of <u>G.O. 01.29.310 OFF DUTY CONDUCT</u> and the IA Unit recommends a finding of **SUSTAINED**.

01.16.010 PURPOSE (VEHICLE USE)

The purpose of this general order is to establish a policy and a set of uniform procedures dealing with the use of motor vehicles by employees of the Clark County Sheriff's Office. The proper use of a motor vehicle represents a responsibility of the Sheriff's Office and its personnel extended to and expected by the people of Clark County. Misuse of or negligent disregard for this responsibility will not be tolerated by the Sheriff's Office. It is imperative that the Sheriff's Office and its personnel operate motor vehicles in a manner worthy of the trust and respect of the people of Clark County. Except as allowed by law, employees operating motor vehicles shall conform to all laws regulating traffic and set an example of good driving to each other as well as to the public. Each employee of the Clark County Sheriff's office shall be responsible for adhering to this policy concerning motor vehicle usage. The policies and procedures of the Clark County Sheriff's Office are intended to be consistent with the requirements of <u>RCW 46.61.035</u>.

01.16.052 DE MINIMUS PERSONAL USE OF COUNTY VEHICLES WHILE ON DUTY

The Sheriff's Office recognizes that providing take-home vehicles provides a benefit to the community, this agency, and the employee. The assigned vehicle shall not be used for personal gain. However, it is further recognized that due to the length of shift hours and days of work, there may be times in which employees may need to utilize a County vehicle for personal business while on duty. Personal use that is permissible should be restricted to brief stops to conduct essential personal errands which do not deviate significantly from the normal route or distance to and from work or current beat assignment. Examples of permissible use may include, but not be limited to; taking children to and from day-care or school while the employee is en route to and from work, picking up a prescription or other essential medications, minor routine banking, etc.

Nothing in the section allows for the use of a County vehicle as transportation to any tavern, bar, saloon or similar establishment unless it is in the course and scope of their official duties.

01.16.037 UNAUTHORIZED PASSENGERS

Deputies should not transport persons in department vehicles unless such transportation is in connection with official department business or prior approval granted by the Sheriff or his designee.

01.35.090 CELLULAR PHONES

The purpose of the cellular phone is to increase communication availability for employees and for the citizens we serve. Radio air time is limited at times and cellular phones provide an alternative method for employees to communicate with citizens, law enforcement departments and other agencies. This also provides employees the ability to return phone calls promptly, contact citizens directly and communicate directly with staff.

The following will be the guideline for the use of cell phones:

- 1. Cell phones will only be used for department business and will not be used for **personal** use, except to make emergency/priority calls to the employee's residence. Refer to Reimbursement Policy for Personal Use of Cell Phones 01.35.095.
- 2. Lengthy conversations shall be kept at a minimum. If a long conversation is anticipated, employees should not use cell phones.
- 3. Employees are reminded that calling from one cellular telephone to another results in double charges to the department. The department is charged for the employee making the call and for the employee receiving the call. Therefore, employees shall restrict the use of cellular telephone calls to **priority** department business only.
- 4. Employees are restricted from making long distance phone calls on cellular phones. Long distance phone calls should be made from precinct or other county offices. In the event employees are traveling out of county, and are unable to utilize a standard telephone and billing card, cellular telephones may be used. However, any long distance call time should be kept to a minimum.
- 5. Except in extreme circumstances, employees are prohibited from using County Cell Phones for the purpose of text messaging.
- 6. Sheriff's Office blue tooth devices should only be synced and used with County Cell phones.
- 7. The Property/Logistics Manager will provide copies of cell phone bills to employee supervisors to review for excessive calls and abuse.

01.29.310 OFF-DUTY CONDUCT

All employees shall maintain the highest standards of conduct and will avoid any conduct which would discredit the employee or the Sheriff's Office. Off-duty deputies should perform necessary police service in Clark County whenever public safety is urgently required. While off duty and within the jurisdiction of Clark County, deputies should carry official identification when in public.

Investigation:

This investigation was initiated on March 15, 2011, after the IA Unit received notice that Det. Taylor had possibly been using the ACCESS system for his own personal use. After this ACCESS allegation came to our office, other possible policy violations surfaced resulting from that investigation and have lead to this investigation.

This investigation is separated into four sections:

- A. Vehicle Use / AVL (Automatic Vehicle Locater)
- B. Cell Phone Use
- C. Off Duty Conduct
- D. Other

Vehicle Use

On March 15, 2011, I spoke with Sgt. Alex Schoening regarding some of Det. Taylor's behavior and actions while they had worked in the traffic unit together from March 2009 – March 2011. Sgt. Schoening was a detective during that time and was promoted to the rank of Sergeant in February 2011. Sgt. Schoening and Det. Taylor were the only two traffic detectives for the last two years and he had a close working relationship with Det. Taylor and also considers them to have a "friendly" relationship.

Sgt. Schoening had initially contacted me regarding a possible ACCESS violation that Det. Taylor might have committed. This ACCESS issue has already been investigated by the IA Unit (IA case # IC11-009).

After talking about the ACCESS issue, Sgt. Schoening told me he suspected that Det. Taylor had been using his work vehicle for personal use for the past two years. He said when Det. Taylor had joined the unit in 2009, his work vehicle mileage was significantly lower than that of Schoening's. Sgt. Schoening said he had recently noticed that Det. Taylor's mileage had surpassed his by a large amount. Sgt. Schoening also told me that on a weekly basis, Det. Taylor would ask him what his vehicle mileage was. Sgt. Schoening thought this odd, and would sometimes comment to Det. Taylor that he was putting a lot of miles on his vehicle and, in a round about way, suggested that he should not be using his vehicle on his days off for personal use. Sgt. Schoening said he would see Det. Taylor on his days off driving his vehicle to the office and would mention to him that he shouldn't be working on his days off.

Sgt. Schoening said he was aware that Det. Taylor only had one personal vehicle, and this was used by Taylor's wife since she is a realtor. Sgt. Schoening said he knew Det. Taylor had sold his BMW soon after joining the traffic unit in 2009. Sgt. Schoening suggested to Det. Taylor several times that he should buy a vehicle and even offered to let Det. Taylor use his truck if he needed transportation. Det. Taylor never used Sgt. Schoening's personal vehicle.

Sgt. Schoening said he "deduced" that Det. Taylor was using his work vehicle on his days off based off their mileage readings. One time, Det. Taylor told Sgt. Schoening that he was trying to "rack up" his miles, hoping that he would get a new vehicle once his reached the 130,000 mile

mark. This comment was made in reply to Sgt. Schoening questioning Det. Taylor as to why he asked about his mileage all the time.

On April 13, 2011, Sgt. Schoening participated in an IA interview to discuss this and other matters pertaining to Det. Taylor's recent behavior. The following quotes are taken from his interview regarding his suspicions about Det. Taylor's personal use of his work vehicle:

HORCH: Through that two years did you ever have an opportunity to find out his mileage towards the end, you know, a month or two or three ago, and did you ever have any conversation with him about the mileage?

SCHOENING: Uh, again, never firsthand knowing what his mileage is. I remember having multiple conversations with Ryan about his mileage and they were initiated by him. He would ask what his ... what my mileage was in my car.

HORCH: Would he ask you on a weekly basis?

SCHOENING: Oh, yeah.

Later in the interview -

HORCH: Okay. Did you ever question him about his mileage, like, "You're driving a lot of miles," or, "I see that you're driving a lot of miles?"

SCHOENING: I did, I told him, "It looks like you're driving," you know, "you're putting a whole lot of miles on."

HORCH: Seriously or jokingly or kind of both?

SCHOENING: Oh, both.

Later in the interview –

HORCH: Were you concerned after he sold the BMW, um, that he was possibly using his county vehicle for personal use, also?

SCHOENING: I believe that he was ... I assumed that he was doing a lot of driving that could incur personal use, based on the amount of miles he was driving, but I would ... I would weigh that against ... I think I would have an argument inside my own brain, "Well, he is working a lot of OT and driving a lot --"

Later in the interview –

- SCHAUB: Did he have any other vehicle other than the BMW?
- SCHOENING: His wife's ... his wife's car. I believe they had a Tahoe. Yeah.
- HORCH: Do you know if he drove that on his days off or do you know -- did you ever see him driving it?

SCHOENING: Well, they were ... they were separated a lot of the time. I know that after they decided or, I don't know if it was mutually, but the marriage wasn't going to work, he was living at home while she was living at home and I don't know if he drove the car then, but I do know that he -- I don't know he drove the car a whole lot.

HORCH: Did you ever suggest to him that he should buy a car?

SCHOENING: Yeah. Yes.

HORCH: Why ... why did you do that?

SCHOENING: Because it seemed like he needed to get around. And I ... I remember having just a side conversation with ... with Deputy Luque and again, just, "Yeah, Ryan's borrowing my car." And I know that ... knew that, you know, he'd go visit family members and I think they live in Tri-Cities or Wenatchee or somewhere. And I offered ... I even offered him my truck to borrow one time. I said, "I'm sorry, it doesn't have a bunch of seats in it, but any time you need to borrow my car." You know.

HORCH: Did he ever borrow it?

SCHOENING: no.

Sgt. Schoening went on to talk about some of the other problems Det. Taylor was having at work. Some of these included, not being able to prioritize his work and the amount of stress that Det. Taylor would put on himself. Some of these comments are included in the "Other" section of this report.

On April 12, 2011, Deputy Chris Luque participated in an IA interview. Deputy Luque became involved in this investigation since he has been discussing some of his observations about Det. Taylor with Sgt. Schoening. Deputy Luque and Det. Taylor are good friends and Det. Taylor even lived with Deputy Luque for a few months last year while he and his wife were having problems. The following excerpts are Luque's observations about Det. Taylor's county vehicle use.

HORCH:	But you've had discussions with Alex Schoening about him, Ryan, using his vehicle in the past?
LUQUE:	Yes, sir.
HORCH:	Which would entail what? Which what did you guys discuss?
LUQUE:	It's more just him using his vehicle, but him not having another vehicle to use, so
HORCH:	Are you, are you saying that, are you saying you thought he was working using his work vehicle?
LUQUE:	Yes, sir.

HORCH:	On for personal business?
LUQUE:	Yes, sir.
Later in the interview	-
HORCH:	Did he ever bring any other vehicles over to your house?
LUQUE:	No.
HORCH:	Did you ever see him come over to the house with anybody else in the vehicle, like his kids?
LUQUE:	At that time? I don't I don't remember.
HORCH:	You mean, at that time that he was living with you?
LUQUE:	Yes.
HORCH:	Okay. Have you ever has he ever
LUQUE:	Yes.
HORCH:	done that?
LUQUE:	Yes.
HORCH:	Before or after that time that he lived with you?
LUQUE:	After for sure. I don't remember if it was before.
HORCH:	Was he in uniform?
LUQUE:	No. On some of the occasions, no.
HORCH:	How many occasions do you think there were?
LUQUE:	Um, God, I couldn't even begin to guess. More than just a couple. You know, more than one or two, I should say.
HORCH:	At least three or four?
LUQUE:	Yeah.
HORCH:	Okay.
LUQUE:	Yeah.
HORCH:	Did you do you know what he was doing? Did he did he why did he come over there to say hi or what was the purpose?

LUQUE:	Eh, you know, I don't even remember why. I mean, it was for probably to say hi or maybe he was picking stuff up for me at the time or
HORCH:	Okay.
LUQUE:	I don't remember, but it wasn't I don't remember the reason.
HORCH:	He wasn't on his way to work and dropping the kids off
LUQUE:	No.

Later in the interview -

- HORCH: Okay. So with your discussions, you said you did discuss with him about purchasing another vehicle?
- LUQUE: Mm-hm.
- HORCH: And why was that?
- LUQUE: I knew he didn't have one. And obviously, had nothing to drive. So it was kind of forcing him to use his work vehicle, I'm sure, more than I can only anticipate, just based on what ... the few times I saw him, and I know that me personally, I know you have to go to the store, you have to go places, so --.

Later in the interview -

HORCH:	Did did you ever give him kind of a friendly warning or anything like
	that, like, "You shouldn't be driving your county vehicle," if that's what you
	though, or anything like that

- LUQUE: You know --
- HORCH: -- discussion?

LUQUE: -- like, we talked about, I insinuated on it. I don't think I was very clear on it. Um, you know, it's kind of, well, I think like we said, you're talking about a guy that's been on a year and half telling a guy that's been here ten years that knows –

Later in the interview -

- HORCH: Okay. In your mind, though, not saying it, what were you thinking when you were insinuating this? Did you think he was doing things he shouldn't be as far as county policy? Did you think he was making a mistake?
- LUQUE: Yeah. I mean, I knew that -- I know the vehicle use policy and I know that it's forgiving on certain circumstances as far as, you know, technically some people use it to go do their dry cleaning and use it -- I mean, far beyond what I use it for. But again, I know ... I have ... I could only

assume that the car had to have been used more than ... than needed, obviously.

- HORCH: Okay.
- LUQUE: Because again, I know what I have to do on a daily basis as far as going to the store and going to here and going to there.
- HORCH: Did you ever see him drive to the store or to the movies or anything other than --
- LUQUE: No. I never --
- HORCH: -- bringing his kids over?
- LUQUE: I never saw that. And to be honest with you, he never mentioned it to me. I mean, it never came up in a conversation, "By the way, I drove my car here."
- HORCH: Okay.
- LUQUE: But yeah, I'd see him showing up with the kids several times.
- HORCH: Okay.
- LUQUE: Enough to go, you know, it's -- he's using it as a transport.

The following chart is a break down of the miles driven and the averages of three traffic units for a two year period. The "days worked" calculation comes from adding up all of their regular hours, call back hours and overtime hours for this two year period and dividing that number by 11.75 (which is a work day). It should be noted that I researched and looked up every single work day, to include all overtime hours for Det. Taylor, Sgt. Schoening and Deputy Harada for a two year period. I also researched all of their mileage readings and fuel fill ups from the county shops computer system.

Vehicles driven for two year period	1. Ryan Taylor Vehicle # S19-989 Ford Expedition Mar. 1, 2009 - Mar.1, 2011	2. Alex Schoening Vehicle #S19-959 Ford Expedition Mar. 1, 2009 - Mar.1, 2011	3. Doug Harada Vehicle #S19-989 Ford Expedition Mar. 1, 2007- Mar. 1, 2009
Miles driven	52,914	28,602	24,567
Days worked	436	356	367
Miles per day	121	80	* 67
Gallons consumed	4,851	2,441	1,898
Total cost	\$13,174	\$6,538	\$5,660
Fuel fill ups on days off	32	9	4

- Taylor miles = 28.7 % above average of ALL three vehicles
- Taylor miles = 50.3% above average of Schoening & Harada
- * Harada lived 7 miles closer to traffic office than Taylor and Schoening
- Taylor and Schoening both live equal distance from traffic office (18.5 miles)

On April 21, 2011, Det. Taylor participated in an IA interview held at the Sheriff's Office Headquarters. Also present was Det. Rick Buckner as guild representation. Det. Taylor read his employee rights and his Garrity warnings and acknowledged that he understood them. This interview covered numerous topics, and when it came time to talk about his work vehicle usage, I started off the questioning as follows;

HORCH: -- that we have here, okay? It's been alleged that for the past two years you've been using your county vehicle for personal use. That's one of the main allegations that we're talking about here. TAYLOR: Okay. Do you have anything to say about that? Beyond what you just read HORCH: here. beyond what would be considered normal in our work functions, other than going to the bank, dropping kids off on the way to work, returning a movie while you're working, you understand all those, right? TAYLOR: Yes, sir. HORCH: Okay. Beyond that, that's the allegation for the past two years within the past two years, that is the allegation. Have you been using your county vehicle for personal use? TAYLOR: Yes. HORCH: Okay. How much ... how many times, if you can come up with a number, or how many miles, just a ballpark figure if you can figure it out, and from when did you start using your Expedition that was assigned to you in March of '09? TAYLOR: Um, I couldn't give you, uh, miles. Um, I've always attempted to, uh -well, in 2009, when I got into the unit, um, uh, I still had ... I still had a personal car for, um, I'm not sure exactly when --

Later in the interview -

- HORCH: Okay. May, June. You go down to one vehicle, you and Deanna are still together
- TAYLOR: Still together
- HORCH: Living at the house. So from May or June, 2009, until you move in with Chris Luque in April of 2010, how much do you think you drive your county vehicle outside of our policy or did you drive the county vehicle for personal use?
- TAYLOR: Um, I ... I don't want to say that I didn't, but I didn't much. I mean, it was, I, uh --

HORCH: Outside of the policy, correct? You're reading it right here.

TAYLOR: Right.

HORCH: Okay. So there were some times, you just don't know how many?

TAYLOR: Yeah, uh, because --

HORCH: And what would you do? Did you --

TAYLOR: Uh, well, for example, I know for example, um, if, uh -- I would, I mean, like, uh, I'd go to the kids' function at school since it was so close, but if ... if my wife, if she couldn't ... if she couldn't come pick me up, I remember that happened one time, because she's like, "Can you meet me there?" And I'm like -- I remember that happened once. That's -- it was two miles from my house, but I did that. Um, but honestly, I was, uh, you know --

HORCH: If she was gone with the Tahoe and you needed to do something, would you take your county vehicle?

TAYLOR: If I was in a bind. Well, here's what -- if ... and here's where I know that this is still considered personal use. I would call Chris and say, "Hey, I need to," you know, "do something. Can I borrow your truck," and he would say yes. Or Maxfield or my in-laws. And I would have to drive from my house to that location to get the car. I would -- yeah. So I know that --

HORCH: How many times do you think you did that from --

TAYLOR: Um --

HORCH: -- 2009 to 2010? June 2009 to --? Several or --

TAYLOR: Yeah. Yeah.

HORCH: Okay. Any other places?

TAYLOR: Um -- (sighs).

HORCH: There's some you just can't remember?

TAYLOR: Yeah.

HORCH: Okay.

TAYLOR: I know I ... I, you know, I ... I really, um, tried to show my wife the sacrifices I was making in order to, um, so that's why I didn't go get another car, because we were still doing okay up until April. Um, but, uh, but I know, yeah, I mean, I tried to be as good, you know, like I said, I used ... I used my in-laws, I live really close, I'd go over there and grab a truck.

Later in the interview -

HORCH:	Okay. Did you ever put did you ever fill up the car, then, with your own personal credit card?	
TAYLOR:	I have, yes. Well, I've put	
HORCH:	You have?	
TAYLOR:	I've put gas in it, yes.	
HORCH:	Okay. When did you do that? How many times have you done that?	
TAYLOR:	Um, well, not that often, but, uh, I did it a couple of times. Uh	
HORCH:	During that year, do you remember doing it?	
TAYLOR:	Well, I don't know if it was that year	
HORCH:	Okay.	
TAYLOR:	or this last year.	
HORCH:	Okay.	
TAYLOR:	I don't remember.	
HORCH:	Do you, do you think you have receipts or would they be on a MasterCard statement or a Visa statement?	
TAYLOR:	No, I don't I, uh, I always pull money out because of working the desk. I I	
HORCH:	You pay cash?	
TAYLOR:	l pay cash.	
Later in the interview –		
HORCH:	How many times do you think he (Luque) talked to you about buying a personal vehicle?	
TAYLOR:	A couple of times. But honestly, I think it was he asked what I was driving, but	
HORCH:	He asked what you were driving as far as your personal vehicle?	
TAYLOR:	Mm-hm.	
HORCH:	And what would you say?	

TAYLOR:	Uh, I would say, you know, I'm borrowing my in-laws or, you know, I was, like I said, until, you know, being back with Deanna, I would I would use her car again. I mean, when we moved back together in August, I mean, it was I knew it was coming, but we I would still use her car. Um
HORCH:	When you guys were separated, when you were living with Chris Luque when it was your days off and you would go home and stay and Deanna would live with a girlfriend?
TAYLOR:	Right.
HORCH:	What would you drive during that time?
TAYLOR:	I would, if I needed to borrow a car, I'd borrow my in-laws or I'd borrow Chris's truck or Tom Maxfield's truck. But I but I still had to drive from, you know, to one of their places. Um
HORCH:	How far does Chris Luque live from you? An estimation.
TAYLOR:	Ten minutes.
HORCH:	So
TAYLOR:	Ten miles.
HORCH:	five, six, ten miles?
TAYLOR:	Ten miles.
HORCH:	Your in-laws?
TAYLOR:	Two about two miles.
HORCH:	And Tom Maxfield?
TAYLOR:	Almost identical to Chris's. Um
HORCH:	Another ten miles. Okay. Anybody else –

At one point in the interview, Det. Taylor said that some of his additional miles might be from a trip he took to Kennewick Washington for training. He said that last September, he and Deputy Luque went to Kennewick for a traffic school. Det. Taylor said that he drove back and forth to Kennewick three times that week. I asked why he did this and he said it was to pick up materials for the class they were attending. This excerpt is from that part of his interview.

- SCHAUB: Okay. Kennewick's about three and a half hours one way?
- TAYLOR: It might be three hours, yes, sir.
- SCHAUB: Three hours?

TAYLOR:	Yeah.	
SCHAUB:	A long drive. You were authorized a hotel, correct?	
TAYLOR:	Right.	
SCHAUB:	For that time period?	
TAYLOR:	With Chris Luque, yeah.	
SCHAUB:	Okay. Did Chris stay there?	
TAYLOR:	He did.	
SCHAUB:	Okay. Uh, did you make any arrangements to make that trip back and forth with your supervisor? Did he even know that you were coming back every day?	
TAYLOR:	No, I think like I said, I'd just been talking with Alex and I know one I came back the first night for equipment, um, went back, um, came back the next night I stayed I stayed one night there, I think I stayed Thursday night there because I had it was, we both went up early on on Monday morning, so I was there I drove home Monday, Tuesday and Wednesday.	
SCHAUB:	And why is that?	
TAYLOR:	For 'cuz I, um, uh, I had, uh, my task that I was given was pretty detailed, um, and I was coming back for photographs and reports from the Kerry Brown and Steven Dobbs fatal to use in my presentations. Um, I came back for equipment, I worked on the presentation, gave the presentation, came back and worked on another presentation, um, and Alex had helped me, um, on the one on those on that stuff. So I used he was a resource for me, uh, so I could I just wanted to do an excellent job. Um, the SFST instructor class is really, really important to me. The DUI stuff is extremely important to me and, um	
HORCH:	Did the instructors know you were coming back?	
TAYLOR:	I think yeah, yeah. Sergeant McCullough.	
HORCH:	Three three times you came back that week?	
TAYLOR:	I think was three.	
HORCH:	Monday, Tuesday, Wednesday?	
TAYLOR:	I think it was Monday, Tuesday, Wednesday.	
According to Map Quest, these Kennewick trips would have totaled 1,750 miles for the week.		

Throughout his interview, Det. Taylor admitted to driving his work vehicle during off duty time over the past two years. In reading the entire transcript, there does not seem to be any plausible explanation as to why his mileage rose so fast compared to that of Sgt. Schoening's and Deputy Harada's, unless he had been driving on his days off. Near the end of the interview, I again ask Det. Taylor for an estimate of how much he thought he used the county vehicle for personal use. The following is his response.

HORCH:	Okay. So you've read those. Let's go for the for the 21 months that you only had one car, how many times or how many mileage do you think that you went outside of the policy and how many times do you think you had unauthorized people as far as not taking your kids to school on your way to work. Can you give us a ballpark figure?
TAYLOR:	(Ten second pause) I I I did it. I just I don't have no idea how I could put a number on
HORCH:	Well, I think we have at least I don't want to put words in your mouth at least mentioned eight, nine, ten times and, and several different things you'd done, so we're at least looking at ten times that you can remember, would that be fair to say?
TAYLOR:	Oh, yes.
HORCH:	Okay.
TAYLOR:	Yes.
HORCH:	"Oh, yes" means, is it a thousand times?
TAYLOR:	No.
HORCH:	Okay.
TAYLOR:	Well
HORCH:	So
TAYLOR:	But
HORCH:	Fifty times, a hundred times?
TAYLOR:	I'm trying to think of how many times I would have gone to Tom's to use his truck or I
HORCH:	How many times did you use Tom Maxfield's truck?
TAYLOR:	Oh, um heck.
HORCH:	I mean, just the time that we talked about in the beginning of March, it sounds like you used your vehicle, county vehicle, four or five times just in that span for personal use, when you were going back and forth to

	Deanna's, to the store, over by (unintelligible). And you had a personal vehicle at that time, correct?
TAYLOR:	Mm-hm.
HORCH:	I mean, just in that span, unless I'm missing something, it was almost all the way through March 14th until you took the Tahoe over there, that you were using the county vehicle, correct? Outside of the county policy.
TAYLOR:	Mm-hm.
HORCH:	Is that correct?
TAYLOR:	Yes. Well, I, um, I will say that I I really did make, uh, a a big I mean, I would I would use my in-laws truck, I would use, you know, Tom's truck, I would Chris's truck.
HORCH:	We're talking about just what you told us here.
TAYLOR:	Right.
HORCH:	And you when we clarified with you, you told us you were using your county vehicle for all
TAYLOR:	Yes.
HORCH:	those trips.
TAYLOR:	Yes.
HORCH:	That's what I'm talking about.
TAYLOR:	Okay. Yeah.
HORCH:	Right here in March, we're talking four or five or six times that you've mentioned that those days, even though you had you had a bought a new Chevy Tahoe. Or, a Chevy Tahoe.
TAYLOR:	Yes.
HORCH:	Is that correct?
TAYLOR:	Yes.
HORCH:	So just in March we're talking, you know, three or four or five times. At the minimum.
TAYLOR:	Okay.
HORCH:	Looking is that right?
TAYLOR:	Yes.

HORCH:	Okay. And you have no explanation why you wouldn't use your own vehicle on those times? When you were at home, you have your Tahoe in the garage and you have your county vehicle and you know you're going to go do you know what you're going on is not work-related, but you still took the county vehicle. Do you know can you give us an explanation?
TAYLOR:	Um, uh, I have some, uh, I have some when things get really and this doesn't happen, but it's happened certainly this week, um, when things get really difficult, um, my I have some things that kind of help me stay my OCD type of things and I have (sighs). And if if I don't do these some things, then, um, I believe bad things are going to happen.
	And, well, every time I get in my patrol car, I'm doing certain things that I have to do in order for me to think things would, you know, would be all right. And in doing this, it was, I just wanted things to be all right.
HORCH:	I I think I understand some of that, but I just want to clarify a little bit. Would you say it's a comfort zone? Is is that what you're trying to say or is that? Is
TAYLOR:	Every time I
HORCH:	Can you explain a little bit more? I mean, I'm trying to understand.
TAYLOR:	Um, (unintelligible) say and I don't want you to think that I'm nuts or loony, um, because I'm doing so much better now with my counseling and I wasn't under this kind of stress all the time but when things get like that, um, if I don't kind of follow a certain regimen, then, mm, things will just I just felt things were more than I could deal with.

This was for the most part, the end of the questioning when it came to Det. Taylor's county vehicle use.

The following is a synopsis of this county vehicle use issue:

Sgt. Schoening and Deputy Luque are co-workers and friends with Det. Taylor. They both suspected that he was using his assigned work vehicle for personal use – hence the reason they mentioned helping him look for a personal vehicle to purchase. During Deputy Luque's interview, he mentioned several times when Det. Taylor would come over to his house on non work days driving his work vehicle. He also said Det. Taylor would bring his kids along with him. Det. Taylor also admits to this in his interview that he would drive to and from Deputy Luque's and Tom Maxfield's (another friend of Taylor's) house while off duty. Both of them live approximately 12 miles from Det. Taylor's residence.

During his interview, Det. Taylor reviewed the mileage chart. He seemed somewhat surprised after seeing it, and said he had not realized he had driven that many miles more than Sgt. Schoening and Deputy Harada. He did say that he worked more hours, however, I pointed out that his extra hours were a moot issue since all of their hours were calculated, including call back and overtime, and were averaged into this equation. Obviously, since Det. Taylor worked more days his mileage would be higher. But the average <u>per day</u> is the number that is the most

significant. A quick calculation shows that if Sgt. Schoening and Deputy Harada had worked the same number of hours as Taylor for a two year span, then their mileages would be around 35,002 for Sgt. Schoening and 29,190 for Deputy Harada.

Another factor in this equation, is that Det. Taylor said he would come into the office at least one out of his four days off to work. He even indicated that it might have been as high as two of his four days off. Det. Taylor's residence is 37 miles from the traffic office round trip. By taking 37 miles and multiplying it twice a week for two years, then subtracting that from his mileage of 52,914, still leaves 45,218 miles. This is still 15,722 miles above the average of Sgt. Schoening and Deputy Harada. (* See Conclusion on page 44 for cost analysis.)

I also calculated Det. Taylor's last year working as a Patrol Deputy before going into the traffic unit. I was only able to research from Jan 1, 2008 - Jan 1 2009. During this time, Det. Taylor put 19,901 miles on his patrol vehicle. Det. Taylor's average miles per day while working as a regular Patrol Deputy was 93 miles per day.

Det. Taylor said he would sometimes drive to Tom Maxfield's house, which is 23 miles round trip, in order to borrow Maxfield's car. He also said he drove to Deputy Luque's with his children in order to go boating. Deputy Luque's house is also 23 miles round trip. Det. Taylor would also stop by Deputy Luque's house several times with his children while in plain clothes on non work days.

Det. Taylor sold his personal vehicle (BMW) in May of 2009 and did not purchase another vehicle until the end of February 2011. Det. Taylor was married during this time and they only owned one vehicle, which was driven primarily by his spouse, who worked as a real estate agent. I have attached an "all vehicles registered" printout from the Department of Licensing which shows that he purchased his new Tahoe on 02-28-2011.

Even after Det. Taylor purchased this Tahoe at the end of February 2011, he still drove his county issued car when doing personal business. In March 2011 alone, there are at least six days in which he uses his work car for personal business. He even starts from his residence and takes his children with him in his work vehicle.

Det. Taylor was asked at the end of his interview as to why he would take his work car, instead of his own personal car, when he left his house on non work days, but he could never give any plausible explanation. He gave a long pause for the first time he was asked and then spoke about his "Obsessive Compulsive Disorder", and how he has to be in total control of everything. I again asked why he would take the work car over his own car and he said that it made him feel better, thinking he was at work.

The mileage that is entered into the gas pumps computer on his last work days, compared to when he would start work on the next cycle, differs several times in the fuel reports. There are several dates in which one hundred to three hundred miles more are added onto his mileage readings during his days off. Obviously, there could be times when Det. Taylor might go to training or other functions, but there is little, to no documentation on Det. Taylor's part to show this. There are even fuel fill ups in the middle of his Bereavement Leave in June of 2010. Det. Taylor could not remember how this would have occurred.

One possible explanation, according to Det. Taylor, as to why there were so many fuel fill ups recorded on his days off, was because he sometimes used his fuel key to gas up the EVOC cars when they were at PIR (Portland International Raceway) for training. This practice is not

allowed by the county shops, but in an emergency, there might be times when this might occur. However, when Det. Taylor worked as an EVOC instructor, he put in for overtime on his time sheets. I looked at every time sheet for the past two years, and if there was recorded time, I counted that as a work day. Even if the amount of hours were minimal, I still counted that as a work day. When looking at the fuel fill ups on days off, no work time is recorded for any of these days.

Det. Taylor told Sgt. Schaub in a phone call the day after his interview that he had left for Texas on June 12, 2010, for a funeral, and returned on the15th. His time sheet indicated that his Bereavement Leave continued for another two days, (16th & 17th of June) and he came back to work on the 23rd. The county shops fuel log shows a fill up on June 17th and again on the 22nd. Det. Taylor last worked before his Bereavement Leave on June 9th. He then returns back to work on June 23rd. According to Det. Taylor, no one else used his vehicle during this time.

The following fuel chart is taken from the county shops automated fuel log.

#1. FLT SHER **S19-0958(vehicle #)**5522 **06/08/2010 19:01 (time) Mileage/113,006 24.4** 9(gallons)

Det. Taylor works on June 9th (last day before Bereavement Leave).

Det. Taylor takes Bereavement Leave starting June 10th.

Det. Taylor leaves for Texas on June 12^{TH} - returns on June 15^{TH} .

Det. Taylor takes June 10TH, 15TH, 16th, 17th, 18TH as Bereavement Leave (according to time sheet).

Det. Taylor's regularly scheduled days off are; June 11^{th} , 12^{TH} , 13^{TH} , 14^{TH} , 18^{TH} , 19^{TH} , 20^{TH} , 21^{ST} and 22^{ND} .

#2. FLT SHER **S19-0958(vehicle #)**5799 **06/17/2010 22:00 (time) Mileage/113,293** 16.3 (gallons)

#3. FLT SHER **S19-0958(vehicle #)**5904 **06/22/2010 14:24 (time) Mileage/113,393 21.0 (gallons)**

Det. Taylor returns back to work on June 23rd.

#4. FLT SHER **\$19-0958(vehicle #)**6012 **06/25/2010 15:16 (time) Mileage/113,548** 16.2 (gallons)

This was just one example of Det. Taylor's vehicle showing up on the fuel log system on his days off. There is another one in July of 2010 that is very similar to this one. All fuel reports for the last two years are attached with this report. It should be noted that I also looked at the "I NET VIEWER" log which shows when employees actually log onto their computer through 911 Dispatch. This was done just to be sure that even though there was no time recorded on his timesheet for these days, he still might have logged onto the computer to do some work. The "I NET VIEWER" did not show any activity for Det. Taylor from June 12th – June 22nd.

It should be noted that Det. Taylor's work vehicle is an "unmarked" Ford Expedition (SUV), silver in color. There is a spotlight mounted on the driver's side. Other than the spotlight, there are no

visible large police antennas and no markings on it whatsoever. Attached to this report are photographs of his vehicle.

* Correction Note – During Det. Taylor's interview, I showed him the mileage chart that is listed on page 11 of this report. I asked why there might have been "38" fuel fill ups on of his days off over the past two years. I misspoke, and should have said "32" instead of "38". The chart on page 11 is correct with "32" showing as the number of fill ups on days off. When I was listening to his interview for the second time, I realized this mistake. I sent the CCSO guild a notice about this error. At this time, I do not believe this error is significant enough to re-interview Det. Taylor about this matter. There was not much of an explanation the first time I asked him about this.

AVL (Automatic Vehicle Locater)

Another issue that came up while talking with Deputy Luque was that at one time, within the past year or so, he was riding with Det. Taylor when he noticed his AVL (Automatic Vehicle Locater) system was not working properly on his MDC computer. The AVL system is basically a GPS for the vehicle and it allows 911 Dispatch to know the location of each patrol vehicle when they are logged onto the system and working. This is mainly for officer safety reasons and also to locate the closest units to high priority calls.

After noticing his AVL was not working properly, he tells Det. Taylor he could "fix it" since he knew how to update the AVL. Det. Taylor told him not to, and made a comment insinuating that the department didn't need to know where he was. Deputy Luque said he actually tried to physically move the MDC so that he could look at fixing the AVL, but Det. Taylor moved the computer back and said he did not want it fixed.

Deputy Luque went on to say that one of the reasons he wanted Det. Taylor's AVL system to be working correctly and turned on, was because it might help set up some barriers or "fences" for Det. Taylor. He thought Det. Taylor might not be making good choices in his life, especially by using his county vehicle so much, and thought the AVL might make him more accountable. The following is Deputy Luque describing his AVL conversation with Det. Taylor.

HORCH:	Okay. Talking about his vehicle, did you have an opportunity to drive with him in his vehicle and did you notice that his computer system, that the AVL which for the record, is basically our GPS system.
LUQUE:	Mm-hm.
HORCH:	That his AVL was not working?
LUQUE:	Yeah, I did. I was trying to remember when I was in it, and I've obviously been in his car several times, but I know we were going to do a search warrant up at TLC.

Later in the conversation -

LUQUE: And I told him I would fix it or, you know, "Oh, your AVL's not working," and I know when I swung the computer towards me, "No, no, leave it alone, leave it alone," and he pulled it back, because I have a, from the MDC group, I have the ... the drive that turns on ... restarts our AVLs.

HORCH:	Okay.
LUQUE <i>:</i>	And I know we have to we had to do to that to every single car, we had to restart the AVL when the new system came on, so But he had pulled it away from me and told me to leave it alone and didn't need to do it or whatever. Didn't want me touching it.
HORCH:	Did he say anything that, "They don't need to know where I'm at," or anything like that?
LUQUE:	Yeah, I think I remember, "They don't need to know," or, "It doesn't matter," or
HORCH:	Was he serious or joking or do you remember the context it was said in or?
LUQUE:	Eh, if it makes sense to you, seriously and joking
HORCH:	Okay.
LUQUE:	in that he wasn't mad at me or, you know
HORCH:	Sure.
LUQUE:	telling me but he's basically serious enough that don't touch the computer.
HORCH:	Okay.
LUQUE:	Pulling it back and kind of I think he kind of laughed at me about it, you know, like, "Leave my computer alone," and this and that, because again, it was hand in hand with me
Later in the interview	-
HORCH:	Sure. Did you try to start it or do it again? Did you ever have another

HURCH.	conversation about his AVL?
LUQUE:	You know, I know I was in there again and had brought it up or something, and said, you know, I think I told him, "I'm going to turn it on when you're not paying attention. One of these days I'm going to get it turned on for you."
HORCH:	And why did you what's the purpose of the AVL?
LUQUE:	You know, to be honest with you, in my mind it was I was trying to help him in two ways. One, it's

Later in the interview -

HORCH:	So there was two purposes, kind of you were saying about why you were
	discussing his AVL with him.

- LUQUE: You know, one was that ... the seriousness of safety, that it's ... I think it's important to have the AVL. It gets frustrating when we're looking for somebody that their radio's not working and you can't find them and the AVL isn't on. And then two, I think it was subconsciously me trying to help a friend of mine.
- HORCH: Okay.

LUQUE: And I know that unfortunately, and that's the human nature that sometimes, you know, when human nature starts to deviate a little bit there's that fence right there that goes, you know, "The fence is up, I'm not going to jump it." And I think without the fence -- I use the fence as another term -- without the fence up it's easier for us to just keep drifting maybe. And so I thought by ... by turning that on and ... and making sure the fence, the fence was there, it would help maybe.

> And again, I personally never knew specifically if anything ever was happening. As far as I'm concerned, the guy goes to work and he's trusted to carry a gun and do this job. I'm sure he does his job. But subconsciously I'm going, you know, this'll help ... help him if it's --

- HORCH: You had suspicions and you were trying to set up a boundary. Is that --
- LUQUE: *I think that -- yeah.*
- HORCH: Okay.
- LUQUE: I think it was just an easy way for me to ... to help him, you know, if there ever was that thing of --

HORCH: Sure.

LUQUE: -- deviating in the back of your head, "My AVL's bubble's on, I know where I'm going."

Later in the interview -

- HORCH: Sure. Did you ever ... did you ever mention his AVL problem to anybody else? Any other deputies?
- LUQUE: You know, I don't remember, to be honest with you.
- HORCH: Did you happen to mention it to Todd Young?
- LUQUE: Actually, yes, I did.
- HORCH: Okay.

LUQUE:	Yes, thank you. I had myself and Todd were had the thumb drives. We were literally going around and touching every single computer and raising the (unintelligible) rate to make them work. And I think I told Todd, you know, "If you get a chance, get to Ryan's computer. I noticed his wasn't working." I didn't have my thumb drive on me. My I think my reasoning behind me was I thought maybe if Todd calls him, and Todd's persistent saying, "Hey, I need to get your thing on, I need to come see it," it'd be harder for Ryan to go I didn't know if Ryan would tell him no.
HORCH:	Okay. I see.
LUQUE:	You know? Because he wouldn't want people to start knowing.
HORCH:	Sure.
LUQUE:	Uh, that was kind of my theory, maybe, that if if Todd was on him about it, he'd have to finally break and go, "Okay. Geez, I've got to bring my thing in and get it done, you know, because they keep calling." You know.
HORCH:	Did Todd ever contact him, do you know?

LUQUE: I don't know.

This concluded Deputy Luque's interview regarding the AVL issue. During Det. Taylor's interview, I asked him about this AVL issue. The following is his response.

HORCH:	Did anybody get in your car and say, "Your AVL's not working," and try to re-hook it up for you and you did not let them?
TAYLOR:	No. Chris Luque said that, because he was doing the new program and the port opens sometimes and he said that if you you have to change something, but it got changed, so
HORCH:	Did he try to change it, when he was in your car?
TAYLOR:	I don't I don't remember. Going to lunch, that was all
	(Buzzing noise)
TAYLOR:	That's your alarm, sorry, for you. Um, um, I don't know. Um
HORCH:	When you were going to lunch with him, did he, one time, see your AVL wasn't working and was going to re-hook it back up and you moved the screen or you moved the computer and said, "Don't touch it. I don't want" "I don't want to hook it up. They don't need to know where I'm at"?
TAYLOR:	(sighs) I I I could have. I don'tI honestly don't know. I don't

HORCH:Were you saying in what manner? Was it a joking, was it serious? Was
it --TAYLOR:Absolutely. I mean, that's all we do is joke.HORCH:Absolutely what? Which one? Absolutely joking or absolutely serious?TAYLOR:Absolutely joking. We, I mean --

Later in the interview -

HORCH:	Why why if it wasn't working and he is pretty computer savvy, from what I know of him, or electronic stuff why wouldn't you want him because the AVL, one of the main reasons is a safety function, correct?
TAYLOR:	'Cuz he well
HORCH:	Is that right?
TAYLOR:	Yes, sir.
HORCH:	Okay. It let's Dispatch no exactly where you at in case something happens
TAYLOR:	Yes, sir.
HORCH:	and they can relay. That's one of our main functions for the AVL, correct?
TAYLOR:	Yes, sir.
HORCH:	Okay. So if he was trying to hook it back up, why wouldn't you want him to?
TAYLOR:	<i>'Cuz he's not doing that. He's doing that to mess with my computer.</i> When he when every time he got in my car I would <i>'cuz he just</i> knows that it drives me nuts.
HORCH:	Do you think he was trying to screw with you and not hook up the AVL, is that what you're saying?
TAYLOR:	No, I think he's screwing with me, trying to make me go bananas with I mean, he intentionally spills stuff in my car when he gets it and thinks it's hilarious. I mean, it's I mean, he knows that my, my
HORCH:	Okay. Let's well, I want to talk just because I want to narrow this down
TAYLOR:	Okay.
HORCH:	because we're getting it's later in the day.

TAYLOR:	Okay.
HORCH:	The AVL is what I'm talking about. When he tried to, uh, hook up the AVL, did you let him hook up the AVL?
TAYLOR:	I I recall when he came in my car and saw the green light wasn't on because it's nothing I did, it's the computer not booting. Um, uh, I mean, I'm not afraid of that, I just don't want him touching my stuff and screwing with my crap. I mean

This concluded the AVL part of his interview.

Paul Newman, with the Clark County GIS (Geographic Information System) Department, provided me all of Det. Taylor's AVL records from January 14th – March 16, 2011. There are over 31,000 records in this AVL file. Paul was not aware of the reason I wanted this data, and said the following to me just shortly after entering his office, "There is something unusual about this particular unit's AVL history." When I asked him what he meant, he told me that it seemed that on several of the records the AVL system would shut off and then come back on a while later. I asked if this could have been from turning the AVL system on and off in the vehicle, and he said yes. There are other factors that can affect this also, but Paul indicated this unit AVL history seemed to turn on and off more frequently than others he has reviewed. All of these records are attached to this report. At this time I have not researched all of these AVL records.

B. CELL PHONE USE

While investigating the vehicle use matter, the IA Unit also discovered some very high cell usage for Det. Taylor's county issued phone over the last two years. Det. Taylor's "allowed" minutes for his county cell plan are 330 per month. There are some months in which his minutes are; 501, 521, 573, 610, 647, 721, and 914. His average minutes used for this time period are 451minutes per month. ¹ There are numerous calls made during his regular days off, including his vacation days and family bereavement leave days. Det. Taylor admitted in his interview that he has used his work cell for personal calls over the last two years. He also said he was aware of the county's cell phone use reimbursement policy and thought sometime in 2005, he reimbursed the county for some calls, but has not done so since.

Det. Taylor said that he receives his cell phone bills, but has not looked at any of the calls over the past two years. Det. Taylor admitted that he takes his county cell phone with him "everywhere" since he might get a traffic callout, but that he also receives and makes personal calls on it.

In looking at each cell phone bill from the past 24 months, I calculated that there were at least 432 calls made on his days off. This excludes all work calls. There were approximately 1,345 minutes used for these calls. Just by counting calls made on days off, does not factor in that even calls made during his work hours, could also be for personal use.

¹ Note - even though Det. Taylor exceeded the allowed minutes per month, the costs incurred to the county were minimal and totaled out to be about \$6.00 dollars for the two year period.

In looking at some of the numbers that were called frequently, several numbers stood out on his cell statement. On April 29, 2011, I sent Det. Taylor an e-mail requesting that he provide me the information on four cell numbers. The following quote is directly taken from his e-mail;

"The number #607-3546 is for Tom Maxfield for Precision Weld Custom Boats. The number #901-7014 is for Jennifer Doctor a friend from high school. The number #771-8161 is for Aimee Matson from All-State Insurance. The number #608-4735 I do not recall whose number that belongs too."

The first number is a friend of Det. Taylor's. There are a countless number of calls to and from this number. Some of the calls are; 21, 22, 26, 29, and 35 minutes long. These calls are made during work days and days off.

The second number is a friend of Det. Taylor's. Again, there are too many to add them all up. Some of these calls were 24, 25 and 42 minutes long. Calls to this number are made during work days and days off.

The third number, according to Det. Taylor, is an insurance agent with All-State Insurance. I first assumed this number might be work related, since the traffic detectives often speak with insurance companies. However, after seeing so many calls to this number, and the length of the calls, I decided to call this person.

On May 9, 2011, I called this person and spoke with an Aimee Matson. Aimee told me that I had called her cell phone. I explained to Aimee who I was and that I wanted to know if she knew Det. Ryan Taylor. Aimee said that she and Det. Taylor are friends and they have been talking while Det. Taylor has been going through his divorce. I never asked her what they talked about or why he called. She then said on her own, "He's been calling me about getting a house quote for insurance, that's why he's been calling me". I thanked Aimee for her time and ended the call.

The cell phone records show that over the past two years, Det. Taylor has called Aimee's cell numerous times and some of these calls are; 16, 17, 22, 32, 65, and 72, minutes long.

The fourth number was unknown to Det. Taylor. I later found out that this number is Sergeant KC Kasberg's cell phone number at work.

Det. Taylor does own a personal cell phone and has so for the past several years. He also indicated that there is no limit to the amount of minutes he can use on his cell plan.

I checked with the CCSO property unit, and they had on file a signed copy of the "Cellular Telephone Personal Use Reimbursement Agreement" signed by Det. Taylor on July 7, 2008. There is a copy of this agreement attached to this report.

The following excerpt is when Det. Taylor admits to using his county cell phone for personal use, and also admits he has not reviewed his bill in order to reimburse the county.

HORCH: Okay. Okay. That's what we're going to talk about next, is your county cell phone. From over the last two years we've been talking about a two year span since you've been in the Traffic Unit. Do you believe that you've used your cell phone for personal use, ever?

TAYLOR: Yes, sir.

HORCH:	Okay. In that, have you reimbursed the county for for personal cell phone calls?
TAYLOR:	No, sir.
HORCH:	Okay. Another big question that we've started off on the vehicle one, is how often and how many times do you think you've used the county cell phone for personal use?
TAYLOR:	Um, uh, I I use my personal I I honestly, I do not know. I know that, um, some months I'm over my minutes and some I'm right on.
Later in the interview	1 -
HORCH:	So some of those calls may be work-related, but they're but they're on a day off, correct?
TAYLOR:	Yes, sir.
HORCH:	Is that a possibility?
TAYLOR:	Yes, sir.
HORCH:	Okay. Is it a possibility, also, that there's just personal calls
TAYLOR:	Yes, sir.
HORCH:	on days off and on days on?
TAYLOR:	Yes, sir.
HORCH:	Okay. Um, some of the months have 720, 950, 560 minutes on them. Some of those months are much higher than your average seems to be about 350 to 420 for every month except several of those months.
TAYLOR:	Okay.
HORCH:	Okay? Was there a time when you didn't have your own cell phone and you were using the county cell phone more?
TAYLOR:	No, sir. I've always had mine.
HORCH:	Okay. Do you carry your county cell phone with you all the time?
TAYLOR:	All the time.

Later in the interview -

HORCH: So in two years, have you ever looked at your cell phone, gone through it and audited it to some degree of, "I was off on vacation in Texas and these calls must have been personal," and did you reimburse them 20, 30, 40 dollars ever?

TAYLOR:	No, sir.
HORCH:	Okay. Did you ever think to look at your county cell phone bill?
TAYLOR:	Um, uh, I I can say that I
HORCH:	Have you ever looked at it in the last two years and done a quick audit or ever has it ever come to your mind that, "I'm using my county cell phone more than I should"?
TAYLOR:	No, sir. 1 1 I've I haven't gone through and looked at personal compared to, um
SCHAUB:	Do you get that statement?
TAYLOR:	I have
SCHAUB:	That's
TAYLOR:	absolutely.
SCHAUB:	delivered to you and not your supervisor?
TAYLOR:	Yeah. Oh, I'm sorry, the the copy of the bill? Yeah.

C. OFF DUTY CONDUCT

This investigation started on March 15, 2011, and was originally thought to have been about improper ACCESS use. Through interviews and other information, it was discovered that Det. Taylor was showing a pattern of behavior of off duty conduct that was unprofessional and discredits the Clark County Sheriff's Office. This mainly occurred from March 7th - March 15, 2011.

However, it should be noted that during his ACCESS investigation (#IC11-009), it was learned that Det. Taylor was also showing this same type of inappropriate behavior back in 2008. At that time, he had run unauthorized non work related ACCESS checks on a Garret Hergert, who he believed was having an affair with his wife. Det. Taylor admits to this in the ACCESS investigation interview and even admits to driving by Hergert's place of business after he obtains his information from ACCESS.

From the time Det. Taylor learned that his ex-wife was seeing another person, he used poor judgment by investigating who this person was. He uses the information he obtained from his ACCESS inquiries to drive by Michael Melton's address on NE 131st Avenue on more than one occasion. He does this on duty and off duty. He even drove family members by Melton's residence. Det. Taylor also went by his residence <u>AFTER</u> he was served with the "six part" complaint for the alleged ACCESS violation on March 15th.

One night, while off duty, he drove his personal vehicle to Melton's residence. Det. Taylor parks down the street from the residence and walks up to it. He said he wanted to "confirm" this was the same person he had seen with his ex-wife from back on March 7th. He tried looking into

several windows, but could not get a good look. He considered ringing the door bell, but decided not to.

On March 13th, around 1700 hours, Sgt. Kasberg witnessed Det. Taylor driving his work vehicle on his day off going South on NE 131st Avenue from 4th Plain (direction of Melton's residence). Sgt. Kasberg called Sgt. Neiman, who is Det. Taylor's immediate supervisor, and learned that Det. Taylor was not scheduled to work that day. Sgt. Kasberg wrote a memo detailing his observations. He also indicated in his memo that Sgt. Neiman told Kasberg that he had noticed lately that Det. Taylor's vehicle mileage was extremely high. This memo is attached with this report. The following is the excerpt from Det. Taylor's interview regarding this matter.

HORCH:	You go by. Do you see her car or his truck there at his residence?
TAYLOR:	His truck was at his residence.
HORCH:	And what did you do then?
TAYLOR:	Uh, I drove, um, up to her house
HORCH:	Did you did you stop and write down any plates? Did you get out of your vehicle at all?
TAYLOR:	No, I don't think I did.
HORCH:	Did you walk up to his residence?
TAYLOR:	Not in uniform. I don't uh, no.
HORCH:	Have you ever walked up to his residence?
TAYLOR:	Yes.
Later in the interview	/ _
HORCH:	Okay. So in addition to the 15th, going over that evening, or early morning hours of the 16th, at 1:30 or 2:00-ish, as we said
HORCH: TAYLOR:	
	morning hours of the 16th, at 1:30 or 2:00-ish, as we said
TAYLOR:	morning hours of the 16th, at 1:30 or 2:00-ish, as we said Mm-hm. you said, how many times had you been by there before, other than
TAYLOR <i>:</i> HORCH <i>:</i>	 morning hours of the 16th, at 1:30 or 2:00-ish, as we said Mm-hm. you said, how many times had you been by there before, other than when you drove him home four years ago? Um, I had driven one time past the house, um, with my in-laws, um,
TAYLOR: HORCH: TAYLOR:	 morning hours of the 16th, at 1:30 or 2:00-ish, as we said Mm-hm. you said, how many times had you been by there before, other than when you drove him home four years ago? Um, I had driven one time past the house, um, with my in-laws, um, because they wanted to know where he resided.
TAYLOR: HORCH: TAYLOR: HORCH:	 morning hours of the 16th, at 1:30 or 2:00-ish, as we said Mm-hm. you said, how many times had you been by there before, other than when you drove him home four years ago? Um, I had driven one time past the house, um, with my in-laws, um, because they wanted to know where he resided. When was that?

HORCH:	Before the 16th?
TAYLOR:	Uh, it might have been on, uh, we'd gone to dinner at Outback and on the way back from Outback, um, we drove by there.
HORCH:	And whose car were you in?
TAYLOR:	My car.
HORCH:	Your what? What what car were you driving?
TAYLOR:	My Tahoe.
Later in the interview	· -
TAYLOR:	um, is, uh, during the conversation nobody well, we didn't know what kind of person this was. I'm like, here's the character that I had portrayed looking at his arrest record and somewhere in the conversation it was brought up, "Well, what kind of place does he live in," and I'm like, "It's not very nice," and of course I'm thinking of my kids, you know, if this is a long-term
	Anyway, so I she said, "Where's it at," and I said, "It's by the 24 Hour Fitness," so on the way home we drove by that.
HORCH:	What time was that?
TAYLOR:	It was after dinner. Uh
HORCH:	Was it dark?
TAYLOR:	I I'm pretty sure.
HORCH:	Okay. So you drove them by.
TAYLOR:	Mm-hm.
HORCH:	Did you stop or
TAYLOR:	No.
HORCH:	did you slow down?
TAYLOR:	No. Tjust
HORCH:	You just pointed it out?
TAYLOR:	Mm-hm.
HORCH:	And do you remember what day that was?

TAYLOR:	I don't know if it had if it was on a, uh, a Sunday maybe. Um, I honestly, I
HORCH:	Sunday the 13th, you believe?
TAYLOR:	Might have been.
HORCH:	Okay. Did you go by at any other times besides those two times?
TAYLOR:	Mm-hm. I had gone by, um, uh, I had gone by one night, um, because that's how I I wrote I wrote his license plate down. I remembered his license plate, um, from going by. And that was, I don't I don't know what it honestly, this is just a big
HORCH:	Is this let me help you with the timeframe. Is this after you've seen him for the first time?
TAYLOR:	First time, yes. After yeah, because I had no
HORCH:	So after the 7th
TAYLOR:	Mm-hm.
HORCH:	of March
TAYLOR:	Mm-hm.
HORCH:	you you did this Google search
TAYLOR:	Yep.
HORCH:	you said, and then you drove by?
TAYLOR:	Yeah.
HORCH:	And what did you was the vehicle there?
TAYLOR:	Not on that not that morning. It was another time I drove by. I was in my Tahoe and, uh
HORCH:	Your personal vehicle?
TAYLOR:	Mm-hm.
HORCH:	Okay.
TAYLOR:	And, uh, and
HORCH:	How far after the first so March 7th, you see him, you believe March 8th you went back to work, you did a search on the internet to to locate an address, you go by there. And then when do you go by in your personal

vehicle, because you worked March 8th, 9th, 10th and 11th, according to this schedule.

TAYLOR: Right.

HORCH: Did you go during work hours? During -- did you ever go back there --

TAYLOR: No, it was ... it was late.

HORCH: At night?

TAYLOR: Yeah.

HORCH: And this is your personal vehicle?

TAYLOR: Mm-hm.

Later in the interview -

HORCH:	And then where what did you do that night after you drove your Tahoe? Did you ever get out of your vehicle?
TAYLOR:	Yeah, I got out to look at the plate, so
HORCH:	Okay. So where did you park when you got out?
TAYLOR:	Uh, along the curb on 131st.
HORCH:	Okay. Did you use binoculars to look at the plate?
TAYLOR:	No.
HORCH:	Okay. Did you go up to his residence at that time?
TAYLOR:	Yeah, I walked up there and, and his car was, um, facing the road, forward
HORCH:	In the driveway?
TAYLOR:	It's, um, there's, uh, if you're looking from 131st, you're looking at his residence or I assume is his residence is on the left, there's a single or double-wide and then the business, it looks like, because of the equipment or other vehicles are in the back, so it's kind of a big parking lot.
HORCH:	Okay. So you get out of your vehicle.
TAYLOR:	Mm-hm.
HORCH:	How far away do you park?
TAYLOR:	Not very far. It, um

HORCH:	Okay. So then you walk up.
TAYLOR:	Mm-hm.
HORCH:	And then you take a mental picture of his license plate
TAYLOR:	Right.
HORCH:	on that truck. Do you then walk up to his door?
TAYLOR:	I was right by his door. When I looked at the plate it was right there.
HORCH:	Did you look inside his windows?
TAYLOR:	No. There's (sighs).
HORCH:	Are you positive?
TAYLOR:	Um, I went to his front door. I went to his front door and, um
HORCH:	Why did you go to the front door?
TAYLOR:	Because I wanted I did want to know if this was the same person that I had seen.
HORCH:	So what were you going to do?
TAYLOR:	Um, just just to know if this was the same person. because I think at this point I still
HORCH:	What I mean is, how would you know that? Were you going to knock or ring the doorbell?
TAYLOR:	Um, I don't know. It wasn't I I did go, I went to the front door and I wanted I was going to know if if it was the same person, um, and and I remember getting his plate. I mean, that's
HORCH:	Okay.
TAYLOR:	He
HORCH:	Did you
TAYLOR:	He has windows. He has windows on the on his front door.
HORCH:	Did you look phone(SP) the windows?
TAYLOR:	Uh, I think I was too short. Uh
HORCH:	Did you try to look through the windows?
TAYLOR:	Yeah, I think I did, to see if anybody was home. 1 I

HORCH:	Did you think about knocking or ringing the doorbell?
TAYLOR:	Yeah.
HORCH:	But you didn't?
TAYLOR:	I didn't.
HORCH:	Because you wanted to get confirmation, again, that this was the same person
TAYLOR:	Mm-hm.
HORCH:	you had seen a few days earlier?
TAYLOR:	Yeah.
HORCH:	Is that Did you have a gun on you?
TAYLOR:	No. No, I was on no, absolutely not.
HORCH:	Do you carry an off-duty gun?
TAYLOR:	No, sir.
HORCH:	Did you have your badge on you?
TAYLOR:	No, sir.
HORCH:	Okay.
SCHAUB:	Did you look in any other windows?
TAYLOR:	Uh, I, I went to the front yard because there was a light on and I but everything was closed, so no, I wanted to there's no way to see in. There was just there were just blinds there.
HORCH:	Did you walk up to the window and try to look in, because you couldn't see because there was blinds?
TAYLOR:	Yeah. I mean, I walked I walked it's hard to explain, but I walked
HORCH:	You don't have to draw a full, just draw a house right here.
TAYLOR:	(sighs) And I think it kind of goes like this. And his door sits up here. I don't I don't, um
HORCH:	Just to the best of your memory.
TAYLOR:	Because I saw a light in the window, um, I walked here to see if there was any, um, if the blinds were open. I just wanted to see if this was the same

person I saw on the couch with her. And the blinds were closed. And I went to the front door and -- (sighs).

- HORCH: Did you step on anything to look up into the window?
- TAYLOR: I don't -- I'm not sure what you mean.
- HORCH: You said you were too --
- TAYLOR: I stood at the front door.
- HORCH: You thought you were too short to look in one of the windows.
- TAYLOR: I think --
- HORCH: Did you step on anything to look up into the window?
- TAYLOR: I don't think so.
- Later in the interview -
- HORCH: When you did the Google search?
- TAYLOR: When I -- yeah, when I didn't know ... I hadn't confirmed that that was his address, um, because I didn't know if it was Rain Country Gutters or Rain Country Excavation. I didn't know. Um --
- HORCH: So the night of the 16th, after you're served on the six-part on the ACCESS use, you went by there?
- TAYLOR: Yes.
- HORCH: Were you working?
- TAYLOR: No, sir.
- HORCH: What vehicle did you drive there?
- TAYLOR: My patrol vehicle.

During his interview, Det. Taylor describes how he attempts to track his ex-wife down on numerous occasions, especially after learning she might be dating someone. Late one night, while he was working, he drove to her residence and had to park behind a storage container on her property in order for her new boyfriend not to see him. Det. Taylor said that after the boyfriend left, the boyfriend called his ex-wife and told her Det. Taylor was on her property. The following is Det. Taylor describing all of this.

- TAYLOR:Um, so later on -- and then I went and, uh, I went back periodically
through the night to see if ... if she was there.
- HORCH: At her residence?

TAYLOR:	At her residence.
HORCH:	Where she rents from the Fosters?
TAYLOR:	Yes.
HORCH:	Okay.
TAYLOR:	And
HORCH:	How many times that night did you go back there?
TAYLOR:	Maybe oh heck, I don't know, maybe three times.
HORCH:	Okay. All while you were working?
TAYLOR:	Yeah.
Later in the interview –	
TAYLOR:	It was some time after, it was probably 1:30 or so

HORCH: In the morning?

TAYLOR: In the morning -- uh, maybe it was even later -- I pulled in and his truck's there and he's like --

HORCH: Pull into her residence?

TAYLOR: Pull into her residence.

HORCH: Okay.

TAYLOR: And if I -- his like tail lights were on so I'm like, "Oh, no, now it's," you know, "Now it's going to look like I'm checking up on her," and he backs out and leaves, and I'm parked kind of in front of -- now, the Fosters' residence and he leaves but he ... his truck stopped kind of in front of the ... the patrol vehicle and then he drives down the driveway. And, um, I start to go down the driveway after I was, you know, (unintelligible) leave because I'm like, "She's going to be so mad at me." And sure enough, she calls my cell phone --

HORCH: Okay. Let me, let me just back up and get it straight, okay? Hang on. You pull in about 1:30 or maybe later.

TAYLOR: I think -- yeah, I think it was even later.

HORCH: You see this truck that you'd seen before with the backup lights on or the brake lights on, like it was going to move?

TAYLOR: Yeah. Or the engine was running or, uh --

HORCH: Do you know if he was inside of it?

TAYLOR: I don't know.

Later in the interview -

TAYLOR:	I pull in and his truck was, uh, you know, was somewhere in here, and I
	don't remember if it was running or I saw lights or something. So then
	when I pull in, I parked like right back in here, 'cuz 'cuz I knew he was
	leaving and then

- HORCH: Well, when you pull in, you see his vehicle?
- TAYLOR: No, I don't see it till I pull up here.

HORCH: Okay. So you pull around the corner, around this storage unit, see it's there, and then you back up and park by the Fosters' main residence?

- TAYLOR: Yeah. Mm-hm.
- HORCH: Because?

TAYLOR: Um, I didn't ... I didn't want ... I didn't want, um, I didn't want to upset her, and I knew that if ... if I came in when they were there together, she would, um, I knew she would be upset with me. And my whole part through this is I was trying to be as, um, respectful about everything and ... and trying to keep things as ... as ... as calm as possible between us.

Later in the interview -

TAYLOR:	No, he had already he was leaving and I'm like, I was just waiting, and I knew it. For some reason I'm like I was just kicking myself. And I pulled down here and she calls my phone. And she's like, "What are you doing?" And I said, "Well, I came to see you and I saw that, um, you know, your the truck was there."
HORCH:	Did she know you were there? She called you when he left? How did she she just called you out of the blue or did she see you and called you?
TAYLOR:	What what had happened which I found out later is, as he's leaving, he calls her and says, "Hey, I think your," you know, "I think" whatever, I don't know what he refers to me as
HORCH:	Sure.
TAYLOR:	It's just an assumption, because I'd only I mean, within a couple within a minute or two, um, down, and the phone rings.
HORCH:	Okay.

TAYLOR: And I said, "Well, um, I came by because I haven't talked to you since the 7th," or whatever day, and, um, she's like, "Well, okay." And I said, "Do you want to talk?" And she's like, "That's fine, come back." So I went back and, um, and I talked to her, and that's when, um -- and I ... I don't think I ... we didn't talk very long. It was, um, maybe ten minutes or fifteen.

What Det. Taylor described in the above mentioned portion of his interview, is just one of the times when he tried to locate his ex-wife to know her whereabouts. Several times he calls Deputy Luque between March 7th-15th emotionally upset and tells Deputy Luque some of the actions he had been taking in order to find out if his ex-wife was really dating this person or not. The following is Deputy Luque describing these phone calls.

LUQUE: Yeah, he basically, he -- I mean, he was pretty worked up and I told him, you know, "You just need to stay home and forget about it," that they, you know, they're divorced now, it's not his -- I understood, you know, I consoled him in the fact that I understand why he was worked up --(clears throat) but -- excuse me, I'm sorry -- I understood why he was worked up and that, you know, it's hard and this and that, and it's so fresh, you know, 'cuz this was a month after the divorce.

HORCH: Sure.

LUQUE: Three weeks later. So I kind of, you know, I understood where he was coming from. He had every ... every understanding to be worked up, to be angry, to feel hurt. Um, but I told him obviously that it's, you know, he needs to -- needs to, as hard as it is, get over it, find something else to ... to, you know, to help himself to move on, because it's not his place anymore, unfortunately. That's the decision she's made.

- HORCH: Did he ever say to you in that conversation or the night before that I saw, that he didn't kiss her goodnight, I saw him leave and he didn't kiss her goodnight?
- LUQUE: It wasn't in that one. He called me the next morning

Later in the interview -

LUQUE: Tells me all this and I tell him, "Man, you just, you need to relax tonight," you know, and I actually asked him at one point, "Do you want me to," I mean, "Do you need something, do you want me to come over?" "No, no, I'm fine, I'm with the girls, I'm just going to ---" And again, he was pretty worked up, but he says, "I'm just going to go to ... try to go lay down and forget about it tonight." And I go, "Dude, you know, I'll talk to you tomorrow."

HORCH: Okay.

LUQUE: I think I was at training at the time, so I just told him, "I'll ... I'll talk to you early in the morning on my way to training, see if you're up, otherwise I'll talk to you on my break and we'll talk about it tomorrow. You just need to ... to leave it alone tonight, don't worry about it, as hard as that is." So that was the end of our conversation there.

Later in the interview -

- LUQUE: Yeah. So he calls me the next morning, like I said, I ... I want to almost think now, I think I was off that day, so I think it was maybe now a Saturday or a Sunday, I don't remember. But he says that I'd be mad at him because -- you know, and I ask why.
- HORCH: He says you're going to be mad at him?
- LUQUE: "You're going to be mad at me."
- HORCH: Okay.
- LUQUE: And then I said, "Well, what did you do?" You know, "What happened?" And he goes, "Oh, I didn't listen. I went back over there and it was like a half hour later or so and he ended up leaving. They didn't kiss goodnight, because they ... they didn't know I was there, but I saw that he left and he just walked out on the porch and they said goodnight and he ... and he drove off."
- LUQUE: -- doing this stuff, so --. Because I obviously see that it's not ... there's no, you know, it's ... it's killing him. And he's open at that point saying, you know, "I know. I know it's ... I know I shouldn't care. I can't care anymore, it's not my place, but it just bothers me so much and she's all," you know, "she's my first and only --"
- HORCH: Sure.
- LUQUE: -- "wife," and this and that, so --.
- HORCH: Did he ever say, "I know I'm doing things wrong and I can't stop," or anything to that?
- LUQUE: Uh, yeah. I mean, I don't remember the exact words, but I guess the best way to put it, he was the most accepting of the things he was doing that he's ever been. If that makes sense to you. Meaning, yeah, I remember him saying, "I know this is --" "I know I can't be doing this. I know this is wrong. I just ... I need to get help. "I," you know, "I don't know what to do, I need help. I need help." It was ... it was actually kind of a relief on my part, going --
- HORCH: First time he's kind of admitting that --
- LUQUE: It's a big --
- HORCH: -- this is out of control?
- LUQUE: Big step.

HORCH: Okay.

LUQUE: Saying, "I know I need help. I need to get help and I need to do something about it." And I think at that point it was, you know, we'd finished our conversation and I told him, "I'll help you with what I can." And I know I'd gotten on him a little bit and kind of angry with him, saying, "You know, I've given you advice for a year and a half now that you haven't listened to," and he was acknowledging it, saying, "I know. I know I've got to listen to you. I'm sorry. It's just so hard for me." But, uh, so I told him, you know, "You need to go seek some help, but if you're going to do that, you need to listen."

On April 12, 2011, I called Det. Taylor's ex-wife, Deanna Taylor, and spoke to her briefly about some of the issues she had discussed with Commander Amy Foster at a school function they had been at. I explained who I was, and told her she was under no obligation to talk with me. Deanna was pleasant and said she would speak with me.

I asked Deanna if she knew that Det. Taylor had "checked" on her new boyfriend. Deana said that one time, Det. Taylor mentioned to her that her boyfriend was "suspended" and had a warrant for his arrest. Deanna said she didn't want to know this information and wanted Det. Taylor to stay out of her business.

I asked Deanna if she ever saw Det. Taylor "watching" her or her residence. Deanna said that soon after Det. Taylor had learned about her new boyfriend, she thought someone was outside. She heard her car alarm go off, which she said it never does, and went outside to investigate. Deanna said she just had a "creepy" feeling that someone was outside, but never actually saw anyone.

Deanna said she had spoken with Commander Amy Foster about Det. Taylor showing up at the house unannounced, or uninvited. Commander Foster advised that she might want to call the Sheriff's Office and tell them what he was doing if it became too bothersome. Deanna said she did not feel the need to call at that time. Deanna was not aware that Det. Taylor was on Administrative Leave, nor did I tell her. She mentioned that as of a few weeks ago, Det. Taylor had stopped calling as much and was not showing up to her house nearly as many times as before.

I asked Deanna if she knew about Det. Taylor ever checking on her cell phone usage or getting into her work e-mails. Deanna respectfully declined to answer these questions and said, "I'll pass".

Deanna said that she has never felt in physical danger from Det. Taylor and there have never been any acts of Domestic Violence.

D. OTHER

In addition to all the above mentioned issues, there are other concerns that came from these interviews and this investigation. Some of these might not rise to the level of policy violations, but they definitely raise "red flags" with regards to Det. Taylor's decision making and the apparent lack of supervision that was given to him over these past few years.

For example, Det. Taylor, along with Sgt. Schoening and Deputy Luque, all acknowledged that Det. Taylor would work on his days off without being compensated. Sgt. Schoening said he warned Det. Taylor many times not to this. When Det. Taylor was asked in his interview about all these extra hours on his days off, he indicated that his supervisor knew about this, but the work needed to get done. Det. Buckner, who was Det. Taylor's guild representative, even spoke up and wanted to be a witness as to having seen Det. Taylor show up at the office on his days off.

BUCKNER:	No, I I just want a comment that I work in the same office as Ryan Taylor. I've seen him in there on his days off working on his cases. I mean, this guy's very conscientious. He's very methodical and he's on there on his days I'm, "Ryan, what are you doing here?" You know, and he's working. So As a witness.
HORCH:	Well, as a Guild rep, you should have put your foot down and said

HORCH: Well, as a Guild rep, you should have put your foot down and said something stronger, then, probably. But anyways, let's get back to this. Do you want a break? I know Rick has to leave in about ten minutes? Do you want to keep going for ten minutes?

According to Sergeants Bieber and Neiman, they both documented conversations with Det. Taylor about working on his days off without being compensated, and told him he was not allowed to do this. Their memos are attached to this report.

Another issue that arose from this investigation, was the amount of overtime hours Det. Taylor worked over these past years. In some instances, he worked 26 hours straight without a break. Det. Taylor said this was approved by supervisors with them having full knowledge of how many hours he had already been working. On his October 2010 time sheet, these high amounts of overtime are reflected.

It should be noted that one of the Clark County payroll specialists, Samantha Reynolds, (from the Auditor's office), noticed the large amount of hours worked by Det. Taylor in October 2010 and sent an e-mail to Cheryl Moore (Sheriffs Office payroll) questioning the hours. Cheryl Moore forwards this e-mail on to Det. Taylor's supervisor, who in turn writes Samantha back and explains that the hours are correct. The following is an excerpt from those e-mails.

-----Original Message-----"From: Cnty Auditor Payroll Sent: Thursday, November 04, 2010 12:23 PM To: Taylor, Ryan Cc: Moore, Cheryl; Neiman, Fred

Hi Ryan, Can you please take look at your timesheet again? I just want to make sure that you don't get overpaid. On Oct 26th, you have two lines of OTP, Off-Duty:Misc (OT), for 8 hours (16) could this be in error? Just want to check with you to verify, that the timecard is correct?

If its not, can you print it make the corrections and fax over to me, I will make any correction now, so we can process correctly. :)

Let me know if you have any questions.

From: Moore, Cheryl Sent: Thursday, November 04, 2010 1:25 PM To: Cnty Auditor Payroll; Taylor, Ryan Cc: Neiman, Fred Subject: RE: OTP According to his overtime authorization, he did a double shift at the hospital guarding a prisoner on the 26th.

From: Neiman, Fred
Sent: Thursday, November 04, 2010 1:28 PM
To: Moore, Cheryl; Cnty Auditor Payroll; Taylor, Ryan
Cc: Atkins, Chuck
Subject: RE: OTP

That's correct. Although not usually allowed, it was approved by command staff due to staffing needs...

Thanks for checking, Sam and Cheryl.

Fred."

Conclusion:

This investigation started off within a narrow scope, but widened as more issues were uncovered. It's evident by all the documentation and the statements from all involved, that Det. Taylor has been using his work vehicle for personal use far beyond what is allowed in the "De Minimus use" policy. Even after purchasing a vehicle at the end of February 2011, Det. Taylor readily admits to using his work vehicle for personal use. In March 2011 alone, he admits to using it on at least five occasions, to include transporting his children around. In using the calculation from page 20 of this report, there are approximately 15,722 unaccounted miles put on Det. Taylor's work vehicle over the past two years.²

Det. Taylor also admits to not following the county's cell phone use policy for the past several years. The documentation shows there were several months of high usage without justification. In just the few numbers that were researched, there were numerous personal calls made during work hours and during days off.

Det. Taylor's off duty conduct is also called into question when he goes by Michael Melton's residence and his ex-wife's residence on numerous occasions. He had an apparent obsession with knowing her whereabouts and was having great difficultly in accepting the fact that she had moved on after their divorce. Det. Taylor admitted that one night he walked up to Melton's residence to verify if he was actually the person he had seen with his ex-wife back on March 7th, and even tries to peer into his windows.

For the past two years, it's clear that Det. Taylor has been battling with numerous issues. Some of them personal and some work related. He divulged some of his personal struggles in his interview, and mentioned he had been seeking help to get these under control. He said they are not excuses for his behavior and apologized greatly for his conduct.

² For a two year period, this vehicle cost \$28,058 dollars to operate. (Maintenance & gas etc.) Divide this cost by the miles driven (52,914) and it equates to .53 cents per mile. With 15,722 used as the calculated overage in miles, the approximate cost of Det. Taylor's personal use of the vehicle is \$8,332 dollars.

The interview with Det. Taylor last approximately four and a half hours. This report contains only a small portion taken from the transcripts. Det. Taylor does not dispute any of the allegations, nor does he, for the most part, make any excuses for his actions.

This investigation basically looked into Det. Taylor's behavior and conduct for the past two years. There were other concerns that came to light, in addition to the ones detailed in this report. Some of these concerns were briefly mentioned in the body of this report and some were not due to the fact that this was already an extensive investigation and very lengthy interview with Det. Taylor. Some of these issues include;

- Det. Taylor leaves his children (8 and 10 years old) at home alone at 0130 am in the morning to go check on ex-wife and new boyfriend.
- AVL reports, numerous records to search through.
- Sgt. Schoening reports, after his interview, that numerous times Det. Taylor would be "logged out" at the traffic office, however Schoening would never see him there.
- Cell phone records could be gone through with even greater scrutiny.
- Det. Taylor's ACCESS certification was expired last year from September 2nd September 22nd. During this time he still ran computer checks on subjects. (This was only discovered after reading Sgt. Neiman's critical incident log after the ACCESS investigation of #IC11-009 had been completed.)
- Sgt. Schoening reports Det. Taylor broke into his work vehicle, which was parked at Schoening's residence, while Schoening was on vacation. This was not done for any emergency reason; Det. Taylor was obsessed with getting a computer disc for an investigation.
- Could have looked in to the Garrett Hergert issue IA learned about additional steps that Det. Taylor might have taken to track down Hergert back in 2008 and possibly 2010.
- It's reported that Det. Taylor has possibly gone to his ex-wife's place of work (while they were married) and went through her desk. He also tried getting into her work computer in order to gain information. (I asked Deanna Taylor about this and she said, "I'll pass")
- Detailed cost analysis of county vehicle use. (Data has been collected from county shops)

It should be noted that the above mentioned issues were not fully investigated and could possibly require substantial research and time. These additional issues can and will be investigated further if directed to do so by my superiors.

Det. Taylor, and guild representative Rick Bucker, were both advised this could be a lengthy interview. We had several breaks including a lunch break. Breaks were also provided as requested.

At 1445 hours, Det. Buckner had to leave for an appointment and Detective Robert Latter stepped in to be the guild representative. Det. Taylor had no objections to this. We continued the interview and following the next break, Det. Latter mentioned the length of the interview and wanted to give Det. Taylor the option to possibly continue the following day.

I agreed that our Internal Affairs Investigations G.O. addresses unreasonably lengthy interviews, however, there was a large amount of material to be covered and Det. Taylor and Det. Buckner knew this before we started. Det. Taylor was then given the option to stop and to continue the following day. Det. Taylor said he wanted to keep going and finish the interview.

Based on all the evidence, the IA unit recommends a finding of **SUSTAINED** for all of the listed policies;

#1. G.O. 01.16.010 PURPOSE (VEHICLE USAGE) G.O. 01.16.052 DE MINIMUS PERSONAL USE OF COUNTY VEHICLES WHILE ON DUTY

#2. G.O. 01.16.037 UNAUTHORIZED PASSENGERS

#3. G.O. 01.35.090 CELLULAR PHONE

#4. G.O. 01.29.310 OFF DUTY CONDUCT

01.16.010 PURPOSE (VEHICLE USE)

The purpose of this general order is to establish a policy and a set of uniform procedures dealing with the use of motor vehicles by employees of the Clark County Sheriff's Office. The proper use of a motor vehicle represents a responsibility of the Sheriff's Office and its personnel extended to and expected by the people of Clark County. Misuse of or negligent disregard for this responsibility will not be tolerated by the Sheriff's Office. It is imperative that the Sheriff's Office and its personnel operate motor vehicles in a manner worthy of the trust and respect of the people of Clark County. Except as allowed by law, employees operating motor vehicles shall conform to all laws regulating traffic and set an example of good driving to each other as well as to the public. Each employee of the Clark County Sheriff's office shall be responsible for adhering to this policy concerning motor vehicle usage. The policies and procedures of the Clark County Sheriff's Office are intended to be consistent with the requirements of <u>RCW 46.61.035</u>.

01.16.052 DE MINIMUS PERSONAL USE OF COUNTY VEHICLES WHILE ON DUTY

The Sheriff's Office recognizes that providing take-home vehicles provides a benefit to the community, this agency, and the employee. The assigned vehicle shall not be used for personal gain. However, it is further recognized that due to the length of shift hours and days of work, there may be times in which employees may need to utilize a County vehicle for personal business while on duty. Personal use that is permissible should be restricted to brief stops to conduct essential personal errands which do not deviate significantly from the normal route or distance to and from work or current beat assignment. Examples of permissible use may include, but not be limited to; taking children to and from day-care or school while the employee is en route to and from work, picking up a prescription or other essential medications, minor routine banking, etc.

Nothing in the section allows for the use of a County vehicle as transportation to any tavern, bar, saloon or similar establishment unless it is in the course and scope of their official duties.

01.16.037 UNAUTHORIZED PASSENGERS

Deputies should not transport persons in department vehicles unless such transportation is in connection with official department business or prior approval granted by the Sheriff or his designee.

01.35.090 CELLULAR PHONES

The purpose of the cellular phone is to increase communication availability for employees and for the citizens we serve. Radio air time is limited at times and cellular phones provide an alternative method for employees to communicate with citizens, law enforcement departments and other agencies. This also provides employees the ability to return phone calls promptly, contact citizens directly and communicate directly with staff.

The following will be the guideline for the use of cell phones:

- 8. Cell phones will only be used for department business and will not be used for **personal** use, except to make emergency/priority calls to the employee's residence. Refer to Reimbursement Policy for Personal Use of Cell Phones 01.35.095.
- 9. <u>Lengthy conversations shall be kept at a minimum. If a long conversation is anticipated, employees should not use cell phones.</u>
- 10. Employees are reminded that calling from one cellular telephone to another results in double charges to the department. The department is charged for the employee making the call and for the employee receiving the call. Therefore, employees shall restrict the use of cellular telephone calls to **priority** department business only.
- 11. Employees are restricted from making long distance phone calls on cellular phones. Long distance phone calls should be made from precinct or other county offices. In the event employees are traveling out of county, and are unable to utilize a standard telephone and billing card, cellular telephones may be used. However, any long distance call time should be kept to a minimum.
- 12. Except in extreme circumstances, employees are prohibited from using County Cell Phones for the purpose of text messaging.
- 13. Sheriff's Office blue tooth devices should only be synced and used with County Cell phones.
- 14. The Property/Logistics Manager will provide copies of cell phone bills to employee supervisors to review for excessive calls and abuse.

01.29.310 OFF-DUTY CONDUCT

All employees shall maintain the highest standards of conduct and will avoid any conduct which would discredit the employee or the Sheriff's Office. Off-duty deputies should perform necessary police service in Clark County whenever public safety is urgently required. While off duty and within the jurisdiction of Clark County, deputies should carry official identification when in public.

Attached documents:

- 1. Six part complaint
- 2. Taylor interview
- 3 Foster interview
- 4. Schoening interview
- 5. Luque interview
- 6. March 2009 2011 mileage report for Taylor
- 7. March 2009 2011 mileage report for Schoening
- 8. March 2007 2011 mileage report for Harada
- 9. March 2009 2011 fuel report for Taylor
- 10. March 2009 2011 fuel report for Schoening
- 11. March 2007 2011 fuel report for Harada
- 12. March 2009 2011 time sheet reports for Taylor (including overtime slips)

- 13. March 2009 2011 time sheet reports for Schoening
- 14. March 2007 2011 time sheet reports for Harada
- 15. March 2009 2011 cell phone records for Taylor
- 16 Photos of Taylor's unmarked patrol vehicle #S19-989
- 17. DOL copy of all vehicles registered to Det. Taylor for the past three years.
- 18. Sgt. Bieber memo
- 19. Sgt. Neiman memo
- 20. Sgt. Kasberg memo
- 21. ACCESS re-cert expiration documents
- 22. Cellular phone personal use reimbursement agreement
- 23. AVL records from January 14, 2011 March 16, 2011 (AVL only tracks back 3 months)

Internal Affairs Report Tracking Sheet

Completed by IA Investigator	5/10/11
Received by IA Manager	5/10/11
Received by IA Chief	5/10/11
Received by Branch Chief	5/10/11
Received by Undersheriff	
Final Disposition	



Garry E. Lucas Sheriff

CLARK COUNTY SHERIFF'S OFFICE INTERNAL AFFAIRS UNIT

Internal Affairs Investigation: # IC11-009

Investigated by: Sergeant John Horch

Date received: March 15, 2011

Date completed: April 24, 2011

Complainant(s): Chief Mike Evans

Involved employee(s): Detective Ryan Taylor

Allegation(s)/Finding(s):

#1. Det. Taylor used the ACCESS system for personal use on at least nine occasions. He admitted he ran WACIC and NCIC checks for information about individuals and vehicles for personal use which was not for legitimate law enforcement purposes. **SUSTAINED** for nine violations.

Incident #1 – Occurred between March 13th – March 15th 2011 (Four inquiries on an individual and two vehicle license plate inquires.)

Incident #2 – Occurred October 2, 2008. (One inquiry on an individual and two vehicle license plate inquires.)

#2. Det. Taylor used his MDC (Mobile Data Computer) from March 13th - March 15, 2011 to run WACIC / NCIC inquiries for his own personal use. **SUSTAINED.**

Policy Violation(s):

#1. G.O. 02.09.380 ACCESS MISUSE

#2. G.O. 02.10.030 (C) PROCEDURE USE OF THE MDC

Summary:

On March 15, 2011, the Internal Affairs Unit was notified that Detective Ryan Taylor had possibly used the Washington State Patrol's (WSP) ACCESS system (A Central Computer Enforcement Service System) for personal use on or about March 13, 2011. It was alleged that Det. Taylor used the ACCESS system to run a computer check on an individual and a vehicle plate to gain information about this person that was possibly dating his ex-wife (Deanna Taylor). Det. Taylor admitted during his IA interview, that he did in fact run numerous unauthorized computer checks on a subject by the name of Michael R. Melton, including Melton's vehicle plate. He also admitted to running these checks on the MDC (Mobile Data Computer) that is in his patrol vehicle.

During his IA interview, Det. Taylor admitted to another incident in which he used the ACCESS system for personal use. Det. Taylor suspected a person by the name of Garret Hergert was having an affair with his wife, and he ran a driver's license check and a vehicle registration check to gain information. Det. Taylor could not remember the exact date when this occurred, but thought it was in 2008 and possibly again in 2010. A WSP records search located that on October 2, 2008, Det. Taylor ran a driver's check on Hergert and also checked on his vehicle plates.

Det. Taylor is ACCESS certified through our department and took his last update class in September of 2010. Det. Taylor said he was aware of our ACCESS policy and knew it was against our policy to use this system for personal use.

The Washington State Patrol requires us to report to them suspected ACCESS violations, as well as concluded investigations into ACCESS violations. This matter has been reported to WSP.

Recommended Findings:

After analyzing all the documentation and statements made by Det. Taylor during his interview, the IA Unit has come to the conclusion that Det. Taylor did in fact violate our ACCESS use policy <u>G.O. 02.09.380 MISUSE</u> and our MDC use policy <u>G.O. 02.10.030</u> (C) PROCUDURE USE OF THE MDC.

The most recent incident of this ACCESS misuse occurred from March 13 – March 15, 2011. There were a total of six inquires made during this time that were for personal use.

The other incident occurred on October 2, 2008. Three inquires were made at that time which were also for personal use.

The IA Unit recommends a finding of **SUSTAINED** for <u>two separate incidents</u> - with each incident including one or more separate violations, regarding our ACCESS MISUSE policy.

With regards to the PROCEDURE (MDC) policy, the IA Unit recommends a finding a finding of **SUSTAINED** for one incident (most recent). The October 2nd 2008 incident was done from a computer terminal at the Sheriff's Central Precinct Office.

G.O. 02.09.380 MISUSE

ACCESS requires that all agencies investigate allegations of misuse. The Agency TAC is required to notify the agency head and the Information Security Officer with ACCESS if misuse is suspected. Examples of misuse include:

- 1. Running the criminal history of a family member or friend.
- 2. Running a vehicle registration for personal use.
- 3. Visiting or sending inappropriate administrative messages across a mobile data terminal ACCESS connection.

Users do not have to disseminate information for the action to be a violation. Accessing CJIS data for personal reasons is specifically prohibited by state and federal law. (Emphasis added).

Once misuse has been reported, the Clark County Sheriff's Office will notify the ACCESS Section and investigate the allegation per department policy. Results of the investigation must be communicated to ACCESS; disciplinary action, if necessary, will be in accordance with Sheriff's Office General Orders.

If misuse is confirmed, ACCESS has the authority to decertify a person for reasons of misuse or arrest record findings. Decertification may be considered for a certain time period or indefinitely.

G.O. 02.10.030 PROCUDURE (MDC)

- 1. All communications via the MDC will be professional and conducted in a businesslike manner.
- 2. Communications between dispatch and field units by MDC are permitted for official business only. No personal business of any kind will be conducted via the MDC. All communications via MDC are a matter of public record. As such, they may be subject to periodic review and use by the courts for civil and criminal proceedings. (Emphasis added).
- 3. Other than for traffic stops or for emergency traffic (i.e. Code 0), unit status changes will be accomplished via MDC. This includes but is not limited to clearing from calls, going enroute to calls, clearing from self-initiated activity, etc.
- 4. Except in emergency situations, changes in location will be done via MDC with simultaneous voice communication.
- 5. Traffic stops by field units will be initiated by voice radio communication and may be cleared by either voice communication or MDC at the deputy's discretion unless special circumstances dictate otherwise.
- 6. If time and circumstances permit and the MDC can be safely used, self-initiated activities, follow up, Code 7 (lunch), breaks, and field contacts will be done via

the MDC. If the dispatcher or deputy believes there are safety issues involved, voice communications are expected.

- 7. Data received and sent via the MDC is subject to all security restrictions that apply to an ACCESS terminal. DOL and wants checks will be conducted within the guidelines of ACCESS restrictions and will be done via the MDC if and when the deputy is in the vehicle. (Emphasis added).
- All wants and warrants must be confirmed through CRESA via voice communication. CRESA will confirm wants and warrants and advise the deputy via voice communication.
- 9. Deputies may occasionally make general information requests to dispatch via the MDC. Deputies must keep in mind that their "administrative message" requests will be viewed as general information requests and will be handled on a lower priority basis. The dispatcher's time to process these requests may be limited due to call taking and dispatching responsibilities.
- 10. The use of the MDC while the vehicle is being operated creates a potential risk to the deputy because of the change of focus from driving to operating the MDC. Accidents resulting from inattention to driving while operating the MDC will be handled through the Sheriff's Office discipline process.
- The transmittal of any sexist, racist, vulgar, derogatory, or discriminatory message is specifically prohibited. The MDC shall be utilized for Sheriff's Office business purposes. Personal conversations and/or comments are prohibited. (Emphasis added).

Investigation:

On March 15, 2011, Sgt. Schaub and I were notified about a possible misuse of our ACCESS system involving Detective Ryan Taylor. Sergeants Shea and Schoening came to our office and explained that Det. Taylor had admitted to running a computer check on a person that was for personal reasons. Shortly after hearing this, Chief Evans signed a "six part" form and we were given instructions to investigate this possible ACCESS policy violation.

About fifteen minutes later, Det. Taylor came to our office and we served him the complaint alleging the possible misuse of the ACCESS system. Detective Rick Buckner was also present as a guild representative when we served him the complaint. At that time, Det. Taylor did not want to delay this investigation and requested to be interviewed right then. Det. Buckner also requested this. Sgt. Schaub and I were not able to conduct this interview without gathering some information, but we agreed to meet him the following day barring there were "no surprises". Before leaving our office Det. Taylor handed me some print outs of a vehicle registration. He said something to effect of, "This is what I did".

That evening I spoke with Sgt. Schoening over the phone. He explained he had worked with Det. Taylor for the past two years in the traffic unit and was friends with him. He was not a Sergeant at that time and had just recently left the traffic unit after being promoted in February. Sgt. Schoening went on to say that a day or so ago, Det. Taylor had told him that he had seen his ex-wife with another man and was concerned. Det. Taylor told Sgt. Schoening that he had checked on this person and he knew he had a suspended license and had a warrant for his arrest. Sgt. Schoening didn't think too much of it at the time, but the following day mentioned this to Sgt. Shea. They both deduced that Det. Taylor had probably used the ACCESS system to check on this person and if this occurred, was probably not done for work related purposes.

Sgt. Schoening went on to tell me that after he explained to Sgt. Shea what Det. Taylor had told him, he and Sgt. Shea went to Commander Kilian and advised him of what they had learned. Commander Kilian told them to do some research and find out how exactly Det. Taylor had obtained this persons information.

Sergeants Shea and Schoening then went to meet Det. Taylor who was working as an EVOC instructor at Portland International Raceway. Sgt. Shea asked Det. Taylor if he had used the ACCESS/WACIC/NCIC computer system to check on a person for personal reasons. Det. Taylor admitted he had. Sgt. Shea advised him not to say anything more and that he would have to forward this information on. Sgt. Shea wrote a memo to Sgt. Schaub and I about this conversation with Det. Taylor. That memo is attached to this report.

The following day, March 16^h, Det. Taylor was scheduled for an interview for the ACCESS violation investigation (#IC11-009). However, in the mean time, the sheriff's office learned of another possible policy violation against Det. Taylor regarding the use of his county issued work vehicle for his own personal use. Chief Evans signed another six part complaint and we issued this to Det. Taylor in our office around 1500 hours. Det. Rick Buckner was also present as his guild representative.

In addition to this new allegation of misuse of the county vehicle, Chief Evans placed Det. Taylor on "Administrative Leave" for reasons unrelated to this investigation. Sgt. Schaub and I drove Det. Taylor home and we advised him that we would contact him for an interview in the near future to address the two "six part" complaints. Det. Taylor said he understood.

Note – We did not discuss either investigation with Det. Taylor when driving him home.

On April 6, 2011, we interviewed Commander Amy Foster with the Vancouver Police Department. We had learned that Commander Foster lives on the same property as Det. Taylor's ex-wife (Deanna) and had some information as to the events of the past few weeks. She had an occasion to talk with Det. Taylor a few weeks ago about a black truck that he had seen at Deanna's house.

Commander Foster said Det. Taylor drove up to Deanna's house a few weeks ago and stopped to talk with Foster who was outside. He told her something to the effect that Deanna was dating someone who drove a black Ford pickup truck. He also told her the person Deanna was seeing had a suspended driver's license and possibly had a warrant. Commander Foster did not ask how he knew this person might be suspended.

Commander Foster also told us that a few weeks ago, Deanna Taylor saw her at a school function. Deanna mentioned to her that Det. Taylor had been coming over to her house a lot lately, uninvited, and that he shouldn't be "checking" on the person she was dating. Commander Foster gave Deanna advice as to what actions she might want to take if she felt uncomfortable with her ex-husband coming around her house too much. Commander Foster's interview is attached to this report.

On April 13, 2011, we interviewed Sgt. Alex Schoening at the Sheriff's Office Headquarters. Sgt. Schoening had already spoken to me on two separate occasions about this ACCESS matter, once in person and once over the phone. The purpose of

this interview was to further detail some of the information he had already discussed with us regarding Det. Taylor's recent behavior.

As far as the misuse of our ACCESS system, Sgt. Schoening relayed the same information as he had back in March. He advised that on or about March 13th, he spoke with Det. Taylor when they were serving a search warrant at TLC towing. During that conversation, Det. Taylor told Schoening that Deanna was seeing another person and this person had a suspended driver's license and possibly had a warrant. Sgt. Schoening did not inquire at that time as to how Det. Taylor knew this information, but rather consoled him on his recent divorce and the troubles he was having accepting the fact that Deanna was moving on. This taped interview with Sgt. Schoening also covered other topics and those are being addressed in IA case #IC-010. Sgt. Schoening's interview transcript is attached to this report.

On April 21, 2011, Det. Taylor participated in an IA interview. He read and acknowledged the understanding of his employee rights and Garrity Warning. Detective Rick Buckner accompanied Det. Taylor as a guild representative. After some basic questions, I explained to Det. Taylor that there were several issues that we would be discussing and the first was regarding the possible ACCESS violation(s) that he might have committed.

For the next hour or so, Det. Taylor explained that he had in fact used the ACCESS system via the MDC in his patrol vehicle to run a person by the name of Michael R. Melton (DOB 03-10-74). He also admitted to running a records check on Melton's vehicle for the purpose of verifying where he lived. Det. Taylor said these incidents occurred between March 13th – March 15th of this year. He also said he used his work computer at his office to run a "Google" search on Michael Melton's business in order to obtain his address. The following excerpt is from Det. Taylor's interview in which he gives a brief description of what he had done:

- HORCH: Okay. And it's in reference to GO02-09-380. Um, are you aware of the allegations surrounding --
- TAYLOR: Yes, sir.

HORCH: -- this policy?

TAYLOR: Yes, sir.

- HORCH: Okay. Can you please discuss what you're aware of about it?
- TAYLOR: Um, that I ran an individual's name, um, for personal use, um, uh, I believe it was in the middle part of, uh, March. Um, this individual, um, is in a dating relationship with my ex-wife and I ran his name when I recognized him, and, um, uh, she told me what his name was after I -- so I put ... well, I dealt with him in the past. I recognized him when she said his name it kind of all came together and that's when I ran his name.
- HORCH: Okay. When you say "ran his name," how did you ..., how did you run it? Where did you run it at? Which computer?

TAYLOR:	I ran it in my, uh, my my patrol, my my MDC. Um, I actually, first off, I believe I looked at, um, because I didn't have his date of birth, I looked it up in EPR and that's when I realized that I had, in fact, arrested him and, um, then I got his date of birth and then I ran his, um, uh, and truck driving status in in NCIC and, uh, found that he had an outstanding warrant and had a suspended driver's license.
HORCH:	Okay. And you said some time in the middle of March, to your best recollection?
TAYLOR:	As of maybe the, uh, beginning of March.
HORCH:	Okay. Some time in March, beginning
TAYLOR:	Yes, sir.
HORCH:	to middle?
TAYLOR:	Yes, sir.
HORCH:	Okay. Did you run, this individual's name? Do you remember his name?
TAYLOR:	Michael Michael R. Milton. I think it's R.
HORCH:	Okay. Okay. Do you have you checked on his name after that, after you checked on it that time?
TAYLOR:	Yes. I ran it several times, that, um, uh, well, I mean, within those couple of days.

Det. Taylor said he ran Melton's name several times through <u>WACIC</u> (Washington Information Center - The state repository for law enforcement data) and NCIC (National Crime Information Center - The national repository for law enforcement data) to obtain information about Melton since he believed he was now dating his ex-wife. Det. Taylor said that he and Deanna had recently divorced as of February 11, 2011, and he found out on March 7th that she was seeing another person.

Det. Taylor explained that on March 7th, he drove to his ex-wife's residence and noticed a black truck parked in her driveway. As he walked up to her residence he saw a male with his arm around his ex-wife and they were sitting on a couch. Det. Taylor rang the doorbell and the male subject answered. Det. Taylor said he partially recognized this person, but couldn't quite make out where he knew him from. Det. Taylor spoke with his ex-wife for a few seconds and then left. Before leaving he noticed a decal on the side of the truck with the words "Rain Country Excavating". Det. Taylor said that seeing this man with his ex-wife was very difficult. He wasn't really prepared for his wife to move on so quickly and thought they were still "best friends".

The following day, March 8^h, Det. Taylor went to work and admitted to running a "Google" search on his work computer looking for information on Rain Country

Excavating. He learned this was a business in Vancouver and the address was near the 6100 block of NE 131st Avenue. Det. Taylor then drove out to this location while he was working to see if the same truck that was parked at his ex-wife's house was there. The following is an excerpt from his interview when he explains this:

TAYLOR:	Yeah, I look at Rain that came up. That Rain Country Excavation came up and so I had driven by and I don't I didn't see his truck, that truck, there, so I wasn't sure if that was
HORCH:	You went by a place of business?
TAYLOR:	Yeah. Well, it's it's, uh, it's, uh, it's off 131st Avenue and it's, uh, yeah, as far as I knew at that point it was it was a business.
HORCH:	How did you find that? You Google searched it?
TAYLOR:	Yes, sir.
HORCH:	And you believe you did that at work?
TAYLOR:	Yeah. I it yeah. Uh
HORCH:	So were you working the day that you went by this business?
TAYLOR:	Yes.
HORCH:	Okay. And what was the purpose of you going by that business?
TAYLOR:	Um, just to see if that truck was if that was the truck. Um, uh, hm, just pretty protective over her and so

Det Taylor went on to say that after a few more days of doing some research on this address, he started to piece together who this person was. Det. Taylor said he was working overtime on March 13th when he went over to his ex-wife's house and asked her this person's name and she told him, "Michael".

Det. Taylor then started to research this person using his MDC while he was working. He said he checked for Michael Melton through the EPR (Electronic Police Report) system to obtain a date of birth. While checking EPR, Det. Taylor saw that he had arrested Melton back in 2007 for DUI. Det. Taylor then ran a WACIC and NCIC check on Melton and learned he had a suspended driver's license and had a misdemeanor warrant for a traffic violation out of South Bend (state unknown). The following are excerpts from his interview describing how all of this transpired:

HORCH: -- you do an EPR check --

TAYLOR: Yes.

- HORCH: -- the electronic police report --
- TAYLOR: Yes, sir.

HORCH:	check?				
TAYLOR:	Yes, sir.				
HORCH:	It's our database for				
TAYLOR:	Yes, sir.				
HORCH:	if you're in the computer system in Clark County				
TAYLOR:	Yes, sir.				
HORCH:	you can pull up information, correct?				
TAYLOR:	Yes, sir.				
(Later in the interview	/)				
HORCH:	In on your MDC?				
TAYLOR:	Right.				
HORCH:	In your car.				
TAYLOR:	Yes, sir.				
HORCH:	You say run his name, you did a?				
TAYLOR:	Through NCIC or the, you know, when I any time I run anybody's DL status, you know, which comes up with wants and warrants as well, just a standard, uh, anybody that I'll I'll run on a T stop or a grand theft.				

Det. Taylor said the following morning he wanted to show his wife the information on Melton so he drove over to her house in his patrol car (off duty) with his MDC and attempted to show her. The following excerpt is him explaining this:

HORCH:	What did you drive over there?
TAYLOR:	Um, I think I drove my patrol vehicle
HORCH:	Okay.
TAYLOR:	because I had the computer.
HORCH:	Okay.
TAYLOR:	And I wasn't on duty. I drove my patrol vehicle over there because it had that computer in it, and, um, I told, um, I took it inside and I told
HORCH:	The computer is a laptop?

TAYLOR:	Yes, sir.
HORCH:	And it comes out of the car, correct?
TAYLOR:	Yes, sir.
HORCH:	Okay.
TAYLOR:	Yes, sir.
HORCH:	Go on.
TAYLOR:	And, um, I, uh, told her what I had done, uh well, no, I didn't even tell her. I just said I just said, "I know Michael" "I found out some information on Michael." I didn't tell her I ran him. I I think I just said, "I found out some information on Michael I think you need to know."

Det. Taylor goes on to say that he checked on Melton's name several more times over the next few days and also drove by his residence to see if his ex-wife was over there. The following is Det. Taylor explaining all of this:

HORCH:	After you ran him on the 13th, did you find an address for him? Did a home address come up on his
TAYLOR:	Yes.
HORCH:	driver's license, that is?
TAYLOR:	Yeah.
HORCH:	Did you ever go by that residence?
TAYLOR:	I did.
HORCH:	When did you go by that residence?
TAYLOR:	Uh
HORCH:	And and why?
TAYLOR:	I've gone by there a couple of times, but the, um, night of, uh, I got my six-part on
HORCH:	I believe it was the 16th.
TAYLOR:	I think it was the 16th.
SCHAUB:	I think so, yeah.
HORCH:	Okay.

TAYLOR:	I had I had gone by that his house
HORCH:	You mean after you after you were served the six-part?
TAYLOR:	Yeah
HORCH:	Was that the first time you drove by his residence?
TAYLOR:	No, I had gone by, uh, in that week.
HORCH:	When you did the Google search?
TAYLOR:	When I yeah, when I didn't know I hadn't confirmed that that was his address, um, because I didn't know if it was Rain Country Gutters or Rain Country Excavation. I didn't know. Um
HORCH:	So the night of the 16th, after you're served on the six-part on the ACCESS use, you went by there?
TAYLOR:	Yes.
HORCH:	Were you working?
TAYLOR:	No, sir.
HORCH:	What vehicle did you drive there?
TAYLOR:	My patrol vehicle.

Later in the interview, Det. Taylor describes how he ran a WACIC / NCIC check on a subject by the name of Garrett Hergert sometime within the past few years. Det. Taylor said he suspected Hergert was having an affair with his wife and he ran his name and license plate to locate an address for him. He later called Hergert on the phone and was satisfied with his explanation that he was not seeing his wife. The following is Det. Taylor explaining this:

HORCH:	Okay. Have you ever ran anybody else's name for, uh, personal use, besides the person we're talking about today? Do you recall anybody recently in the last few years running? Do you remember Garrett? Did you run Garrett's name a few years ago?
HORCH:	Okay. And that was for what purpose?
TAYLOR:	I well, it was for personal. Uh, I I thought he I thought something was going on and
HORCH:	Hergert or what's his last name again?
TAYLOR:	Garrett Hergert.
HORCH:	Okay. And you suspected that your wife was having an affair with him?

TAYLOR:	I thought there was I thought something was				
HORCH:	Okay.				
TAYLOR:	And so I couldn't				
HORCH:	And so you checked on him then?				
TAYLOR:	Mm-hm.				
HORCH:	Okay.				
TAYLOR:	Yes, sir.				
HORCH:	Did you check on his vehicle plates?				
TAYLOR:	I did. Um, I was at, uh, the home and garden show, uh, because that's where and yeah, because his truck was there at the home and garden show.				
HORCH:	And that's where you ran and that's where you got the plate?				
TAYLOR:	I think so. If I recall.				
HORCH:	Okay. Did you ever go by his residence to look for Deanna's car?				
TAYLOR:	I didn't know where he exactly lived. I know where his business was.				
HORCH:	And did you go by the business?				
TAYLOR:	I went by his business.				
HORCH:	And how many times did you go by his business?				
TAYLOR:	(Seven second pause) I don't know. Um				
HORCH:	Okay.				
TAYLOR:	Uh				
HORCH:	And this was a couple years ago?				
TAYLOR:	(No verbal response)				
HORCH:	Can you give us try to narrow it down to, was it 2008, 2009, 2010?				
TAYLOR:	(Seven second pause) Mm, I it honestly could have been in 2010 at one point, because I still thought that something you know, I wasn't I I was never, um, I was never certain that nothing ever happened. Uh				

HORCH:	Why did you	why did you	run his name?	To get an address for
	him or just to cl	heck on him?	A criminal che	ck?

TAYLOR: I ... I -- uh, probably both. I mean, I --

This interview continued for several more hours covering numerous topics. As stated earlier, these other issues are being addressed in IA case #IC11-010.

The following list shows the dates and times of the ACCESS violations Det. Taylor admitted to in this interview. In all, there are four documented WACIC / NCIC checks done on Michael Melton's person and two WACIC / NCIC checks on Melton's vehicle. The dates and times recorded are from the "I Net Viewer" log which captures all inquires made while logged onto the system. Det. Taylor's psn # is 3802. This I Net Viewer log is attached with this report.

#1. March 13th, 0345 hours - Melton's name is checked on Taylor's MDC.

PSN					
3/13/2011	03:45:02	<u>3802</u>	<u>3802</u>	\$1581	Unit [1S81] Inf Issue Qry 6407770: where a.LNAME='MELTON' and a.FNAME='MICHAEL R'
3/13/2011	03:45:02	<u>3802</u>	<u>3802</u>	\$1581	Unit [1S81] Inf Issue Qry 6407769:VA0R4 WACIC.DW.WA00600R4.NAM/MELTON, MICHAEL R.DOB/

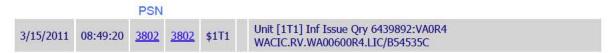
#2. March 13th, 0901 hours - Melton's name is checked on Taylor's MDC.

	· · · · · · · · · · · · · · · · · · ·	PSN			
3/13/2011	09:01:12	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6408600:VA0R4 WACIC.DW.WA00600R4.NAM/MELTON, MICHAEL R.DOB/
3/13/2011	09:01:12	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6408601: where a.LNAME='MELTON' and a.FNAME='MICHAEL R'

#3. March 13th, 1510 hours - Melton's name is checked on Taylor's MDC.

		PSN			
3/13/2011	15:10:04	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6412274:VA0R4 WACIC.DW.WA00600R4.NAM/MELTON, MICHAEL R.DOB/
3/13/2011	15:10:17	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6412288:VA0R4 WACIC.DW.WA00600R4.NAM/MELTON, MICHAEL R.DOB/
3/13/2011	15:10:18	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6412289: where a.LNAME='MELTON' and a.FNAME='MICHAEL R'

- #4. March 13th, 2300 hours Melton's license plate is checked by phone call to CCSO records. Hard copy of the vehicle registration sent to Taylor at the traffic office. This was the printout he handed to me in the IA office on March 15th.
- #5. March 15th, 0849 hours Melton's vehicle plate is checked on Taylor's MDC.



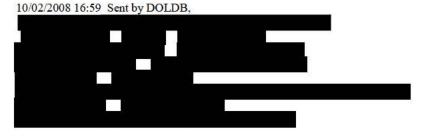
3/15/2011	08:49:21	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6439893: where a.license='B54535C' and a.eid=b.eid and a.eid=c.eid and a.curent='T' and b.curent,='T' and c.curent='T' order by a.cdts
3/15/2011	08:49:21	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6439895: where a.license='B54535C'
3/15/2011	08:49:41	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6439901: where a.license='B53545C' and a.eid=b.eid and a.eid=c.eid and a.curent='T' and b.curent='T' and c.curent='T' order by a.cdts
3/15/2011	08:49:41	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6439903: where a.license='B53545C'
3/15/2011	08:49:41	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6439900:VA0R4 WACIC.RV.WA00600R4.LIC/B53545C

#6. March 15th, 0914 hours - Melton's name is checked on Taylor's MDC.

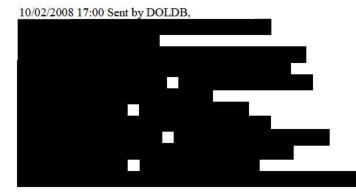
		PSN			
3/15/2011	09:14:50	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6440451:VA0R4 WACIC.DW.WA00600R4.NAM/MELTON, MICHAEL R.DOB/:
3/15/2011	09:14:50	<u>3802</u>	<u>3802</u>	\$1T1	Unit [1T1] Inf Issue Qry 6440452: where a.LNAME='MELTON' and a.FNAME='MICHAEL R'

There is one documented WACIC / NCIC check done on Garret Hergert's name and two WACIC /NCIC checks on Hergert's vehicles. These are taken from the WSP log file on Hergert's name. I confirmed with John Roughton at CRESA that the ID # used on the Hergert searches on October 2, 2008, were made from the computer terminal that Det. Taylor was signed into at our Central Precinct Office.

#7. October 2, 2008, 1659 hours - Hergert's name is checked from precinct terminal.

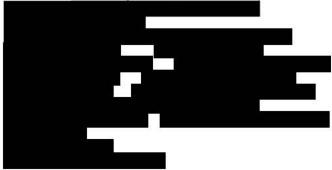


#8. October 2, 2008, 1700 hours - Hergert's vehicle is checked from precinct terminal.



#9. October 2, 2008, 1703 hours - Hergert's vehicle is checked from precinct terminal.

10/02/2008 17:03 Sent by DOLDB,



According to CCSO records, Det. Taylor took his last ACCESS update class in September of 2010.

It should be noted that Det. Taylor and guild representative Rick Bucker were both advised this could be a lengthy interview. We had several breaks including a lunch break. Breaks were also provided as requested.

At 1445 hours, Det. Buckner had to leave for an appointment and Detective Robert Latter stepped in to be the guild representative. Det. Taylor had no objections to this. We continued the interview and following the next break, Det. Latter mentioned this was a lengthy interview and wanted to give Det. Taylor the option to possibly continue this interview the following day.

I agreed that our Internal Affairs Investigations G.O. addresses unreasonably lengthy interviews, however, there was a large amount of material to be covered and Det. Taylor knew this before we started. Det. Taylor was then given the option to stop and to continue the following day. Det. Taylor said he wanted to keep going and finish the interview.

Conclusion:

This investigation shows that Det. Taylor used the ACCESS system for personal use on at least nine occasions. The most recent violations of this policy, were from March 13th - March 15, 2011. He admitted he ran WACIC and NCIC checks for information about Michael Melton, including his vehicle. All of these inquiries were for personal use and not for legitimate law enforcement purposes.

Det. Taylor also admits to running a WACIC and NCIC check on a Garret Hergert, including Hergert's vehicles. This occurred on October 2, 2008 when he suspected Hergert and his wife were having an affair.

Det. Taylor said he has taken the ACCESS certification class and knows that it is against county policy to use the system for non work related searches.

This investigation also uncovered other possible violations of our county policies and they are being addressed in a separate IA investigation (#IC11-010).

Det. Taylor's said his reasoning for checking on Michael Melton numerous times was to show his ex-wife that she might want to be aware of who she was dating and he wanted

to be protective of her. He said at the time, he didn't think he was doing anything wrong, but looking back, realizes this was a mistake.

Det. Taylor was extremely apologetic for his actions and admitted he was going through a very rough time accepting the fact that his wife had "moved on" after their divorce.

There is no evidence at this time, that Det. Taylor ran a full criminal history check on Melton or Hergert listing arrest and conviction records.

Based on all of the evidence the IA Unit believes Det. Ryan Taylor did in fact violate our General Order regarding <u>ACCESS MISUSE 2.09.380</u>, and recommend a finding of **SUSTAINED.** There are six documented violations made by Det. Taylor from March 13 - March 15, 2011. There are three documented violations made by Det. Taylor back on October 2, 2008.

G.O. 02.09.380 MISUSE

ACCESS requires that all agencies investigate allegations of misuse. The Agency TAC is required to notify the agency head and the Information Security Officer with ACCESS if misuse is suspected. Examples of misuse include:

- 1. Running the criminal history of a family member or friend.
- 2. Running a vehicle registration for personal use.

3. Visiting or sending inappropriate administrative messages across a mobile data terminal ACCESS connection.

Users do not have to disseminate information for the action to be a violation. Accessing CJIS data for personal reasons is specifically prohibited by state and federal law.

Once misuse has been reported the Clark County Sheriff's Office will notify the ACCESS Section and investigate the allegation per department policy. Results of the investigation must be communicated to ACCESS; disciplinary action, if necessary will be in accordance with Sheriff's Office General Orders.

If misuse is confirmed, ACCESS has the authority to decertify a person for reasons of misuse or arrest record findings. Decertification may be considered for a certain time period or indefinitely.

Based on Det. Taylor statements, the IA Unit believes Det. Taylor also violated our MDC policy by using his MDC to run the computer checks on Michael Melton. Det. Taylor could not remember which computer system he used to run the check on Garret Hergert. The IA unit recommends a finding of **SUSTAINED** for violating our <u>USE OF THE MDC</u> 02.10.030 (C)

G.O. 02.10.030 PROCUDURE (MDC)

- 12. All communications via the MDC will be professional and conducted in a businesslike manner.
- 13. Communications between dispatch and field units by MDC are permitted for official business only. No personal business of any kind will be conducted via the MDC. All communications via MDC are a matter of

public record. As such, they may be subject to periodic review and use by the courts for civil and criminal proceedings.

- 14. Other than for traffic stops or for emergency traffic (i.e. Code 0), unit status changes will be accomplished via MDC. This includes but is not limited to clearing from calls, going enroute to calls, clearing from self-initiated activity, etc.
- 15. Except in emergency situations, changes in location will be done via MDC with simultaneous voice communication.
- 16. Traffic stops by field units will be initiated by voice radio communication and may be cleared by either voice communication or MDC at the deputy's discretion unless special circumstances dictate otherwise.
- 17. If time and circumstances permit and the MDC can be safely used, self-initiated activities, follow up, Code 7 (lunch), breaks, and field contacts will be done via the MDC. If the dispatcher or deputy believes there are safety issues involved, voice communications are expected.
- 18. Data received and sent via the MDC is subject to all security restrictions that apply to an ACCESS terminal. DOL and wants checks will be conducted within the guidelines of ACCESS restrictions and will be done via the MDC if and when the deputy is in the vehicle.
- 19. All wants and warrants must be confirmed through CRESA via voice communication. CRESA will confirm wants and warrants and advise the deputy via voice communication.
- 20. Deputies may occasionally make general information requests to dispatch via the MDC. Deputies must keep in mind that their "administrative message" requests will be viewed as general information requests and will be handled on a lower priority basis. The dispatcher's time to process these requests may be limited due to call taking and dispatching responsibilities.
- 21. The use of the MDC while the vehicle is being operated creates a potential risk to the deputy because of the change of focus from driving to operating the MDC. Accidents resulting from inattention to driving while operating the MDC will be handled through the Sheriff's Office discipline process.
- 22. The transmittal of any sexist, racist, vulgar, derogatory, or discriminatory message is specifically prohibited. The MDC shall be utilized for Sheriff's Office business purposes. Personal conversations and/or comments are prohibited.

Attached Documents:

- 1. I NET Viewer Unit history showing dates and times Melton's name and vehicle are checked.
- 2. WACIC hit on Melton's plate dated 3-13-11 (Taylor made phone call to CCSO records to run his plate had hard copy sent to the Traffic Unit Office).
- 3. WSP WACIC/NCIC report on Garret Hergert shows Det. Taylor ran a check on Hergert and two of his vehicles back on October 2nd 2008.
- 4. Interview transcript of Commander Amy Foster
- 5. Interview transcript of Sgt. Alex Schoening
- 6. Interview transcript of Det. Ryan Taylor

7. Memo from Sgt. Shea.

Internal Affairs Report Tracking Sheet

Completed by IA Investigator	
Received by IA Manager	
Received by IA Chief	
Received by Branch Chief	
Received by Undersheriff	
Final Disposition	



Garry E. Lucas Sheriff

Enforcement Branch

Chief Criminal Deputy Mike Evans

Sergeant John Horch Internal Affairs Unit Clark County Sheriff's Office P.O. Box 410 Vancouver, WA 98666

June 2, 2011

Re: IA Case #IC11-009---Deputy Ryan Taylor

Sergeant Horch;

I have reviewed the report that you filed in regards to this incident. After careful consideration, I concur with your findings as outlined below:

1. Sustained—ACCESS MISUSE, General Order 02.09.380 (2 counts)

2. Sustained---PROCEDURE USE OF THE MDC, General Order 02.10.030 (C)

These sustained violations stem from Deputy Taylor's actions in Ocotober 2008, where he admittedly used a department computer to make several inquiries via the WSP ACCESS system for personal reasons, and in March of 2011 where he admittedly used a department computer (MDC) to make several inquires via the WSP ACCESS system for personal reasons. These actions clearly violate department general orders as highlighted above.

Due to the sensitive nature of some of the information contained in this internal affairs investigation, this matter is not forwarded to the Enforcement Branch Board of Inquiry for their review. Deputy Taylor may raise concerns, if he has them, whether or not the investigation was conducted thoroughly, fairly and impartially directly to me. Please conduct a disciplinary review for Deputy Taylor and forward a report of that review to me.

Respectfully,

EVOU Chief Mike Evans



Garry E. Lucas Sheriff

Enforcement Branch

Chief Criminal Deputy Mike Evans

Sergeant John Horch Internal Affairs Unit Clark County Sheriff's Office P.O. Box 410 Vancouver, WA 98666

June 2, 2011

Re: IA Case #IC11-010---Deputy Ryan Taylor

Sergeant Horch;

I have reviewed the report that you filed in regards to this incident. After careful consideration, I find the following;

- 1. Sustained---De Minimus Personal Use of County Vehicles While on Duty, General Order 01.16.052; Detective Taylor used his Clark County issued unmarked Ford Expedition for personal use from approximately March 2009 – March 2011. This activity included the use for his exclusive and personal use, to include transporting his children in violation of this department general order.
- 2. Sustained—Unauthorized Passengers, General Order 01.16.037; Detective Taylor transported family members in a Clark County issued vehicle for personal reasons not related to his official duties and responsibilities as a Deputy Sheriff
- 3. Sustained---Cellular Phone, General Order 01.35.090; Detective Taylor used his county issued cell phone for personal calls for the past two years in violation of the Sheriff's Office policy regarding the use of issued cellular phones.
- 4. Sustained---Off Duty Conduct, General Order 01.29.310; Detective Taylor engaged in off duty conduct which would discredit the Sheriff's Office by using information he gathered on Michael Melton (ex-wife's new boyfriend), to visit Melton's residence on and off duty, including taking family members by this residence. His use of county issued equipment (vehicles and cellular phone) for personal and private purposes would bring additional discredit upon the Sheriff's Office.



Garry E. Lucas Sheriff

Enforcement Branch

Chief Criminal Deputy Mike Evans

Due to the sensitive nature of some of the information contained in this internal affairs investigation, this matter is not forwarded to the Enforcement Branch Board of Inquiry for their review. Deputy Taylor may raise concerns, if he has them, whether or not the investigation was conducted thoroughly, fairly and impartially directly to me. Please conduct a disciplinary review for Deputy Taylor and forward a report of that review to me.

Respectfully,

Chief Mike Evans



Garry E. Lucas Sheriff

Clark County Sheriff's Office

Mike Evans, Chief Criminal Deputy

July 20, 2011

6. 1

Ryan Taylor Clark County Sheriff's Office Hand Delivered Written Reprimand Termination of Employment

Deputy Taylor;

Internal Affiars matter #IC11-009

In October 2008, you admittedly used a department computer to make several inquiries via the WSP ACCESS system for personal reasons, and in March of 2011 you admittedly used a department computer (MDC) to make several inquiries via the WSP ACCESS system for personal reasons. These actions clearly violate department general orders as highlighted below.

1. ACCESS MISUSE, General Order 02.09.380 (2 counts)

2. PROCEDURE USE OF THE MDC, General Order 02.10.030 (C)

The Investigation into this matter was not forwarded, due to the sensitive personal nature of some information in the investigation, to the Board of Inquiry, and you were afforded an opportunity to address investigative concerns directly with Chief Mike Evans. A predisciplinary hearing was conducted regarding this matter on June 20, 2011. You had guild representation present during the predisciplinary hearing in the form a guild representative and the attorney for your guild, Mr. Mark Makler. You presented verbal input at the predisciplinary hearing. All of the information provided has been taken into careful consideration before determining a final action.

The Clark County Sheriff's Office views the access of confidential information for personal reasons as a very serious violation of trust and confidence placed upon us by the community that we serve. Such actions bring discredit upon the members of the Clark County Sheriff's Office and the Sheriff's Office as professional law enforcement agency. Therefore, based upon your conduct and violation of the above listed department general orders, you are issued a **Written Reprimand**. Such reprimand will be noted in your personnel file.

Internal Affairs matter #IC11---010

An internal affairs investigation was initiated regarding your use of your assigned Clark County Sheriff's Office patrol vehicle and cellular telephone. That investigation revealed that you used your Clark County issued unmarked Ford Expedition for personal use from approximately March 2009 – March 2011. This activity included using the vehicle for your exclusive and personal use; to include transporting your children which is in violation of department general orders. Also, you transported other family members in your Clark County issued vehicle for personal reasons not related to your official duties and responsibilities as a Deputy Sheriff.

Additionally, you used your county issued cell phone for personal calls for the past two years in violation of the Sheriff's Office policy regarding the use of issued cellular phones.

You engaged in off duty conduct which would discredit the Sheriff's Office by using information you gathered on Michael Melton (ex-wife's new boyfriend), to visit Melton's residence on and off duty, including taking family members by this residence in violation of Sheriff's Office policy.

The investigation and your admissions clearly show that you violated the following Sheriff's Office policies:

1) De Minimus Personal Use of County Vehicles While on Duty, General Order 01.16.052, numerous instances;

- 2) Unauthorized Passengers, General Order 01.16.037, many instances;
- 3) Cellular Phone, General Order 01.35.090, many instances;
- 4) Off Duty Conduct, General Order 01.29.310;

The Investigation into this matter was not forwarded, due to the sensitive personal nature of some information in the investigation, to the Board of Inquiry, and you were afforded an opportunity to address investigative concerns directly with Chief Mike Evans. A predisciplinary hearing was conducted regarding this matter on June 20, 2011. You had guild representation present during the predisciplinary hearing in the form a guild representative and the attorney for the guild, Mr. Mark Makler. You presented verbal input at the predisciplinary hearing. During that hearing you presented information that prompted some additional review by the Internal Affairs Unit (to include a daily review of your Automatic Vehicle Locator records, as well as Computer Aided Dispatch records). The Internal Affairs Unit contacted you by telephone and asked if you wished to go over this information before a final disciplinary decision was reached. You declined such offer, and told the investigator that he could tell Chief Evans that you agree that you drove your county issued patrol vehicle for 8,000 miles for personal use and purposes outside the scope, duties, and responsibilities in your capacity as a Deputy Sheriff. Additionally, a confidential conversation, with your permission, with Dr. Best took place and the information that she shared was taken into consideration.

The sheer magnitude of miles driven (8,000 miles on the low end, 15,000 on the high end) when coupled with clearly established policy and organization expectations is nearly incomprehensible. The community entrusts its public servants with the confidence that the equipment they purchased for the public good will be used for the community good, on official functions, and will not be converted nor used for personal benefit or gain. When public officials violate this trust, the community loses confidence it its public servants and their ability to perform their essential service

functions. Such transgressions bring an incredible amount of discredit upon the Clark County Sheriff's Office, the law enforcement profession, and you.

As a result of your conduct identified in IC11---010, effective today, July 20, 2011, your employment as a Deputy Sheriff with the Clark County Sheriff's Office is terminated. Additionally, you are required to reimburse Clark County the following amounts:

- 1) 2009 Personal use of your issued Clark County Sheriff's Office vehicle for 4,000 miles. The IRS mileage rate for 2009 was \$.55 per mile. The reimbursement owed for 2009 is \$2,200.00.
- 2) 2010 Personal use of your issued Clark County Sheriff's Office vehicle for 4,000 miles. The IRS mileage rate for 2010 was \$.50 per mile. The reimbursement owed for 2010 is \$2,000.00.

The total reimbursent amount that you owe Clark County is \$4,200.00. Reimbursement will be made in accordance with the Restitution Agreement, which is attached to this letter.

Your final check will be issued on August 10, 2011 and will include any payment due you through the final date of employment. This final check will be delivered either by registered mail or direct deposit, if you have that already in place. If you would like to make alternate arrangements, or have questions, please contact the Payroll Department at 360-397-2211 ext. 4701.

Coverage of health benefits will continue through July 31, 2011. A packet of information will be sent to you regarding continuation of benefits, the cost, length of time allowed, and other specifics. Any questions you have related to COBRA or benefits may be directed to Clark County Benefits at 360-397-2456.

All uniforms and other items that were issued to you must be returned. An itemized list is attached for your convenience. Please return the listed items to Property by July 29, 2011. If alternative arrangements are required, or you have questions, please contact Property at (360) 397-2038.

Additionally information related to the Public Employees Retirement System can be obtained by contacting Department of Retirement Systems at 1-800-547-6657, website <u>http://DRS.Wa/gov</u> or by mail at

Department of Retirement Systems PO Box 48380 Olympia, Washington 98504-8380

On Behalf of Sheriff Garry Lucas,

Vans

Mike Evans, Chief Criminal Deputy Clark County Sheriff's Office

Personnel File
Clark County Human Resources
Joe Dunegan, Undersheriff
Mark Makler, Guild Attorney
Property

Garry Lucas, Sheriff Candy Arata, CCSO Human Resources Manager Bob Mullikin, DSG Guild President

> 707 W 13th St., PO Box 410, Vancouver, WA 98666 Potential Impeachment Material - Taylor, Ryan Phone: 360-397-2211 / Fax: 360-397-2367



Enforcement Branch

Chief Criminal Deputy Mike Evans

RESTITUTION AGREEMENT

This agreement is entered into between <u>the Clark County Sheriff's Office</u> and <u>Ryan Taylor</u>, a former employee. The intent of this agreement is to acknowledge that Ryan Taylor used a vehicle owned by Clark County extensively for personal purposes. And, that the Clark County Sheriff's Office incurred loss of funds associated with the operation and maintenance of that vehicle for the 8,000 miles that it was operated by Ryan Taylor for he personal purposes.

- Ryan Taylor admits that he caused a loss of public funds from Clark County during the course of his employment at the Clark County Sheriff's Office as a Deputy Sheriff.
- Ryan Taylor acknowledges that the Washington State Auditor's Office ("Auditor") has not fully investigated this loss, and the Auditor reserves the right to conduct further investigation into this matter.

It is agreed:

- Ryan Taylor will make a full restitution of \$ 4,200.00 to the Clark County Sheriff's Office for the amount of loss determined during the time of employment with the Clark County Sheriff's Office.
- The Clark County Sheriff's Office agrees to accept the restitution payment of \$ 4,200.00 from Ryan Taylor. Payment shall be made to the Clark County Sheriff's Office, in full no later than December 30, 2011. Payer agrees to make full restitution to the Clark County Sheriff's Office by December 30, 2011 and agrees to make a single payment of \$ 4,200.00 or partial payments not less than \$ 850.00 per month per the schedule below:

Single payment option; \$4,200.00 due December 30, 2011



Enforcement Branch

Chief Criminal Deputy Mike Evans

Partial payment option; \$850.00 due August 31, 2011 \$850.00 due September 30, 2011 \$850.00 due October 31, 2011 \$850.00 due November 30, 2011 \$850.00 due December 30, 2011

- The amount does not include any costs associated with further investigations that the Auditor may conduct. Ryan Taylor will reimburse the Clark County Sheriff's Office if further audit work is performed by the Auditor
- In the event Ryan Taylor does not comply with the foregoing, the (entity) will pursue all legal options available to it to collect the outstanding amount owed, including, but not limited to, initiating legal action for a breach of this Restitution Agreement, proceeding to court, etc.
- Should Ryan Taylor breach this agreement and the Clark County Sheriff's Office be the prevailing party to any enforcement action, Ryan Taylor shall also be responsible for any and all of the Clark County Sheriff's Office cost incurred in bringing the enforcement action, including reasonable attorneys fees.

Agreed to this 20th day of July, 2011. Ryan Taylor

Chief Mike Evans Clark County Sheriff's Office



Garry E. Lucas Sheriff

Clark County Sheriff's Office

Mike Evans, Chief Criminal Deputy

July 20, 2011

6. 1

Ryan Taylor Clark County Sheriff's Office Hand Delivered Written Reprimand Termination of Employment

Deputy Taylor;

Internal Affiars matter #IC11-009

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The Clark County Sheriff's Office views the access of confidential information for personal reasons as a very serious violation of trust and confidence placed upon us by the community that we serve. Such actions bring discredit upon the members of the Clark County Sheriff's Office and the Sheriff's Office as professional law enforcement agency. Therefore, based upon your conduct and violation of the above listed department general orders, you are issued a **Written Reprimand**. Such reprimand will be noted in your personnel file.

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Additionally, you used your county issued cell phone for personal calls for the past two years in violation of the Sheriff's Office policy regarding the use of issued cellular phones.

You engaged in off duty conduct which would discredit the Sheriff's Office by using information you gathered on Michael Melton (ex-wife's new boyfriend), to visit Melton's residence on and off duty, including taking family members by this residence in violation of Sheriff's Office policy.

The investigation and your admissions clearly show that you violated the following Sheriff's Office policies:

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Department of Retirement Systems PO Box 48380 Olympia, Washington 98504-8380

On Behalf of Sheriff Garry Lucas,

Vans

Mike Evans, Chief Criminal Deputy Clark County Sheriff's Office

Personnel File
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Joe Dunegan, Undersheriff
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> 707 W 13th St., PO Box 410, Vancouver, WA 98666 Potential Impeachment Material - Taylor, Ryan Phone: 360-397-2211 / Fax: 360-397-2367



Enforcement Branch

Chief Criminal Deputy Mike Evans

RESTITUTION AGREEMENT

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It is agreed:

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- The Clark County Sheriff's Office agrees to accept the restitution payment of \$ 4,200.00 from Ryan Taylor. Payment shall be made to the Clark County Sheriff's Office, in full no later than December 30, 2011. Payer agrees to make full restitution to the Clark County Sheriff's Office by December 30, 2011 and agrees to make a single payment of \$ 4,200.00 or partial payments not less than \$ 850.00 per month per the schedule below:

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Enforcement Branch

Chief Criminal Deputy Mike Evans

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- The amount does not include any costs associated with further investigations that the Auditor may conduct. Ryan Taylor will reimburse the Clark County Sheriff's Office if further audit work is performed by the Auditor
- In the event Ryan Taylor does not comply with the foregoing, the (entity) will pursue all legal options available to it to collect the outstanding amount owed, including, but not limited to, initiating legal action for a breach of this Restitution Agreement, proceeding to court, etc.
- Should Ryan Taylor breach this agreement and the Clark County Sheriff's Office be the prevailing party to any enforcement action, Ryan Taylor shall also be responsible for any and all of the Clark County Sheriff's Office cost incurred in bringing the enforcement action, including reasonable attorneys fees.

Agreed to this 20th day of July, 2011. Ryan Taylor

Chief Mike Evans Clark County Sheriff's Office

Washington State Criminal Justice Training Commission Bylaws

Membership (RCW 43.101.030)

The Commission shall consist of 21 members as follows:

- The governor shall appoint:
 - One incumbent sheriff and one incumbent chief of police. The governor shall additionally appoint an alternate incumbent chief of police who may perform commission duties in place of the appointed incumbent chief if that person is unavailable.
 - Two officers at or below the level of first line supervisor who:
 - o Have at least ten years' experience as law enforcement officers.
 - Are from two different law enforcement agencies that each have at least 15 officers and are different than the agencies with which the members in (a) of this subsection are affiliated; and
 - \circ $\;$ are affiliated with different labor organizations.
 - One tribal police officer at or below the level of first line supervisor who has at least 10 years' experience as a law enforcement officer.
 - One person employed in a state or county corrections agency.
 - One incumbent county prosecuting attorney or municipal attorney and one public defender.
 - One licensed attorney with background in investigating, advocating, teaching, training, or presiding over matters related to enhancing law enforcement practices and accountability, who has not been employed in law enforcement.
 - One elected official of a local government who is not a sheriff or police chief and has not been employed in the last 10 years as a peace officer or prosecutor in any jurisdiction.
 - One person with civilian oversight or auditing experience over law enforcement agencies.
 - Seven community members who are not employed in law enforcement, including at least two who reside east of the crest of the Cascade mountains and at least three who are from a historically underrepresented community or communities: and
 - One tribal chair, board member, councilmember, or enrolled member from a federally recognized tribe with an active certification agreement under

RCW <u>43.101.157</u> who is not a sheriff and has not been employed in the last 10 years as a peace officer or prosecutor in any jurisdiction;

- The attorney general or the attorney general's designee.
- The chief of the state patrol or the chief's designee.

Terms of Members - Vacancies (RCW 43.101.040)

Members appointed to the Commission by the governor shall be appointed to terms of six years, such terms to commence on July first, and expire June 30th. However, members first appointed as a result of chapter 323, Laws of 2021, the governor shall appoint members to terms ranging from two years to six years in order to stagger future appointments. Any member chosen to fill a vacancy created otherwise than by expiration of term, shall be appointed for the unexpired term of the member the appointee is to succeed. Any member may be reappointed for an additional term.

Vacancies on the Commission

Vacancies on the Commission shall be filled by the Governor in the same manner as the original appointments. Appointments to such vacancies shall be limited to the remaining unexpired term.

Commission Chair and Vice Chair

- > The Commission shall elect a Chair and Vice Chair to each serve a two-year term.
- Chair candidates must have served as a commissioner for a minimum of two years to be eligible for nomination and/or election.
- Vice Chair candidates must have served as a commissioner for a minimum of one year to be eligible for nomination and/or election.
- The elections take place at any regular or special meetings prior to or after a vacancy in the Chair or Vice Chair position occurs.
- The Chair and Vice Chair shall be elected by a majority of members of the Commission present, assuming a quorum exists. If a quorum does not exist, the election shall be held during the next regular business meeting, or a special meeting may be called for the election.
- The maximum an individual may serve as Chair and/or as Vice Chair is three terms (six years).
- Chair duties include but are not limited to:
 - Serve as the contact point for every Commission member.
 - Set goals and objectives for the Commission and works with the Executive Director to ensure those goals are met.
 - Encourage Commission members to contribute and engage in the activities of the Commission, as well as reliably attending meetings.
 - Assign subcommittee chairs.
 - Help create a purposeful agenda in collaboration with the Executive Director.
 - Facilitate meetings by engaging all Commission members in deliberation and containing dominating or out of line behavior.

- Help orient new Commission members.
- Address conflicts of interest as provided by agency policy.
- Approve litigation strategies when the potential outcome of litigation could impact significant agency policies and when the approval of such strategies by a guorum of the Commission is not feasible.
- The Vice Chair shall perform the duties of the Chair when the Chair is absent, or if the position of Chair is vacant pending an election and shall perform such other duties as directed by the Chair.

Commission Member Duties

The Commission members have the following collective authority:

- Hire and dismiss Executive Director to operate the Washington State Criminal Justice Training Commission.
- > Evaluate the performance of the Executive Director.
- > Approve changes to the Commission's Washington Administrative Codes.
- Approve variance requests:
 - Commission members should review and recognize the applicants training, education, and experience as equivalent to the full basic academy in order to approve.
 - After full consideration of the matter, the Commission shall deny the request, or provide alternative mitigating relief if applicants do not meet the Commission's requirements for equivalent experience.
- > Approve hearing panel member applications.
- > Approve canine handler evaluator applications:
 - The canine model policy should be used as a guideline in reviewing canine evaluator application packets.
- Approve agency polices that establish or change the direction of the commission as stated in WAC 139-01-100.
- > Approve the Annual Crisis Intervention Training Update waiver appeals.
- > Approve the Commission's Strategic Plan.
- Offer input and guidance on Commission operations.
- Approve changes to the Bylaws.
- Approve litigation strategies when the potential outcome of litigation could impact significant agency policies and when such approval is feasible.
- > Other assignments as requested.

Commission Member Expectations

- > Attend and actively participate in Commission meetings (see Attendance, below).
- > Prepare for meetings, including reading meeting materials in advance.
- > Offer expertise and ideas to advance the work of the Commission.
- Participate in committees, work groups or special projects, or offer to take on special assignments.
- Operate with collegiality and seek to foster good working relationships among Commission members and staff.
- Communicate with the Chair and/or Executive Director regarding experience on the Commission, ideas, concerns, questions, etc.
- Communicate to Commission staff in a timely manner if required to miss a meeting as provided in the Attendance provisions below.

Ad-hoc Committees or Working Groups

The Chair may appoint members to ad-hoc committees or working groups to undertake special projects and initiatives:

- Committees/work groups must be made up of less than a quorum of commissioners:
 - Only eight Commissioners or fewer may serve on a given committee. If there are
 nine Commission members or more on a committee, then that committee must
 perform open public meeting notification and have their meetings open to the
 public. Their actions would carry the same weight as the entire governing body
 of the Commission.
- Committees will report progress of special projects to the Commission at regular Commission meetings.

Commission Meetings

- > Regular business Commission meetings are held at least quarterly.
- > Commission members may request to have additional meetings added to the schedule:
 - Additional meetings may be called by the chair and shall be called by the Chair upon the written request of six members (RCW 43.101.060).
 - A Special meeting may be requested at a Commission Meeting. A vote of six or more Commission members is needed to pass a special meeting request. At the time of the special meeting request, an agenda must be proposed. Special meetings must align with proposed agendas.
- To speak during a meeting, a Commissioner must be called on by the Chair. Only one person can be recognized at a time.
- > The Chair may set time limits on speakers as needed for expediency.
- To facilitate inclusive discussions, when all who wish to speak on a topic have had their opportunity, those wishing to speak again may.
- When a proposal for a motion is made and then seconded, an open discussion shall occur before a vote takes place. If any amending motions to the original motion are

made, all amending motions and discussions to the original motion must be resolved before a final vote on the original motion.

- Only the Chair or Vice Chair may call an Executive Session and only for reasons authorized by the Open Public Meetings Act, Ch. 42.30 RCW.
- Each member of the governing body who attends a meeting of such governing body where action is taken in violation of any provision of this chapter (42.30) applicable to him or her, with knowledge of the fact that the meeting is in violation thereof, shall be subject to personal liability in the form of a civil penalty (RCW 42.30.120).

Commission Meeting Agendas

- A draft agenda for each meeting shall be approved by the Chair and sent to each Commission member prior to an upcoming meeting.
- Requested agenda items must be sent to the Chair and Vice Chair two weeks in advance to a meeting:
 - Exceptions may be made by the Chair in appropriate situations.
- The agenda and materials for regularly scheduled meetings shall be sent to Commission members one week before each meeting.
- Commission members receive a final version of the agenda and materials one-day before the scheduled meeting.
- The agenda and materials for special meetings shall be sent to members at least oneday before the meeting. No regular business shall be conducted at special meetings. Regular business includes:
 - Reading and approving minutes of previous meetings
 - Chair Reports
 - Executive Director Reports
 - Litigation updates
- Draft agendas and materials will be posted to the Commission webpage at least one week prior to each regular meeting.
- Agendas will be posted to the Commission webpage at least one-day prior to each meeting in compliance with the Open Public Meeting Act (OPMA) rules.
- Agendas should be ordered in such a way to ensure that critical discussions are not postponed in favor of business that isn't time-sensitive or otherwise urgent.
- Video and/or audio recordings of all commission meetings will be posted to the Commission webpage within two-days following a meeting.

Public Attendance and Participation

Commission meetings shall be open to the public. Opportunity for oral public comment shall be provided in accordance with the Open Public Meetings Act, chapter 42.30 RCW.

Groups or members of the public wishing to make a presentation or to offer verbal comment at a Commission meeting outside of regular public comment periods may request approval of the

Chair, who will base the decision on relevancy and timeliness of what the person or group wishes to speak on, and availability of meeting time:

- Except in emergency situations, as authorized by RCW 42.30.070 of the Open Public Meetings Act, public comment must be allowed when taking final action on WAC rule changes. The Chair may need to limit the number of participants.
- Written comment is welcomed at any time and can be submitted through the Commission website.

Commission Meeting Minutes

The minutes of all regular and special meetings will be approved by vote at the next regular Commission meeting. The approved minutes will be posted to the Commission website once approved by the Commission. The Chair, the Executive Director, and the Executive Assistant shall sign the approved meeting minutes.

Complaints

- Any complaint received regarding a Commission member will be referred to the Chair, Vice Chair, and the Executive Director for discussion and appropriate action, up to and including a request to the Governor's Office for a replacement.
- If the complaint concerns the Chair or the Vice Chair, that person shall recuse themselves from the discussion.
- Any complaints regarding the Executive Director will be forwarded to the Chair and Vice Chair.

Quorum

- Nine of the 21-member Commission present shall constitute a quorum for the transaction of Commission business (RCW 43.101.060).
- If only a quorum is present, a majority of the quorum shall be sufficient to transact business.

Voting

- All Commission members shall have the right to vote under the capacity in which the governor appointed them:
 - If an appointed Commission member no longer holds the title under which the governor appointed them to the Commission, they must disclose their new title/role to the Chair of the Commission and recuse themselves from the Commission.
 - If the commissioner's new position is temporary, they must recuse themselves until resuming the position under which they were appointed to the Commission.
- > Commission member may abstain from voting upon giving their reasons for so doing.

There shall be no proxy voting except for the WSP Chief and/or ATG designees (RCW 43.101.030).

Votes may be by voice. However, a roll call vote shall be taken at the request of any member of the Commission.

> A majority vote is needed to pass a motion.

Attendance

- Commission members will attend all Commission meetings unless excused by the Chair. A request to be excused should be submitted by e-mail as soon as possible and no less than two-days prior to the meeting, except in emergency situations in which case notice will be given to the Chair or Executive Director as soon as possible.
- Inability of Commission members to regularly attend Commission meetings may result in their removal from the Commission. The unexcused absence of a Commissioner from two consecutive regular commission meetings shall result in a request by the Chair(s) to the Office of the Governor that a replacement be designated.
- An absence is unexcused when no prior notification is provided to the Chair. An absence is also unexcused when notification is provided, but the reason for the absence does not meet the expectations of an excused absence. An absence is excused if it pertains to family, medical emergencies, or unavoidable work-related commitments.

Preparation

Adequate preparation is another requisite for effective board membership. Your board's staff members will provide reports, proposals, and other information to help you make informed decisions. Do not hesitate to request additional information you need to make thoughtful and appropriate decisions. Effective board members:

- Attend all board meetings.
- Are well prepared for meetings.
- Recognize that serving the public interest is the top priority.
- Recognize that the board must operate in an open and public manner.
- > Are knowledgeable about the legislative process and issues affecting the board.
- > Examine all available evidence before making a judgment.
- > Communicate well and participate in group discussions.
- Are aware that authority to act is granted to the board as a whole, not to individual members.
- > Exhibit a willingness to work with the group in making decisions.
- Appreciate the value of reaching consensus while understanding decisions are made by majority vote.
- Do not let personal feelings toward other board members or staff interfere with their judgment.

Ethics

Commission members will serve in such a way that they do not receive or accept any undue personal or professional benefits from the performance of official duties. Commissioners should review and be familiar with Ethics in Public Safety (Chapter 42.52 RCW). Violations of these statutes can result in monetary penalties

Conflict of Interest

- If the Commission initiates an investigation into an incident to which a Commissioner has either a personal or professional connection, the Commissioner will disclose that connection to the Chair(s) and the Executive Director, and shall not share any information regarding the incident with other Commissioners who may serve on hearing panels. and actively take reasonable steps to avoid receiving information related to the incident or disclosing information received through the Commission members' duties related to the incident.
- Commission members shall not make inquiries to Certification Division staff about individual certification matters pending before the Commission, except as provided in the WSCJTC Conflict of Interest Policy. -
- Commissioners with personal or professional knowledge of an incident may provide Certification staff with information and documentation related to the incident, and must comply with the requirements of RCW 43.101.135, when applicable.
- Commissioners who serve on hearing panels must participate in a conflicts check, and must voluntarily and immediately recuse themselves if they have a conflict of interest consistent with the WSCJTC Conflict of Interest Policy.
- Commissioners who testify in revocation hearings in their personal or professional capacity must specifically state that their testimony is offered in their personal capacity or based on their employment, and not in their capacity as a Commissioner.

➤ Commissioners shall reference the WSCJTC Conflict of Interest policy.

Confidentiality

Commission members have a duty to maintain the confidentiality of the information they receive during their work on the Commission, where that information is made confidential by statute, rule or by other legal privilege or doctrine. Commission staff shall develop and maintain guidance for Commission members on the circumstances under which matters are confidential, and the Chair shall reiterate such circumstances when appropriate.

Access to Commission Legal Counsel

The Attorney General serves as legal counsel to the Governor, members of the Legislature, state officials, and boards and commissions. Formatted: Indent: Left: 0.5", No bullets or numbering

- The Attorney General advises and represents state agencies as they fulfill their official duties, issues legal opinions, and defends state officials and employees for actions performed in their official capacities and in good faith.
- Each board and commission are assigned an Assistant Attorney General to provide valuable information and advice about statutes and legal issues.
- Board members may request the following services from their Assistant Attorney General:
 - Assurance that board decisions and actions fall within statutory authority.
 - Questions about conflict of interest.
 - Review of proposed regulations and revisions, and the drafting of such documents in legally correct language.
 - Evidence in support of complaints, and the cross-examination of witnesses in disciplinary hearings.
 - General legal advice about board actions and activities.
 - The Attorney General's Office should respond to the Commissioner making the inquiry with copies provided to the Executive Director and Chair.
- Legal Fees. The board should be aware that its budget may be charged for all advice and service rendered by the Office of the Attorney General. Agencies generally have budgeted funds for this purpose, but they are limited.
- Any questions that Commission members would like to refer to Commission's assigned legal counsel through the Attorney General's Office should be first referred to the Chair and Executive Director.
- Commission members have a duty to maintain the confidentiality of the information they receive during their work on the Commission, where that information is made confidential by statute, rule, or by other legal privilege or doctrine.
- Individual commission members cannot waive attorney client privilege nor share attorney client privileged information to any non-WSCJTC staff member. Waiving and sharing of attorney client privileged information outside of the WSCJTC can only be done with the permission of the Chair and Executive Director.

Public representation in person, in the media, and online

- Commission members shall not speak on behalf of the Commission in public spaces unless authorized to do so by the Chair or Executive Director.
- Media requests for comments on behalf of the Commission (as opposed to on behalf of an individual Commission members) should be immediately forwarded to the Chair and Executive Director.
- If expressing opinions about the Commission in public spaces (including online), Commission members should as a courtesy to the extent possible communicate first

with the Chair and Executive Director, so they have notice of any potential media or public inquiry or response about the matter.

- As individuals, Commission members will use discretion to avoid the appearance of speaking for the Commission, unless specifically authorized to do so, by clearly establishing that any comments, postings, or other related communications were made in their personal <u>or professional</u> capacity, <u>and not as a Commissioner or on behalf of the</u> <u>Commission.</u>
- As individuals, Commission members shall represent the Commission in a professional manner, both externally to the public and internally with other Commission members, the Executive Director, and Commission staff.
- Commission members are required to timely communicate to the Chair(s) and Executive Director any material event related to their qualifications for service on the Commission.
- Commission members shall not address individual certification matters pending before the Commission.
 - However, Commissioners with first-hand knowledge of incidents or officers under certification review are not precluded from discussing those incidents or officers in their personal or professional capacity, provided that they clearly establish that they are not speaking as a Commissioner or on behalf of the Commission.

Public Records

- All Commissioners should receive public records training to understand the requirements of the Public Records Act RCW 42.56.
- The Commission can be held liable for violations of the Public Records Act, which can result in significant monetary penalties.
- All Commission member public or private emails, video recordings, texts, pictures, social media posts, and any other communications created or used in the capacity of a Commission member are subject to a public records request.
- Upon receiving a request for any record that appears to be related to the Commission member's work as a Commission member, the request should be immediately forwarded by email to the Public Records Officer and Executive Assistant. The Public Records Officer and Executive Assistant will work with Commission members to interpret the request, identify records, and respond to the requester.
- Commission members should be mindful that opinions or communications made about the Commission that are made in a Commission member's official capacity are considered public record and must be appropriately captured and maintained as public records.
- > Commission members are also subject to agency records retention requirements.

Respectful Workplace Environment

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- All Commission members are expected to treat others with dignity, civility, and respect. Commission members are also expected to speak up when they see disrespectful behavior, or to report it so it can be addressed. Commission meetings should be safe spaces for positive discourse, debate, and engagement.
- The Commission's good work results from the contributions of people from diverse perspectives and experiences. Commission members are encouraged to cultivate positive relationships with one another, communicate openly, and seek to resolve tensions in a constructive manner.

Anti-Discrimination and Harassment

- The Commission is committed to promoting an inclusive, respectful, and safe culture and environment.
- The Commission strongly encourages anyone who experiences or witnesses' discrimination, harassment, sexual harassment, or retaliation to report violations to the Chair(s) and Executive Director/designee. If the violation is in regard to conduct of the Chair and/or Executive Director, the violation should be reported to the Attorney General's office.
- The Commission will promptly investigate allegations of discrimination, harassment, sexual harassment, or retaliation.
- Where such allegations are substantiated, the Chair(s) and Executive Director will take appropriate corrective or disciplinary action.
- Retaliation or attempted retaliation against any person who files a complaint under this policy or who participate in an investigation will not be tolerated.

Adoption of Rules

The Commission has the authority to adopt rules as necessary to implement its powers and duties. (RCW 43.101.080 & RCW 43.101.085(3) and (8).)

Amendment and Suspension of the Bylaws

These bylaws may be amended at any meeting of the Commission upon notification to all members of the proposed amendment(s) at any meeting preceding the meeting in which the bylaws are to be amended. These bylaws may be enacted or amended by a majority affirmative vote of the Commission members present at a meeting, provided that a quorum has been established.

Rules of Order

Parliamentary procedures not established in these bylaws shall be determined by the Chair who may refer to *Robert's Rules of Order Newly-Revised* 12th Edition for guidance.

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

TO: WSCJTC Commissioners

FROM: Kimberly Bliss, Assistant Director/Certification

- **SUBJECT:** Quarterly Certification Report
 - **DATE:** May 27, 2025



SB 5224 (2025)

On May 19, 2025, Governor Ferguson signed SB 5224, WSCJTC's agency requested legislation that made several changes throughout the RCWs that govern officer certification and commissions. A copy of the final law is attached. The changes include:

<u>Definitions</u>: Providing several definitions for terms used in Title 43 RCW (which governs CJTC), including definitions for the terms "certified" and "commissioned":

"Certified" means the individual has met the background check requirements under this chapter; completed the basic law enforcement academy, the corrections officer academy, or other training as determined by the commission; and fulfilled any other requirements adopted by the commission in rule and has been granted a license by the commission to serve as an officer.

"Commissioned" means the appointing entity has granted authority in accordance with local or state law, to act as a peace officer or corrections officer. However, for railroad police officers commissioned under RCW 81.60.010 through 81.60.060, "commissioned" has the meaning provided in chapter 81.60 RCW.

<u>Background Checks</u>: Updating language to make it clear that certified officers must pass a new background check when they change employers, change positions (*e.g.*, they move from a corrections position to a peace officer position within the same agency), or return to the same agency after a brief separation. The prior language was admittedly confusing, and some agencies had interpreted it to mean that certified officers did not need a background check after a separation from employment if their certification had not lapsed. (Certifications lapse after two years of non-employment.)

<u>Part-time Work</u>: Last year, the legislature passed a law allowing for part-time employment of peace and corrections officers. This necessitated an update of the language regarding the lapsing of an officer's certification, which previously provided that certification automatically lapses after a 24-month break in "full-time" service.

<u>Administrative Hearing Process</u>: Updating the hearing procedures to remove the requirement that the Administrative Law Judge (ALJ) issue a proposed recommended order to the hearing panel.

WSCJTC Commissioners May 27, 2025 Page 2

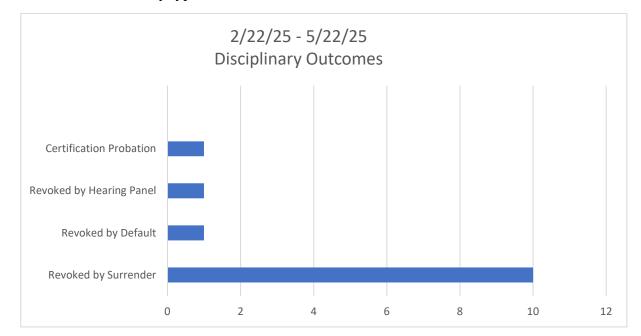
The ALJ will still make all prehearing rulings and preside over the hearing. Now, however, the hearing panelists will be able to deliberate directly after the hearing and direct their assigned Assistant Attorney General to prepare an order consistent with the hearing panelists' determinations. This will save some money, as Certification will not have to pay for two separate versions of the post-hearing order to be drafted. This RCW change will necessitate updating some WACs, which will be presented to the Commission for approval at its September meeting.

<u>Railroad Officers</u>: Clarifying that the WSCJTC grants railroad police officers commissions but is not their appointing authority for employment purposes.

<u>Miscellaneous</u>: Making other non-substantive language changes for consistency and gender inclusivity.

Disciplinary Case Outcomes

Attached, please find the "Disciplinary Outcomes" chart showing all cases that have resolved with some sort of disciplinary action since the last Commission meeting.

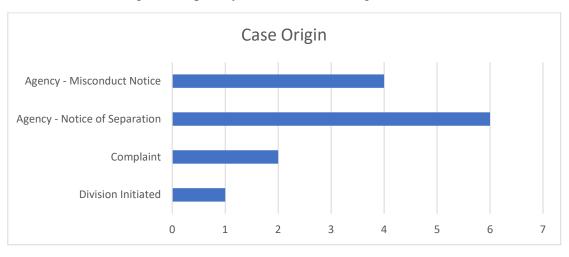


There were **13** cases with disciplinary action between February 22, 2025, and May 22, 2025. Here are the case outcomes by type:

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WSCJTC Commissioners May 27, 2025 Page 3



For these **13** cases resulting in disciplinary action, the case origins were as follows:

Hearing Status

There are **20** cases in the hearing process as of May 22, 2025, as follows:

Status	#
Statement of Charges Ready for Service	3
Waiting for Hearing Request or Default	5
Cases Set for Status Conference	0
Hearings Scheduled	6
Waiting for Issuance of Final Order	5
Post-Revocation Petition for Judicial Review	1

Data

Attached is the usual three-month data tracking chart (February – April 2025), and the glossary of terms used in the chart.

Budget/New Positions

Given the current state budget constraints, Certification is pleased to report that it received funding for three additional positions in the 2025-2027 budget. The Certification team is currently analyzing which positions can be filled (or newly created) that will have the biggest impact on the backlog and the Bureau's other legally mandated duties.

KAB:ng Attachments (4) CERTIFICATION OF ENROLLMENT

SENATE BILL 5224

Chapter 349, Laws of 2025

69th Legislature 2025 Regular Session

PEACE AND CORRECTIONS OFFICERS—CERTIFICATION—VARIOUS PROVISIONS

EFFECTIVE DATE: July 27, 2025

Passed by the Senate February 12, 2025 Yeas 49 Nays 0

JOHN LOVICK

President of the Senate

Passed by the House April 15, 2025 Yeas 97 Nays 0

LAURIE JINKINS

Speaker of the House of Representatives

Approved May 19, 2025 9:47 AM

CERTIFICATE

I, Sarah Bannister, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SENATE BILL 5224** as passed by the Senate and the House of Representatives on the dates hereon set forth.

SARAH BANNISTER

Secretary

FILED

May 19, 2025

BOB FERGUSON

Secretary of State State of Washington

Governor of the State of Washington

SENATE BILL 5224

Passed Legislature - 2025 Regular Session

State of Washington69th Legislature2025 Regular SessionBy Senators Lovick and Shewmake; by request of Criminal Justice
Training CommissionJustice

Prefiled 01/10/25. Read first time 01/13/25. Referred to Committee on Law & Justice.

AN ACT Relating to officer certification definitions, processes, and commissioning; amending RCW 43.101.010, 43.101.095, 43.101.125, 43.101.126, 43.101.200, 43.101.380, 81.60.010, 81.60.020, 81.60.030, 81.60.040, and 81.60.060; and adding a new section to chapter 81.60 5 RCW.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 Sec. 1. RCW 43.101.010 and 2024 c 319 s 5 are each amended to 8 read as follows:

9 When used in this chapter:

10 (1) "Applicant" means an individual who has received a 11 conditional offer of employment with a law enforcement or corrections 12 agency.

(2) <u>"Certified" means the individual has met the background check</u> requirements under this chapter; completed the basic law enforcement academy, the corrections officer academy, or other training as determined by the commission; and fulfilled any other requirements adopted by the commission in rule, and has been granted a license by the commission to serve as an officer.

19 <u>(3)</u> "Chief for a day program" means a program in which 20 commissioners and staff partner with local, state, and federal law 21 enforcement agencies, hospitals, and the community to provide a day 1 of special attention to chronically ill children. Each child is selected and sponsored by a law enforcement agency. The event, "chief 2 for a day," occurs on one day, annually or every other year and may 3 occur on the grounds and in the facilities of the commission. The 4 program may include any appropriate honoring of the child as a 5 6 "chief," such as a certificate swearing them in as a chief, a badge, 7 a uniform, and donated gifts such as games, puzzles, and art supplies. 8

9 (((3))) <u>(4)</u> "Commission" means the Washington state criminal 10 justice training commission.

11 (((4))) (5) "Commissioned" means the appointing entity has 12 granted authority in accordance with local or state law, to act as a 13 peace officer or corrections officer. However, for railroad police 14 officers commissioned under RCW 81.60.010 through 81.60.060, 15 "commissioned" has the meaning provided in chapter 81.60 RCW.

16 (6) "Convicted" means at the time a plea of guilty, nolo 17 contendere, or deferred sentence has been accepted, or a verdict of quilty or finding of quilt has been filed, notwithstanding the 18 pendency of any future proceedings, including but not limited to 19 sentencing, posttrial or postfact-finding motions and appeals. 20 21 "Conviction" includes all instances in which a plea of guilty or nolo contendere is the basis for conviction, all proceedings in which 22 there is a case disposition agreement, and any equivalent disposition 23 by a court in a jurisdiction other than the state of Washington. 24

25 (((5))) (7) "Correctional personnel" means any employee or 26 volunteer who by state, county, municipal, or combination thereof, 27 statute has the responsibility for the confinement, care, management, 28 training, treatment, education, supervision, or counseling of those 29 individuals whose civil rights have been limited in some way by legal 30 sanction.

31 ((((6))) (8) "Corrections officer" means any corrections agency 32 employee whose primary job function is to provide for the custody, 33 safety, and security of adult persons in jails and detention 34 facilities in the state. "Corrections officer" does not include 35 individuals employed by state agencies.

36 (((7))) <u>(9)</u> "Criminal justice personnel" means any person who 37 serves as a peace officer, reserve officer, or corrections officer.

38 (((8))) <u>(10)</u> "Finding" means a determination based on a 39 preponderance of the evidence whether alleged misconduct occurred;

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1 did not occur; occurred, but was consistent with law and policy; or 2 could neither be proven or disproven.

3 (((9))) <u>(11)</u> "Law enforcement personnel" means any person 4 elected, appointed, or employed as a general authority Washington 5 peace officer as defined in RCW 10.93.020 or as a limited authority 6 Washington peace officer as defined in RCW 10.93.020 who as a normal 7 part of their duties has powers of arrest and carries a firearm. For 8 the purposes of this chapter, "law enforcement personnel" does not 9 include individuals employed by the department of corrections.

10 ((((10))) (12) "Limited authority Washington law enforcement 11 agency" has the same meaning as defined in RCW 10.93.020.

12 (13) "Peace officer" has the same meaning as a general authority Washington peace officer as defined in RCW 10.93.020. Commissioned 13 officers of the Washington state patrol, whether they have been or 14 may be exempted by rule of the commission from the basic training 15 16 requirement of RCW 43.101.200, are included as peace officers for 17 purposes of this chapter. Fish and wildlife officers with enforcement powers for all criminal laws under RCW 77.15.075 are peace officers 18 19 for purposes of this chapter. Limited authority Washington peace officers as defined in RCW 10.93.020, who have powers of arrest and 20 carry a firearm as part of their normal duty, are peace officers for 21 22 purposes of this chapter. For the purposes of this chapter, "peace 23 officer" does not include reserve officers or individuals employed by the department of corrections. 24

25 ((((11)))) (14) "Reserve officer" has the same meaning as provided 26 in RCW 10.93.020.

27 (((12))) <u>(15)</u> "Specially commissioned Washington peace officer" 28 has the same meaning as provided in RCW 10.93.020.

29 (((13))) <u>(16)</u> "Tribal police officer" means any person employed 30 and commissioned by a tribal government to enforce the criminal laws 31 of that government.

32 Sec. 2. RCW 43.101.095 and 2024 c 330 s 10 are each amended to 33 read as follows:

(1) As a condition of employment, all ((Washington)) peace officers and <u>all</u> corrections officers are required to obtain certification ((as a peace officer or corrections officer)) or exemption therefrom and maintain certification as required by this chapter and the rules of the commission.

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(2) (a) Any applicant who has been offered a conditional offer of 1 employment as a peace officer or reserve officer, offered a 2 conditional offer of employment as a corrections officer after July 3 1, 2021, or offered a conditional offer of employment as a limited 4 authority Washington peace officer who if hired would qualify as a 5 6 peace officer as defined by RCW 43.101.010 after July 1, 2023, must 7 submit to a background investigation to determine the applicant's suitability for employment. This requirement applies to any applicant 8 moving from any Washington law enforcement or corrections agency to 9 10 another, as well as applicants moving from a certified peace officer position to a certified corrections officer position, or vice versa, 11 12 within the same agency. This requirement ((applies)) does not apply to any person whose certification has lapsed as a result of a break 13 of more than 24 consecutive months in the officer's service ((for a 14 15 reason other than)) as a result of being recalled into military 16 service. Employing agencies may only make a conditional offer of 17 employment pending completion of the background check and shall verify in writing to the commission that they have complied with all 18 19 background check requirements prior to making any nonconditional 20 offer of employment.

21

(b) The background check must include:

(i) A check of criminal history, any national decertification 22 23 index, commission records, and all disciplinary records by any 24 law enforcement or correctional employer, including previous 25 complaints or investigations of misconduct and the reason for separation from employment. Law enforcement or correctional agencies 26 27 that previously employed the applicant shall disclose employment 28 information within 30 days of receiving a written request from the employing agency conducting the background investigation, including 29 30 the reason for the officer's separation from the agency. Complaints 31 or investigations of misconduct must be disclosed regardless of the 32 result of the investigation or whether the complaint was unfounded;

33 (ii) Inquiry to the local prosecuting authority in any 34 jurisdiction in which the applicant has served as to whether the 35 applicant is on any potential impeachment disclosure list;

36 (iii) Inquiry into whether the applicant has any past or present 37 affiliations with extremist organizations, as defined by the 38 commission;

39

(iv) A review of the applicant's social media accounts;

(v) Verification of immigrant or citizenship status as either a
 citizen of the United States of America, lawful permanent resident,
 or deferred action for childhood arrivals recipient;

4 (vi) A psychological examination administered by a psychiatrist 5 licensed in the state of Washington pursuant to chapter 18.71 RCW or 6 a psychologist licensed in the state of Washington pursuant to 7 chapter 18.83 RCW, in compliance with standards established in rules 8 of the commission;

9 (vii) A polygraph or similar assessment administered by an 10 experienced professional with appropriate training and in compliance 11 with standards established in rules of the commission; and

(viii) Except as otherwise provided in this section, any test or assessment to be administered as part of the background investigation shall be administered in compliance with standards established in rules of the commission.

16 (c) The commission may establish standards for the background 17 check requirements in this section and any other preemployment 18 background check requirement that may be imposed by an employing 19 agency or the commission.

(d) The employing law enforcement agency may require that each person who is required to take a psychological examination and a polygraph or similar test pay a portion of the testing fee based on the actual cost of the test or \$400, whichever is less. Employing agencies may establish a payment plan if they determine that the person does not readily have the means to pay the testing fee.

26 (3) (a) The commission shall allow a peace officer or corrections officer to retain status as a certified peace officer or corrections 27 28 officer as long as the officer: (i) Timely meets the basic training requirements, or is exempted therefrom, in whole or in part, under 29 RCW 43.101.200 or under rule of the commission; (ii) timely meets or 30 31 is exempted from any other requirements under this chapter as 32 administered under the rules adopted by the commission; (iii) is not denied certification by the commission under this chapter; and (iv) 33 has not had certification suspended or revoked by the commission. 34

35 (b) The commission shall certify peace officers who are limited 36 authority Washington peace officers employed on or before July 1, 37 2023. Thereafter, the commission may revoke certification pursuant to 38 this chapter.

39 (4) As a condition of certification, a peace officer or 40 corrections officer must, on a form devised or adopted by the

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1 commission, authorize the release to the employing agency and commission of the officer's personnel files, including disciplinary, 2 termination, civil or criminal investigation, or other records or 3 information that are directly related to a certification matter or 4 decertification matter before the commission. The peace officer or 5 6 corrections officer must also consent to and facilitate a review of the officer's social media accounts, however, consistent with RCW 7 49.44.200, the officer is not required to provide login information. 8 The release of information may not be delayed, limited, or precluded 9 by any agreement or contract between the officer, or the officer's 10 11 union, and the entity responsible for the records or information.

12 (5) The employing agency and commission are authorized to receive 13 criminal history record information that includes nonconviction data 14 for any purpose associated with employment or certification under 15 this chapter. Dissemination or use of nonconviction data for purposes 16 other than that authorized in this section is prohibited.

17 (6) For a national criminal history records check, the commission 18 shall require fingerprints be submitted and searched through the 19 Washington state patrol identification and criminal history section. 20 The Washington state patrol shall forward the fingerprints to the 21 federal bureau of investigation.

(7) Prior to certification, the employing agency shall certify to the commission that the agency has completed the background check, no information has been found that would disqualify the applicant from certification, and the applicant is suitable for employment as a peace officer or corrections officer.

27 Sec. 3. RCW 43.101.125 and 2001 c 167 s 5 are each amended to 28 read as follows:

A peace officer's certification lapses automatically when there 29 30 is a break of more than ((twenty-four)) 24 consecutive months in the 31 officer's service as a ((full-time)) law enforcement officer. A break in ((full-time)) law enforcement service which is due solely to the 32 pendency of direct review or appeal from a disciplinary discharge, or 33 to the pendency of a work-related injury, does not cause a lapse in 34 certification. The officer may petition the commission 35 for reinstatement of certification. Upon receipt of a petition for 36 reinstatement of a lapsed certificate, the commission shall determine 37 38 under this chapter and any applicable rules of the commission if the peace officer's certification status is to be reinstated, and the 39

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1 commission shall also determine any requirements which the officer 2 must meet for reinstatement. The commission may adopt rules 3 establishing requirements for reinstatement.

4 Sec. 4. RCW 43.101.126 and 2020 c 119 s 6 are each amended to 5 read as follows:

A corrections officer's certification lapses automatically when 6 7 there is a break of more than ((twenty-four)) 24 consecutive months in the officer's service as a ((full-time)) corrections officer. A 8 9 break in ((full-time)) corrections service which is due solely to the 10 pendency of direct review or appeal from a disciplinary discharge, or 11 to the pendency of a work-related injury, does not cause a lapse in certification. The officer may petition the commission for 12 reinstatement of certification. Upon receipt of a petition for 13 reinstatement of a lapsed certificate, the commission shall determine 14 15 under this chapter and any applicable rules of the commission if the 16 corrections officer's certification status is to be reinstated, and the commission shall also determine any requirements which the 17 officer must meet for reinstatement. The commission may adopt rules 18 establishing requirements for reinstatement. 19

20 Sec. 5. RCW 43.101.200 and 2024 c 376 s 908 are each amended to 21 read as follows:

(1) Except as provided in subsection (2) of this section, all law 22 23 enforcement personnel, except volunteers, and reserve officers whether paid or unpaid, initially employed on or after January 1, 24 1978, shall engage in basic law enforcement training which complies 25 26 with standards adopted by the commission pursuant to RCW 43.101.080. For personnel initially employed before January 1, 27 1990, such training shall be successfully completed during the first ((fifteen)) 28 29 15 months of employment of such personnel unless otherwise extended or waived by the commission and shall be requisite to the 30 continuation of such employment. Personnel initially employed on or 31 after January 1, 1990, shall commence basic training during the first 32 six months of employment unless the basic training requirement is 33 otherwise waived or extended by the commission. Successful completion 34 of basic training is requisite to the continuation of employment of 35 such personnel initially employed on or after January 1, 1990. 36

37 (2) (a) All law enforcement personnel who are limited authority38 Washington peace officers and whose employment commences on or after

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July 1, 2023, shall commence basic training during the first 12 months of employment unless the basic training requirement is otherwise waived or extended by the commission. Successful completion of basic training is requisite to the continuation of employment of such personnel initially employed on or after July 1, 2023.

6 (b)(i) The commission shall review the training files of all law 7 enforcement personnel who are limited authority Washington peace 8 officers, whose employment commenced prior to July 1, 2023, and who 9 have not successfully completed training that complies with standards 10 adopted by the commission, to determine what, if any, supplemental 11 training is required to appropriately carry out the officers' duties 12 and responsibilities.

(ii) Nothing in this section may be interpreted to require law enforcement personnel who are limited authority Washington peace officers, whose employment commenced prior to July 1, 2023, to complete the basic law enforcement training academy as a condition of continuing employment as a limited authority Washington peace officer.

19 (iii) Law enforcement personnel who are limited authority 20 Washington peace officers are not required to complete the basic law 21 enforcement academy or an equivalent basic academy upon transferring 22 to a general authority Washington law enforcement agency or limited 23 authority Washington law enforcement agency, as defined in RCW 24 10.93.020, if they have:

(A) Been employed as a special agent with the Washington state gambling commission, been a natural resource investigator with the department of natural resources, been a liquor enforcement officer with the liquor and cannabis board, been an investigator with the office of the insurance commissioner, or been a park ranger with the Washington state parks and recreation commission, before or after July 1, 2023; and

32 (B) Received a certificate of successful completion from the 33 basic law enforcement academy or the basic law enforcement 34 equivalency academy and thereafter engaged in regular and 35 commissioned law enforcement employment with an agency listed in 36 (b)(iii)(A) of this subsection without a break or interruption in 37 excess of 24 months; and

38 (C) Remained current with the in-service training requirements as39 adopted by the commission by rule.

1 (3) Except as provided in RCW 43.101.170, the commission shall provide the aforementioned training and shall have the sole authority 2 to do so. The commission shall provide necessary facilities, 3 supplies, materials, and the board and room of noncommuting attendees 4 for seven days per week, except during the 2017-2019, 2019-2021, and 5 6 2021-2023 fiscal biennia, and during fiscal year 2024, when the employing, county, city, or state law enforcement agency shall 7 reimburse the commission for ((twenty-five)) 25 percent of the cost 8 of training its personnel. Additionally, to the extent funds are 9 for this purpose, the commission shall reimburse to 10 provided participating law enforcement agencies with ((ten)) 10 or less full-11 12 time commissioned patrol officers the cost of temporary replacement of each officer who is enrolled in basic law enforcement training: 13 PROVIDED, That such reimbursement shall include only the actual cost 14 of temporary replacement not to exceed the total amount of salary and 15 16 benefits received by the replaced officer during ((his or her)) the 17 training period: PROVIDED FURTHER, That limited authority Washington law enforcement agencies as defined in RCW 10.93.020 shall reimburse 18 the commission for the full cost of training their personnel. 19

20 Sec. 6. RCW 43.101.380 and 2021 c 323 s 20 are each amended to 21 read as follows:

(1) The procedures governing adjudicative proceedings before agencies under chapter 34.05 RCW, the administrative procedure act, govern hearings before the commission and govern all other actions before the commission unless otherwise provided in this chapter. The standard of proof in actions before the commission is a preponderance of the evidence.

28 In all hearings requested under RCW (2) 43.101.155, an administrative law judge appointed under chapter 34.12 RCW shall be 29 30 the presiding officer((τ)) and shall make all necessary rulings in 31 course of the hearing, ((and shall issue a proposed the $recommendation_{r}$) but is not entitled to vote. In addition, a five-32 member hearings panel shall hear the case and make the commission's 33 final administrative decision. 34

35 (3) The commission shall appoint a panel to hear certification 36 actions as follows:

37 (a) When a hearing is requested in relation to a certification
 38 action of a Washington peace officer, the commission shall appoint to
 39 the panel: (i) One police chief or sheriff from an agency not a

1 current or past employer of the peace officer; (ii) one certified Washington peace officer who is at or below the level of first line 2 supervisor and who has at least ten years' experience as a peace 3 officer; (iii) one civilian member of the commission as appointed 4 under RCW 43.101.030(1) (f) and (h) through (j); (iv) one member of 5 6 the public who is not a prosecutor, defense attorney, judge, or law 7 enforcement officer; and (v) one person with expertise and background in police accountability who is not a current or former peace officer 8 or corrections officer. 9

(b) When a hearing is requested in relation to a certification 10 11 action of a Washington corrections officer, the commission shall 12 appoint to the panel: (i) A person who heads either a city or county corrections agency or facility or of a Washington state department of 13 corrections facility; (ii) one corrections officer who is at or below 14 the level of first line supervisor and who has at least ten years' 15 16 experience as a corrections officer; (iii) one civilian member of the 17 commission as appointed under RCW 43.101.030(1) (f) and (h) through 18 (j); (iv) one member of the public who is not a prosecutor, defense attorney, judge, or law enforcement officer; and (v) one person with 19 expertise and background in police accountability who is not a 20 current or former peace officer or corrections officer. 21

22 (c) When a hearing is requested in relation to a certification action of a tribal police officer, the commission shall appoint to 23 the panel (i) one tribal police chief; (ii) one tribal police officer 24 25 who is at or below the level of first line supervisor, and who has at 26 least ten years' experience as a peace officer; (iii) one civilian 27 member of the commission as appointed under RCW 43.101.030(1) (f) and 28 (h) through (j); (iv) one member of the public who is not a prosecutor, defense attorney, judge, or law enforcement officer; and 29 (v) one person with expertise and background in police accountability 30 31 who is not a current or former peace officer or corrections officer.

32 (d) Persons appointed to hearings panels by the commission shall, 33 in relation to any certification action on which they sit, have the 34 powers, duties, and immunities, and are entitled to the emoluments, 35 including travel expenses in accordance with RCW 43.03.050 and 36 43.03.060, of regular commission members.

37 (4) In decertification matters where there was a due process 38 hearing or a disciplinary appeals hearing following an investigation 39 by a law enforcement agency, or a criminal hearing regarding the 40 alleged misconduct, the hearings panel need not redetermine the

underlying facts but may make its determination based solely on 1 review of the records and decision relating to those proceedings and 2 any investigative or summary materials from the administrative law 3 judge, legal counsel, and commission staff. However, the hearings 4 panel may, in its discretion, consider additional evidence to 5 6 determine whether misconduct occurred. The hearings panel shall, upon 7 written request by the subject peace officer or corrections officer, allow the peace officer or corrections officer to present additional 8 evidence of extenuating circumstances. 9

(5) The commission is authorized to proceed regardless of whether 10 11 an arbitrator or other appellate decision maker overturns the discipline imposed by the officer's employing agency or whether the 12 agency settles an appeal. No action or failure to act by a law 13 enforcement agency or corrections agency or decision resulting from 14 an appeal of that action precludes action by the commission to 15 16 suspend or revoke an officer's certificate, to place on probation, or 17 to require remedial training for the officer.

18 (6) The hearings, but not the deliberations of the hearings 19 panel, are open to the public. The transcripts, admitted evidence, 20 and written decisions of the hearings panel on behalf of the 21 commission are not confidential or exempt from public disclosure, and 22 are subject to subpoena and discovery proceedings in civil actions.

(7) Summary records of hearing dispositions must be madeavailable on an annual basis on a public website.

(8) The commission's final administrative decision is subject to
 judicial review under RCW 34.05.510 through 34.05.598.

27 Sec. 7. RCW 81.60.010 and 2001 c 72 s 1 are each amended to read 28 as follows:

The criminal justice training commission shall have the power to and may in its discretion ((appoint and)) commission railroad police officers at the request of any railroad corporation and may revoke any ((appointment)) commission at its pleasure.

33 Sec. 8. RCW 81.60.020 and 2001 c 72 s 2 are each amended to read 34 as follows:

Any railroad corporation desiring the ((appointment)) Commissioning of any of its officers, agents, or servants not exceeding twenty-five in number for any one division of any railroad operating in this state as railroad police officers shall file a 1 request with the criminal justice training commission on an approved 2 application form. The application shall be signed by the president or some managing officer of the railroad corporation and shall be 3 accompanied by an affidavit stating that the officer is acquainted 4 with the person whose ((appointment)) commission is sought, that the 5 6 officer believes the person to be of good moral character, and that 7 the person is of such character and experience that he or she can be safely entrusted with the powers of a police officer. 8

9 For the purposes of this section, "division" means the part of 10 any railroad or railroads under the jurisdiction of any one division 11 superintendent.

12 Sec. 9. RCW 81.60.030 and 2001 c 72 s 3 are each amended to read 13 as follows:

14 Before receiving a commission each person ((appointed under the 15 provisions of RCW 81.60.010 through 81.60.060)) shall successfully 16 complete a course of training prescribed or approved by the criminal 17 justice training commission, and shall take, subscribe, and file with 18 the commission an oath to support the Constitution of the United States and the Constitution and laws of the state of Washington, and 19 to faithfully perform the duties of the office. The corporation 20 21 requesting ((appointment)) commissioning of a railroad police officer 22 shall bear the full cost of training.

Railroad police officers ((appointed and)) commissioned under RCW 81.60.010 through 81.60.060 are subject to rules and regulations adopted by the commission.

26 Sec. 10. RCW 81.60.040 and 2001 c 72 s 4 are each amended to 27 read as follows:

Every police officer ((appointed and)) commissioned under the 28 29 provisions of RCW 81.60.010 through 81.60.060 shall when on duty have 30 the power and authority conferred by law on peace officers, but shall exercise such power only in the protection of the property belonging 31 to or under the control of the corporation at whose instance the 32 officer is ((appointed)) commissioned and in preventing, and making 33 34 arrest for, violations of law upon or in connection with such 35 property.

36 Sec. 11. RCW 81.60.060 and 2001 c 72 s 6 are each amended to 37 read as follows: 1 The corporation procuring ((the appointment)) <u>a commission</u> of any 2 railroad police shall be solely responsible for the compensation for 3 the officer's services and shall be liable civilly for any unlawful 4 act of the officer resulting in damage to any person or corporation.

5 <u>NEW SECTION.</u> Sec. 12. A new section is added to chapter 81.60 6 RCW to read as follows:

For purposes of RCW 81.60.010 through 81.60.060, "commissioned" means the criminal justice training commission has granted authority in accordance with state law, to act as a railroad police officer.

> Passed by the Senate February 12, 2025. Passed by the House April 15, 2025. Approved by the Governor May 19, 2025. Filed in Office of Secretary of State May 19, 2025.

> > --- END ---

Certification Report Disciplinary Outcomes February 25 - May 22, 2025

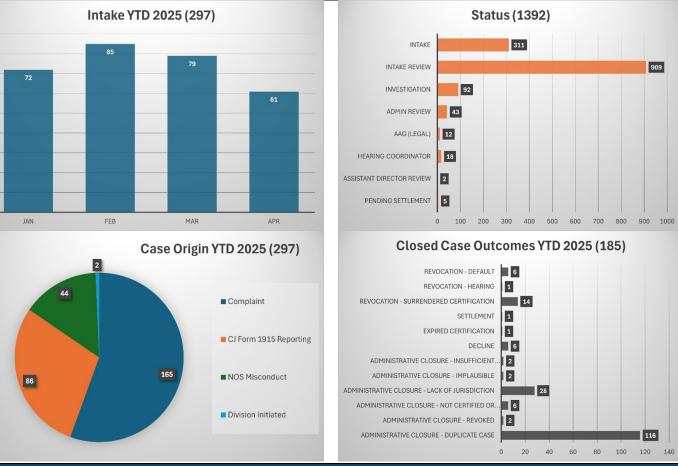
Case #	Officer Name	Last Employing Agency	Charge(s) and/or Allegation(s)	Certification Action	Effective Date	Origin
			RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional			
<u>R22-154</u>	Jenson, Kelly	Liberty Lake Police Department	Conduct	Settled - Probation	2/25/2025	CJ Form 1915 Reporting
2024-0012953	Hayden, Mark	King County Sheriff's Office	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	3/5/2025	CJ Form 1915 Reporting
			RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct			
<u>23-604</u>	Whelan, Lawrence	Steilacoom Police Department	RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	3/5/2025	Complaint
<u>22-075</u>	Nelson, Jeffrey	Auburn Police Department	RCW 43.101.105(3)(j)(i) - Committed a Felony RCW 43.101.105(3)(j)(iii) - Unsafe Practices Involving Firearms, Weapons, or Vehicles RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct RCW 43.101.105(3)(l) - Voluntary Surrender of Certification	Surrendered Certification	3/12/2025	Division Initiated
			RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct			
23-362	Humphrey, Jeffrey	Lewis County Sheriff's Office	RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	3/12/2025	Complaint
21-007	Brown, Michael	King County Sheriff's Office	RCW 43.101.105(3)(h) - Discrimination RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Revoked - Default	3/12/2025	NOS Misconduct
2025-0000035	Sanchez-Nunez, Elias	Granger Police Department	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(j)(iii) - Unsafe Practices Involving Firearms, Weapons, or Vehicles RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	3/26/2025	NOS Misconduct
23-059	Reece, Terry	Longview Police Department	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(f) - Sexual Harassment RCW 43.101.105(3)(h) - Discrimination RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	4/16/2025	NOS Misconduct

Certification Report Disciplinary Outcomes February 25 - May 22, 2025

				-	-	
<u>23-606</u>	Al Salehi, Jafar	Seattle Police Department	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(2)(e) - Prohibited from Possessing Weapons RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	4/16/2025	CJ Form 1915 Reporting
23-513	Urbauer, Bram	Port of Seattle Police Department	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(h) - Discrimination RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	4/16/2025	CJ Form 1915 Reporting
22-064		Liberty Lake Police Department	RCW 43.101.105(2)(d) - False or Misleading Statements RCW 43.101.105(3)(j)(i) - Committed a Felony RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Revoked		NOS Misconduct
<u>22-047</u>	Certain, Ryan	Washington State Patrol	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(j)(iii) - Unsafe Practices Involving Firearms Weapons, or Vehicles RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	4/23/2025	NOS Misconduct
<u>22-016</u>	Kovzun, Vasile	Olympia Police Department	RCW 43.101.105(3)(l) - Voluntary Surrender of Certification RCW 43.101.105(3)(j)(iv) - Unethical or Unprofessional Conduct RCW 43.101.105(3)(k) - Separated for Misconduct	Surrendered Certification	4/29/2025	NOS Misconduct

Certification: February – April 2025





Tracking February - April 2025

Intake (Total)	225	Closed (Total)	110
Complaints	139	Denied Certification	0
CJ Form 1915 Reporting	50	Revocation - Default	2
NOS Misconduct	36	Revocation Summary Judgment	0
Division Initiated	0	Revocation - Hearing	1
Intake Review	240	Revocation – Surrendered Certification	11
Assigned for Investigation	11	Settlement	1
Administrative Review	10	Expired Certification	1
Sent to AAG	4	Decline	5
Sent to Hearing Coordinator	12	Administrative Closure	89
Assistant Director Review	6	AD Review Complete	10

Additional Closed Cases February - April 2025					
BTD Cases	2	HR Cases	4		
Forms Processing YTD 2025					

Forms Processing FID 2025	
Notice of Hire (NOH)	577
Notice of Separation (NOS)	367
% of NOS Reporting Misconduct	11%





YTD Intake Chart - Chart representing all cases - Complaints, CJ Form 1915 Reporting, Division Initiated, and Notices of Separation where misconduct is reported for each month of the current year.

Status Chart – Chart representing the status of all cases currently open.

- <u>Intake</u> Cases in Intake status. The Certification Bureau receives a complaint or agency report, logs the incident, and assigns a case number. For complaints, the complainant is notified their complaint has been received and provided a case number.
- <u>Intake Review</u> Cases that are being reviewed by the Case Review Manager to determine if the complaint or agency report alleges misconduct which, if true, would invoke the WSCJTC's authority under RCW 43.101.105.
- <u>Investigation</u> Cases under active investigation. A WSCJTC investigator conducts a fair, independent, objective, thorough, and timely investigation and completes an investigation report.
- <u>Administrative Review</u> Cases in Administrative Review status. A Chief Investigator and the Investigations Division Manager review the investigation and either approve or require additional work. Cases recommended for charging are forwarded to the Assistant Director for review and charging decisions.
- <u>AAG</u> Cases currently under review with the Assistant Attorney General for potential issuance of a Statement of Charges.
- <u>Hearing Coordinator</u> Cases undergoing the hearing process.
- <u>Pending Settlement</u> Charges against the officer were resolved pursuant to a settlement agreement and final order and the officer is still fulfilling the terms of the settlement.
- <u>Assistant Director Review</u> Cases under review with the Assistant Director after an appeal of a decline.
- <u>Open Pending Expiration</u> Cases that are open but cannot be actively investigated due to circumstances beyond the Commission's control. These cases remain open until the officer's certification expires and a flag is placed on the officer's profile indicating that a misconduct investigation was pending at the time of expiration.

Case Origin Chart – Chart showing the origin of cases received in the current year.

- <u>CJ Form 1915 Reporting</u> Cases initiated based on a *CJTC Form 1915: Agency Report* from an employing agency.
- <u>Complaint</u> Cases initiated after a complaint was submitted alleging peace or corrections officer misconduct.
- <u>NOS Misconduct</u> Cases where a *Notice of Separation (NOS)* form indicated that the officer resigned/retired in lieu of termination or that they were under investigation for any wrongdoing or misconduct upon separation.
- <u>Division Initiated</u> Cases the WSCJTC initiated on its own without the submission of an agency report, complaint, or NOS marked for misconduct.

Closed Case Outcomes – Chart representing the outcomes of cases closed in the current year.

- <u>Denied Certification</u> The WSCJTC determined not to grant certification to a prospective peace or corrections officer.
- <u>Revocation Default</u> The officer did not request a hearing, and their certification was automatically revoked.
- <u>Summary Judgment</u> The officer's certification was revoked after the assigned Administrative Law Judge determined that there were no disputed material facts for a hearing panel to determine, and that revocation was required by law under RCW 43.101.105(2).
- <u>Revocation Hearing</u> The officer's certification was revoked by the decision of the hearing panel.
- <u>Revocation Surrendered Certification</u> The officer surrendered their certification voluntarily.
- <u>Expired Certification</u> The officer's certification expired.
- <u>Decline</u> After an investigation, the WSCJTC determined that misconduct did not occur or that it would be unable to prove qualifying misconduct under the preponderance of the evidence standard.
- <u>Eligibility Reinstated</u> The WSCJTC granted a petition to reinstate certification or permit eligibility for reinstatement of certification.
- <u>Administrative Closure Insufficient Information</u>: The complaint lacks specific or sufficient information to proceed with further investigation, and the WSCJTC has attempted alternate avenues to obtain additional information.
- <u>Administrative Closure Implausible:</u> It is beyond reasonable dispute that the facts of the complaint are inherently implausible or incredible.
- <u>Administrative Closure Lack of Jurisdiction</u>: The complaint or agency report does not allege conduct which, if true, would invoke the WSCJTC's authority to deny, suspend, or revoke an officer's certification under RCW 43.101.105.

Certification Report Glossary



- <u>Administrative Closure Not Certified Officer</u>: The subject of the complaint is not a certified officer in Washington State or is deceased.
- <u>Administrative Closure Revoked</u>: The officer's certification has already been revoked through final order of a hearing panel, order of default, or surrender of certification.
- <u>Administrative Closure Duplicate Case</u>: The WSCJTC has an active case concerning the same allegation(s), incident, or fact pattern, or the complaint or agency report has already been closed after review or investigation.
- <u>Dismissed</u> The hearing panel dismissed the charges against the officer, and the officer retained their certification.

Monthly/Quarterly Tracking – Section representing totals for the time period indicated. Same definitions as above.

Additional Closed Cases – Section representing additional investigations outside of cases originating from agency reporting, complaints and division-initiated investigations.

Forms Processing – Section representing the agency reports certification receives by month and year.

- <u>Notice of Hire (NOH)</u> The employing agency submits a *CJTC Form 1903* to WSCJTC reporting a newly hired officer.
- <u>Notice of Separation (NOS)</u> The employing agency submits a *CJTC Form 1902* reporting the officer's separation.



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

19010 1st Avenue South, burien, wa 98148

COMMISSION MEETING

Wednesday, March 12, 2025 10:00 A.M.

COMMISSION MEMBERS PRESENT

Penelope Sapp (Chair), Chief, Kitsap County Jail Tim Reynon (Vice Chair), Tribal Representative, Puyallup Tribe Erik Scairpon, Chief, Marysville Police Department Maureen Johnston, Designee for Attorney General Nick Brown Darryl Barnes, Officer or First Line Supervisor, Adams County Sheriff's Office (Virtual) Nickeia Hunter, Community Member (Virtual) Walter Kendricks, Community Member – East of Cascades (Virtual) Annalesa Thomas, Community Member (Virtual) Trishandra Pickup, Community Member Katrina Johnson, Community Member Velma Lockrem, Tribal Police Officer (Virtual)

Present after Roll Call:

John Batiste, Chief, Washington State Patrol (Virtual) Rosemary Kaholokula, Prosecuting Attorney or Municipal Attorney (Virtual)

WSCJTC STAFF PRESENT

Monica Alexander, Executive Director Stephanie Huffman, Executive Assistant Rich Peterson, Control/Defensive Tactics Program Manager Chris Travis, Applied Skills Training Division Manager Kimberly Bliss, Assistant Director, Certification Valerie Jenkins-Weaver, Certification Operations Division Manager Jennifer Pendray, Coroner/Medical Examiner Program Manager Lauren Caputo Allen, Community Liaison Manager David Quinlan, Communications Manager Kayla Wold, Hearings Coordinator Hector Pantoja, Chief Investigator Renee Berry, Policy and Accreditation Manager Dave Miller, Assistant Director, Training Bureau Jeremy Sand, Defensive Tactics Instructor Rebecca Kalnasy, CDT TAC Officer Kaleb Germany, Instruction & Classroom Support Tech 2

WELCOME

Penelope Sapp, Commission Chair

Chair Sapp called the meeting to order at 10:09 A.M. **Stephanie Huffman** conducted a roll call. A quorum was present. **Chair Sapp** began with the land acknowledgement.

CHAIR'S REPORT

Penelope Sapp, Commission Chair

Chair Sapp announced that Vice Chair Reynon has been appointed by Governor Ferguson as the Director of the Governor's Office of Indian Affairs. **Chair Sapp** introduced new commissioner Mo Johnston. **Chair Sapp** announced that Commissioner Snaza will be resigning from the commission on June 1, 2025. He has served on the commission since 2019 and has been a valuable part of the commission.

Public Comment

Three emailed public comments were provided in the commission packet from two community members. The commissioners had no further discussion of the emailed public comments.

Bellevue Police Chief Shirley provided in-person public comment regarding the recent ban of the Sig Sauer P320 at Washington State Criminal Justice Training Commission (WSCJTC) campuses. He informed the Commission of the widespread impact of the ban on police agencies like the City of Bellevue. **Chief Shirley** asked the Commission to consider a temporary pause on this prohibition. **Chair Sapp** stated her support for the decision made by Executive Director Alexander. **Vice Chair Reynon** asked for clarification from Chief Shirley about how Bellevue PD officers would be prevented from attending training. **Chief Shirley** said he recently had to find a replacement weapon to attend a BLEA graduation. It also impacts officers who need to attend continued training at WSCJTC campuses. **Commissioner Pickup** asked whether an officer could leave their gun in the car when they need to come to WSCJTC campuses. **Chief Shirley** stated that the officer would not be in full uniform without their gun. **Executive Director Alexander** stated that the guns could be left in vehicles. **Chief Shirley** requested more clarity, because the message sent to agencies was unclear. **Commissioner Scairpon** acknowledged that his agency is also impacted by the ban on P320 weapons. He stated he has heard that insurance companies are considering not covering agencies that use this weapon.

DIRECTOR'S REPORT

Monica Alexander, Executive Director

Executive Director Alexander announced that the ribbon-cutting ceremony for the new Arlington Regional Campus will take place on March 20, 2025. The first day of training will begin on March 24, 2025. She announced that there is no longer a waitlist to get into the academy.

Executive Director Alexander stated that as of March 7, 2025, the WSCJTC is now an International Association of Directors of Law Enforcement Standards and Training (IADLEST) Accredited agency. The WSCJTC also received an award of excellence. Renee Berry worked hard to make this happen for the agency. There was a meeting last Friday where the campus was evaluated. We received comments about how clean the gym was, as well as on the organized firing range and signage to keep everyone safe. The WSCJTC has asked for a new range from Olympia. The current range has a horrible ventilation system. The WSCJTC wants everyone who trains on this campus to be safe. We have a very old building that wasn't intended for what we use it for, but all our staff pull together to make it work. The accreditation report is available online.¹ On June 1, 2025, we will go to North Carolina to receive the award of excellence for the agency.

Use of Force Presentation

Rich Peterson, Control/Defensive Tactics (CDT) Program Manager

Rich Peterson is the Use of Force (UOF)/CDT Program Manager for the WSCJTC. He presented on the history of development of the current CDT curriculum. After Initiative 940 passed and the Attorney General's Model Use of Force Policy was enacted, the WSCJTC had to restructure its use of force curriculum. The WSCJTC met with stakeholders and interest groups in 2022. The WSCJTC issued its first UOF Instructor Course for Washington State Patrol (WSP) and later held a Spokane UOF Instructor Course.

Rich Peterson explained the mission given to him by Executive Director Alexander when he became the Defensive Tactics program manager. He explained that all WSCJTC CDT curriculum is legally defensible; all lesson plans and training are documented; the Advanced Training curriculum is intertwined with pre-BLEA, BLEA, and post-BLEA; training is consistent with all agencies in Washington state; and instructors must meet certain criteria and expertise to train at WSCJTC. On September 12, 2023, the WSCJTC presented a curriculum demonstration for approval. **Rich Peterson** said that as of March 2025, 315 UOF/CDT Instructors have been trained across Washington. Seventy more officers are going through the UOF/CDT course at WSCJTC between March 17-21. Then, 50 students are being training between March 24-28. The WSCJTC does outreach and engagement regarding its UOF training. **Rich Peterson** and his team have presented for Pierce County Council, the National Academy of State Legislators, and at the National Conference for State Legislators. **Rich Peterson** and his team provided a demonstration for the commissioners on several handcuffing and force techniques. The presenters demonstrated the LEED technique – Listen and Explain with Equity and Dignity.

¹ <u>Washington_WSCJTC_Final_Report - BURIEN.pdf</u>

Commissioner Thomas asked how frequently experienced officers are being trained using the new curriculum. Rich Peterson said part of the 40-hour LEAD course is to teach instructors how to go back and train their peers. He said it starts with the Chief on down and stressed the importance of training peers. Commissioner Thomas commented that Spokane PD remains number three in the nation for officer-involved shootings and she hopes this training becomes habit for officers. Vice Chair Reynon thanked Rich Peterson for the presentation. He said this was something many commissioners would have hoped to see implemented across the state. He asked if there is anything the Commission can do to meet this "gold standard" of 20 hours of training annually. Rich Peterson said this is most likely to happen if it is mandated by the Legislature. Commissioner Johnston asked for clarification whether this training is being taught to officers who will go on to train others. **Rich Peterson** responded in the affirmative. **Commissioner Johnston** asked whether the WSCJTC has concerns about adherence to the fidelity of the training model when the in-service officers who take the training go back and teach use of force at their agencies. Rich Peterson said he understands the concern, and that is why all of the WSCJTC training is documented. He said the fault falls on the agencies if their use of force policies and training are not consistent with the AG's Model Use of Force Policy. Commissioner Johnston asked whether any auditing of agencies occurs. Chris Travis, Applied Skills Training Division Manager, responded that the WSCJTC has an auditing team. Commissioner Johnson asked what sort of technical assistance is available. Rich Peterson said he leads the advanced trainings. The WSCJTC trainers are always there to support, and they travel to agencies to help with instruction. **Commissioner Johnston** asked if there are plans to expand the audits of agencies to ensure the fidelity to the model of instruction. Rich Peterson said that the WSCJTC is working with use of force data that will show who is training and who is not training. **Commissioner Johnston** suggested looking at the duration that officers hold people in these restraints and compressions that might restrict their breathing. A restraint can guickly turn into deadly force. Rich Peterson responded that he teaches students to consider the subject's medical concerns first so an event like that doesn't happen. The WSCJTC also trains on how to deal with people with behavioral disorders. Commissioner Lockrem asked if there are alternatives to the bear hug that was presented earlier that would work for smaller statured officers. Rich Peterson responded that the WSCJTC does not teach techniques that a smallerframed person can't do. The WSCJTC also teaches officers to use critical thinking, such as whether a small statured person should engage with two subjects. Chair Sapp commented that she appreciates what Rich Peterson said about the consistency of the training. Recruits at the academy are learning techniques that tenured officers do not know. She asked whether all agency instructors are informed when a training or techniques taught at the academy change. Rich Peterson responded in the affirmative. He said these instructors must recertify every two years. The WSCJTC sends information out all the time. Executive Director Alexander commended Rich Peterson and his team. They participate in after-hours training. Rich is willing to talk to anyone about the use of force training and policy.

Certification Report

Kimberly Bliss, Assistant Director, Certification Bureau

Assistant Director Bliss stated that in March of 2022, the Commission passed a motion that stated that Certification should be looking at conduct that predated the SB 5051 statute. The Certification Bureau has now received its first legal challenge to that position, and there has been a motion to dismiss a case that includes conduct that predates the statute. The AG's office has filed an opposition to this motion.

Assistant Director Bliss presented the final 2024 Certification Action Summaries report that contains details on all cases resulting in disciplinary action against an officer's certification in 2024. There have been 11 officers decertified since the last commission meeting. The overwhelming majority of cases that resulted in decertification or probation originated with agency Notice of Separation forms. The Certification Bureau has had to slow the issuance of new Statement of Charges in part because the Bureau has surpassed its budget for the Attorney General's office. Vice Chair Reynon asked what the status of the officers are while their cases are pending. Assistant Director Bliss said the Bureau prioritizes cases consistent with the prioritization policy and against officers who are still working. Problematically, those are the cases that cost more of our budget. Commissioner Pickup asked if Jeff Nelson is still certified. Assistant Director Bliss responded that Nelson surrendered his certification, and the final order will be issued soon.

Assistant Director Bliss informed the commissioners that the Certification Bureau has a backlog at every stage in the process. The Bureau gets more cases each year than it has the staff to close. Certification recently lost one investigator, but the Bureau is working to fill that vacancy. We are implementing new workflows to help address the backlog. These changes, which Certification hopes to implement in the next couple weeks, requires Certification to update processes. The changes are as follows:

- Cases that are <u>administratively closed</u> without an investigation were previously being reviewed by two managers, with the option for a complainant to appeal to the Assistant Director. The new process would be that three managers must approve the administrative closure, with no appeal option.
- Cases for which charges are <u>declined</u> after the investigation previously were reviewed by two managers and the Assistant Director, with the option for the complainant to appeal to the Executive Director. Now, these investigations will be approved by the Chief Investigator and Investigations Division Manager, with the option for the complainant to appeal to the Assistant Director.

• Lastly, cases where we issue a <u>Statement of Charges</u>, there is no change in the process. The investigator, two managers, and the Assistant Director all review the case, and the Assistant Director determines whether to issue charges.

Vice Chair Reynon asked who appeals cases that are not charged. **Assistant Director Bliss** responded that some complainants appeal the finding of their case.

Assistant Director Bliss responded to the request made by Commissioner Thomas at the last Commission Meeting for a better understanding of Certification's Administrative Closure process. She informed the commissioners that most Certification policies will be updated this year. Last year, Certification hired a manager-level position who determines the priority of all cases in Intake Review status and completes an Intake Review Summary (IRS) recommending the case for either investigation or administrative closure. The Case Review Manager reaches out to complainants prior to completing the IRS. Assistant Director Bliss said that since last year, Certification requests the agency's internal affairs file for the officer during the Intake process. **Commissioner Thomas** asked how Certification flags or escalates cases that contain very serious allegations of misconduct. She had two other comments about backgrounding of candidates who should not have been hired. Assistant Director Bliss explained that sometimes Certification opens a case immediately after the incident, either through receiving a complaint or divisioninitiating a case. High priority cases sometimes have pending criminal or agency internal affairs investigations. She used the example of the Jeffrey Nelson case. Certification served him with a Statement of Charges before his criminal case was resolved, and the Administrative Law Judge stayed the Certification case pending the outcome of the criminal case. Commissioner Thomas commented that she read one of the 2024 certification action summaries and saw an officer was convicted of a crime in another state and was still able to pass a background check in Washington. In a second case, an officer disclosed some very serious things on his background and was still hired. Commissioner Thomas said she wonders whether there are holes in the process of hiring and backgrounding officers. Assistant Director Bliss said that backgrounding in the state of Washington is conducted by the hiring agency. The Commission puts out guidelines and criteria, but the agency completes the background. She said that at the next Commission Meeting, she will bring forward a proposed Washington Administrative Code (WAC) change that relates to Commissioner Thomas' concerns. Commissioner Scairpon stated that he has reviewed some woefully inadequate backgrounds. It is incumbent on Sheriffs and Chief executives to set a high standard. Some people try to sneak through the process, but we have to have the proper controls in place. **Commissioner Pickup** asked about the consequences for officers who are dishonest on their background. Assistant Director Bliss said that Certification would open a case and that such conduct falls within the revocation statute. Commissioner Lockrem stated that at her agency, it is an automatic disqualification if someone provides inaccurate information on a background. **Commissioner Pickup** asked if the agency that discovers about the dishonesty during a background should report it to the WSCJTC. Assistant Director Bliss responded that an agency's obligation to report depends on when it was

discovered. The statute does not require agencies to notify the WSCJTC if they do hire the individual. If the person was already hired and the agency learns of the dishonesty and then separates the individual, they are required to report the separation and misconduct to WSCJTC. **Executive Director Alexander** commented that Assistant Director Bliss makes herself available for agencies to contact when they are unclear of their requirements or Certification processes. **Chair Sapp** thanked Assistant Director Bliss for presenting at the Kitsap County Chiefs' Meeting recently. **Assistant Director Bliss** said that herself and the Certification division managers frequently give presentations. She recommended that agencies contact Certification if they are uncertain if a notification is required. **Commissioner Johnson** asked if, after giving multiple presentations, Assistant Director Bliss had noticed any "frequent flier" agencies. **Assistant Director Bliss** said she doesn't yet have an answer to that question, and that multiple misconduct notices from a single agency may not mean that the agency that has more misconduct than others, but that it is more faithfully fulfilling the statutory notice requirements.

NEW BUSINESS

December 2024 Meeting Minutes

Commissioner Pickup moved to approve the December 2024 commission meeting minutes. **Commissioner Scairpon** seconded the motion. <u>The motion passed unanimously</u>. **Commissioner Johnston** abstained because she wasn't on the commission at that time.

Conflict of Interest Policy

Kimberly Bliss, Assistant Director, Certification Bureau and Kayla Wold, Hearings Coordinator

Assistant Director Bliss and Kayla Wold presented proposed changes to the Certification Conflict of Interest policy. Chair Sapp entertained a motion to adopt the policy changes. Vice Chair Reynon motioned to approve. Commissioner Johnson seconded the motion. <u>The motion</u> <u>passed unanimously.</u>

WAC 139-03-030 Extension Requests

Kayla Wold, Hearings Coordinator; Captain Robert Sharpe, Washington State Patrol; Chief Michael Melcher, Colfax Police Department

Kalya Wold presented a Washington State Patrol (WSP) request for an extension for a trooper who did not complete the mandatory 2024 online Crisis Intervention Training (CIT) course. All members of the department must complete the training for the agency to be found in compliance. The WSCJTC denied WSP's request for an extension, and now Washington State Patrol (WSP) is appealing the finding. **Commissioner Scairpon** asked Captain Sharpe for the number of WSP certified employees and was informed WSP has just under 1,000 troopers. **Kayla Wold** noted that WSP has a longstanding history of compliance. **Captain Sharpe** explained how the trooper's training was overlooked at multiple levels. **Vice Chair Reynon** noted it was the trooper's responsibility to take the training. He asked if the extension is denied, whether the trooper can still take the training. **Kayla Wold** said that no, the officer does not have the opportunity to complete the training. Vice Chair Reynon asked what the implication would be if the Commission did not approve the extension request. **Kayla Wold** answered the entire agency would be found non-compliant with the training. **Commissioner Pickup** asked if this impacts the trooper's roles and responsibilities. Kayla Wold clarified that it only impacts the agency's compliance with the training, but it does not otherwise impact the trooper. Commissioner **Thomas** summarized her understanding that the officer had the responsibility to complete the training and now WSP is requesting an extension from the Commission to remove the blemish on the agency's record for being non-compliant. Chair Sapp summarized the request similarly. **Commissioner Pickup** asked if the officer can still access the 2024 training without the Commission's approval, to which Kayla Wold responded no. Commissioner Hunter asked if officers are given enough information and guidance about required trainings and their deadlines. Kayla Wold said that responsibility falls on the agency; however, the WSCJTC's system sends out reminders to notify officers of training. Commissioner Pickup commented that if the Commission does not approve this, one officer will have two hours less training than their peers. Commissioner Johnson asked what safeguards were put in place to ensure this doesn't happen again. Captain Sharpe explained that the trooper was immediately ordered to take the training, but it was no longer available to them. District commanders are now putting this reminder into their operational plans. Commissioner Reynon asked the Executive Director how she feels about the Commission overturning the WSCJTC's denial for an extension. Executive Director Alexander said she feels fine about it. The WSCJTC does not have the authority to grant the extension without Commission approval.

Commissioner Johnston motioned to approve the extension. **Commissioner Lockrem** seconded the extension. <u>The motion was approved unanimously.</u>

Kayla Wold and **Chief Michael Melcher** of Colfax PD presented a waiver request for an officer who did not complete the same 2-hour online CIT course prior to his date of separation in October 2024. Colfax PD submitted his Notice of Separation (NOS) form to WSCJTC, and it shows a separation date in February 2025. Due to this, the agency was found out of compliance with the 2024 CIT training. **Commissioner Scairpon** asked if the agency could modify the separation paperwork to mitigate the issue. **Assistant Director Bliss** asked that the agency amend the NOS form and send it again to the Certification Bureau. **Vice Chair Reynon** asked if this officer is currently employed by another agency. Kayla Wold said that the officer is not attached to any agency currently. **Chair Sapp** informed Chief Melcher that he can submit a revised NOS form, and the issue would be resolved.

Variance Request

Valerie Jenkins-Weaver, Certification Operations Division Manager

Valerie Jenkins-Weaver presented on the variance request and clarified that this was a WSCJTC administrative error. The officer has been an active deputy since 2013 with no sustained

complaints. He is up-to-date on training. **Commissioner Pickup** confirmed that the officer has received all necessary training. **Valerie Jenkins-Weaver** responded in the affirmative.

Commissioner Kendricks motioned to approve the variance request. **Commissioner Hunter** seconded the motion. <u>The motion passed unanimously.</u>

<u>C-ME Advanced Medicolegal Forensic Investigation Training Attendance Policy</u> Jennifer Pendray, Coroner/Medical Examiner Program Manager

Jennifer Pendray presented the proposed amendments to the attendance policy. Chair Sapp asked if the course participants sign in to attendance. Jennifer Pendray responded that attendance is monitored throughout the day. Vice Chair Reynon stated that for attorney trainings, you can't record full attendance unless you attend the full training. He asked who determines what situations qualify for an extenuating circumstance. Jennifer Pendray said she does not have a specific answer to that question. However, the participants must attend at least 90% of the course to get full credit. Otherwise, they may get partial credit.

Commissioner Johnston made a motion approve. **Commissioner Johnson** seconded the motion. <u>The motion passed unanimously.</u>

CLOSING

Chair Sapp adjourned the meeting at 12:59 P.M.

	Next Meeting: June 11, 2025, 10 A.M., WSCJTC	
Written by: Reviewed by: Approved by:	Lawren Caputo Allen	4/28/2025
	Lauren Caputo Allen, Community Liaison Manager	Date
·	Monica Alexander	4/28/2025
,	Monica Alexander, Executive Director	Date
Approved by:	Penelope Sapp	4/28/2025
Approved by:	Penelope Sapp, Commission Chair	Date

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

TO: WSCJTC Commissioners

FROM: Kimberly Bliss, Assistant Director/Certification

SUBJECT: WAC 139-07-010 Update

DATE: May 22, 2025



WAC 139-07-010 governs "Conditional offers of employment."

Agencies must complete a background investigation for every applicant before making a nonconditional offer of employment. The background check includes, but is not limited to, a criminal history check, a certification check, a check of prior disciplinary records, a polygraph, and a psychological examination. Agencies must verify in writing to the Commission that the background check "has been satisfactorily completed *and no disqualifying information* has been found." WAC 139-07-010(3)(b)(i) (emphasis added).

This amendment makes it clear that agencies cannot hire officers whose background check reveals misconduct that requires **mandatory** decertification. This will preclude agencies from hiring officers who separated from employment after engaging in the misconduct listed in RCW 43.101.105(2) from obtaining employment at another agency prior to the conclusion of the decertification.

KAB:ng Attachments AMENDATORY SECTION (Amending WSR 22-13-075, filed 6/9/22, effective 7/10/22)

WAC 139-07-010 Conditional offers of employment. (1) Any applicant who has been offered a conditional offer of employment as a certified officer must submit to a background investigation to determine suitability for employment.

(2) This includes certified officers whose certification has lapsed as a result of a break in service except those recalled to active military service.

(3) Hiring agencies may not make a nonconditional offer of employment prior to an applicant's completion of the background check.

(a) Hiring agencies shall verify in writing to the commission that they complied with all background check requirements prior to making any final offer of employment; and

(b) Responsibility for all background verification lies with the hiring agency.

(i) Upon completion of the background check, the hiring agency must certify that the background check has been satisfactorily completed and no disqualifying information has been found, including any conduct meeting the criteria requiring denial or revocation of certification set forth in RCW 43.101.105(2).

(ii) At its discretion, the commission may review and audit background checks for compliance with standards established by applicable statutes and rules.

(iii) The hiring agency has the duty to evaluate information obtained in a background check and assure that the applicant meets certification standards of RCW 43.101.105 (2) and (3).

(4) Reserve officers shall submit to the same background requirements as certified officers.

Decision Date	Requesting Agency	Name	Consideration Factors	Employment Status at time of request	Employment Status (today)	Decision - Comments
			The Commission approved a variance request			
			submitted by Tulalip Tribal Police Department on			
			3/8/2023 - which was approved. The required BLEEA			
			attendance was not completed. Nisqually Public			
	Nisqually Public		Safety is resubmitting the request based on current			
6/11/2025	Safety	Jasper Bruner	employment.	employed full time	employed full time	
	,		The packet was submitted to the commissioners for			
			review. The agency requests reinstatement of			
			certification due to Deputy Stephens' continued			
			employment with Stevens CO as a Reserve Deputy			
			after his resignation in 2023. Deputy Stephens'			
			certification lapsed in January 2025, but he has			
6/11/2025	Stevens CO	Matthew Stephens	returned to full-time and commissioned status.	employed full time	employed full time	
0/11/2025	Stevens CO	Matthew Stephens	returned to full-time and commissioned status.	employed full time	employed full time	
			The packet was submitted to the commissioners for			
			review. The agency requests Ms. McLeod to attend			
			BLEEA due to her expired certification. She has			
	Kalispel Tribal		worked with WSCJTC as a contractor and TAC officer	conditional offer of	conditional offer of	
6/11/2025	PD	Amber McLeod	for the past two years.	employment	employment	
					. ,	
			The packet was submitted to the commissioners for			
			review. The agency is requesting retroactive			Granted - WSCJTC will process the
			certification based on an error in certification during			certification application and issue
3/11/2025	San Juan CO	Lukas Peter	the LMS data migration.	employed full time	employed full time	certification as of 5/15/2013
			Packet was submitted to the commissioners for			Approved 8-5 for completion of the
			review. Agency is requesting the attendance in COEA			COEA. An extension of the agency
			due to prior completion of BLEA and COA. Peace			probation was required. After the
			Officer Certification is still vaild. Corrections Officers			completion of the academy a 6-month
	Jefferson CO		Certification was not issued due to separation occured			probabtion is requried and
2/11/2024	SO	Eric Morris	prior to CO Certification mandate.	employed full time	employed full time	Commissioners will be updated.
			Packet was submitted to the commissioners for			
			review. Agency is requesting the attendance in BLEEA			
			due to prior completion of BLEA and COA.			
	Skamania		Certification expired on 6/7/2023 after separation			
3/13/2024	CO SO	Paul Uminski	from Woodland PD on 6/7/2018.	employed full time	employed full time	Denied
5/ 13/ 2024	0.00		Packet was submitted to the commissioners for	employed full tille	employed full tille	Defiled
			review. Agency is requesting the attendance in BLEEA			
			due to prior completion of BLEEA with a certified			
	Tulalia Tribal		Tribal agency. Certification expired when employed with a non-certified Tribal PD as the Chief of police,			Granted - Must complete aguinatere
2/0/2022	Tulalip Tribal	lasser Druper		ampleured full time -	ampleured full time -	Granted – Must complete equivalency
3/8/2023	PD	Jasper Bruner	with no break in service.	employed full time	employed full time	academy.

			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 continous training			Granted – Must complete equivalency
6/8/2022	Lynnwood PD	Aggie Barnwell	be reviewed for BLEEA.	employed part-time	employed part-time	
0/0/2022	Lynnwood PD	Aggle balliwell	De reviewed for BLEEA.	employed part-time	employed part-time	acauemy.
			Packet was submitted to the commissioners, due to			
			not being given a conditional offer, or employed, the			
2/23/2022	Newport PD	Jason Roberts	commissioners did not consider the request.	n/a		Denied
2,23,2022	Newportro	3030111000113	Packet was presented to the Commissioners: Hansen	11/ 4		benieu
			attened COA and Reserve academy, but has not			
			attend a basic LE academy. Agency is requesting			
	Port Townsond					
3/10/2021	Port Townsend PD	Trover Hencon	employment, training and prior academy training to	Deserve		Denied: agona, did not attand mosting
3/10/2021	PD	Trevor Hansen	be considered.	Reserve		Denied: agency did not attend meeting
			Packet was presented to the Commissioners: the			
40 10 10000			agency is requesting BLEEA based on experience in			No Vote - The Chair determined the
12/9/2020	Reardan PD	Christopher Stein	the field and reserve status.	Reserve		variance was denied.
			Packet was presented to the Commissioners: Reserve			
			officer without attending BLEA. Agency is requesting			No Vote - The Chair determined the
9/9/2020	Pe Ell PD	Dean Rivers	employment and reserve academy to be considered	Reserve - Town Marshal		variance was denied.
5/ 5/ 2020	recirb	Deali Mivers	employment and reserve academy to be considered	Neserve - Town Iviarshar		variance was defiled.
			His brook in sorvice is 7 years: he has been working in			
			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	Conditional Offer –		Granted – Must complete equivalency
12/5/2019	Vancouver PD	Nathan Sanger	to attend the Equivalency.	starting 01/2010	Employed	academy.
			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			
	Skokomish		standards.	<u> </u>		Granted – Must complete equivalency
12/5/2019	Tribal Police	Michael Bradshaw	25 years with the WCD retired and break in service is	Employed	Employed	academy.
			35 years with the WSP, retired and break in service is			Granted Must complete agritudency
0/12/2010	Doc Mainos DD	Mark Coupy	7 years – during those 7 years worked as a limited commission officer for OIC.	Employed	Employed/Cartified	Granted – Must complete equivalency
9/12/2019	Des Moines PD	Mark Couey		Employed	Employed/Certified	academy.
6/6/2010	Sauk Suiattle Tribal PD	Patrick Pagars	14 years LE experience, all with a non-certified tribe; no break in service.	Employed	Employed/Cartified	Granted – Must complete equivalency
6/6/2019		Patrick Rogers	no break in service.	Employed	Employed/Certified	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.
6/14/2017	Cheney PD	Nicholas Horn	Reserve 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.

			Requested consideration if his 20+ yrs experience		
			most in WA to exempt him from going to Equivalency		Denied – Required to Attend
12/14/2016	Lake Stevens PD	John Dyer	(left the state for 3+ years)	Employed	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.
			1. 16+ year LE experience; 2. Current job duties closely	/	Granted – Must complete equivalency
9/14/2016	King Co So	Jana Wilson	relate to LE	Conditional Officer	academy.
6/15/2016	Vahkiakum Co S [,]	Josh Scholten	 Parks Law Enforcement Academy (720 hours), 2007; 2. AA – Criminal Justice Reserve academy; 2. Certified FTO; 3. Over 15 year's exp working a combination of reserve and full- 	Conditional Officer	Denied – completed BLEA in 01/2017
6/15/2016	Kettle Falls PD	Crystal Lofts	time.	Conditional offer for FT	Denied
	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	šquaxin Island PE	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.

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 PC	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		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
	Nest Richland PE		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.		Officer Certification Granted – Must complete equivalency academy.
9/11/2013	Westport PD	Bradly Staab	 Parks Law Enforcement Academy (720 hours), 2007; 2. Bachelor's Degree in History from Central Washington University 		Denied

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 equivaler academy.	ency
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 equivaler academy.	ency
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 equivaler academy.	ency
5/12/2012	Spokanerb		Mr. Ashton attended WSP Academy, but did not		
9/12/2012	Quincy PD	Brent Ashton	complete his Field Training (683 hours).	Denied	
6/13/2012	NSF Railway Poli	Anastasia Czebotar (Allison)	 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. Parks Law Enforcement Academy (720 hours), 2010; 2. Bachelor's Degree from University of Puget 	Granted – Must complete equivaler academy. Granted – Must complete equivaler	
6/13/2012	WA State DFW	Mark Hillman	Sound	academy.	incy
	WA State DFW	Jason Stapert	1. Parks Law Enforcement Academy (720 hours), 2006; 2. Bachelor's Degree in Park & Recreation Management	Granted – Must complete equivaler academy.	ency
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 equivaler academy.	ency
6/13/2012	WA State DFW	Douglas King	 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 equivaler academy.	·
12/14/2011	Clark County SO	Thomas Maxfield	1. Seventy-two month break in service from WA State Law Enforcement.	Granted – Must complete equivaler academy.	ency
	Kalispel Tribal PE		1. Sixteen year break in service from WA State Law Enforcement.	Denied - Must attend ful1 720 hour BLEA	ır
6/8/2011	Tenino PD	Devon Taylor	 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	

			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	Granted – Must complete equivalency
3/16/2011	Senton County S	Jerry Hatcher	Command College and FBI National Academy.	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.
			 Twenty-six year career in Federal law enforcement; FLETC Land Management Police Training (365 hours), 1984; FLETC Police Investigator Training (220 hours), 1989; FLETC Land Management Investigator Training Program (220 hours), 1989; FLETC Marine Law Enforcement Training Program (164 hours), 2003; FLETC NOAA Special Agent 	No Vote - *No conditional offer of
9/8/2012	Port Angeles P	Norman Simmons	Training (160 hours), 2004	employment was given by PAPD
3/10/2010	Marysville PD	Derrick Millet	 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 WashingtonUniversity, 1997; 3. WSCJTC Corrections OfficerAcademy, 1998; 4. Coast Guard Boarding OfficerSchool (200 hours), 2002	Granted – Must complete equivalency academy.
			WSP Academy Graduate, but did not complete FTO	
9/10/2008	Colville Tribal PD	Ryan Cox	program (683 hours), 2008	Granted – Administrative Exemption
6/8/2005	Renton PD	Jeffrey Thurlow	From US Capitol Police	Granted – Must complete equivalency

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

TO:	Commissioners		
FROM:	Certification Bureau		
SUBJECT:	Variance Request – Kalispel Tribal Police Department/ Amber McLeod		
DATE:	05/21/2025		



Greetings Commissioners:

Kalispel Tribal Police Department (KTPD) Chief of Police Rodney Schurger submitted a request for a Basic Law Enforcement Academy (BLEA) training variance to the Executive Director for Amber McLeod on May 8, 2025. Pursuant to WAC 139-03-030(3), the variance request must be presented to the Commission for full consideration at its next meeting.

Ms. McLeod resigned from the Seattle Police Department (SPD) on December 13, 2018, and her certification expired on December 13, 2023. Under these circumstances, she would be required to attend the Basic Law Enforcement Academy (BLEA). *see* WAC 139-06-010(3)(d).

Commission staff reviewed Ms. McLeod's WSCJTC records, which revealed the following information:

- SPD hired Ms. McLeod on March 5, 1998. She completed BLEA on August 14, 1998, and was certified on January 1, 2002, when peace officer certification was mandated.
- SPD hired Ms. McLeod on March 5, 1998. She completed BLEA on August 14, 1998, and was certified on January 1, 2002, when peace officer certification was mandated.
- Ms. McLeod resigned from SPD on December 13, 2018.
- In 2023, Ms. McLeod became a certified defensive tactics instructor. She continued to work with WSCJTC and became a full-time Corrections TAC Officer at the Spokane campus from 2023 to 2024.
- Ms. McLeod completed LETCSA 4050 Introduction to the Historical Intersection of Race and Policing on May 15, 2025.
- Ms. McLeod's certification has expired due to her resignation and before the implementation of E2SSB 5051. At the time of her resignation, she was in good standing with no reported complaints or agency notices.

Chief Schurger provided the following information to be considered:

- Ms. McLeod had a 20-year career with SPD, where she worked as a patrol officer, a homicide and cold case officer, an undercover officer with major crimes, and during her last 10 years in an advanced training unit.
- Ms. McLeod's extensive experience as a contractor, teaching, and training recruits at the Spokane campus.

- Train recruits on mental health issues that can be observed in the field and how to handle acute behavioral disorders and other mental health issues observed in the field.
- *Reference five pages titled Amber McLeod.*

Due to Ms. McLeod's extensive career and the training completed during her contract and TAC position, Chief Schurger respectfully requests that Ms. Amber McLeod be granted a variance to attend the Basic Law Enforcement Equivalency Academy to reinstate her certification. KTPD Chief Schurger and Captain Bret Pierson will be available for questions.



KALISPEL TRIBE OF INDIANS DEPARTMENT OF PUBLIC SAFETY

Rodney J Schurger, Chief of Police



May 7, 2025

Valerie Jenkins-Weaver Washington State Criminal Justice Training Commission Certification Bureau / Operations Division Manager

Ms. Valerie Jenkins-Weaver,

The Kalispel Tribal Police Department would like to hire and retain Amber McLeod as Lateral Police Officer. McLeod's certification as a Commissioned Officer in the State of Washington expired on December 31, 2023. We respectfully request a variance and exemption from the five-year rule. We understand that she would still be required to attend and successfully pass the two-week equivalency academy once she has been hired.

The Kalispel Tribal Police Department feels that with McLeod's twenty-year career with the Seattle Police Department, along with her extensive experience as a contractor, teaching and training cadets at the Police Academy for the Washington State Criminal Justice Training Commission, she should be allowed to be hired as a Lateral Officer.

As you will see from Ms. McLeod's attached resume, she has had a very extensive and diverse career with the Seattle Police Department. She has worked as a patrol officer, a homicide and cold case officer, an undercover officer with the major crimes department and worked for her last ten years in the advanced training unit.

After twenty years of a successful career in law enforcement, McLeod retired in good standing with the Seattle Police Department in the beginning of 2019 to care for her family. McLeod soon realized her passion remained in Law Enforcement and training new officers in the career field. McLeod went on to be a Certified Defensive Tactics and Use of Force instructor and has been retained as a contractor for the Washington State Criminal Justice Training Commission to assist with training Law Enforcement Officers and Correctional Officers in Defensive Tactics and Use of Force.

The Kalispel Tribal Police Department believes Ms. Amber McLeod would be a great asset to our department with her extensive knowledge and experience in training officers and her twenty-plus years' experience as an Officer with the Seattle Police Department.

Captain Bret Pierson or I will be available for the commission meeting by Zoom or in person if necessary to answer any questions the commission may have.

Respectfully submitted

Rodney J. Schurger Chief of Police Kalispel Tribal Police Department

PO Box 39 / 3292 LeClerc Road North, Usk, WA. 99180

Amber McLeod

With over two decades of dedicated service in law enforcement, I have a strong diverse skill set that spans various facets of the field. From patrolling communities and conducting criminal investigations to collaborating with different agencies and engaging in community outreach, my extensive experience has equipped me with a deep understanding of the complexities and challenges inherent in maintaining public safety. I committed many years of my career to mentor and teach others the skills to become a highly skilled, safe and professional Officers. During the last 10 years of my career this allowed me to stay up to date on the training and expectations of the Seattle Police Department, State of WA CJTC and WA State Attorney General's Office. I oversaw the Field Training Unit, and was a certified trainer within the Advanced Training Unit of the Seattle Police Department. My commitment to upholding the law and protecting citizens has been unwavering, and throughout my career and my personal life. When I left the Police Department late in December of 2018, it was a personal, family decision to move from the area and be a full time mother to my youngest who had extensive learning disabilities. This was a career decision that was difficult and life changing.

Since leaving the Department as a sworn Officer, I was able to be a mother to my son as he needed, but the career I loved did not leave my heart. I began to speak to those I worked with for over 20 years and got back into the training world for Law Enforcement in 2023. I became a contractor for WA State CJTC and became a certified DT Instructor for Law Enforcement and CJTC BLEA.

I was training the current WA State AG's Use of Force Policy, de-escalation and Defensive Tactics techniques to current Law Enforcement Officers around the state and within the Burien Academy.

This opportunity allowed me to become current on state laws for use of force, handcuffing techniques, use of force techniques, with and without weapons and CPR. This training also allowed me to train Officers and BLEA Recruits on mental health issues that can be observed in the field and how to handle Acute Behavioral Disorder and other mental health issues that Law Enforcement encounters on a daily basis. As a WA State DT Instructor I instructed on Use of Force report writing and a span of Defensive Tactics that are taught and accepted by the WA State AG's Office. See Below for a list of areas I instructed consistently for State of WA CJTC, during 2023 and 2024.

List not limited to all listed:

Field Interview Stance – this should resemble a professional Officer who is giving service to their community. How to communicate and use de-escalation techniques in hopes to stop the use of force from occurring. Instructed different de-escalation techniques

Cuffing (Single Officer)

Compliant and Resistive Standing Cuffing Kneeling Cuffing Prone Cuffing Recovery Position Escort Position

Team Tactics, handcuffing techniques above with more than one Officer. (Communication amongst Officers and with subject) If Cover Officer is available, communication with Cover also.

Handcuffing a resistive subject with single Officer and Team Tactics (All training includes communication amongst Officers and subject who is being resistive.)

Providing any aid to a subject during arrest.

Other Techniques Taught (Not limited to below) Instructed the WA State CJTC approved curriculum

Weapon Retention Ground Control

Team Tactics

Ground Control

Weapon Retention

Impact Tools

Proper Counter Striking

3

Taser Instruction

Difference between Less-Lethal and Lethal Weapons

Frisk and Search (Difference between the two and how to)

Prisoner Control in and out of a vehicle

Taught the LEED Model (Listen and Explain with Equity and Dignity) Instructed how to treat those we encounter with the LEED model and why it is important.

Instructed Use of Force Model Policy

I also assisted with Mock Scenes with BLEA. Mock Scenes are given to have their skills used and tested in a scenario situation that could occur while working their daily patrol duties. I was able to provide instruction, corrections and guidance from my current training, up to date state requirements and past Law Enforcement experience. I was able to continue to keep my skills current with the instruction I was providing. I was a contractor being used consistently from 2023-July 2024.

I became a full time Tac Officer for the WA CJTC Spokane Academy in July of 2024 and was the LEAD DT Instructor at the Academy. I also instructed in class curriculum. This included many courses that BLEA and Law Enforcement standards are the same.

List of Classes Instructed in Class (Not limited to)

Problem Solving CJTC Principles Communication Criminal Justice System Use Of Force (Corrections) Practical Law Emotional Intelligence Professionalism Combatting Manipulation Critical Incident Report Writing/ Interviewing

Understanding Race in Criminal Justice

Understanding Bias

Resiliency

Fingerprinting

Guardian Philosophy

There were daily practical's provided and instructed Such as:

Escorting Subjects

Handcuffing

De-escalation

Searching subjects and cells

How to de-escalate and control with verbal skills and team tactics

Defensive Tactics was instructed daily on all WA State CJTC DT curriculum

I became a certified AXON Taser Instructor

All of the above is what I have done since 2023. My skill set from the over 20 years of experience in Law Enforcement at Seattle Police Department and training I received and provided while in law enforcement assisted me to continue using my skills in the training environment of CJTC and Law Enforcement Departments. I was able to continue to keep up my law Enforcement skills, learn new skills and be aware of the changes that have been made since leaving the Seattle Police Department.

I also provide weekly security (as a volunteer) within my church, that has allowed me to provide my training and experience in working with the community within the church and those who have attended with mental health issues. I am assisting with the training of those who are providing security on how to deescalate any hostile incidents that may occur and how to advise law enforcement of any assistance that may be needed. I have been able to use my skills from my past law enforcement experience while training others and in real life circumstances.

All of the above that is shown has allowed me to stay up to date on the changes and skills within Law Enforcement even while not doing the job on a daily basis.

This is another explanation for the CDT training I am certified in and that I have been training since 2023 with WA State CJTC.

The course is the foundation for Control/Defensive Tactics (C/DT) and Use of Force (UOF) for Law Enforcement Officers. This course includes the basics of motor learning, practice structure, class structure, and skill instruction. This comprehensive and practical course will help each new instructor develop the skills and confidence to assist in all the essential C/DT and UOF classes taught at the Basic Law Enforcement Academy (BLEA) and in-service training incorporating current Job Task Analysis (JTA) findings and recommendations.

The training is designed to develop instructors to train newly employed recruit and incumbent officers in C/DT and UOF while creating a network of subject matter experts to support their agency and the region. This series begins with updates to the C/DT instructor course, followed by future updates to the advanced instructor courses that build on the foundation set forth.

Upon completing this course, the instructor will be certified by WSCJTC to disseminate the knowledge and skills provided to their agency and regional law enforcement partners. The certified Officer will be able to assist Lead and Regional instructors in delivering the Use of Force and Control/Defensive Tactics curriculum.

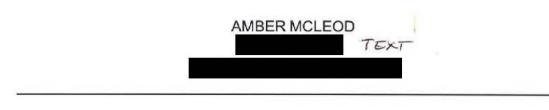
Since October of 2023 I have been working with WA State Criminal Justice Training Defensive Tactics Cadre. I was first certified as a certified WA State CJTC Defensive Tactics Instructor. This course reviews Use of Force, behavioral disorders, report writing and how to teach control defensive tactics. This course models the Attorney General's policy on use of force and de-escalation for all Peace Officers in Washington. Once certified, I was hired as a WA State CJTC Contractor, and trained the Use of Force classes as an instructor with the CJTC lead, Rich Peterson and his Cadre. I was an instructor for other law enforcement agencies around the state and also was a BLEA DT Instructor at the Burien Police Academy.

I had a career as a Law Enforcement Officer with the City of Seattle for over 20 years. I left the department for a family move decision in mid-December of 2018. In 2023 I was given the opportunity to return to the training portion of Law Enforcement and immediately began to be a part of the career I loved and did for over 20 years of my life.

I continued this instruction through July of 2024 when I was offered a full time Tac Officer position with the satellite Corrections Academy, run by WA State CJTC. There I was the lead DT instructor and continued to provide training to students daily on Law Enforcement state laws and expectations of WA State Law Enforcement Officers.

During this training, I have kept up to date on the Use of Force policy for Law Enforcement Officers in the state of WA. I was training and using the appropriate handcuffing procedures that are trained for a compliant and non-compliant subject. I used de-escalation techniques on a daily basis within a Law Enforcement environment. I instructed students on Use of Force. I instructed students on how to treat subjects with the LEED Model. I became a certified AXON Taser Instructor in 2024 and assisted with training students with Taser certification. Although I had several years off from my career I was able to get back into the training side of Law Enforcement that I was a part of when I left the department. This opportunity along with the years I served have allowed me to be able to keep up on the skills as an Officer and be up to date on the Use of Force Laws and expectations of today's Law Enforcement Officer. When I left the Department I was assigned to Field Training and Advanced Training Unit for Seattle PD and with the opportunity I was given as a contractor and Tac Officer for the Academy it has allowed my skills of an Officer to stay current and understand the expectations of Officers today.

On a weekly basis I volunteer my time at my church as a safety team member, providing security and support for the church member and surrounding members of the community.



Experience:

WA State Criminal Justice Training Center, Burien WA – Defensive Tactics Trainer/ Contractor – March 2024- Present

- Certified DT Instructor with WA State CJTC
- Assist with training Law Enforcement Officers the current Defensive Tactics certified by WA State CJTC. Mentor and train
- Assist with training BLEA Recruits at the Burien CJTC Academy, mentor and train new Recruits.
- Train WA State Use of Force to Law Enforcement and Recruits

Lila Beauty, Liberty Lake, WA - Founder/Owner

April 2020 - PRESENT

- Launch and manage all aspects of a successful clothing store, including product development, buying, sales and marketing
- Works with vendors and coordinates vendor services
- Develop and execute marketing strategies, resulting in increased sales, customer loyalty and consistent engagement with shop customer base
- Manage financials and budgeting for the business, built profit and loss statement
- Provide exceptional customer service and build positive relationships with clients
- Stay informed on current fashion and interior design trends and made buying decisions accordingly

Seattle Police Department, Seattle, WA -Advanced Training Unit- Field Training Manager, Advanced Training

2009-2019

- Trained and mentored new officers in department policies and procedures, patrol tactics, EVOC and mock scenes
- Supervisory duties included scheduling, timekeeping, granting leave; appraising
 performance and issuing corrective actions; awarding performance; hearing and
 resolving complaints; and identifying and providing training.
- Conducted daily duties that were ever changing, with need of great detail, scheduling, training, working with diverse personnel, caring about working together as a team and mentoring
- Strong written and verbal skills used on a daily basis
- Worked with many other units to schedule training, needs of students, equipment needs, scheduling conflicts and changing schedules on a daily basis.
- Completed all affairs with the mindset of good customer service to those working with and those served during the training process.
- Worked with CJTC staff closely while Recruits were attending CJTC Academy
- Developed and implemented curriculum for new officer training program
- Conducted evaluations and assessments of new officers to measure the effectiveness of the training program
- Provided ongoing support and coaching to new officers to ensure they are able to

apply their new skills and knowledge in the workplace

- Collaborated with other departmental trainers to develop new training programs
- In charge of Recruits upon arrival of Pre Blea training, through Washington State Criminal Justice Academy.
- In charge of Student Officers Post Blea Training and Field Training.
- Worked with up to 70 plus Student Officers in the Field and on Probation
- In charge of all Field Training Officers and Supervisors in the field, working as a team to make sure training was consistent, paperwork was completed and assisted Field Trainers with Student Officers struggling in the field.
- In charge of all documents while in Academy and Field Training and reports needed for termination or probationary documents of Student Officers and Recruits.
- Trainer with our Advanced Training Unit and trainer for all Student Officers and Recruits
- Completed documentation on all incidents involving Student Officers to include documentation for termination of Student Officers, Recruits, completed investigations and documentation involving Student Officers, Recruits, FTO's or Field Training Supervisors.
- Trained Patrol Tactics, EVOC, Assisted training with DT, Report Writing, Mock Scenes
- Trained Field Training Officers and Field Training Supervisors on how to implement the FTO Program, how to train and teach all different learning styles and provided assistance for remedial training plans

Seattle Police Department, Seattle, WA -Major Crimes Unit/Undercover Officer 2002-2009

- Successfully infiltrated and gathered intelligence on criminal organizations such as gangs, drug trafficking, and organized crime
- Investigated and solved complex cases with thorough investigations, interrogations, interviews and written reports for prosecution
- Conducted surveillance and undercover operations, often in high-risk situations
- Provided support and guidance to other officers and agencies in the execution of covert investigations
- Utilized advanced surveillance and undercover equipment, such as hidden cameras, recording devices and communication systems
- Developed and maintained relationships with confidential informants and other key resources
- Responsible for the review and investigation of cases relating to major crimes specializing in narcotics, drug violations and undercover narcotic operations and VICE Crime
- Established and maintained effective communication with other local, state and law enforcement agencies to develop information related to drug enforcement investigations.

Seattle Police Department, Seattle, WA - Homicide and Cold Case Officer 2002-2003

- Investigated and solved complex homicide cases, including cold cases, completed interrogations and interviews, along with documentation of case and all documents needed for prosecution
- Conducted forensic analysis and surveillance to gather evidence and identify suspects

- Utilized advanced interview techniques to obtain statements and confessions
- Collaborated with other officers and agencies in the execution of investigations
- Developed and maintained relationships with confidential informants and other key resources

Seattle Police Department, Seattle, WA -Patrol Officer

1998 - 2009

- Responded to emergency calls and maintained order in high-crime areas
- Conducted investigations and gathered evidence for criminal cases, interviewed and interrogated along with written documentation for prosecution
- Built positive relationships with members of the community through community policing initiatives
- Supervised and trained new officers in department policies and procedures
- Received numerous commendations for bravery and outstanding performance
- Field Training Officer, trained Student Officers and used for remedial Student Officers, struggling in their training program.

Certifications and Awards:

- Advanced Law Enforcement Rapid Response Training (ALERRT)
- Crisis Intervention Team (CIT)
- Certified Field Training Officer (FTO)
- Tactical Emergency Casualty Care (TECC)
- Domestic Violence Advocate Award
- Officer of the Year at East Precinct
- Undercover Certification
- Bicycle Training
- Certified Taser Officer
- Detective Certification
- Certified Training and Teaching Certification
- Certified DT Instructor
- Reid School of Interrogation
- EVOC Instructor for Seattle PD

Education:

- Law Enforcement Academy, SeaKing Police Academy, Seattle, Washington USA (1998)
- Leadership Development Certification, DEF Police Academy, Seattle, Washington (2007)
- Field Training, Seattle, Washington
- Certified Trainer Academy, Seattle Police Department (2009-2010))



KALISPEL TRIBE OF INDIANS DEPARTMENT OF PUBLIC SAFETY Rodney Schurger, Chief of Police



12

Conditional Offer of Employment

The Kalispel Tribal Police Department is offering you a **Conditional Offer of Employment.** Should you accept this offer, you will be required to complete a polygraph examination, psychological, and physical examination. The Kalispel Tribal Police Department may make a final offer of employment only upon successful completion of these examinations and any follow-up required of your background investigation.

The Kalispel Tribal Police Department will pay for the Polygraph and Psychological under the following conditions:

- You pass the above-listed examinations AND accept the final offer of employment with the Kalispel Tribal Police Department.
- You fail any of the above-listed examinations and therefore do not qualify for a final offer of employment from the Kalispel Tribal Police Department, or if funding for the position is not confirmed.

If you successfully complete the polygraph and psychological, and medical examinations, and turn down the final offer of employment with the Kalispel Tribal Police Department, <u>YOU</u> Shall be required to pay the cost of these examinations, which could cost approximately \$1000.00. Make sure you want the job offer **before** signing this agreement.

This offer and agreement will be null and void 90 days after the date signed below.

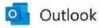
Acceptance of Conditional Offer and Agreement

I, <u>Ander</u> <u>MCLEO</u>, accept the conditional offer of employment for the position of Police Officer with the Kalispel Tribal Police Department. I hereby certify that I have read and fully understand the terms of the above conditional offer of employment. I further understand that my signature below makes me responsible for the costs incurred for failure to accept the position if a final

P.O. Box 39 · Usk, WA 99182 · (509) 445-1147

Signature Date

offer of employment is made to me.



Amber

From Rich Peterson <

Date Tue 4/1/2025 9:45 AM

To Bret Pierson <BPierson@kalispeltribe.com>

>

CPT PIERSON

Amber started working as a UOF/CDT contractor On 1-18-24 for the WSCJTC. Amber did a great job for us. Please reach out if you have any questions or concerns.

Thank You

Rich Peterson UOF/CDT Program Mgr WSCJTC

WA State Crimin			nission				l by Acadis® Red For: McL udent ID 1000	eod, Amber N.	05/21/2025
McLeod, Amber N.	Person S	Status	Active		DOB		EEOC		
		SSN	xxx-xx		Gender	Female			
Employment									
			Most H	Recent					ľ
						oyment			Current
8	Active Dates		12.00	Rank	Assign			ment Type	Status
WSCJTC (Primary) 0	7/29/2024 - 01/07	7/2025	Corre Progr Speci		Bureau	TC Training 1 Basic ng Division	Civilian		Inactive
Seattle Police Department 0	3/05/1998 - 12/13	8/2018	Offic	er			Certified Officer	l Peace	Inactive
Certifications			10011						
Name	1	Issued		Expin	ration		Status		
Peace Officer Certification	(01/01/2	002	Neve	r Expires	1	Expired (Inact	ive)	
Training									
No upcoming & ongoing training Current Period to Date (01/01/20) Course/Title (Course No.)		Traini	ng Dates			Grade	Status	Training Category	Hours
LETCSA - 4050 - Introduction to	the Historical	and an		The second s		Orace	Completed -		
Intersection of Race and Policing		05/15/	2025	05/15/202	5		Passed	LETCSA	3h 0m
Previous <mark>Period (01/01/2024 - 12</mark> /3	31/2024)							Total Hours	(3h 0m)
No previous year training data ex	1201								
Other Periods (through 12/31/202									
Course/Title (Course No.)		Traini	ng Dates			Grade	Status	Training Category	Hours
Applied Skills Training Division	- 6240-2 C/DT	10/02/		10/06/202	3		Graduated	1	40h 0m
Instructor Course (Spokane) Inactive Program - 0684-7 Traini Recruit- Assessing Competency (10/06/	2016	10/06/201	6		10/06/2023 Graduated 10/06/2016	-	4h 0m
Inactive Program - 8101-26 CIT- Injury In-Service (4 hrs) (1)	Traumatic Brain	11/23/	2015	11/23/201	5		Graduated 11/23/2015		4h 0m
Crisis Intervention - 8071-20 CFI Intervention Team 8hr - In-Servic (8 hrs) (1)		09/16/	2014	09/16/201	4		Departed - 09/16/2014		0h 0m
Field Training Officer - 0681-12 Officer Academy (40 hrs) (11)	Field Training	11/15/	2004	11/19/200	4		Graduated 11/19/2004		40h 0m

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05/21/2025

(552h 0m)



VIASHINGTON

WA State Criminal Justice Training Commission

For: McLeod, Amber N. Student ID 1000-2270

Total Hours

Inactive Program - 0100-13 Basic Law Enforcement Academy (440 hrs) (1)	03/09/1998	08/14/1998	Graduated - 08/14/1998	440h 0m
Inactive Program - 0157-1 Drugs That Impair Driving (8 hrs) (1)	08/06/1998	08/06/1998	Graduated - 08/06/1998	8h 0m
Inactive Program - 0156-3 Standardized Field Sobriety Testing (16 hrs) (1)	08/04/1998	08/05/1998	Graduated - 08/05/1998	16h 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	37829
Profile Comments (Must Initial & Date)	Officer Name Change from RILEY to McLEOD 11-15-04



Amber N. Riley

has satisfactorily completed the

BASIC LAW ENFORCEMENT ACADEMY

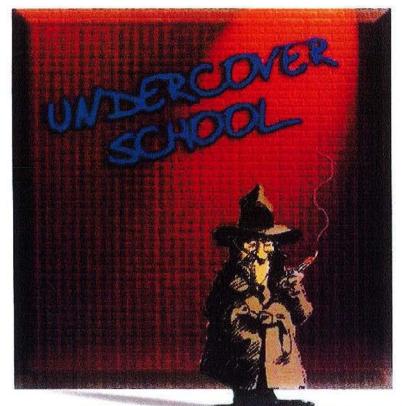
14th

Granted this

day of August 1998

HENTOR a Constain

SXEDUTIVE DIRECTOR OF THE COMMISSION



WASHINGTON STATE CRIMINAL JUSTICE TRAINING CENTER November 6th - 17th, 2000 (90 hours) THIS CERTIFIES THAT

AMBER N. RILEY

HAS SUCCESSFULLY COMPLETED THE WASHINGTON STATE CRIMINAL JUSTICE TRAINING CENTER'S

UNDERCOVER SCHOOL

12. J. Kulil

Chief R. Gil Kerlikowske



The Seattle Police Department

Advanced Training Unit

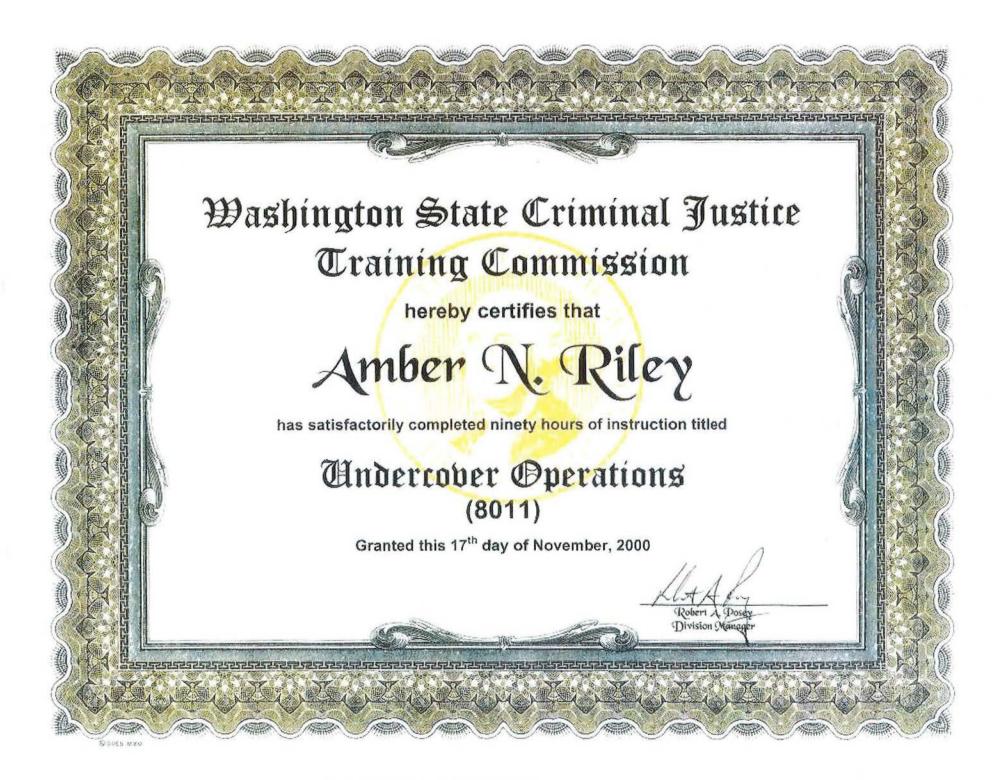
certifies that

Amber Riley

has successfully completed the 40 hour Police Mountain Bike Training Program April 26-30, 1999

Sergeant J. Krueger Program Coordinator

Officer D. Kirchmeier Advanced Training Unit



CERTIFICATE

of Appreciation

Presented to Officer Amber McLeod

For outstanding work in the area of Domestic Violence

Presented by

Seattle City Attorney's Domestic Violence Unit Friday, October 17, 2003

Thomas A. Carr, Seattle City Attorney

Judite R. Shoshana

Judith R. Shoshana, Director Seattle City Attorney's Domestic Violence Unit

The Seattle Police Department

Advanced Training Unit

certifies that

Amber Mcleod #6285

has successfully completed the 40 hour SPD Criminal Investigations School September 27 to October 1, 2004

Captain Michael Fann Commander

Officer Martin Welte Program Coordinator

THIS CERTIFICATION IS HEREBY GRANTED TO

Amber McLeod

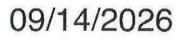
The above named is certified as an instructor for TASER 10 Energy Weapon and may certify and train under Axon's guidelines for TASER Energy Weapon Users.

TOTAL HOURS OF INSTRUCTION: 16 HOURS

In witness whereof, Axon Enterprise. Inc. has caused this certificate to be signed by its authorized representative.

VALID FOR 2 YEARS FROM THE DATE OF COMPLETION

Andy Wrenn VP, Head of Training



Expiration Date



4



THIS CERTIFICATION IS HEREBY GRANTED TO

Amber McLeod

The above named is certified as an instructor for TASER Energy Weapons and may certify and train others under Axon's guidelines for TASER Energy Weapon Users.

TOTAL HOURS OF INSTRUCTION: 16 HOURS

In witness whereof, Axon Enterprise, Inc. has caused this certificate to be signed by its authorized representative.

VALID FOR 2 YEARS FROM THE DATE OF COMPLETION

Andy Wrenn VP. Head of Training

09/14/2026

Expiration Date



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INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

то:	Commissioners
FROM:	Certification Bureau
SUBJECT:	Variance Request – Stevens County Sheriff's Office / Matthew Stephens
	05/21/2025



Greetings Commissioners:

_ ~

Stevens County Sheriff Brad Manke submitted a request for a training variance to the Executive Director for Deputy Matthew Stephens on May 1, 2025. Pursuant to WAC 139-03-030(3), the variance request must be presented to the Commission for full consideration at its next meeting.

Deputy Stephens resigned from the Stevens County Sheriff's Office (SCSO) on January 8, 2023. Deputy Stephens's certification lapsed on January 8, 2025. Under these circumstances, Deputy Stephens is required to attend the Basic Law Enforcement Equivalency Academy (BLEEA). *see* WAC 139-06-010(c).

Commission staff reviewed Deputy Stephen's WSCJTC records, which revealed the following information:

- Deputy Stephens was employed with SCSO from April 15, 2019, to January 8, 2023. While employed with SCSO, Deputy Stephens completed the Basic Law Enforcement Academy and was certified on September 6, 2019.
- On the day of his resignation, Deputy Stephens was rehired as a non-certified reserve officer. Deputy Stephens remained a reserve officer until Sheriff Manke rehired Deputy Stephens on April 9, 2025, as a full-time, fully commissioned deputy.

Sheriff Manke provided the following information to be considered:

- Deputy Stephens remained a full-time, fully commissioned deputy in good standing until he resigned to be the Safety Director with the Kettle Falls School District.
- As the Safety Director, Deputy Stephens continued to work in cooperation with the Kettle Falls Police Department as well as the SCSO.
- As a reserve deputy, Deputy Stephens continued to complete in-service training and statemandated training. Deputy Stephens also used his experience and knowledge to instruct inservice training at SCSO and was part of the Special Response Team, which required him to complete additional training.

Due to continued employment with SCSO and completion of the required training, Sheriff Manke respectfully requests that Deputy Stephens be granted a variance to reinstate his certification without additional academy training. SCSO Chief Deputy Gowin will attend the Commission meeting to answer any questions.



STEVENS COUNTY SHERIFF'S OFFICE BRAD A. MANKE, SHERIFF

P.O. Box 186 Colville, WA 99114 (509) 684-5296 OFFICE (509) 684-7583 FAX UNDERSHERIFF LOREN ERDMAN CHIEF CRIMINAL DEPUTY GREG GOWIN CHIEF CIVIL DEPUTY KATE MANKE JAIL SUPERINTENDENT SHAWN DAVIS 911 COORDINATOR DONNIE NIGG

May 16, 2025

Washington State Criminal Justice Training Commission Certification Bureau 19010 1st Avenue South Burien, WA 98148

Deputy Matthew Stephens was originally hired by our agency in April of 2019. He graduated from the CJTC Basic Law Enforcement Academy on September 6th of that year and received his certification as a peace officer. He was assigned to our patrol division, marine patrol unit and Special Response Team. He left full-time employment with our agency in January of 2023 to take the position of Safety Director with the Kettle Falls School District. While serving in that role he actively worked in cooperation with the Kettle Falls Police Department and our agency. While serving as the School Safety Director he planned, managed and directed an active shooter drill that incorporated all area law enforcement agencies, fire and EMS.

Deputy Stephens remained a volunteer reserve deputy with our agency while employed by KFSD. He remained a member of our Special Response Team serving as the Designated Marksman. During his time as a volunteer reserve deputy, he attended monthly SRT trainings, department in-service trainings and became a certified active shooter response instructor. During his time as a volunteer, he responded to numerous critical incidents with SRT and covered around eight patrol shifts per year.

Deputy Stephens was rehired as a full-time deputy in April of this year. In accordance with WAC 138-03-030 I am requesting a variance to the requirement to attend the Basic Law Enforcement Equivilency Academy. Deputy Stephens has demonstrated his knowledge of current case law and de-escalation tactics. Our agency is severely understaffed and his inability to cover shifts during the time of his attendance would harm our department.

Respectfully,

Sheriff Brad Manke

Reported by Acadis® Readiness Suite

05/23/2025

For: Stephens, Matthew W. Student ID 1001-5359



Training History Report

WA State Criminal Justice Training Commission

Stephens, Matthew W.

Person Status Active

SSN xxx-xx-

DOB Gender Male EEOC White

Employment

		Most Recent	Most Recent				
Organization	Active Dates	Employment Title/Rank Assignment		Appointment Type	Current Status		
Stevens County Sheriff's Office (Primary)	04/09/2025 - Current	Deputy		Certification Pending - Lateral	Active		
Stevens County Sheriff's Office	01/08/2023 - Current	Reserve Peace Officer		Non-Certified Reserve Peace Officer	Active		
Stevens County Sheriff's Office	04/15/2019 - 01/08/2023	Deputy		Certified Peace Officer	Inactive		

Certifications

Name	Issued	Expiration	Status	
Annual Crisis Intervention Team Training Onl	ine 03/30/2020	02/25/2026	Active (Active)	
Patrol Officer Response to Sexual Assault	02/27/2021	Never Expires	Active (Active)	
Peace Officer Certification	09/06/2019	Never Expires	Active (Active)	
Violence De-escalation & Patrol Tactics Train	ing 12/22/2022	03/07/2027	Active (Active)	

Training

Upcoming, Ongoing, & Unconfirmed

Course/Title (Course No.)	Training Date	5	Grade	<i>Status</i>	Training Category	Hours
Sexual Assault Investigations - 7250 - Sexual Assault Investigations (SAI) - Start By Believing	05/21/2025			Assigned	Online Training	3h Om
LETCSA - 4020-1 The Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	y 02/03/2022			Assigned	LETCSA	2h 0m
LETCSA - 4010-122 Law Enforcement and Society: Lessons of the Holocaust	12/08/2025	12/08/2025	N/A	Pending (Registered)		2h 30m
				1	Fotal Hours	(7h 30m)

Current Period to Date (01/01/2025 - 05/23/2025)

Course/Title (Course No.)	Training Date	es	Grade	Status	Training Category	Hours
LETCSA - 4030 - Effective Communication	05/22/2025	05/22/2025		Completed - Passed	LETCSA	2h 30m
LETCSA - 4040 - LGBTQ+ Core Competency	05/21/2025	05/22/2025		Completed - Passed	LETCSA	2h 30m

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05/23/2025



WA State Criminal Justice Training Commission

For: Stephens, Matthew W. Student ID 1001-5359

Crisis Intervention - Annual CIT Online Course (2025)	02/25/2025	02/25/2025		Completed - Passed	CIT Crisis Intervention Team	2h 0m
					Total Hours	(7h 0m)
evious Period (01/01/2024 - 12/31/2024)						
Course/Title (Course No.)	Training Dates	5	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT Online Course (2024)	05/07/2024	05/08/2024		Completed -	CIT Crisis Intervention Team	2h 0m
Violence De-escalation (PTIS) - 2192-228 Patrol Tactics In-Service Level 1 (Colville)	03/05/2024	03/07/2024		Graduated - 03/07/2024		24h 0m
her Periods (through 12/31/2023)					Total Hours	(26h 0m)
Course/Title (Course No.)	Training Dat	tes	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT 2hr Online Course (2023)	11/06/2023	11/08/2023	0.00%	Completed Passed	CIT Crisis	1h 55m
Violence De-escalation (PTIS) - 2192-132 Patrol Tactics In-Service Level 1 (Colville)	12/20/2022	12/22/2022		Graduated 12/22/2022	-	24h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2022)	10/20/2022	10/20/2022		Completed Passed	CIT Crisis Intervention Team	2h 0m
Violence De-escalation (PTIS) - 2192-86 Patrol Tactics In-Service Training (24 hrs) (Colville)	09/20/2021	09/22/2021		Departed - 09/22/2021		0h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2021)	02/27/2021	02/27/2021		Completed Passed	- CIT Crisis Intervention Team	2h 0m
Sexual Assault Investigations - Patrol Officer Response to Sexual Assault	02/26/2021	02/27/2021		Completed Passed	Sexual Assault Investigations	2h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2020)	03/29/2020	03/30/2020		Completed Passed	- CIT Online Refresher	2h 0m
Special Investigations - 0222-4 Interviewing Techniques (24 hrs) (3)	03/10/2020	03/12/2020		Graduated 03/12/2020		24h 0m
Crisis Intervention - 5511-3 CIT - BLEA, BLEA Academy (0 hrs) (3)	09/06/2019	09/06/2019		Graduated 09/06/2019	-	0h 0m
Basic Law Enforcement Academy - BLEA 787 (Burien)	04/30/2019	09/06/2019		Graduated 09/06/2019		720h 0m
Inactive Program - 0130-1 Basic Conducted Energy Weapon User (CEW) (12 hrs) (2)	07/01/2019	07/10/2019		Graduated 07/10/2019	-	12h 0m
					Total Hours	(789h 55m)



Training History Report

WA State Criminal Justice Training Commission

For: Stephens, Matthew W. Student ID 1001-5359

Education					
Degree Year	Level / Deg	ree	Institution	Major	Minor
College/Underg Bachelor's Degr			Did Not Collect		
Miscellaneous					
Allen LMS SI	D	0009760185			
Profile Comm Initial & Date		Deputy			

Record List - Total:76

Employee Name	Date Completed	Training Subject
STEPHENS, MATTHEW WALTER	04/26/25	SRT / FIREARMS
STEPHENS, MATTHEW WALTER	04/25/25	FIREARMS - 3 GUN
STEPHENS, MATTHEW WALTER	03/28/25	ACTIVE ATTACK INTEGRATED RESP TRAINER
STEPHENS, MATTHEW WALTER	03/14/25	COUNTER AMBUSH TACTICS
STEPHENS, MATTHEW WALTER	02/22/25	SRT / COURTHOUSE
STEPHENS, MATTHEW WALTER	02/25/25	ANNUAL CRISIS INTERVENTION TRAINING
STEPHENS, MATTHEW WALTER	01/03/25	SRT TRAINING / SCENARIOS
STEPHENS, MATTHEW WALTER	12/09/24	CS AND OC TRAINING WITH LAUNCHER AND GRA
STEPHENS, MATTHEW WALTER	11/14/24	SRT / LOW LIGHT / NIGHT FIREARMS
STEPHENS, MATTHEW WALTER	10/24/24	SRT TRAINING/RIFLE/PISTOL/SHIELD/ARV
STEPHENS, MATTHEW WALTER	05/22/24	SRT MONTHLY TRAINING: BARICADED/HOSTAGE
STEPHENS, MATTHEW WALTER	05/08/24	ANNUAL CRISIS INTERVENTION TRAINING
STEPHENS, MATTHEW WALTER	04/15/24	SRT MONTHLY TRAINING: BARICADED/HOSTAGE
STEPHENS, MATTHEW WALTER	02/21/24	SRT TRAINING - BUILDING SEARCH, HOSTAGE
STEPHENS, MATTHEW WALTER	03/07/24	PATROL TACTICS 24 HOUR
STEPHENS, MATTHEW WALTER	01/12/24	ARMORED RESCUE VEHICLE OPERATION
STEPHENS, MATTHEW WALTER	11/27/23	SRT - BUILDING CLEARING
STEPHENS, MATTHEW WALTER	11/08/23	ANNUAL CRISIS INTERVENTION TRAINING
STEPHENS, MATTHEW WALTER	10/20/23	SRT / RURAL OPERATIONS AND FIREARMS
STEPHENS, MATTHEW WALTER	08/17/23	SRT / BLD CLEARING, ROOM ENTRY, SURROUND
STEPHENS, MATTHEW WALTER	07/14/23	SRT / BLD CLEARING, ROOM ENTRY, SHIELD
STEPHENS, MATTHEW WALTER	07/11/23	ACCESS 1 RECERTIFICATION
STEPHENS, MATTHEW WALTER	06/08/23	SWAT BASIC COURSE
STEPHENS, MATTHEW WALTER	06/13/23	FIREARMS
STEPHENS, MATTHEW WALTER	12/22/22	PATROL TACTICS 24 HOUR
STEPHENS, MATTHEW WALTER	12/13/22	NOVEMBER 2022 LEGAL UPDATE
STEPHENS, MATTHEW WALTER	11/16/22	BALISTIC SHIELD/NIGHT QUALIFICATION
STEPHENS, MATTHEW WALTER	10/20/22	ANNUAL CRISIS INTERVENTION TRAINING
STEPHENS, MATTHEW WALTER	10/20/22	DUTY TO INTERVENE
STEPHENS, MATTHEW WALTER	10/20/22	ANNUAL CRISIS INTERVENTION TRAINING
STEPHENS, MATTHEW WALTER	10/09/22	WASPC LEGAL UPDATE SEPTEMBER 2022
STEPHENS, MATTHEW WALTER	07/19/22	PEPPERBALL SYSTEMS
STEPHENS, MATTHEW WALTER	05/27/22	EVOC
STEPHENS, MATTHEW WALTER	05/04/22	EXCITED DELIRIUM SYNDROME: EARLY DIAGNOS
STEPHENS, MATTHEW WALTER	04/22/22	FIREARMS TRAINING
STEPHENS, MATTHEW WALTER	04/10/22	LEGAL UPDATE DEC 21, JAN AND FEBRUARY 22
STEPHENS, MATTHEW WALTER	04/08/22	BASIC MARINE LAW ENFORCEMENT ACADEMY
STEPHENS, MATTHEW WALTER	12/16/21	PRIMARY AND SECONDARY TRAUMA FOR LE
STEPHENS, MATTHEW WALTER	10/06/21	ADVANCED DOMESTIC VIOLANCE/SEXUAL ASSAUL
STEPHENS, MATTHEW WALTER	07/29/21	LETS TRAINING LETS TRAINING
STEPHENS, MATTHEW WALTER	07/27/21 07/27/21	LETS TRAINING
STEPHENS, MATTHEW WALTER STEPHENS, MATTHEW WALTER	07/15/21	ACCESS 1 RECERTIFICATION
STEPHENS, MATTHEW WALTER	05/20/21	EVOC
STEPHENS, MATTHEW WALTER	04/28/21	FIREARMS TRAINING
STEPHENS, MATTHEW WALTER	03/13/21	FEBRUARY 2021 LEGAL UPDATE
STEPHENS, MATTHEW WALTER	02/27/21	JANUARY 2021 LEGAL UPDATE
STEPHENS, MATTHEW WALTER	02/27/21	PATROL OFFICER RESPONSE TO SEXUAL ASSAUL
STEPHENS, MATTHEW WALTER	02/27/21	ANNUAL CRISIS INTERVENTION TRAINING
STEPHENS, MATTHEW WALTER	02/07/21	WASPIC LEGAL UPDATE NOV. DEC. 2020
STEPHENS, MATTHEW WALTER	01/13/21	CPR/FIRST AID/NARCAN/TACTICAL FIRST AID
STEPHENS, MATTHEW WALTER	12/09/20	NARCATICS INVESTIGATIONS
STEPHENS, MATTHEW WALTER	11/10/20	OCTOBER WASPIC LEGAL UPDATE
STEPHENS, MATTHEW WALTER	10/03/20	TASER RECERTIFICATION
STEPHENS, MATTHEW WALTER	10/03/20	MOBILEDETECT OPERATOR CERTIFICATION
STEPHENS, MATTHEW WALTER	09/29/20	DRUG INTERDICT AND CONDUCT A COMP TS
STEPHENS, MATTHEW WALTER	09/23/20	ACTIVE SHOOTER / CARE AFTER FIRE

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Page 1 of 2

09/10/20	EVOC / STOP STICK DEPLOYMENT
04/24/20	FIREARMS TRAINING
03/29/20	ANNUAL CRISIS INTERVENTION TRAINING
03/29/20	STOP STICK DEPLOYMENT
03/12/20	INTERVIEW TECHNIQUES
03/23/20	JANUARY 2020 LEGAL UPDATE
03/23/20	FEBRUARY 20 LEGAL UPDATE
03/24/20	FEMA IS-700.B
03/24/20	FEMA IS-00100.C INCIDENT COMMAND
	LED JANUARY 2020
02/06/20	ADVANCED ROADSIDE IMPAIRED DRIVE ENFORCE
12/05/19	ANNUAL DV IN-SERVICE TRAINING
06/07/19	FIRST AID / NELOXONE
07/10/19	ACCESS 1
07/10/19	TASER CERTIFICATION
09/06/19	PEACE OFFICER CERTIFICATION
09/06/19	BASIC LAW ENFORCEMENT ACADEMY
	FIREARMS QUALIFICATION / 3 GUN
04/16/19	HANDGUN QUALIFICATION
	04/24/20 03/29/20 03/29/20 03/12/20 03/23/20 03/23/20 03/24/20 03/24/20 03/20/20 02/06/20 12/05/19 06/07/19 07/10/19 07/10/19 07/10/19 09/06/19 09/06/19

Reported by Acadis® Readiness Suite

5/14/2025

Training History for Stephens, Matthew W. (1001-5359)

Acadis®

All training for this person is displayed.

Training	Start Date	End Date	Grade	Hours	Training Category	Student Status	
Basic Law Enforcement Academy - BLEA 787 (Burien)	04/30/2019	09/06/2019		720h 0m		Graduated - 09/06/2019	
Crisis Intervention - 5511-3 CIT - BLEA, BLEA Academy (0 hrs) (3)	09/06/2019	09/06/2019		0h 0m		Graduated - 09/06/2019	
Crisis Intervention - Annual CIT 2hr Online Course (2020)	03/29/2020	03/30/2020		2h 0m	CIT Online Refresher	Completed - Passed	
Crisis Intervention - Annual CIT 2hr Online Course (2021)	02/27/2021	02/27/2021		2h 0m	CIT Crisis Intervention Team	Completed - Passed	
Crisis Intervention - Annual CIT 2hr Online Course (2022)	10/20/2022	10/20/2022		2h 0m	CIT Crisis Intervention Team	Completed - Passed	
Crisis Intervention - Annual CIT 2hr Online Course (2023)	11/06/2023	11/08/2023	0.00%	1h 55m	CIT Crisis Intervention Team	Completed - Passed	
Crisis Intervention - Annual CIT Online Course (2024)	05/07/2024	05/08/2024		2h 0m	CIT Crisis Intervention Team	Completed - Passed	
Crisis Intervention - Annual CIT Online Course (2025)	02/25/2025	02/25/2025		2h 0m	CIT Crisis Intervention Team	Completed - Passed	
Inactive Program - 0130-1 Basic Conducted Energy Weapon User (CEW) (12 hrs) (2)	07/01/2019	07/10/2019		12h 0m		Giraduated - 07/10/2019	
Sexual Assault Investigations - Patrol Officer Response to Sexual Assault	02/26/2021	02/27/2021		2h 0m	Sexual Assault Investigations	Completed - Passed	
Special Investigations - 0222- 4 Interviewing Techniques (24 hrs) (3)	03/10/2020	03/12/2020		24h 0m		Graduated - 03/12/2020	
Violence De-escalation (PTIS) - 2192-132 Patrol Tactics In-Service Level 1 (Colville)	12/20/2022	12/22/2022		24h 0m		Graduated - 12/22/2022	
Violence De-escalation (PTIS) - 2192-228 Patrol Tactics In-Service Level 1 (Colville)	03/05/2024	03/07/2024		24h Om	In-Service Training	Graduated - 03/07/2024	1
Violence De-escalation (PTIS) - 2192-86 Patrol Tactics In-Service Training (24 hrs) (Colville)	09/20/2021	09/22/2021		0h Om		Departed - ()9/22/2()21	

https://wscjtc.acadisonline.com/AcadisViewer/PersonTraining/List?personID=149590&fromHomePage=False&restoreState=False&quickLinkSessionI... 1/2

Student Session Transcript WA State Criminal Justice Training Commission	Reported by Acadis® Readiness Suite 03/13/2024 For: Stephens, Matthew W. Session: Violence De-escalation (PTIS) - 2192 - 122 Patrol Tactics In-Service (Stevens County, WA) Student ID: 1001-5359		
Session Session Violence De-escalation (PTIS) - 2192 - 122 Patrol Tactics In-Service (Stevens County, WA) Student Status Graduated - 03/07/2024 Sending Organization Stevens County Sheriff's Office Location Border Patrol Station	Date(s) 03/05/2024 - 03/07/2024 Hours 24h 0m Training Category In-Service Training		
Grades			
Test % of Overall Grade Test D	ate Grade	Pass/Fail	

No tests are available to display for this session.



WASHINGTON STATE PATROL

CJIS SYSTEM AGENCY

Certifies that

MATTHEW STEPHENS

has successfully fulfilled the requirement for:

ACCESS1 Recertification

Expiration date:

July 11, 2025



Certification Test

Name: Matthew Stephins Agency: Stevens County Date: 2/19/2002

1. PepperBall systems are considered:

A. Non-Lethal

- B. Less Lethal
- C. Mostly Lethal
- D. Weapons of War
- 2. PepperBall systems combine kinetic impact with chemical agent delivery.

True B. False

3. PepperBall Live and Live X projectiles utilize the chemical agent PAVA, a powder based on one of the hottest of the six capsaicinoids found in pepper plants.

B. False True

- 4. The kinetic impact force of a round plastic frangible PepperBall projectile is _____ foot pounds.
 - A. 100 to 120 B. 3 to 7 C. 19 to 20 (D.)10 to 12
- 5. What is the minimum stand-off distance for directly impacting persons with round PepperBall projectiles?
- A. 5 feet B. 5-7 meters C.) 0 feet D. 3-5 meters
- 6. When deploying round PepperBall projectiles, what is the maximum recommended range for direct impact?

1 2021 TEST v10.11



- B. Powder filled 30 feet/liquid filled 60 feet
- C. Powder and liquid filled projectiles have the same recommended maximum.
- 7. For area saturation, what is the maximum recommended range for round powder filled projectiles?
 - A. 30 feet
 - B. 60 feet
 - 150 feet
 - D. 300 feet
- 8. The VXR shaped projectile weighs approximately _____.
 - A. 3 grams B3.4 grams C. 4 grams D. 4.5 grams
- 9. What is the minimum stand-off distance for direct impact when deploying VXR shaped projectiles?
 - A. 0 feet (the same as round projectiles)
 B. 8 feet
 C. 7 feet
 D. 12 feet
- 10. VXR shaped projectiles can be utilized in all PepperBall launchers.
 - A. True B. False
- 11. VXR shaped projectiles can be launched from both the hopper and the magazine.
 - A. True B. False
- 12. A chronograph should be used to check the velocity of PepperBall launchers.

13. PepperBall glass-shattering projectiles should not be used for direct impact on persons (unless a deadly force situation exists, and it is within agency policy).

A. rue B. False

2| 2021 TEST v10.11



14. Liquid projectiles should never be frozen and launched.

True B. False

15. Indicate the correct color identifiers for the following PepperBall projectiles:

Live: Red & Wlife	Glass Shattering: White			
Inert: White Perp	Water: Cheur			
Marking: Bar Pink	Live X: Red Bluch			

16. Inert PepperBall projectiles can be used:

- A. To quickly deescalate disruptive situations before they become worse
- B. To distract
- C. In areas where chemical agents cannot be utilized
- D. When kinetic impact is needed
- E. All the above
- 17. After impacting persons with a PepperBall projectile(s), officers should closely monitor the person for unusual reactions and follow agency policy for obtaining medical attention.



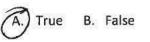
- 18. After exposing persons to PAVA from PepperBall projectiles, officers should follow agency policy and consider the following actions:
 - A. Keep the person calm and expose to fresh air
 - B. Rinse with cool, clean water
 - C. Ensure incarcerated persons receive medical attention
 - D. Monitor for unusual reactions

E. All the above

19. When utilizing PAVA, PepperBall users should ensure that areas exposed to chemical agents are cleaned prior to permitting incarcerated persons to return to that area.



20. Whenever possible, officers deploying the PepperBall system should have cover officers and a back-up plan.





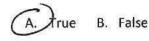
21. When possible or if legally required, verbal warnings or announcements should be given prior to using the PepperBall system.



22. List three specific areas of the body that should not be targeted with a PepperBall launcher? (Unless a deadly force threat exists, and it is within agency policy).



23. If a person does not have a reaction after being impacted with PepperBall projectiles, alternate target areas should be considered.



- 24. PepperBall users are instructed to perform a "tactical pause" when launching PepperBall projectiles. The purpose of this pause is to:
 - A. Assess chemical agent/kinetic impact effectiveness
 - B. Contemplate alternate target areas on the subject or surrounding areas
 - C. Evaluate safety at the scene
 - D. Consider transition to an alternate strategy or tool
 - E. All the above
- 25. Federal law requires inspection and testing of SCUBA tanks at what time intervals:

Visually

Hydrostatically

Sycars

- 26. When filling SCUBA tanks and PepperBall high-pressure air (HPA) bottles, what is the maximum pounds per square inch (PSI)?
 - A. 375 B. 1,250 C. 3,000 D. 5,000



27. When filling HPA bottles from the glasses or turn their head to the side.

A. True B. False

Total number of correct answers: 27 (a minimum of 24 correct responses is required to pass the test).



451 Diamond Dr., Ephrata, WA 98823 509.754.2021/800.407.2021

OFFICER: Matt Stephens

INSTRUCTOR: Ron Huxtable

DATE: 7/29/21

Disc: Current Events

Scenario Name: Traffic Stop-License Plate

A traffic stop for expires license plates. The officer approaches the right side of the vehicle and notices a non-responsive female passenger in the right front seat. The driver draws a firearm and fires on the officer. If the driver is shot, the passenger wakes up and exits the vehicle. Zoned firearm reaction only. Branches: Comply-the female raises her hands.

Instructor Comments: Discussed dealing with crime scenes involving multiple subjects and tactical considerations in dealing with the aftermath of an armed encounter.

Disc: Drug/Alcohol related

Scenario Name: Domestic in Lobby

A woman approaches the front desk and asks to meet with her ex-lover. They begin to argue and , out of sight of officer, draws and shoots her ex-lover. The woman may then commit suicide or comply with the officer. Zoned: firearm reaction only. Branches: Points Gun or Suicide (Select Points Gun) Instructor Comments: Talked about observations of the woman's actions once the gun had been fired at the male.

Disc: EDP

Scenario Name: Non-English Speaking EDP

Officer responds to the report of an EDP. Upon arrival the officer is met by the reporting party claiming to be the suspect's brother. He informs the officer that his sister has mental issues and he can't control her. The officer sees the woman armed with a knife. She is non-responsive and appears not to speak English. Force option: Firearm, Taser, or OC.

Instructor Comments: Discussed force choices in a confined area with a non-responsive armed individual.

Disc: Places of Worship

Scenario Name: Active Shooter-2

Officer responds to the chapel and finds multiple people down in and around the chapel. A subject is sitting at the front of the room, no weapons visible. Force option: Firearm only. Instructor options: Escalate (subject points gun at his own head), Comply, Attack (Select comply) Instructor Comments: Discussed situational awareness and tactical options once the handgun is presented.

Disc: Active Shooter

Scenario Name: Hostage Situation Attempting to go Mobile

Officer responds to a hostage situation. The officer can see a male suspect holding a gun to a female victim's head. Note: A live situation that mirrors the scenario plays directly after the scenario ends. Branch: Hostage killed (default if suspect is not shot) Force option: Firearm

Instructor Comments: Talked about considerations heading into a hostage situation and dealing with the aftermath of this type of situation.

Officer's Signature:

Instructor's Signature:

Date: 07/39/00/1

LETS Officer Training Report Rev. 1/17

NAME: M.STEPHENS_____

NAME OF TRAINING: SEPTEMBER LEGAL UPDATE

TRAINING DATE:10/09/2022

LOCATION OF TRAINING: STEVENS COUNTY____

 TRAINING TIME:

 start____0030______finish____0100______

TOTAL HOURS:___.5__

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING__X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN):_NA_____

SIGNED: 1 Jan 127 DATE: 10 / 09 /20 22

NAME: Matthew W. Stephens

NAME OF TRAINING: November legal update _____

TRAINING DATE: 12/13/2022

LOCATION OF TRAINING: __ Stevens County____

 TRAINING TIME:

 START
 1930

TOTAL HOURS:__.5___

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA_____

SIGNED: ______ DATE: 1/3/2022

NAME: _MATTHEW STEPHENS #127_____

NAME OF TRAINING: Excited Delirium Training____

TRAINING DATE: 05/03/2022

LOCATION OF TRAINING: STEVENS COUNTY____

TRAINING TIME: START 2000 FINISH_2130_____

TOTAL HOURS: 1.5___

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA_____

SIGNED: DATE: 5 / 4 /2022

NAME: _Matthew W. Stephens___

NAME OF TRAINING: Legal Update JAN 2022_

TRAINING DATE: 04/10/2022 _

LOCATION OF TRAINING: ____Stevens County ____

TRAINING TIME: START_1030_____FINISH____1100_____

TOTAL HOURS: _.5____

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): ____NA_____

SIGNED:	DATE: / /20	
		-

NAME: _Matthew W. Stephens___

NAME OF TRAINING: Legal Update FEB 2022_

TRAINING DATE:_04/10/2022 _

LOCATION OF TRAINING: ____Stevens County ____

TRAINING TIME: START_1100_____FINISH____1130_____

TOTAL HOURS: _.5____

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA

SIGNED:	DATE: //20_

NAME: _Matthew W. Stephens___

NAME OF TRAINING: Legal Update DEC 2021_

TRAINING DATE:_04/10/2022 _

LOCATION OF TRAINING: ____Stevens County ____

TRAINING TIME: START_1130_____FINISH____1200_____

TOTAL HOURS:_.5____

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA_____

SIGNED:	DATE: / /	20

NAME: M.Stephens #127

NAME OF TRAINING: February Legal Update

TRAINING DATE: 03/13/2021

LOCATION OF TRAINING: SCSO

TRAINING TIME: START 0010 FINISH 0045

TOTAL HOURS: 35min

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN):NA

SIGNED: A Station DATE: 03/13/2021

NAME: M.Stephens #127

NAME OF TRAINING: January Legal Update

TRAINING DATE: 02/27/2021

LOCATION OF TRAINING: SCSO

TRAINING TIME: START 0230 FINISH 0300

TOTAL HOURS: .5

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING___;INSERVICE;_X_;CLASSROOM___;

COURSE NUMBER(IF KNOWN):NA

SIGNED: _____ DATE: 08 127 120 11

NAME: M.Stephens #127

NAME OF TRAINING: Nov/Dec Legal Update

TRAINING DATE: 02/07/2021

LOCATION OF TRAINING: SCSO

TRAINING TIME: START 1600 FINISH 1630

TOTAL HOURS: .5

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING___;INSERVICE;_X_;CLASSROOM___;

COURSE NUMBER(IF KNOWN):NA

SIGNED: DATE: 02 / 67 /2021

NAME: MATTHEW STEPHENS

NAME OF TRAINING: LEAGAL UPDATE OCT

TRAINING DATE: 11/10/2020

LOCATION OF TRAINING: STEVENS COUNTY

TRAINING TIME: START_0930_FINISH__10:30____

TOTAL HOURS:

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN):

SIGNED: 1 10 120 20

NAME: Matthew W. Stephens

NAME OF TRAINING: TASER CEW

TRAINING DATE: 10/03/2020

LOCATION OF TRAINING: Colville

TRAINING TIME: START 12:10 FINISH_12:40_

TOTAL HOURS: 30 mins

TYPE OF TRAINING: DVD ;ONLINE/ELEARNING X_;INSERVICE; ;CLASSROOM_;

COURSE NUMBER(IF KNOWN):_NA_

SIGNED: A SIGNED: 10 / 03 /20 20

NAME: Matthew W. Stephens

NAME OF TRAINING: Drug interdiction and conducting the complete traffic stop

TRAINING DATE: 09/28/2020-09/29/2020

LOCATION OF TRAINING: Spokane county training center

TRAINING TIME: START 08:00 FINISH_16:00_____

TOTAL HOURS: 16

TYPE OF TRAINING: DVD____;ONLINE/ELEARNING___;INSERVICE;___;CLASSROOM_X__;

COURSE NUMBER(IF KNOWN):_NA_

SIGNED: A State 127 DATE: 10 / 03 /2020

NAME: Matthew W. Stephens

NAME OF TRAINING: Detectachem

TRAINING DATE: 10/03/2020

LOCATION OF TRAINING: Colville

TRAINING TIME: START 11:45 FINISH_12:10_____

TOTAL HOURS:

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM__;

COURSE NUMBER(IF KNOWN):_NA_

SIGNED: 10 / 03/2020

NAME: Matthew W. Stephens

NAME OF TRAINING: Stop Sticks

TRAINING DATE: 03/29/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 22:40 FINISH 23:00

TOTAL HOURS: 20 Min

TYPE OF TRAINING: DVD_X_;ONLINE/ELEARNING__;INSERVICE;__;CLASSROOM__;

COURSE NUMBER(IF KNOWN): NA

SIGNED: DATE: 03 /29 /2020

NAME: Matthew W. Stephens

NAME OF TRAINING:CIT

TRAINING DATE: 03/29/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 23:00 FINISH 01:10

TOTAL HOURS: 2hr 10min

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA

SIGNED: DATE: 03 /29/2020

NAME: Matthew W. Stephens

NAME OF TRAINING: January 2020 LED

TRAINING DATE: 03/20/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 23:20 FINISH 24:00

TOTAL HOURS: 40min

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER (IF KNOWN): NA

SIGNED: M DATE: 03 /20 /2020

NAME: Matthew W. Stephens

NAME OF TRAINING: FEMA 100

TRAINING DATE: 03/24/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 2300 FINISH 0000

TOTAL HOURS: 1

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA

DATE: 03 / 24 /2020 SIGNED:

NAME: Matthew W. Stephens

NAME OF TRAINING: FEMA 700

TRAINING DATE: 03/24/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 0000 FINISH 0130

TOTAL HOURS: 1.5

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING_X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA

DATE:03 1-24 /2020 SIGNED:-

NAME: Matthew W. Stephens

NAME OF TRAINING: January Legal Update

TRAINING DATE: 03/23/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 00:00 FINISH 00:30

TOTAL HOURS: .5

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING__X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA

SIGNED: _____ DATE: 03 / 23 /20 20

NAME: Matthew W. Stephens

NAME OF TRAINING: February Legal Update

TRAINING DATE: 03/23/2020

LOCATION OF TRAINING: Stevens County

TRAINING TIME: START 00:30 FINISH 01:00

TOTAL HOURS: .5

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING__X_;INSERVICE;___;CLASSROOM___;

COURSE NUMBER(IF KNOWN): NA

DATE: 03 / 23/2020 14 SIGNED: -

NAME: Matthew W. Stephens

NAME OF TRAINING: Interview Techniques Training

TRAINING DATE: 03/10/2020-02/12/2020

LOCATION OF TRAINING: Spokane

TRAINING TIME: START 08:00 FINISH 17:00

TOTAL HOURS: 24

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING___;INSERVICE;___;CLASSROOM_X_;

COURSE NUMBER (IF KNOWN): 0222

SIGNED: _____ DATE: 03 120 /2020

NAME: Matthew W. Stephens

NAME OF TRAINING: ARIDE

TRAINING DATE: 02/05/2020-02/06/2020

LOCATION OF TRAINING: Spokane

TRAINING TIME: START 08:00 FINISH 17:00

TOTAL HOURS: 16

TYPE OF TRAINING: DVD___;ONLINE/ELEARNING___;INSERVICE;___;CLASSROOM_X_;

COURSE NUMBER (IF KNOWN): NA

SIGNED: DATE:03 120 12020

STEVENS COUNTY SHERIFF'S OFFICE

BACK UP HANDGUN QUALIFICATION

DATE 04/28/2021 RANGE Loon -ske

OFFICER M.Stephens

HANDGUN MAKE GLOCA SERIAL # ACC, U048

MODEL 19 CALIBER Gum

A. 1 YARD LINE, DRAW FIRE 5 ROUNDS IN 4 SECONDS

B. 5 YARD LINE, DRAW FIRE 5 ROUNDS IN 4 SECONDS

- C. 7 YARD LINE, DRAW FIRE 2 ROUNDS IN 2 SECONDS SHOOTER WILL REPEAT THIS DRILL FOR A TOTAL OF 5 TIMES
- D. 15 YARD LINE, DRAW, FIRE 5 ROUNDS, RELOAD AND FIRE 5 MORE TIMES.

300 POINTS POSSIBLE, 80% REQUIRED TO PASS (240)

FIREARMS INSTRUCTOR

R. Koull # 107

SCORE 29

Hereby recognizes that

Matthew W. Stephens

Has satisfactorily completed the 2-hour online course of instruction in

Annual Crisis Intervention Team Training Online

NASHINGTON

Issued: 03/30/2020

Renewed: 02/25/2025

Hereby recognizes that

Matthew W. Stephens

Has satisfactorily completed the 2-hour online course of instruction in

Annual Crisis Intervention Team Training Online

Issued: 03/30/2020

Renewed: 05/08/2024

Hereby recognizes that Matthew W. Stephens

Has satisfactorily completed the 2-hour online course of instruction in

Annual Crisis Intervention Team Training Online

Issued: 03/30/2020

Renewed: 11/08/2023

Washington State Tactical Officers Association

Is pleased to present this certificate to Matt Stephens

In recognition of your successful completion of the 50-hour SWAT Basic Course

June 8 th , 2023	Eric Gordon
Date	Eric Gordon, President

Hereby recognizes that

Matthew W. Stephens

Has completed the Patrol Tactics Course (2192)

Satisfying 24 In-Service hours required by LETCSA WAC 139-11

Granted December 22, 2022

Sean Hendrickson, Division Manager Applied Skills Training Division

Expiration: December 2025

Hereby recognizes that

Matthew W. Stephens

Has satisfactorily completed the 2-hour online course of instruction in

Annual Crisis Intervention Team Training Online

Issued: 03/30/2020

Renewed: 10/20/2022



Certificate of Attendance Recorded Webinar

MATTHEW STEPHENS

Excited Delirium Syndrome

5/4/2022 (90 minutes)

Bradley Russ Executive Director National Criminal Justice Training Center Fox Valley Technical College

Christopher J. afatheny

Dr. Christopher Matheny President Fox Valley Technical College





Washington State Parks and Recreation Commission 44-Hour Basic Marine Law Enforcement Training

Gertificate of Completion Matthew Stephens

has successfully completed the requirements for the course.

Course Coordinator

8.22 Date

Date

P&R 45-15500-43 (09/12)

Boating Program Administrator

NATIONAL INSTITUTE OF CRIME PREVENTION

A Global Training Company

MATT STEPHENS

Has Completed a Twenty-One Hour Course of Study in Advanced Domestic Violence and Sexual Assault October 6th, 2021 Las Vegas, Nevada

Presenters: William Swanton Lead Instructor Sabrena Swanton Instructor Melissa Greenwell Instructor

Number of Contact Hours: 21 Format: Lecture/Discussion Category: Conference Sponsored by: The National Institute of Crime Prevention This program is approved by the National Association of Social Workers, Provider Number 886649726-4542

William Rousseau

William Rousseau President



WASHINGTON STATE PATROL

CJIS SYSTEM AGENCY

Certifies that

MATTHEW STEPHENS

has successfully fulfilled the requirement for:

ACCESS1 Recertification

Expiration date:

July 15, 2023



Instructors

Washington State Criminal Justice Training Commission

Hereby recognizes that Matthew W. Stephens

Has satisfactorily completed the 2-hour online course of instruction in

Annual Crisis Intervention Team Training Online

Issued: 03/30/2020 Renewed: 02/27/2021

Sue Rahr Executive Director

Washington State Criminal Justice Training Commission

Hereby recognizes that

Matthew W. Stephens

Has satisfactorily completed the 2-hours online course of instruction in

Patrol Officer Response to Sexual Assault

Completed: February 27, 2021

Sue Rahr Executive Director

Northeast Counterdrug Training Center

This is to recognize

Matt Stephens

for successfully completing the requirements of

Drug Interdiction and Conducting the Complete Traffic Stop

16 Hours

Conducted at Newman Lake, WA September 28-29, 2020

Richard D. Collage Colonel, United States Army Counterdrug Coordinator

Max W. Furman, Jr. Lieutenant Colonel, United States Army Commandant, Northeast Counterdrug Training Center

MOBILEDETECT DETECTACHEM **CERTIFICATE OF COMPLETION** This Certificate is Awarded To **MATTHEW STEPHENS** For Successfully Completing the **MobileDetect Operator Certification** - Operation, Sampling, Reporting and Troubleshooting -22 Instructor Greg Giuntini 10/03/2020 10/03/2023 Issued Date **Expiration** Date RIA DRIA DRIA DRIA

Certificate

TRAINING COMPLETION

This certifies that

DEPUTY MATTHEW STEPHENS

has successfully completed 1 hour training in

EVOC

On September 10, 2020



Henry R. Stroisch

Instructor

Washington State Criminal Justice Training Commission

Hereby recognizes that

Matthew W. Stephens

Has satisfactorily completed the 2-hour online course of instruction in

Annual Crisis Intervention Team Training Online

Issued: 03/30/2020

Sue Rahr Executive Director

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

MATTHEW W STEPHENS

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

IS-00100.c Introduction to Incident Command System, ICS-100

Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency

0.2 IACET CEU

ACET

Issued this 24th Day of March, 2020

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

MATTHEW W STEPHENS

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

IS-00700.b An Introduction to the National Incident Management System

Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency

Issued this 24th Day of March, 2020



0.4 IACET CEU

Certificate of Training Matthew Stephens

010

Stevens County Sheriff's Office

has successfully completed the Advanced Roadside Impaired Driving Enforcement (A.R.I.D.E.) course of the IACP Drug Evaluation and Classification Program



Officer Mike Thomas

Spokane Police Department

February 5-6, 2020

Spokane, WA



Sergeant Brock Haner DEC Program State Coordinator

Washington State Criminal Justice Training Commission

Hereby certifies

Matthew Stephens

Has satisfactorily completed the 720 hour

Basic Law Enforcement Academy

Granted this 6th day of September, 2019



Susan L. Rahr Executive Director

Hashington State PEACE OFFICER CERTIFICATION

THE WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

CERTIFIES THAT

Matthew Stephens

HAS MET THE REQUIREMENTS OF RCW 43.101.095 AND IS HEREBY CERTIFIED AS A

WASHINGTON STATE PEACE OFFICER



SUSAN L. RAHR, EXECUTIVE DIRECTOR



September 6th, 2019

CERTIFICATION DATE

Washington State Criminal Justice Training Commission

Matthew Stephens

Has satisfactorily completed 12-hours of course instruction for the

Basic Conducted Energy Weapon User (0130)

Granted July 10, 2019



Robert M. Bragg, yr. Program Manager



WASHINGTON STATE PATROL

CJIS SYSTEM AGENCY

Certifies that

MATTHEW STEPHENS

has successfully fulfilled the requirement for:

ACCESS1 Security Test

Expiration date:

January 2, 2020

Contact us: RFBM.TRAINING@GMAIL.COM		a Hhew U. Stephens s card certifies that the above individual
Instructor Name Ryan Freed	required with OSH	successfully completed the course uirements and evaluation in accordance the curriculum of RF/BM Training and IA standards for First Aid CPR and AED gram guidelines.
Instructor Signature	CPR F	RSTAID AED
Holder's Signature	6-7-2019	6-7-2021
1	Issue Date	Recommended Renewal Da



STEVENS COUNTY SHERIFF'S OFFICE

Entry & Update/Recertification Course for 50 Yard Range

Instructions:

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points AND a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but **NO** penalty.
- 4. Malfunctions are not an excuse or alibi to stop the qualification procedure.

LAST NAME	E FIRST MI				RA	NK
Stephen	,	Malles	U	De	shily	
Agency SCS		Address	Phone	Ema	il 7	
Date and Location	Date and Location of TEST Instructor Scoring Target & Russell					107
Rifle Make & Mod	el C	Caliber Sights used - Circ	cle IRONS of OPTICS	Make/M	lodel of Optics	
Ares There	ue- Renel	223		Vortex	AMG	
SEQUENCE	DISTANCE	DESCRIPTION		SHOTS	TIME	SCORE
1	50 Yards	Start Standing, move to Prone - fire 10	rds.	10	60 sec.	
2	50 Yards	Start Standing, move to position of choi	ce – fire 5 rds.	5	15 sec.	
3	25 Yards	Start Standing, move to position of choi	ce – fire 10 rds.	10	15 sec.	
4	15 Yards	Standing position – fire 10 rds.		10	15 sec.	
5	7 Yards	Standing position – fire 2rds in 2 secs. I times for a total of 10 rds.	10	2 sec.		
6	5 Yards	Standing position – fire 1 rd to the head 4 more times for a total of 5 rds.	in 1 sec. Repeat drill	5	1 sec.	
			Total shots	50		494



STEVENS COUNTY SHERIFF'S OFFICE HANDGUN QUALIFICATION

INSTRUCTIONS:

- 1. This course must be completed using the agency patrol duty holster & handgun.
- 2. The BLEA Tactical Target will be used. The target will be scored using the scoring rings as marked on the silhouette. Hits breaking the scoring line will be awarded the higher point value. Attendees will be given two opportunities to pass the course. One now and one at a later date if necessary.
- 3. A passing score shall be 80% of the total possible points, (400 out of a possible 500). A hit outside the scoring zones but on the silhouette will result in zero points. A miss, (anything in the white or off the target), will be minus 10 points per round. Shots not fired are zero points.
- 4. The holster must have all retention devices secured at the beginning of each sequence.
- 5. Malfunctions are not an excuse or alibito stop the qualification. If a malfunction occurs, the shooter will clear the malfunction and continue. For the purpose of this examination, a malfunction is an unforeseen mechanical breakage or defect related to the weapon.

SHOOTERS N	IAME: (LAST),	(FIRST)	(MI)	CLASS LOCATION	
Ster	ohns Met	They C)	Loop Lake	
HANDGUN:	MAKE	MOL	DEL &	CALIBER	
0	Shel	45		9au	

SEQUENCE	DISTANCE	DESCRIPTION	SHOTS	TIME	SCORE	2nd
1	25 Yards	From behind Barricade, 5 shots one side of barricade/ TAC Reload / 5 shots other side of barricade.	10	45 Sec		
2	15 Yards	Draw & transition to kneeling position, fire 5/ transition to prone fire, 5. Use low barricade/cover if available.	10	25 Sec		
3	10 Yards	Load mag in gun with 1 dummy round within first 3 rounds/Draw an fire; perform primary malfunction clearance within the 5 shot sequence.	5	8 Sec		
4	10 Yards	Begin with 1 round in mag and 1 in chamber Draw and fire 2 rounds, speed reload then 3 rounds.	5	9 Sec		
5	5 Yards	Draw and fire / STRONG HAND Only.	5	5 Sec		
6	5 Yards	Starting with weapon in SUPPORT HAND/ fire using support hand only.	5	7 Sec		
7	5 Yards	2-handed rapid fire: Draw and fire 3 to body / 2 to head	5	5 Sec		
8	2 Yards	I handed CQB (stance directed) position: fire 3 rounds/ Single hand ⁷ ire 2 to the head with lateral movement.	5	4 Sec		

h h	Total required shots	50	Percent	Total 500			
I HEREBY ATTEST THAT THE S	TUDENT'S POINT	SCORE	HAS BEEN I	FULLY AN	D ACCURATEL	Y RECORDE	D
HEREON. Set. Randall	Kussell			120	Kosti	107	
Print Name of Instructor					Instructor's Si	onature	

5150

Student Agency

Date of test



STEVENS COUNTY SHERIFF'S OFFICE

Entry & Update/Recertification Course for 50 Yard Range

Instructions:

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points **AND** a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but **NO** penalty.
- 4. Malfunctions are not an excuse or alibi to stop the qualification procedure.

LAST NAME		FIRST		RA	NK		
Stephen	گر	Matthew	W	Z	puly		
Stephen Agency SCS	0	Address	Phone 565-646-1010	Emai		KFSchools.org	
Date and Location	on of TEST	n Lere	Instructor Scoring Target				
Rifle Make & Mod			cle IRONS or OPTICS	Make/N	lodel of Optics		
Brace	Built	223/556		Vorte	x AMG		
SEQUENCE	DISTANCE	DESCRIPTION		SHOTS	TIME	SCORE	
1	50 Yards	Start Standing, move to Prone - fire 10	rds.	10	60 sec.		
2	50 Yards	Start Standing, move to position of choi	ice – fire 5 rds.	5	15 sec.		
3	25 Yards	Start Standing, move to position of choi	ice – fire 10 rds.	10	15 sec.		
4	15 Yards	Standing position - fire 10 rds.		10	15 sec.		
5	7 Yards	Standing position – fire 2rds in 2 secs. times for a total of 10 rds.	10	2 sec.			
6	5 Yards	Standing position – fire 1 rd to the head 4 more times for a total of 5 rds.	Standing position – fire 1 rd to the head in 1 sec. Repeat drill more times for a total of 5 rds.				
			Total shots	50		500	



STEVENS COUNTY SHERIFF'S OFFICE HANDGUN QUALIFICATION

INSTRUCTIONS:

- 1. This course must be completed using the agency patrol duty holster & handgun.
- 2. The BLEA Tactical Target will be used. The target will be scored using the scoring rings as marked on the silhouette. Hits breaking the scoring line will be awarded the higher point value. Attendees will be given two opportunities to pass the course. One now and one at a later date if necessary.
- 3. A passing score shall be 80% of the total possible points, (400 out of a possible 500). A hit outside the scoring zones but on the silhouette will result in zero points. A miss, (anything in the white or off the target), will be minus 10 points per round. Shots not fired are zero points.
- 4. The holster must have all retention devices secured at the beginning of each sequence.
- 5. Malfunctions are not an excuse or alibi to stop the qualification. If a malfunction occurs, the shooter will clear the malfunction and continue. For the purpose of this examination, a malfunction is an unforeseen mechanical breakage or defect related to the weapon.

SHOOTERS N	IAME:	(LAST),	(FIRST)	(M	1)	CLASS LOCATION	
Steph	une I	Molla	ر <u>ب</u>	S		Lan Lake	
HANDGUN:	MAKE			DEL	&	CALIBER	
Glock	43	5				9 mm	

SEQUENCE	DISTANCE	DESCRIPTION	SHOTS	TIME	SCORE	2nd
1	25 Yards	From behind Barricade, 5 shots one side of barricade/ TAC Reload / 5 shots other side of barricade.	10	45 Sec		
2	15 Yards	Draw & transition to kneeling position, fire 5/ transition to prone fire, 5. Use low barricade/cover if available.	10	25 Sec		
3	10 Yards	Load mag in gun with 1 dummy round within first 3 rounds/Draw an fire; perform primary malfunction clearance within the 5 shot sequence.	5	8 Sec		
4	10 Yards	Begin with 1 round in mag and 1 in chamber Draw and fire 2 rounds, speed reload then 3 rounds.	5	9 Sec		
5	5 Yards	Draw and fire / STRONG HAND Only.	5	5 Sec		
6	5 Yards	Starting with weapon in SUPPORT HAND/ fire using support hand only.	5	7 Sec		
7	5 Yards	2-handed rapid fire: Draw and fire 3 to body / 2 to head	5	5 Sec		
8	2 Yards	I handed CQB (stance directed) position: fire 3 rounds/ Single hand [?] ire 2 to the head with lateral movement.	5	4 Sec		

					shots			41	1		
I HEREBY	ATTEST	ТНАТ	THE S	TUDEN	T'S POINT	SCORE H	AS BEEN I	FULLY	AND A	CCURATELY	RECORDED
HEREON.	11	1	111	2	, 11			1	111	1/2 lui	167

50

Percent

Total

Total required

597, Juhoall Lugge11 Print Name of Instructor

5(50

Instructor's Signature

Date of test

Student Agency

Level 1 Handgun Instructor **Entry Test** (BLEA Final)

Revised 11/20

INSTRUCTIONS:

- 1. This course must be completed using the agency patrol duty holster & handgun.
- 2. The BLEA Tactical Target will be used. The target will be scored using the scoring rings as marked on the silhouette. Hits breaking the scoring line will be awarded the higher point value. Attendees will be given two opportunities to pass the course. One now and one at a later date if necessary.
- 3. A passing score shall be 70% of the total possible points, (450 out of a possible 500). A hit outside the scoring zones but on the silhouette will result in zero points. A miss, (anything in the white or off the target), will be minus 10 points per round. Shots not fired are zero points.
- 4. The holster must have all retention devices secured at the beginning of each sequence.
- 5. Malfunctions are not an excuse or alibi to stop the qualification. If a malfunction occurs, the shooter will clear the malfunction and continue. For the purpose of this examination, a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and was not shooter induced such as a failure to properly seat the magazine or properly load the handgun. If the shooter was unable to complete the sequence due to a malfunction, they will be allowed to re-shoot the sequence.
- 6. SHOOTERS ARE REQUIRED TO SHOOT ALL SEQUENCES OF THE COURSE.
- 7. If a Shooter scores negative points at any sequence it is an automatic disqualification.
- 8. Special Instructions: Stage 7 & 8 - two head shots are required. Zero-point value if they are not in the head. Stage 8 -Lateral movement is required for any hits to count. The three CQB body shots all have a 10-point value if they hit anywhere in the scoring area of the target.

SHOOTERS N	AME: (LAST),	(FIRST)	(MI)	CLASS LOCATION
	Stephens	Matthey	W	Loon Lake
HANDGUN:	MAKE	MODE	L &	CALIBER
	Glock	17		SMM

SEQUENCE	DISTANCE	DESCRIPTION	SHOTS	TIME	SCORE	2 nd
1	25 Yards	From behind Barricade, 5 shots one side of barricade/ TAC Reload/ 5 shots other side of barricade.	10	45 Sec		
2	15 Yards	Draw & transition to kneeling position, fire 5/ transition to prone fire, 5. Use low barricade/cover if available.	10	25 Sec		
3	10 Yards	Load mag in gun with 1 dummy round within first 3 rounds/Draw and fire; perform primary malfunction clearance within the 5 shot sequence.	5	8 Sec		
4	10 Yards	Begin with 1 round in mag and 1 in chamber Draw and fire 2 rounds, speed reload then 3 rounds.	5	9 Sec		
5	5 Yards	Draw and fire / STRONG HAND Only.	5	5 Sec		
6	5 Yards	Starting with weapon in SUPPORT HAND/ fire using support hand only.	5	7 Sec		
7	5 Yards	2-handed rapid fire: Draw and fire 3 to body / 2 to head	5	5 Sec		
8	2 Yards	I handed CQB (stance directed) position: fire 3 rounds/ Single hand Fire 2 to the head with lateral movement.	5	4 Sec		

23 I HEREBY ATTEST THAT THE STUDENT'S POINT SCORE HAS BEEN FULLY AND ACCURATELY RECORDED HEREON. 07 U 551

50

Percent

Total

Total required

shots

Print Name of Instructor

5(50

Student Agency

Instructor's Signature 22

Date of test

Revision
6-2014

This course will be administered to those seeking to gain entry into the Patrol Rifle Instructor course # 2014 and for those instructors attending the Patrol Rifle Portion of Firearms Instructor Update or Recertification.

Instructions:

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- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points AND a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but NO penalty. The head shots called for in Sequence #6 below must be within the shaded portion of the target and above the dotted line. All hits breaking a scoring line will be awarded the higher point value.
- 4. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs during sequence 1-4, the shooter must <u>correctly</u> clear the malfunction and continue. If the shooter experiences a malfunction during sequence 5 & 6 the shooter may not have sufficient time to correctly clear the malfunction and fire the required number of rounds, therefore may re-shot that sequence. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and cannot be shooter induced such as failure to properly seat magazine, load, or disengage the safety.

LAST NAME FIRST		MI		SOCIAL SECURITY NUMBER		
Stephen	R	medilin	(1)			
Agency SC	50	Address JS J Oak	Phone	Ema	il	
Date and Location		n Lake	Instructor Scoring Target			
Rifle Make & Mo	del C	Caliber Sights used - Cir	cle IRONS of OPTICS	Make/M	Aodel of Optics	
Bre	ce Built	.223 -077	hi	Vort	a AMG	
SEQUENCE	DISTANCE	DESCRIPTION		SHOTS	TIME	SCORE
1	50 Yards	Start Standing, move to Prone - fire 10	rds.	10	60 sec.	
2	50 Yards	Start Standing, move to position of choi	ce – fire 5 rds.	5	15 sec.	
3	25 Yards	Start Standing, move to position of choi	ce - fire 10 rds.	10	15 sec.	
4	15 Yards	Standing position – fire 10 rds.		10	15 sec.	
5	7 Yards	Standing position – fire 2rds in 2 secs. Repeat drill 4 more imes for a total of 10 rds.		10	2 sec.	
6	5 Yards	Standing position – fire 1 rd to the head drill 4 more times for a total of 5 rds.	l in 1 sec. Repeat	5	1 sec.	
			Total shots	50		500

Revision (06/20
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3

LETHAL/LESS LETHAL SHOTGUN INSTRUCTOR 2030 Exit Test

Washington State Criminal Justice Training Commission

This course will be administered to those seeking to complete the Lethal/Less Lethal Shotgun Instructor course # 2030, or the Lethal/Less Lethal Shotgun recertification course #2018. Participants will be given two opportunities to achieve a passing score.

Instructions

- 1. BLEA Tactical Target will be used for this qualification unless otherwise specified in the directions.
- 2. Slug hits will be scored using the scoring rings as marked. Slug hits breaking a scoring line will be awarded the higher point value.
- 3. All head shots must be contained in the inner shaded portion of the head.
- 4. Buckshot hits striking anywhere within the torso 7-ring will score 10pts. Any pellet hits striking the non-scoring shaded portion of the silhouette will result in a deduction of one point each.
- 5. All Slug and Buckshot hits must be contained within the silhouette. Any miss off the silhouette will assess a ten point penalty.
- 6. The minimum passing score for this course is 90% or 180 points of a possible 200 points is the maximum score.
- 7. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs the shooter will clear the malfunction and continue. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and was not shooter induced such as failure to properly load or disengage the safety. If the shooter was unable to complete the sequence due to a malfunction they will be allowed to re-shoot that sequence.

Last Name		First	MI		Agenc	y		
Stephens		Mollin	w	Sterr	ns County			
Agency Addres	\$ 215 50	at St Colville 22-22 Loon Leke		none	Email	1 1	7	
Date and Locat	ion of Test 4_	22-22 Loon Leke		1	nstructor Scoring Target	f-, flo	sell.	
Shotgun Make	& Model	Derg 950	Optics	з Туре				
SEQUENCE	DISTANCE		DESCRIPTI	ON	La la contra de la c	SHOTS	TIME	SCORE
1	50 Yards	Start with 1 slug chambered. Fire 1 r shorter firing ranges, run sequence a Reload – 1 Slug			and a second reaction of the second	1 Slug	8 sec.	
2	25 Yards	Move to cover, fire 1 slug center ma	iss. Fully load n	nagazine tube l	behind cover - untimed.	1 Slug	6 sec.	
3	15 yards	Starting from Cruiser Ready, Fire 1 Tactical Reload to full capacity – un last 2 shells loaded)				3 Buckshot	8 sec.	
4	10 yards	 Starting from Action Ready, Fire 4 b From this point forward, ammorphic 			onsibility	4 Buckshot	6 sec.	
5	10 Yards		From the ready fire 1 buckshot center mass from right side of cover (right shoulder mount) and 1 buckshot center mass left side of cover (left shoulder mount).				8 sec.	
6	7 Yards	Fire 3 buckshot center mass and fire	e 1 buckshot to t	the head.		4 Buckshot	5 sec.	
7	5 Yards	Download to one buckshot in the ch handgun, and fire 2 rounds center n must maintain safe muzzle control c	nass, followed by			1 Buckshot 4 Pistol	6 sec.	
2 Slugs 14 Buckshot 4	Pistol 6.12.2020			Total shots		20		200

Revision	Ø	PATROL RIFLE INSTRUCTOR	Washington State Criminal Justice Training Commission
6-2014	S	Entry & Update/Recertification Course for 25 Yard Range	

This course will be administered to those seeking to gain entry into the Patrol Rifle Instructor course # 2014 and for those instructors attending the Patrol Rifle Portion of Firearms Instructor Update or Recertification.

Instructions

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical Target. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A hit outside the scoring zones but on the silhouette will result in zero points but not constitute a miss. A hit off of the silhouette will constitute a miss and assess a ten point penalty. The head shots called for in Sequence #6 below must be within the inner shaded portion of the head. All other hits breaking a scoring line will be awarded the higher point value.
- 4. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs during sequence 1-4, the shooter must clear the malfunction and continue. If the shooter experiences a malfunction during sequence 5 & 6 the shooter may not have sufficient time to correctly clear the malfunction and fire the required number of rounds, therefore may re-shoot that sequence. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and was not shooter induced such as failure to properly seat magazine, load, or disengage the safety.

LAST NAME		FIRST	MI	a state of the second second	AGENCY	1	
Stephins		Matthew	2	Stevens Cours	to		
Agency Address	ICK Colv	ile wet		Phone	Benail		
Date and Location	n or lest	2-22 Loon Lak	ce	Instructo	or Scoring Tar	get	
Rifle Make & Mo Brace Bu	del (Circle IRONS OOPTICS	Make/M	odel of Optics	Amo
SEQUENCE	DISTANCE		ESCRIPTIO	N	SHOTS	TIME	SCORE
1	25 Yards	Start Standing then move battery speed reload – fire loaded with 5 rounds only	e remaining		10	40 sec.	
2	25 Yards	Start Standing then move perform in battery speed			10	20 sec.	
3	25 Yards	Standing position - fire 5	- tactical re	load – fire 5	10	30 sec.	
4	15 Yards	Standing position – fire 5 clearance. (Inert or Dumi			5	10 sec.	
5	7 Yards	Standing position – fire 2 times for a total of 10 rour		ls. Repeat drill 4 more	10	2 sec.	
6	5 Yards	Standing position – fire 1 drill 4 more times for a tot			5	1 sec.	
				Total shots	50		

Level 1 Handgun Instructor Entry Test (BLEA Final)

Revised 11/20

INSTRUCTIONS:

- 1. This course must be completed using the agency patrol duty holster & handgun.
- The BLEA Tactical Target will be used. The target will be scored using the scoring rings as marked on the silhouette. Hits breaking the scoring line will be awarded the higher point value. Attendees will be given two opportunities to pass the course. One now and one at a later date if necessary.
- 3. A passing score shall be 70% of the total possible points, **(450 out of a possible 500)**. A hit outside the scoring zones but on the silhouette will result in zero points. A miss, (anything in the white or off the target), will be minus 10 points per round. Shots not fired are zero points.
- 4. The holster must have all retention devices secured at the beginning of each sequence.
- 5. Malfunctions are not an excuse or alibit to stop the qualification. If a malfunction occurs, the shooter will clear the malfunction and continue. For the purpose of this examination, a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and was not shooter induced such as a failure to properly seat the magazine or properly load the handgun. If the shooter was unable to complete the sequence due to a malfunction, they will be allowed to re-shoot the sequence.
- 6. SHOOTERS ARE REQUIRED TO SHOOT ALL SEQUENCES OF THE COURSE.
- 7. If a Shooter scores negative points at any sequence it is an automatic disqualification.
- Special Instructions: Stage 7 & 8 two head shots are required. Zero-point value if they are not in the head. Stage 8 –
 Lateral movement is required for any hits to count. The three CQB body shots all have a 10-point value if they hit
 anywhere in the scoring area of the target.

SHOOTERS NAME: (LAST)), (FIRST)	(MI)	CLASS LOCATION	
Stephen	Matthew	W	Loon Lake	
HANDGUN: MAKE	MODI	EL &	CALIBER	
Glock.	17		9 mary	

SEQUENCE	DISTANCE	DESCRIPTION	SHOTS	TIME	SCORE	2 nd
1	25 Yards	From behind Barricade, 5 shots one side of barricade/ TAC Reload/ 5 shots other side of barricade.	10	45 Sec		
2	15 Yards	Draw & transition to kneeling position, fire 5/ transition to prone fire, 5. Use low barricade/cover if available.	10	25 Sec		
3	10 Yards	Load mag in gun with 1 dummy round within first 3 rounds/Draw and fire; perform primary malfunction clearance within the 5 shot sequence.	5	8 Sec		
4	10 Yards	Begin with 1 round in mag and 1 in chamber Draw and fire 2 rounds, speed reload then 3 rounds.	5	9 Sec		
5	5 Yards	Draw and fire / STRONG HAND Only.		5 Sec		
6	5 Yards	Starting with weapon in SUPPORT HAND/ fire using support hand only.	5	7 Sec		
7	5 Yards	2-handed rapid fire: Draw and fire 3 to body / 2 to head	5	5 Sec		
8	2 Yards	I handed CQB (stance directed) position: fire 3 rounds/ Single hand Fire 2 to the head with lateral movement.	5	4 Sec		

I HEREBY ATTEST THAT THE STUDENT'S POINT SCORE HAS BEEN FULLY AND ACCURATELY RECORDED HEREON. and 11530

shots

Print Name of Instructor

Stevens C Student Agency

Instructor's Signature

4-22-22

82

Date of test

Revision	
6-2014	

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This course will be administered to those seeking to gain entry into the Patrol Rifle Instructor course # 2014 and for those instructors attending the Patrol Rifle Portion of Firearms Instructor Update or Recertification.

Instructions:

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points AND a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but NO penalty. The head shots called for in Sequence #6 below must be within the shaded portion of the target and above the dotted line. All hits breaking a scoring line will be awarded the higher point value.
- 4. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs during sequence 1-4, the shooter must <u>correctly</u> clear the malfunction and continue. If the shooter experiences a malfunction during sequence 5 & 6 the shooter may not have sufficient time to correctly clear the malfunction and fire the required number of rounds, therefore may re-shot that sequence. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and cannot be shooter induced such as failure to properly seat magazine, load, or disengage the safety.

LAST NAME		FIRST	MI		SOCIAL SECU	RITYNUMBER
Stephens		nutthen)	w			
Agency Sturce	ns County	Address 213 S Oak Colville WA	Phone	Ema	1	
Date and Locatio	n of TEST	Later	Instructor Scoring Target	R. k	ussell	
Rifle Make & Moo		Caliber Sights used - Cir	cle IRONS of OPTICS	Make/N	/lodel of Optics	
BACC Built	1 .22	13 - 5,52	<u> </u>	Vortes	c Amo	
SEQUENCE	DISTANCE	DESCRIPTION		SHOTS	TIME	SCORE
1	50 Yards	Start Standing, move to Prone - fire 10	rds.	10	60 sec.	
2	50 Yards	Start Standing, move to position of choi	ce – fire 5 rds.	5	15 sec.	
3	25 Yards	Start Standing, move to position of choi	ce – fire 10 rds.	10	15 sec.	
4	15 Yards	Standing position - fire 10 rds.		10	15 sec.	
5	7 Yards	Standing position – fire 2rds in 2 secs. I times for a total of 10 rds.	Repeat drill 4 more	10	2 sec.	
6	5 Yards	Standing position – fire 1 rd to the head drill 4 more times for a total of 5 rds.	in 1 sec. Repeat	5	1 sec.	
			Total shots	50		500

CJT 224 Rev 04/08		SHOTGUN INSTRUCTOR COURSE	Washington State Criminal Justice Training Commissio
Rev 04/08	WALMUNUTON		

Instructions:

- This course must be completed using an agency issued/ approved shotgun with issued/approved accessories; 1. while wearing standard patrol duty holster, handgun, and ammunition. This course of fire requires 12rds of Slugs and 10rds of 00 Buckshot.
- The target to be used is the Caudle II silhouette; however, any target with identical scoring area may be 2. substituted. The target will be scored using the scoring rings as marked on the silhouette. Slug hits breaking the scoring line will be awarded the higher point value. The head shots called for in Sequence #6 below must be in the "T" zone portion to score 10pts, while those outside the "T" but fully inside the head will score 7pts. Buckshot patterns inside the rings score 10pts. Pellets on the non-scoring shaded portion of the silhouette will deduct one point each.
- A passing score shall be 85%; 187 out of 220 total possible points. Any saved round or any hit that is not 3. entirely inside the shaded portion of the silhouette is an automatic qualification course failure. Attendees will only be given two opportunities to pass each qualification.
- 4. The reloads specified in the course must be done regardless of the type or magazine capacity of the shotgun.
- 5. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and can not be shooter induced such as failure to properly load the chamber, cycle the pump-action, or disengage the safety. Malfunctions are not an excuse or alibi to stop the qualification procedure. If a malfunction occurs the shooter must correctly clear the malfunction and continue. If the shooter experiences a malfunction that cannot be correctly cleared and the required rounds fired, they may re-shoot that sequence.

Model of C	Em fax Optics		
	fax		
	ptics		
0110			
SHC	TS	TIME	SCORE
2		12 sec.	
. 1		3 sec.	
at 2		11 sec.	
a		8 sec.	
		6 sec.	
ma 3		11 sec.	
	2	7	20
	to 2 	4 c. to 2 	4 8 sec. 2 6 sec. 10 2 6 sec. 11 sec. 11 sec.

01/28/21 J. Lodu #107



EQUIVALENCY ACADEMY FIREARMS PROFICIENCY TEST

Instructions

- 1. This course must be completed using the agency patrol duty holster & handgun.
- The BLEA Tactical Target will be used. The target will be scored using the scoring rings as marked on the silhouette. Hits breaking the scoring line will be awarded the higher point value. Attendees will be given two opportunities to pass the course.
- 3. A passing score shall be **70%** of the total possible points, **(350 out of a possible 500)**. A hit outside the scoring zones but on the silhouette will result in zero points, or minus 10, but not constitute a miss. A miss (anything in the white or off the target), will be minus 20 points per miss. Shots not fired are zero or minus 10.
- 4. The holster must have all retention devices secured at the beginning of each sequence.
- 5. Malfunctions are not an excuse to stop the qualification. If a malfunction occurs, the shooter will clear the malfunction and continue. For the purpose of this examination, a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and was not shooter induced such as a failure to properly seat the magazine or properly load the handgun. If the shooter was unable to complete the sequence due to a malfunction, they will be allowed to re-shoot the sequence.

6. SHOOTERS ARE REQUIRED TO SHOOT ALL STAGES OF THE COURSE.

Last Name		First	MI		Agency	Agency			
Shoung		matthew	4)	Sturar Court	4				
Date and Lo	cation of Tes	st: 09/28/2021			Instruct	or Sooring	11-		
Sequence	Distance		Descript	tion	Shots	Time	Score		
1	25 Yards	Tactical reload a	Draw and fire 10 rds. From barricade: 5 rds. Left side, Factical reload and 5 rds. Right side, Tac reloads. (Barricade must be used as cover; not as support, Tac-reload must be completed.)			45 sec.			
2	15 Yards	Draw and Fire 1	0 rds. (5 rounds, s	peed reload 5 rounds	10	20 sec.			
4	12 Yards	Draw and Fire 1	0 rds. (5 rounds, s	peed reload, 5 rounds)	10	15 sec.			
5	10 Yards	A REAL PROPERTY AND AND A REAL PROPERTY A REAL PROPERTY AND A REAL	Draw and fire 10 rds. (Including a primary malfunction (ball & dummy drill) manipulation.			15 sec.			
6	5 Yards	Draw and fire 3	Draw and fire 3 rds. Using dominant-hand only.		3	5 sec.			
7	5 Yards	Draw using stro	Draw using strong hand transfer to support and fire 3 rds.		3	8 sec.			
8	3 Yards	Draw and fire 4	rds. (4 rounds to	the head)	4	4sec.			
				Total Shots	50	Total %:	463		

I HEREBY CERTIFY THAT THIS BASIC HANDGUN PROFICIENCY COURSE WAS ADMINSTERED TO THE OFFICER AND THAT THE OFFICER'S POWT SCORE HAS BEEN FULLY AND ACCURATELY RECORDED.

nssell

Name of Certifying Officer (Print)

soll Signature of Certifying Officer

Signature of Qualifying Officer

Date

BEAU396

Form CJ-1262

Revised 07/31/2019

Revision 6-2014	8	PATROL RIFLE INSTRUCTOR Entry & Update/Recertification Course for 50 Yard Range	Washington State Criminal Justice Training Commission
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This course will be administered to those seeking to gain entry into the Patrol Rifle Instructor course # 2014 and for those instructors attending the Patrol Rifle Portion of Firearms Instructor Update or Recertification.

Instructions:

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points AND a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but NO penalty. The head shots called for in Sequence #6 below must be within the shaded portion of the target and above the dotted line. All hits breaking a scoring line will be awarded the higher point value.
- 4. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs during sequence 1-4, the shooter must <u>correctly</u> clear the malfunction and continue. If the shooter experiences a malfunction during sequence 5 & 6 the shooter may not have sufficient time to correctly clear the malfunction and fire the required number of rounds, therefore may re-shot that sequence. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and cannot be shooter induced such as failure to properly seat magazine, load, or disengage the safety.

LAST NAME FIRST			MI		SOCIAL SEC	URITY NUMBER
Stephens Agency		mathen	U			
Agency	in the second	Address	Phone	Ema		
Stevens C				0		
Date and Locatio	n of NEST	3/2021	Instructor Scoring Target	F. Ru	155ell	#107
Rifle Make & Mod	del C	Caliber Sights used – Cir	cle IRONS or OPTICS	Make/M	Model of Optics	3
Colt M-16	5	56 53141973		Vortex	optics	Ama
SEQUENCE	DISTANCE	DESCRIPTION		SHOTS	TIME	LSCORE
1	50 Yards	Start Standing, move to Prone - fire 10	rds.	10	60 sec.	
2	50 Yards	Start Standing, move to position of choi	ce – fire 5 rds.	5	15 sec.	
3	25 Yards	Start Standing, move to position of choi	ce - fire 10 rds.	10	15 sec.	
4	15 Yards	Standing position – fire 10 rds.		10	15 sec.	
5	7 Yards	Standing position – fire 2rds in 2 secs. I times for a total of 10 rds.	Repeat drill 4 more	10	2 sec.	
6	5 Yards	Standing position – fire 1 rd to the head drill 4 more times for a total of 5 rds.	in 1 sec. Repeat	5	1 sec.	
	14	1°	Total shots	50		500

Revision 6-2014	Ø	PATROL RIFLE INSTRUCTOR Entry & Update/Recertification Course for 50 Yard Range	Washington State Criminal Justice Training Commission
--------------------	---	--	---

This course will be administered to those seeking to gain entry into the Patrol Rifle Instructor course # 2014 and for those instructors attending the Patrol Rifle Portion of Firearms Instructor Update or Recertification.

Instructions:

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points AND a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but NO penalty. The head shots called for in Sequence #6 below must be within the shaded portion of the target and above the dotted line. All hits breaking a scoring line will be awarded the higher point value.
- 4. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs during sequence 1-4, the shooter must <u>correctly</u> clear the malfunction and continue. If the shooter experiences a malfunction during sequence 5 & 6 the shooter may not have sufficient time to correctly clear the malfunction and fire the required number of rounds, therefore may re-shot that sequence. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and cannot be shooter induced such as failure to properly seat magazine, load, or disengage the safety.

LAST NAME		FIRST	MI		SOCIAL SEC	URITYNUMBER	
Stephens		Address	ω.				
Agency Storen. Date and Locatio	5 Connty	Address	Phone 569-680-4030	Ema	il		
Date and Locatio	on of TEST	124/2020 Loon Lake	Instructor Scoring Target	F.R.	ussell	107	
Rifle Make & Mo	del C	aliber Sights used – Cir	cle IRONS or OPTICS	Make/N	Model of Optics	6	
M16	E	5.54					
SEQUENCE	DISTANCE	DESCRIPTION		SHOTS	TIME	SCORE	
1	50 Yards	Start Standing, move to Prone - fire 10	rds.	10	60 sec.		
2	50 Yards	Start Standing, move to position of choi	ice – fire 5 rds.	5	15 sec.		
3	25 Yards	Start Standing, move to position of choi	ice – fire 10 rds.	10	15 sec.		
4	15 Yards	Standing position – fire 10 rds.		10	15 sec.		
5	7 Yards	Standing position – fire 2rds in 2 secs. times for a total of 10 rds.	Repeat drill 4 more	10	2 sec.		
6	6 5 Yards Standing position – fire 1 rd to the head in 1 sec. Repeat drill 4 more times for a total of 5 rds.		in 1 sec. Repeat	5	1 sec.	497	C
	ð.		Total shots	50	1	and the design of the second	



EQUIVALENCY ACADEMY FIREARMS PROFICIENCY TEST

Instructions

- 1. This course must be completed using the agency patrol duty holster & handgun.
- 2. The BLEA Tactical Target will be used. The target will be scored using the scoring rings as marked on the silhouette. Hits breaking the scoring line will be awarded the higher point value. Attendees will be given two opportunities to pass the course.
- 3. A passing score shall be 70% of the total possible points, (350 out of a possible 500). A hit outside the scoring zones but on the silhouette will result in zero points, or minus 10, but not constitute a miss. A miss (anything in the white or off the target), will be minus 20 points per miss. Shots not fired are zero or minus 10.
- 4. The holster must have all retention devices secured at the beginning of each sequence.
- 5 Malfunctions are not an excuse to stop the qualification. If a malfunction occurs, the shooter will clear the malfunction and continue. For the purpose of this examination, a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and was not shooter induced such as a failure to properly seat the magazine or properly load the handgun. If the shooter was unable to complete the sequence due to a malfunction, they will be allowed to re-shoot the sequence.

Last Name		First	MI		Agency			
Stephens		Matthew	W	Stevens Con	County			
Date and Loo	cation of ⊤es	t: 04/29/2020 L	oon Lake		Unstruct	or Scoring	Target:	
Sequence	Distance		Descripti	ion	Shots	Time	Score	
1	25 Yards	Tactical reload and	d 5 rds. Right sid	ide: 5 rds. Left side, le, Tac reloads. (Barricade pport, Tac-reload must be	10	45 sec.		
2	15 Yards	Draw and Fire 10	rds. (5 rounds, sj	peed reload 5 rounds	10	20 sec.		
4	12 Yards	Draw and Fire 10	rds. (5 rounds, sj	peed reload, 5 rounds)	10	15 sec.		
5	10 Yards	Draw and fire 10 r (ball & dummy dri		primary malfunction	10	15 sec.		
6	5 Yards	Draw and fire 3 rd	ls. Using domina	nt-hand only.	3	5 sec.		
7	5 Yards	Draw using strong	hand transfer to	o support and fire 3 rds.	3	8 sec.		
8	3 Yards	Draw and fire 4 rd	ls. (4 rounds to t	he head)	4	4sec.		
		and the second		Total Shots	50	Total %:	000	

6 SHOOTERS ARE REQUIRED TO SHOOT ALL STAGES OF THE COURSE

I HEREBY CERTIFY THAT THIS BASIC HANDGUN PROFICIENCY COURSE WAS ADMINSTERED TO THE OFFICER AND THAT THE OFFICER'S POINT SCORE HAS BEEN FULLY AND ACCURATELY RECORDED

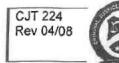
NISSE - stepens

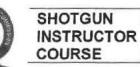
Signature of Certifying Officer

Signature of Qualifying Officer

Name of Certifying Officer (Print)

2020





Instructions:

- This course must be completed using an agency issued/ approved shotgun with issued/approved accessories; while wearing standard patrol duty holster, handgun, and ammunition. This course of fire requires 12rds of Slugs and 10rds of 00 Buckshot.
- 2. The target to be used is the Caudle II silhouette; however, any target with identical scoring area may be substituted. The target will be scored using the scoring rings as marked on the silhouette. Slug hits breaking the scoring line will be awarded the higher point value. The head shots called for in Sequence #6 below must be in the "T" zone portion to score 10pts, while those outside the "T" but fully inside the head will score 7pts. Buckshot patterns inside the rings score 10pts. Pellets on the non-scoring shaded portion of the silhouette will deduct one point each.
- A passing score shall be 85%; <u>187</u> out of 220 total possible points. Any saved round or any hit that is not entirely inside the shaded portion of the silhouette is an automatic qualification course failure. Attendees will only be given two opportunities to pass each qualification.
- 4. The reloads specified in the course must be done regardless of the type or magazine capacity of the shotgun.
- 5. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and can not be shooter induced such as failure to properly load the chamber, cycle the pump-action, or disengage the safety. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs the shooter must <u>correctly</u> clear the malfunction and continue. If the shooter experiences a malfunction that cannot be correctly cleared and the required rounds fired, they may re-shoot that sequence.

Last Name			First	TANK AND THE T	MI	. G. 10. 1	Social Sec	urity Number
	STGAHO	NS	MATT					
Age	ncy		Address	Phone		Email		
	5050	5						
Date	e of TEST	9-16-19	City zip				fax	
Shot	tgun Make/Mo	del/Choke	Circle IBONS or OP	TICS AF 139	ke/Mode	l of Optio	cs	
	DISTANCE	14 1 1 1 1 1 L	DESCRIPTION	de la section de	Street of the local division of the local di	SHOTS	TIME	SCORE
1	50 Yards	condition 1.	eady", shooter cycles shotgun fro On command, fire two slugs to 2 sec. Repeat once.	У	2	12 sec.		
2	35 Yards		d, fire one slug to the body in 3	e.	1	3 sec.		
3	35 Yards	On command, fire two slugs from any position in 11 sec. Repeat 2 once.					11 sec.	
		Score ta	rget, replace if neces	sary.				
4	15 Yards	condition 1.	At "Make Ready", shooter cycles shotgun from condition 2 to 4 condition 1. On command, fire two rounds to the body, drop to a kneeling position and fire two more rounds to the body in 8 sec.					
5	15 Yards		d, fire one round to the body whition and fire a second round to	2	6 sec.			
6	10 Yards	On command	d, fire two rounds of buckshot elect slug drill and fire the slug	to the body, perfo	rm a	3	11 sec.	
					Total	22		205

Shotgun Instructor Practical Review 04/08/08

In for the

CJT 224	- AND
Rev 08/11	1 FG
	WASHINGTON

Instructions:

- 1. This course must be completed using an agency issued and or approved patrol rifle and sights/optics.
- 2. The target to be used is the BLEA Tactical silhouette. Participants will be given two opportunities to achieve a passing score.
- 3. A passing score shall be 90% (450pts) of the 500pts possible. A miss off the silhouette will result in zero points AND a 10 point penalty. A hit on the silhouette but outside the scoring rings will also result in zero points but NO penalty. The head shots called for in Sequence #6 below must be within the shaded portion of the target and above the dotted line. All hits breaking a scoring line will be awarded the higher point value.
- 4. Malfunctions are not an excuse or alibit to stop the qualification procedure. If a malfunction occurs during sequence 1-4, the shooter must <u>correctly</u> clear the malfunction and continue. If the shooter experiences a malfunction during sequence 5 & 6 the shooter may not have sufficient time to correctly clear the malfunction and fire the required number of rounds, therefore may re-shot that sequence. For the purpose of this examination a malfunction is an unforeseen mechanical breakage or defect related to the weapon or ammunition and can not be shooter induced such as failure to properly seat magazine, load, or disengage the safety.

Lastiname		Finst	MI	New State	Scielar Security	Number
STEP	HENS	MATT				
Agency 5	150	Address	Phone	Ema	ail	
Date and Location	on of TEST	-16-19/ KF	Instructor Scoring Target	T	n. Foster	R.
Rifle Make & Mo			s used - Circle IRONS or OPTICS	Make/	Model of Optics	
Call	5	531.4	473			
SEQUENCE	DISTANCE	DESC	RIELION	明和新	中心学的医学生	SCORE
1	50 Yards	Start Standing, move to Pron	e – fire 10 rds.	10	60 sec.	
2	50 Yards	Start Standing, move to posit	ion of choice - fire 5 rds.	5	15 sec.	
3	25 Yards	Start Standing, move to posit	ion of choice - fire 10 rds.	10	15 sec.	
4	15 Yards	Standing position - fire 10 rd	S.	10	15 sec.	
5	7 Yards	Standing position – fire 2rds times for a total of 10 rds.	in 2 secs. Repeat drill 4 more	10	2 sec.	
6	5 Yards	Standing position – fire 1 rd t drill 4 more times for a total of		5	1 sec.	
			Total shots	50	T	496

Ja Jacober

Patrol Rifle Instructor Practical Rev 08/11.doc

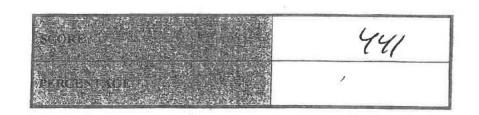
INSTRUCTIONS:

Officers will begin each position of fire from the "interview stance or position of interrogation" with handgun holstered and retention all devices properly secured.

Scoring of the course is based on the BLEA Tactical or similar type target. Minimum passing score is 70% or 322 points of a possible 460 points. Any miss off the silhouette will result in a ten-point penalty for each miss. Hits on the silhouette but outside the 10 and 7 scored area will receive no points but will not be penalized. Four hits are required in the head- every miss outside the scored area of the head but on the silhouette will receive no points but will not be penalized. Misses outside the scored area of the head and off the silhouette will result in a ten point penalty for each miss. (Revised6/21/06)

STEPHENS	MATT	127	
AND GUN MARINE MODEL AND	No Kerren Harris	Alexa Para LSouth	
GLOCK 17	9000	Be	51W 386
IT PEOR MANYER OR CARGE			

SEQUENCE	a point and the	designed and an end of the REPHORE AND AND A SUCCESSION OF A SUCCESSION	NE SHOTS	STATEMEN'
la	5 Yards	Draw and fire 4rds. (failure drill - 2 Body, 2 Head)	4	4 second
1b	5 Yards	Draw and fire 4rds. (failure drill - 2 Body, 2 Head)	4	4 second
Ża	5 Yards	Facing right, pivot, draw and fire 5rds. After firing perform a Tactical Reload	L. 5	4 seconds
2b	5 Yards	Facing left, pivot, draw and fire 5rds.	5	4 seconds
3a.	3 Yards	Draw and fire 3rds.	3	2 seconds
3b	3 Yards	Draw and fire 3rds.	3	2 seconds
4a	10 Yards	Draw and fire 3rds using strong-hand only.	3	7 seconds
46	10 Yards	Draw and fire 3rds using strong-hand only.	3	7 seconds
5a	10 Yards	Draw and fire 3rds using weak-hand only.	3	10 sécond
5b	10 Yards	Draw and fire 3rds using weak-hand only.	3	10 seconds
6	25 Yards	Draw and fire 10rds from barricade, (5rds right side, perform Tactical Reload and fire 5rds left side). May use any shooting position and either strong or weak hand.	k 10	45 seconds
		Total shots	46	



I HEREBY CERTIFY THAT THIS BASIC HANDGUN PROFICIENCY COURSE WAS ADMINSTERED TO THE OFFICER AND THAT THE OFFICER'S POINT SCORE HAS BEEN FULLY AND ACCURATELY RECORDED HEREON.

Name of certifying officer, (Print Name).

......

Agency & Rank of certifying officer.

certifying officer. Signature of

Date and location of test.

BASIC HANDGUN PROFICIENCY COURSE

INSTRUCTIONS:

Minimum passing score is 70%, (minimum 322 points of maximum 460 points possible). Officers will be provided two opportunities to achieve a passing score.

Officers will use their duty handgun with duty belt and holster.

GLOCK 17 Amm. BEAW 396

The officer will begin each position of fire from the "interview stance or position of interrogation" with handgun holstered and all retention devices properly secured.

Scoring of the course is based on the BLEA Tactical or similar type target. Any miss off the silhouette will result in a ten-point penalty for each. Hits on the silhouette but outside the scored area of the target and DNF's (Did Not Fire) will result in zero. points, but will not be penalized. Four hits are required in the secondary target area, more or less than four hits will result in zero points for each additional round or missed round. (Revised10/31/01)

OFEIGERS NAMES	(LAST)	(PIRST)	(MI)	AGENCYIDA	TUMBER	EQUIV SESSION #	建设 体的
	· ·	1.1	· · · · ·	4 .	1º	· • • • • • •	
STEPHOUS	Most	EN	w	127			

SEQUENCES	DISTANCE	DISCULTION	SHOTS	TIME
1a .	5 Yards	Draw and fire 4rds. (failure drill - 2 Body, 2 Head)	. 4 .	4 seconds
· 1b	5 Yards	Draw and fire 4rds. (failure drill - 2 Body, 2 Head)	4	4 seconds
2a	5 Yards	Draw and fire 5rds.	5	4 seconds
2Ъ	5 Yards	Draw and fire Srds.	5	4 seconds
3a	3 Yards	Draw and fire 3rds.	3	2 seconds
· 3b	3 Yards	Draw and fire 3rds.	3	2 seconds
4a	10 Yards	Draw and fire 3rds using strong-hand only.	. 3	7 seconds
46	10 Yards	Draw and fire 3rds using strong-hand only.	3	7 seconds
· 5a	10 Yards	Draw and fire 3rds using weak-hand only.	3	10 seconds
-5b	10 Yards	Draw and fire 3rds using weak-hand only.	3 .	10 seconds
*6	25 Yards	Draw and fire 10rds from barricade, (5rds right side and 5rds left side). May use any shooting position and either strong or weak hand,	10	No Time Limit
*	1	Total shots	46	

Total shots

INITIAL SCORE		
SECOND SCORE (IF REQUIRED)	6.	÷.,
FINAL SCORE	 3 .	1 • •
FINAL TEST SCORE PERCENTAGE		

I HEREBY CERTIFY THAT THIS BASIC HANDGUN PROFICIENCY COURSE WAS ADMINSTERED TO THE OFFICER AND THAT THE OFFICER'S POINT SCORE HAS BEEN FULLY AND ACCURATELY RECORDED HEREON.

PAR

Name of certifying officer. (Print Name).

Agency & position of certifying officer.

Signature of certifying officer.

041119 Date and location of test.

Certificate of Completion

Kettle Falls School District

Matthew Stephens

has completed

Bullying: Recognition and Response (Refresher)

a training program requiring 25 minutes

on

Friday, September 1, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 3382Q7N2-8254

Certificate of Completion

Kettle Falls School District

Matthew Stephens

has completed

Bloodborne Pathogen Exposure Prevention (Refresher (Washington))

a training program requiring 18 minutes

on

Friday, August 23, 2024



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 39558P78-0512

Certificate of Completion

Kettle Falls School District

Matthew Stephens

has completed

Bloodborne Pathogen Exposure Prevention (Refresher (Washington))

a training program requiring 19 minutes

on

Friday, September 1, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 2N949O38-82RQ

Kettle Falls School District

Matthew Stephens

has completed

Bullying: Recognition and Response (Refresher)

a training program requiring 25 minutes

on

Friday, August 23, 2024



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org Q157910R-051N

Kettle Falls School District

Matthew Stephens

has completed

AED (Automated External Defibrillators) (Full Course)

a training program requiring 17 minutes

on

Friday, September 1, 2023

Seal

Vector Training, K-12 Certificate Edition Logo

Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 8365R04P-82R6

Kettle Falls School District

Matthew Stephens

has completed

Child Abuse: Mandatory Reporting (Full Course (Washington))

a training program requiring 27 minutes

on

Friday, September 1, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 96RNP1Q0-82S9

Kettle Falls School District

Matthew Stephens

has completed

Online Safety: What Every Educator Needs to Know (Full Course)

a training program requiring 19 minutes

on

Friday, September 1, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 778S507R-834R

Kettle Falls School District

Matthew Stephens

has completed

Child Abuse: Mandatory Reporting (Full Course (Washington))

a training program requiring 27 minutes

on

Friday, August 23, 2024



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org NP79OPSN-052P

Kettle Falls School District

Matthew Stephens

has completed

Cyberbullying (Full Course)

a training program requiring 23 minutes

on

Friday, September 1, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 66QN5R6R-834N

Kettle Falls School District

Matthew Stephens

has completed

Safety Basics for Security Staff (Full Course)

a training program requiring 24 minutes

on

Wednesday, October 18, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org P7OSRQ8P-0QP0

Kettle Falls School District

Matthew Stephens

has completed

School Intruders (Full Course)

a training program requiring 13 minutes

on

Wednesday, October 18, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 1Q74Q776-0QQ4

Kettle Falls School District

Matthew Stephens

has completed

Visual Weapons Screening (Full Course)

a training program requiring 25 minutes

on

Wednesday, October 18, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 14059048-0QS7

Kettle Falls School District

Matthew Stephens

has completed

What Every Employee Must Be Told: Professional Boundaries With Students (Full Course (Washington))

a training program requiring 41 minutes

on

Friday, August 23, 2024



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org O86O6Q8P-0534

Kettle Falls School District

Matthew Stephens

has completed

Youth Suicide: Awareness, Prevention and Postvention (Full Course)

a training program requiring 41 minutes

on

Wednesday, October 18, 2023



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org 09535Q08-8P45

Kettle Falls School District

Matthew Stephens

has completed

What Every Employee Must Be Told: Workplace Discrimination (Full

Course (Washington))

a training program requiring 36 minutes

on

Friday, August 23, 2024



Training Coordinator's Signature

Employee's Initials:

mstephens@kfschools.org Q95ON636-0531

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

- **TO:** Commissioners
- **FROM:** Certification Bureau
- SUBJECT: Variance Request Nisqually Public Safety / Jasper Bruner
 - **DATE:** 05/29/2025



Greetings Commissioners:

Nisqually Public Safety (NPS) Chairman Ken Choke submitted a request for a Basic Law Enforcement Academy (BLEA) training variance to the Executive Director for Jasper Bruner on May 28, 2025. Pursuant to WAC 139-03-030(3), the variance request must be presented to the Commission for full consideration at its next meeting.

During the March 8, 2023, Commission meeting, the Tulalip Tribal Police Department (TTPD) requested a variance for Mr. Bruner to attend the Basic Law Enforcement Equivalency Academy (BLEEA). The Commission unanimously approved this request. However, Mr. Bruner resigned from Tulalip Tribal PD before completing the required BLEEA training.

During the March 8, 2023, Commission meeting, the following was presented:

- Mr. Bruner was hired by NPD on January 3, 2007, and received certification on March 30, 2010. Officer Bruner resigned on June 26, 2015.
- On July 1, 2015, Mr. Bruner was hired by Neah Bay Tribal Public Safety (NBTPS), a non-certified tribe, as the new NBTPS Police Chief. Mr. Bruner's certification expired on June 26, 2020, and he resigned from NBTPS on October 2, 2022.
- TTPD hired Chief Bruner on October 3, 2022. Due to Chief Bruner's expired certification, TTPD submitted a variance request to the Commission on March 8, 2023. This request was based on Chief Bruner's continued employment with a law enforcement agency.

Chairman Choke has presented the following for consideration:

- From March 2023 February 2025 Chief Bruner accepted a federal position with the US Department of Commerce, serving as the National Tribal Liaison for the First Responder Network Authority (FirstNet). While outside traditional police work, it was directly related to tribal public safety and lasted less than 24 months.
- NPS hired Chief Bruner on March 1, 2025.

Due to the Commission's previous approval, Chairman Choke is requesting that Chief Bruner attend BLEEA. Chairman Ken Choke will be available for questions during the meeting



NISQUALLY INDIAN TRIBE

TO: WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION FROM: NISQUALLY TRIBAL CHAIRMAN KEN CHOKE CC: KARLEE REED-JOHNSON, VALERIE WEAVER RE: REQUEST FOR EXEMPTION, WAIVER, EXTENSION OR VARIANCE. DATE: MAY 27, 2025

Washington State Criminal Justice Training Commission Attn: Commission Members 19010 1st Ave South Burien, WA 98148

RE: Request for Variance to Attend the Equivalency Academy – Chief Jasper Bruner

Dear Commissioners,

I, Ken Choke, Chairman of the Nisqually Tribe, respectfully submit this letter as a formal request for a variance to allow Chief Jasper Bruner to attend the Basic Law Enforcement Equivalency Academy (BLEA). This request is made in light of a lapse in Chief Bruner's Washington State Criminal Justice Training Commission (WSCJTC) reciprocity certification.

This matter was previously brought before the Commission during its 2023 session. Meeting minutes are attached for your reference. The lapse in certification stems from Chief Bruner's 2015 transition from the **Nisqually Police Department** (a Public Law 280 tribe), where he successfully completed the Equivalency Academy, to the **Neah Bay Public Safety Department** of the **Makah Tribe**, a Bureau of Indian Affairs (BIA) 638 Contract/Self-Governance agency. At that time, Neah Bay Public Safety did not have a Memorandum of Understanding (MOU) with WSCJTC, which has since raised concerns regarding a perceived break in his recognized law enforcement service.

From 2015 to 2022, Chief Bruner served continuously as Chief of Police for Neah Bay Public Safety. In 2022, he transitioned to the Tulalip Tribal Police Department (a PL 280 agency), which renewed his active status with WSCJTC and led to an initial variance request—granted by the Commission during the 2023 session.

In March 2023, Chief Bruner accepted a federal position with the U.S. Department of Commerce, serving as the National Tribal Liaison for the First Responder Network Authority (FirstNet). His tenure there, while outside traditional police work, was directly related to tribal public safety and lasted less than 24 months, ending in February 2025.

As of March 3, 2025, Chief Bruner resumed full-time duties as Chief of Police for the Nisqually Police Department. Given his continuous leadership in tribal law enforcement and his brief, relevant federal service, I respectfully request a variance permitting him to attend the BLEA for reinstatement of his WSCJTC certification.

While I fully recognize and respect the Commission's standards regarding service continuity and MOUs, I believe Chief Bruner's demonstrated commitment to tribal policing and public safety leadership across multiple jurisdictions and agencies warrants reconsideration. Therefore, I respectfully request that this matter be added to the **agenda for the next Commission meeting**, where we would like the opportunity to present this case in person and provide a comprehensive overview of his service record.

Thank you for your time and thoughtful consideration of this request.

Sincerely, Ken Choke Z. K. Cholie

Chairman, Nisqually Indian Tribe 4820 She-Nah-Num Dr SE Olympia, WA 98513

Contact for Chief Jasper Bruner:

Phone:

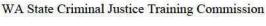
Reported by Acadis® Readiness Suite

05/27/2025

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

TYME YASHINGTON

Training History Report



Bruner, Jasper N.

Person Status Active

SSN xxx-xx-

DOB Gender Male EEOC Native American

Employment

		Most Recent				
Organization	Active Dates	Title/Rank	Employment Assignment	Appointment Type	Current Status	
Nisqually Public Safety (Primary)	03/01/2025 - Current	Chief		Non-Certified Tribal Police Officer	Active	
Tulalip Tribal Police Services	10/03/2022 - 03/24/2023	Officer		Certification Pending - Lateral	Inactive	
Neah Bay Tribal Public Safety	07/01/2015 - 10/02/2022	Chief		Non-Certified Tribal Police Officer	Inactive	
Nisqually Public Safety	01/03/2007 - 06/26/2015	Officer		Certified Tribal Police Officer	Inactive 1 1	

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, Po and Reform			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 (01/01/2025 - 05/27/2025)

No current year training data exists.

Previous Period (01/01/2024 - 12/31/2024)

No previous year training data exists.

Other Periods (through 12/31/2023)

Course/Title (Course No.)	Training Date	25	Grade	Status	Training Category	Hours
Basic Law Enforcement Academy - 0090-3 Basic Law Enforcement Equivalency Academy (80 hrs) (5)	05/11/2009	05/22/2009		Graduate 05/22/200		80h 0m

Training History Report Reported by Acadis® Readiness Suite 05/27/2025 WA State Criminal Justice Training Commission For: Bruner, Jasper N. Student ID 1000-6164 Basic Law Enforcement Academy - 0090-1 Basic Departed -Law Enforcement Equivalency Academy (80 hrs) 09/08/2008 09/19/2008 0h 0m 09/19/2008 (9) **Total Hours** (80h 0m) A grade of ## indicates that the weights for this class are not valid and grades cannot be calculated. Education Minor **Degree Year** Level / Degree Institution Major Not Available / Not Available Did Not Collect

Miscellaneous

Allen LMS SID

Initial & Date)

Profile Comments (Must

124074

Chief

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

March 2025- Present Nisqually Police Department Olympia, WA

Chief of Police Director of Public Safety (Police, Corrections, & Natural Resources Enforcement) Enforce Tribal, State and Federal Laws Protect persons and properties on the Nisqually Reservation Liaison with County, State and Federal Agencies Grant Management (Federal Grants) Manage Budgets for all programs of the organization Liaison with communications service providers (local and national level providers)

Mar. 2023- Feb. 2025 US Department of Commerce- FirstNet Authority Reston, VA

Senior Public Safety Advisor- National Tribal Liaison Educate and Promote FirstNet to First Responders and qualifying Tribal Organization. Address end user issues and elevate issues to the appropriate organization contacts and/ or agency partners. Hold in-person and remote meetings with potential and current FirstNet Subscribers. Set up, host and attend outreach events ranging from presentations to

panel discussions during large scale events.

Oct. 2022- Mar. 2023 Tulalip Police Department Tulalip, WA

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

June 2015- Oct. 2022 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
Emergency Management (IC duties for all events), planning,
communications, projects development and deployment.
Liaison with communications service providers (local and national level providers)
Makah Tech team member- local and governmental commutations and date systems (development, deployment and maintenance)

Jan. 2007-June 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) Liaison with communications service providers (local and national level providers)- Land Mobile Radio and data services

July 2005-Dec. 2007 Muscogee (Creek) Nation Lighthorse 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

July 2004-July 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

March 2000-June 2004 Muscogee (Creek) Nation Lighthorse 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

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
2022	Taser Re-Certification
	ACCESS/ CIJS- Security Awareness Training (level 1)

2020	CIJS- Security Awareness Training (level 3)
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
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)
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)
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 Lighthorse Police)
2006	Officer of the Year (Nisqually P.D.)

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

Indian Holice Academy

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

Certificate of Graduation



for having completed all requirements in the A_BPOTP-201/091



April 12, 2002 Date

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).



Given this 12th day of April in the year 2002

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



PO0201-006

FEDERAL LAW ENFORCEMENT TRAINING CENTER INDIAN POLICE ACADEMY 14 - Week Basic Police Training Program

NAME Bruner, Jasper CLASS NO. BPOTP-201/091

POST OF DUTY Tulsa, OK DATES January 7, 2002-April 12, 2002

1	WRITTEN EXAMINATIONS EXAM I EXAM II EXAM III EXAM IV EXAM V EXAM VI EXAM VII EXAM VII	PERCENTA GRADE <u>85.71</u> <u>83.02</u> <u>92.00</u> <u>80.85</u> <u>95.24</u> <u>86.05</u> <u>85.29</u> <u>89.36</u>		MEDIAL ADE		
	ACADEMIC AWARD HONOR G CLASS AVERAGE <u>85.46</u> STUDENT			STINGUISHE	ED	
	PRACTICAL EXERCISES (Satisfact	ory/Unsatis	factory)*			
	Officer Safety Survival Fingerprinting Driver Training CPR for First Professional Rescuers Emergency Response	S S S S S	Exe Crii Noi Phy	erviewing ecution of Se me Lab n Lethal Cor ysical Efficie EB SCORE)		S S S S 348.00
	Student Must Attain 70% for Satis					
	FIREARMS SPECIALTIES: Practical F	Pistol Cours	e			
	Distinguished Expert Expert	s s	harpshoot	ter	Marksman	
	(300) (285-29	9)	<u>262</u> (255-284))	(240-254)	
	Judgment Pistol Shooting (Satisfactory Student Must Attain 70% accuracy/100			Satisfactory	<u>.</u>	
	* Any Failure is explained in the REM. ** Score of 70% allowed on remedial e			udent averag	je.	
	REMARKS:					
	(REGISTRAR)	souf	~		2 <u>, 2002</u> DATE)	

FEDERAL LAW ENFORCEMENT TRAINING CENTER (Office of Artesia Operations)



IN REPLY REFER TO:

PO0201-006

United States Department of the Interior

BUREAU OF INDIAN AFFAIRS Division of Law Enforcement Services Indian Police Academy 1300 West Richey Artesia, New Mexico 88210 (505) 748-8151



April 12, 2002

To:	Jasper N. Bruner
	Muscogee Creek Nation PD

- Thomas E. Woolworth, Acting Chief of Training Activity BIA-Indian Police Academy From:
- Memorandum of Completion Subject:

This memorandum confirms completion of the required instructional hours and practical exercise requirements during the Basic Police Officer Training Program, January 07 - April 12, 2002, in the following training area(s):

	Oleoresin Capsicum (OC)	8 hrs.
_	Baton	12 hrs.
	DWI Detection and Standardized Field Sobriety Testing	18 hrs.

The above named has demonstrated proficiency in the required training objectives.

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

Michael D. Parsons, Ph.D Executive Director

Mashington 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

ichael & Qarsons

CRIMINAL JUSTICE TRAINING COMMISSION EXECUTIVE DIRECTOR



March 30, 2010

CERTIFICATION DATE

State of Øklahoma

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.



COUNCIL ON LAW ENFORCEMENT EDUCATION AND TRAINING

Date: September 9, 2003

To: Officer Jasper Bruner Muscogee Creek nation Lighthorse Police P.O. Box 580 ' Okmulgee, Oklahoma 74447

From: Jackie Cornwell

Ref: Reciprocity Certification

Dear Officer Bruner,

You will find enclosed the Reciprocity certificate and certification card.

We would like to congratulate you, and welcome you to the field of law enforcement.

If we may be of further assistance, please do not hesitate to contact our office at (405)425-2755.



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

19010 1^{st} Avenue South, burien, wa 98148

COMMISSION MEETING

Wednesday, March 8, 2023 10 AM

COMMISSION MEMBERS PRESENT:

De'Sean Quinn (Chair), Councilman, Tukwila Penelope Sapp (Vice Chair), Chief, Marysville Police Department Ken Roske, Alternate (Chief), Pasco Police Department Rosemary Kaholokula, Incumbent Prosecuting Attorney or Municipal Attorney Erik Scairpon, Chief, Marysville Police Department Ryan Dreveskracht, Attorney Presiding over Law Enforcement Practices and Accountability Designee for John Batiste, Paul Cagle Darryl Barnes, Officer or First Line Supervisor Jeffrey Anaya, Officer or First Line Supervisor Walter Kendricks, Citizen at Large Annalesa Thomas, Citizen at Large Trishandra Pickup, Citizen at Large Kurtis Robinson, Citizen at Large Sonia Joseph, Citizen at Large Katrina Johnson, Citizen at Large Bart Logue, Civilian Oversight over Law Enforcement

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 Madelyn Ellison, Administrative Intern, Human Resources

GUESTS PRESENT:

Justin Kato, Assistant Attorney General, WA State Attorney General Teresa Taylor, Executive Director, WACOPS Leslie Cushman, WCPA Tommy Oaks, GMB TVW

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 in person due to the end in the Governor's emergency proclamation. **Chair Quinn** expressed his gratitude to the Commissioners for being present.

Chair Quinn introduced and welcomed Commissioner Kaholokula and Commissioner Barnes to the Commission.

Chair Quinn asked Attorney General Justin Kato and Assistant Attorney General Taryn Jones to further speak on the Governor's Proclamation. Representative Attorney General Justin Kato stated that once emergency declarations end, open public meetings must go back to in-person. Remote meetings are only allowed when emergency declarations are in place.

EXECUTIVE DIRECTOR'S REPORT

Monica Alexander, Executive Director

Director Alexander updated the commission that graduations are happening frequently. **Director Alexander** expressed her thanks to **Commander Gill** and his team for helping conduct graduation and check in new recruits. **Director Alexander** also expressed her thanks to the **Communication Manager** and her team for continuing to livestream during graduations.

House Bill 1586

Director Alexander expressed her concern for the legislation concerning House Bill 1586. Director Alexander stated that the bill would bring a work group to WSCJTC. She then expressed that her main concern aligns with comments she has previously made over a lack of allotted time. **Director Alexander** went into detail concerning requirements that included formulating the workgroup, the hiring process of someone to facilitate said work group, and a report written for the governor and legislature. **Director Alexander** stated that completing these requirements within the limited timeline is not realistic or feasible. **Director Alexander** also noted that some workgroup members will be participating in addition to their day jobs. This will require flexibility in terms of scheduling workgroup meetings. **Director Alexander** clarified that WSCJTC is willing to complete this work but would like the proper amount of time to do so correctly.

Regional Academy Opening

Director Alexander updated the Commission on the decision to open a regional academy in Pasco. Director Alexander noted **Commissioner Roske's** work to speed line the opening process due to a current academy waitlist of 236 people. Each class is limited to 30 people. Subsequently, the current academy wait time is 9 months. **Director Alexander** expressed her

concern, noting that officers are unable to work until they receive certification, while still being paid by the agency that hired them. **Director Alexander** reminded the Commission that it was asked of them to move the opening from the end of July to May 1st in hopes of opening a second regional academy within the year. **Director Alexander** expressed the importance of regional academies while noting the long-term intention of having academies for people to attend near their homes. **Director Alexander** then announced that the Pasco ribbon cutting ceremony will be held on May 3rd at 2:00 pm. She noted that Governor Inslee, Senator Lovick, and several other legislators will be in attendance. **Director Alexander** extended an open invitation to the Commissioners.

WSCJTC Updates

Director Alexander stated that WSCJTC is currently working on obtaining a new facility. **Director Alexander** explained that the current facility lacks infrastructure to hold hybrid classes and extend accessibility for all of WSCJTC's functions, including Commission meetings. **Director Alexander** provided context with an example that if a commissioner wanted to attend the meeting online, they would have the ability to watch a livestream, but not participate because of a lack of resources. **Director Alexander** stated that she informed the Office of Financial Management and the Department of Enterprise Services of her intention to move into a new building by 2025. She expressed the need for a new facility that will provide the space for the amount of classes being held. **Director Alexander** then expressed her thanks to Deputy Director Wills for providing further information on how WSCJTC should be functioning.

Director Alexander then informed the Commission that WSCJTC is currently working on a job task analysis of officers after they leave the academy. The intention is to assess how their basic training has impacted their work.

Director Alexander expressed her thanks to the Commission and staff for all of their hard work. **Director Alexander** opened the floor for questions.

Commissioner Thomas inquired about the policies that would allow someone to graduate from the academy with a record similar to that of Timothy Rankine. **Commissioner Thomas** expressed her concern over graduating officers purely based on academics and asked for details on the other policies in place.

Director Alexander responded that the academy has dismissed officers for other reasons apart from academics. **Director Alexander** clarified that CJTC does not fire or hire officers. They are sent back to their agency, and in some circumstances, said officers will not be allowed to come back. Other times, CJTC has allowed officers to reapply after a 2-year period where their application is then reassessed. Depending on the offense, officers may be allowed to reapply sooner. **Director Alexander** added that there are officers dismissed due to academics – such as failing classes or failing three or more tests. **Director Alexander** then offered to share information concerning the process for dismissal.

Concerning the Pursuit Policy, **Commissioner Kendricks** asked what a reasonable time frame for completion would be. **Director Alexander** explained that if the policy was received by July 2023, the study could be completed and reported back to the legislators by July 2024. **Director Alexander** noted that this would leave time for discussion concerning the policy before the start of legislation in January 2025.

Commissioner Logue referred to **Commissioner Thomas'** inquiry and expressed his concern. He gave an example of instructor(s), who are seasoned officers, stating someone should not be an officer in a formal memo to a department. **Commissioner Logue** stated that although the academy does not hire or fire officers, the academy has the power to not certify officers when instructors express their concern. **Commissioner Logue** asked for verification on a specific process in place that ensures instructor concern is taken into account, even if an officer is succeeding academically.

Director Alexander ensured that she listens to the TAC officers and Commander who are frank about officer progress. When instructors express concern about an officer, the process of sending them back to their agency begins. Once again, **Director Alexander** stated that she will send the Commission the documentation concerning the process and requirements of an officer's reapplication after dismissal. **Director Alexander** stated that although she cannot speak to what happened before she got to CJTC, she can offer information on how the process is currently being conducted.

Commissioner Thomas asked for clarification on if an officer who is sent back to their agency cannot work as a police officer until they graduate from the academy. **Director Alexander** confirmed the statement.

Commissioner Robinson expressed his concern on whether the academy is providing training and services to help officers that are struggling in certain areas of training. Commissioner Robinson added that if an officer's struggle is mitigatable and caught early on, support can and should be provided.

Director Alexander responded that the process of dismissal being discussed is for individuals who are not fit to be officers. **Director Alexander** stated that the academy ensures skills are taught during their grading and constant assessment. She then noted that if an officer shows a lack of morals and competence while under constant supervision at CJTC, then action must be taken.

Commissioner Robinson expressed his thanks.

Director Alexander stated that the process of trainee dismissal begins once the TAC officer, Commander, or anyone involved in training brings up a concern. Once an officer is sent back to their agency, depending on the offense, they are allowed to reapply. **Director Alexander** confirmed that the process is formal and documented. **Director Alexander** stated that the academy understands the potential lawsuits dismissals bring. This encourages further documentation of the process.

Commissioner Logue inquired about what would happen if a lawsuit concerning an officer's dismissal is lost.

Representative Attorney General Justin Kato clarified that this has happened in the past. He stated that as a result of CJTC losing the lawsuit, the officer had been placed back into the academy.

Commissioner Logue asked if there would be a way for the Commission to receive updates on the current lawsuit concerning dismissal. **Director Alexander** agreed to the request.

Commissioner Logue asked if the Commission could play a role in confirming and participating in dismissal decisions. **Director Alexander** responded that moving forward, the Commission may support the decisions. Director Alexander stated that considering CJTC has the most understanding and information on the matter, they must do what they believe is best for the profession and the community.

CERTIFICATION REPORT

Chad Arceneaux, Assistant Director of Certifications

Chad Arceneaux provided a recap on last year's ending numbers. Last year, the certification division received 1,867 agency reports. He defined agency reports as "any report required under RCW 43-101 and 135." **Chad Arceneaux** provided context that considering the current staffing of one manager dedicated to said section, the agency report number is large. He then clarified that agency reports do not simply reflect misconduct. They range from retirements, uses of force, and canine deployments that do not necessarily include misconduct – to instances of sexual assault that would invoke authority of an investigation under 43-101-105. Of the agency reports, 86 of them were notices of separation that related to officer misconduct. Other reports that have potential misconduct were 47. There were 166 third party citizen complaints received through the portal or any other written form. There were 9 investigations from the division itself. There were 34 matters where there was a lack of jurisdiction. **Chad Arceneaux** then stated that last year, of the misconduct related matters, 57 resulted in decline. There were 31 referred to the attorney general's office. There were 12 out of 20 officers who had their certifications revoked based on investigations.

This year, there have been 242 reports as of the end of February. Of those, there have been four notices of separation for misconduct. There have been 55 reports of potential misconduct. 16 complaints of potential misconduct. Four self-initiated investigations. Nine matters they received that there was no jurisdiction for. Four matters referred to the attorney general's office. 12 matters were filed and five matters that resulted in officers losing their certification thus far this year.

Chad Arceneaux stated that there is an effort to alleviate current staffing issues. There are five certification investigation officers and one person for the operations unit. Chad Arceneaux informed the Commission that Certifications is trying to at least recruit a temporary person to help in that department. As of the end of last month there have been 168 cases pending investigator assignment and 86 open and active investigations. This means that before the fifth person was added, it was a caseload ratio of about 20 cases per investigator. Other large agencies cover 3-6 cases per caseload. **Chad Arceneaux** stated that their case load is very high in comparison to their counterparts in other law enforcement agencies. The same can be said for the number of investigators that we have. While the recommendation of the industry is one investigator per 100 sworn officers, we are at one investigator per 2,600 officers. Two short-term independent contracted investigators are currently assisting with backlog cases.

Commissioner Joseph inquired if it was possible to get a copy of the plan for the backlogs. **Chad Arceneaux** responded that there is not a written document. He added that the investigators are bound to follow the priority framework that was created in collaboration with community stakeholders. Prioritization policy dictates which cases are addressed first. **Chad Arceneaux** then stated that to address the issue, they've sought to work with independent contractors who are not bound by the same restrictions.

Commissioner Joseph inquired if it was possible to receive a copy of the report. **Chad Arceneaux** agreed to send the report.

Commissioner Pickup inquired if there were circumstances that would ignite an immediate decertification process. **Commissioner Pickup** mentioned an example of officers convicted of rape who have been fired from their agencies but still hold certification.

Chad Arceneaux responded that people who have been convicted will have their certification revoked. He stated that the main issue is a lack of staff and therefore lack of people able to process those documents.

Commissioner Pickup clarified if that meant there was no one able to conduct the desertification process. Commissioner Pickup expressed her concern for this, considering the severity of the matter.

Chad Arceneaux expressed his agreement of the serious matter. He clarified that because there are only five investigators, they are trying to work within the priority policy they've been given. **Chad Arceneaux** then stated that regardless of documented desertification, convicted felons cannot be police officers. He added that the priority is to process decertification of people with misconduct who are allowed to work until the process is complete.

Commissioner Logue inquired if Certifications had vacancies in their department. **Chad Arceneaux** responded that they are technically at maximum staffing, which means legiltati0on would need to be changed to continue hiring.

Commissioner Logue inquired if the findings are published for the public. **Chad Arceneaux** responded that the database is open on the certifications webpage.

Chad Arceneaux responded to an inquiry from **Commissioner Johnson** that the reporting agencies are diligently trying to comply. Currently, Certifications does not know if agencies are compliant with 135's reporting requirements. **Chad Arceneaux** stated that Certifications is working with the state auditor's office to create a statewide program to see if agencies are reporting and doing so accurately. The goal is to implement said program by the summer of this year. Until the program launches, Certifications is trying to educate agencies about their responsibility and duty concerning this.

Commissioner Thomas stated that she was recently contacted by a citizen with a complaint. **Commissioner Thomas** read the public comment that she had received from a citizen about an officer who had received multiple complaints over the span of ten years including multiple incidents of excessive force.

Chad Arceneaux acknowledged that the allegations stated in the public comment are concerning. He then stated that if there are complaints that relate to a specific case, he cannot speak on any active investigation with the Commission. **Commissioner Thomas** expressed her severe concern with the public comment. **Chad Arceneaux** stated that assuming this is an active case, unfortunately, he cannot speak to this.

Chair Quinn inserted himself to facilitate the conversation. **Chair Quinn** stated that public comments concerning such issues could be sent to any of the Commissioners. He then opened the issue by inquiring about contextual pieces that can help the Commission better understand how to approach such a topic.

Commissioner Robinson expressed that he believes this points to a need for more time. **Commissioner Robinson** proposed that the Commission set up the time, space, and resources available to the commission to address this.

Chair Quinn added that meetings do not have to be in person. He then expressed the importance of letting staff respond to these issues, because it might get at the root of the information needed. **Chair Quinn** suggested an initial step to track the questions that were

articulated and get a recommendation from staff on how to proceed afterward before directly going into a meeting.

Director Alexander stated that a lack of resources is a large part of the issue. She expressed her concern for overworking staff who are conducting the cases and are aware of the importance of this work. **Director Alexander** noted that without the resources to conduct these investigations, the problem can not be solved.

Commissioner Thomas inquired about how the lack of resources will be addressed. **Director Alexander** responded that it is addressed through legislative process.

Chair Quinn stated that a byproduct of people speaking up when they see misconduct is an increase in case loads. He expressed that the Commission has an obligation to make sure we understand and advocate holistically for additional resources and first understand the depth of the problems.

Commissioner Thomas inquired if the Commission as a body, has the authority to go to the government with these issues.

Director Alexander stated that since the Commission works for the governor, the Commission must advocate for resources while the Governor's budget is being allocated. Formal submissions of needs to financial management and our budget office will need to happen early on for them to be met.

Chair Quinn called for break at 11:42 **Chair Quinn** called the meeting back to order at 11:53

Chair Quinn called for a consensus to alter the agenda. The first request was to extend the agenda for 30 minutes. The second request was to move Variants and Canine up as the next agenda items, while tabling the IIT Best Practices. **Commissioner Kendricks** moved to approve the agenda adjustment. **Commissioner Kaholokula** seconded the motion. <u>The</u> <u>motion passed unanimously.</u>

VARIANCE

Mike Devine, Certifications Division Manager

Variance application from the Tulalip Tribal Police Department by **Chief Sutter** and **Officer Bruner**.

They requested variance to wave his certification reinstatement with permission for him to attend the state equivalency academy. **Mike Devine** stated that the Certifications Division reviewed the application, and he does meet the requirements.

Chief Sutter thanked the Commission for the consideration of his request for variance. Chief Sutter spoke to Officer Bruner's law enforcement career as Chief of police for five years at the Neah Bay Police Department. Chief Sutter noted Officer Bruner's 22 years of law enforcement experience and qualifications.

Officer Sutter introduced himself to the Commission and described his 22 years of experience as an officer.

Chair Quinn opened for questions.

Commissioner Robinson moved to approve the motion.

Vice Chair Sapp seconded the motion. Motion passed unanimously.

Application For Four Canine Evaluators

Mike Devine stated that the requests were for recertification for one evaluator and the approval of three additional evaluators.

He stated that all officers are in good standing and in compliance with WSCJTC training standards.

Commissioner Barnes requests to recuse from voting on Officer Stewart. Commissioner Anaya requests to recuse from voting on Officer Epperson.

Officer Kevin Miller to be recertified. **Commissioner Kendricks** motioned to approve. **Commissioner Logue** seconded the motion. <u>The motion passed unanimously.</u>

Officer Devin Bagby to be approved as a Canine Evaluator. **Commissioner Logue** motioned to approve. **Commissioner Anaya** seconded the motion. <u>The motion passed unanimously.</u>

Officer Rocky Epperson. Commissioner Anaya recused. **Vice Chair Sapp** motioned to approve. **Commissioner Logue** seconded the motion. <u>The motion passed unanimously.</u>

Officer Nicholas Stewart to be hired. **Commissioner Barnes** recused. **Commissioner Logue** motioned to approve and seconded. <u>The motion passed unanimously.</u>

Update on Canine Workgroup Panel/ Canine Model Policy

Mike Devine provided K9 Workgroup Advisory panel updates – training standards and best practices. Currently, two active members represent the interests of WSPCA, two active members represent the interests of the Pacific Northwest Law Enforcement Canine Association, two active Canine professionals representing the interests of unaffiliated associations, and one to two CEO-level law enforcement professionals.

Asking for an additional community member and a commission member on the panel. Mike Devine stated to notify Operations Manager Valerie Weaver if interested.

OLD BUSINESS

Approval of Meeting Minutes

Chair Quinn called for review and approval of the meeting minutes from December 14th, 2022. Commissioner Sapp motioned with a second from Commissioner Joseph. Robinson and Kaholokula abstained. The motion passed unanimously.

Commissioner Kendricks suggested an extension of time to the meeting.

Commissioner Robinson suggested an extension to three hours for future meetings.

Chair Quinn adjourned the meeting at 12:34 PM.

	Canine Evaluator Applications												
Evaluator Name	Contact Email	Agency	Discpline applying for	Submitted	Years Certified as an Evaluator	# of years of	Trainer w/ recognized organization	Previous Certification	ID course or equivalent	Submitted Letter from Agency	Submitted Training	Date of last bias class	Certification in good standing
Devon Stratton	devon.stratton@kingcounty.gov	King County Sheriff's Office	Patrol	x	5	12	WSPCA	5/14/2023	ID - 12/21/2018	Sgt. Eric Gagnon	yes	2/15/2023	yes
Erik Prange	ecprange@doc1.wa.gov	Department of Corrections	Narcotics	x	n/a	9	WSPCA	n/a	ID - 3/14/2025	Investigator Patrick Brady	yes	4/23/2025	n/a

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

TO:	Commissioners
FROM:	Certification Bureau
SUBJECT:	Evaluator Application / King County Sheriff's Office - Deputy Stratton and Department of Corrections - Corrections Officer Prange



Greetings Commissioners:

DATE: 05/21/2025

Certification received two canine evaluator applications for consideration under WAC 139-05-920. The application, supporting documents, and a summary of each applicant's requirements are attached to this request.

King County Sheriff's Office Deputy Deven Stratton:

- Deputy Deven Stratton has been employed with the King County Sheriff's Office since 2008.
- He has been a certified canine team handler since 2014 and a certified canine evaluator since 2020.
- The Washington State Police Canine Association granted Deputy Stratton the title of Master Trainer for Patrol Dogs in 2023.
- Deputy Stratton has completed all required training, including LETCSA 4050- Introduction to the Historical Intersection of Race and Policing on February 15, 2023.
- Deputy Stratton currently has no open complaints with King County. However, the WSCJTC has initiated two investigations based on agency reporting forms. The first investigation, which remains ongoing, was triggered by a 1915 form submitted on September 16, 2022. The second investigation stemmed from a 1916 form related to a K9 deployment that resulted in serious injury; this case has been reviewed and administratively closed.

Department of Corrections (DOC) – Corrections Officer Eric Prange:

- CO Officer Prange has been employed with the DOC since 2008.
- CO Officer Prange currently has no open complaints. Corrections Officers employed with the DOC are not certified, and the agency is not required to notify WSCJTC per RCW 43.101.135.
- CO Officer Prange completed the Instructor Development course on March 14, 2025.
- He completed the LETCSA 4050 Introduction to the Historical Intersection of Race and Policing on April 23, 2025.
- The Washington State Police Canine Association granted Deputy Stratton the title of Master Trainer for Patrol Dogs in 2025.



CERTIFIED CANINE EVALUATOR APPLICATION

Send completed packets to: <u>certmail@cjtc.wa.gov</u>

The fo	llowing documentation must be submitted for Commission approval on all applications for canine evaluators:					
	 Copy of certificate certifying to <u>WAC 139-05-915</u> with at least 4 years' experience in the discipline they are applying. Agency transcript showing compliance with all mandated training including <i>Implicit Bias in Policing</i> or equivalent in the last 5 years. Certificate of recognition as a trainer of canines, in the discipline they are applying, by a professional organization of police and/or corrections dog handlers/trainers (includes departments and associations). If recognition is by a department, the applicant must provide what process was followed to be recognized as a trainer of canines by that department. Date of completion of the CJTC Instructor Development class or other approved* CJTC Instructor Course. 3-14-25 Letter and resume detailing how the applicant meets the above criteria. 					
 Letter from home agency supporting the applicant's position as an evaluator for the CJTC to certify teams on depart time, as approved. Official CJTC transcript showing the applicant is a fully commissioned Washington State Certified Peace or Correctio Officer. 						
	~					
Applic	ant's Full Name: Applicant's Home Agency: D.O.C C.B.C.C.					

ERIK CHARLES PR	ANGE	D.O.C (BCC
Applicant's Email Address:		Applicant's Contact	t Phone:
ecprange@doc1.wa	.gov	360.20	3.1419
Years of canine handler experience:	Which organization	(s) recognizes you as	a trainer of canines:
APPROX. 9 YHRES	WSPCH	ł	
Which discipline are you applying to e	valuate? (Mark all that ap	ply)	
PATROL	EXPLOSIVE DET	ECTION	NARCOTIC DETECTION
			X
*If other approved CJTC Instructor Cou	urse, please explain:		

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

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

ALAM Signed this day of Washington. 1 , in **Applicant's Signature**

To: Washington State Criminal Justice Commission

From: Erik C. Prange – K9 Officer – Clallam Bay Corrections Center

Subject: Canine Evaluator Application Letter

To whom it may concern,

I am applying to become an evaluator because I truly believe in the use of narcotic detection canines in the realm of law enforcement and upholding standards of this profession. I have been a K9 Officer for approximately 9 nine years. Almost from the start, I was assisting in teaching new K9 Officers and their dogs at the Washington State Department of Corrections K9 Academy. I have been a K9 Trainer for Washington State Police Canine Association for over 4 years. I have met all the qualifications listed on the CJTC Certified Canine Evaluator Application form.

Thank you for your consideration,

Ciplage

Erik C. Prange

K9 Officer

CBCC-DOC

360.640.9175



DEPARTMENT OF CORRECTIONS CLALLAM BAY CORRECTIONS CENTER 1830 EAGLE CREST WAY, CLALLAM BAY, WA 98326-9723

INTELLIGENCE & INVESTIGATION UNIT PHONE: (360) 203-1234

4/28/25

To: Washington State Criminal Justice Training Commission

From: Ed Brady – Chief Investigator – Clallam Bay Corrections Center

Subject: DOC K9 Officer Erik Prange – Canine Evaluator Application

Please accept this letter in support of Canine Officer Erik Prange as he seeks certification as a Canine Evaluator through the Washington State Criminal Justice Training Commission (CJTC). As Officer Prange's current supervisor, I fully support his potential role in evaluating other canine handlers on their journey to state certification. We appreciate the commission's efforts and willingness to consider Officer Prange as a CJTC-approved evaluator and understand this may occur on department time as needed. If I can provide any assistance or answer any questions, please do not hesitate to contact me at any time.

Patrick "Ed" Brady Washington State Department of Corrections



Investigator 3 / Investigation & Intelligence Unit Clallam Bay Corrections Center 1830 Eagle Crest Way Clallam Bay, WA 98326 Desk: (360) 203-1234 Cell: 360-640-8721 Email: pebrady@doc1.wa.gov

Erik Charles Prange

DOC-CBCC K9 Officer

360.460.8351

ecprange@doc1.wa.gov

Objective: To become a Certified Canine Evaluator for CJTC

Experience:

2006-2007	Park Ranger for Clallam County Parks	

- 2007-2011 Reserve Deputy for Clallam County Sheriff's Dept.
- 2008-now Corrections Officer-Washington State Department of Corrections
 - ERT member 2011-2018
 - 1st Aid/CPR Instructor 2010-2016
 - Defensive Tactics Instructor 2014-currently
 - K9 Officer 2016-currently
 - Evaluated potential Narc dogs.
 - o Assisted in many Narc classes.
 - Run K9 demos and presentations.
 - Certified with 5 detections K9s.
 - Been a WSPCA Member in good standing since 2016.
 - K9 Trainer with WSPCA since September of 2021
 - Co-instructed six-week K9 Academy as the Primary Trainer, which included "green teams."
 - Work and train with other departments.
 - DEA
 - OPNET
 - Border Patrol
 - Many others

Activities:

Hiking, Biking, and Camping

Training History Report



WA State Criminal Justice Training Commission

For: Prange, Erik C. Student ID 0356-1790

Prange, Erik C.	ange, Erik C. Person Status SSN		DOB Gender Male	EEOC No Respon	se				
Employment									
χ.		Most Recent							
Organization	Active Dates	Title/Rank	Employment Assignment	Appointment Type	Current Status				
Clallam Bay Corrections Center (Primary)	04/21/2008 - Current	Corrections Officer	K-9 Section	Non-Certified Corrections Officer (WA DOC)	Active				
Clallam County Sheriff's Office	05/01/2007 - 04/20/2008	Reserve Peace Officer		Non-Certified Reserve Officer – Recruit	Inactive				

Certifications

Name	Issued	Expiration	Status
Certified Narcotic Detection Canine Team - Team 2	05/21/2024	05/21/2026	Active (Active)
Certified Narcotic Detection Canine Team - Team 3	01/09/2025	01/09/2027	Active (Active)
Certified Narcotic Detection Canine Team With Marijuana Elective	04/21/2020	01/10/2026	Active (Active)
Certified Narcotic Detection Canine Team	11/12/2018	01/01/2025	Team Disbanded (Inactive)

Training

Upcoming, Ongoing, & Unconfirmed

No upcoming & ongoing training data exists.

Current Period to Date (01/01/2025 - 04/24/2025)

Course/Title (Course No.)	Training Date	25	Grade	Status	Training Category	Hours
LETCSA - 4050 - Introduction to the Historical Intersection of Race and Policing	04/14/2025	04/23/2025		Completed - Passed	LETCSA	3h 0m
Instructor Development - 2001-44 Instructor Development (Yakima)	03/10/2025	03/14/2025		Graduated - 03/14/2025		40h 0m

Previous Period (01/01/2024 - 12/31/2024)

No previous year training data exists.

Other Periods (through 12/31/2023)

Course/Title (Course No.)	Training Dates		Grade	Status	Training Category	Hours
Inactive Program - 0080-13 Basic Reserve Officer Academy (272 hrs) (1)	01/23/2007	05/26/2007		Graduated 05/26/200		272h 0m

(43h 0m)

Total Hours

.



For: Prange, Erik C. Student ID 0356-1790

Total Hours (272h 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	122576	
Profile Comments (Must Initial & Date)	Corrections Officer	

For Official Use Only

TRAINING TRANSCRIPT FOR ERIK CHARLES PRANGE

List of completed activities from 7/1/2019 to 4/23/2025 Username: 20023575

Primary domain: Department of Corrections (DOC)

Manager: Patrick E. Brady

ACTIVITIES

Estimated Credit Score Activity Completion Date . Hours ILT Course: DOC Firearms Qualification 8/9/2019 0 ILT Course: DOC Defensive Tactics Prison 9/5/2019 0 ILT Class: DOC Control Impedance Tactics/OC B FY20 - Instructor 9/5/2019 Fulfillment ILT Course: DOC Facilitator Development 9/9/2019 0 ILT Course: DOC Control Tactics/OC Prison 9/9/2019 0 ILT Class: DOC Control Impedance Tactics/OC A FY20 - Instructor 9/9/2019 Fulfillment OnLine Course: DOC Fire Extinguisher Training FY20 10/21/2019 0 100 100 OnLine Course: DOC Infectious Disease Prevention FY20 11/3/2019 0 100 OnLine Course: DOC Initial Safety Orientation-Updated (for all staff) FY20 12/13/2019 0 100 OnLine Course: DOC PREA Disclosure Acknowledgement FY20 4/10/2020 0 5 88 OnLine Course: WA State IT Security Awareness Training - Refresher 4/10/2020 Training 100 OnLine Course: DOC Proper Use of PPE 0 4/27/2020 OnLine Course: DOC Proper Use of PPE 4/27/2020 100 0 OnLine Course: DOC Emergency Management System FY20 5/4/2020 ILT Course: DOC Emergency Management System FY20 5/4/2020 0 ILT Course: DOC PREA Annual FY20 5/4/2020 0 OnLine Course: DOC PREA Online FY20 5/4/2020 0 100 ILT Course: DOC Sexual Harassment Prevention for Supervisors FY20 0 5/6/2020 OnLine Course: DOC Sexual Harassment Prevention for Supervisors FY20 5/6/2020 0 ILT Course: DOC Prison Safety FY20 5/6/2020 0 OnLine Course: DOC Prison Safety FY20 5/6/2020 0 ILT Course: DOC Suicide Prevention FY20 5/7/2020 0

E-mail: ecprange@DOC1.WA.GOV

Primary organization: PRISONS - CBCC

	OnLine Course: DOC Suicide Prevention FY20	5/7/2020	0	
	OnLine Course: DOC Verbal De-escalation Training AIS FY21	5/7/2020		
	ILT Course: DOC Verbal De-escalation Training AIS FY20	5/7/2020	0	
Egl	WA STATE Curriculum: DOC - WA State IT Security Awareness Training	2/16/2021		92.85
Egi	WA STATE Curriculum: DOC - WA State Suicide Awareness	3/8/2021		
Egl	Curriculum: DOC Quantisal Collector Training and Assessment	4/15/2021		100
	Curriculum: DOC PRISONS AIS FY21	6/14/2021		100
	Curriculum: DOC AIS FY21 ALL	6/14/2021		93.33
	OnLine Course: DOC Wildfire Smoke Safety	7/28/2021		
	OnLine Course: DOC Emergency Management Systems FY22	12/14/2021		
	OnLine Course: DOC Fire Extinguisher FY22	12/22/2021		100
	OnLine Course: DOC Infectious Disease Prevention FY22	12/23/2021		
	OnLine Course: DOC Outdoor Heat Exposure FY22	12/23/2021		
	OnLine Course: DOC Mission, Vision, & Values (VNA)	1/11/2022		
	OnLine Course: DOC Prison Safety Dynamic Security FY22	1/11/2022		
	OnLine Course: DOC PREA Online All Staff FY22	1/12/2022		100
E9	WA STATE Curriculum: DOC - WA State Suicide Awareness FY22	1/12/2022		
Egi	WA STATE Curriculum: DOC - WA State IT Security Awareness Training FY22	5/14/2022		92.85
C.	WA STATE Curriculum: DOC - WA State IT Security Awareness Training - AIS FY23	5/14/2022		92.85
Egi	WA STATE Curriculum: DOC - WA State Sexual Harassment Prevention for All Employees FY22	5/14/2022		
	OnLine Course: DOC 12 or 15 Passenger Van	6/4/2022		90.9
	Document: DOC AIS FY22 PRISONS- ONLINE COMPLETION	6/30/2022		
	Document: DOC AIS FY22 NON-SUPERVISOR- ONLINE COMPLETION	6/30/2022		
	Document: DOC AIS FY22 ALL- ONLINE COMPLETION	6/30/2022		
	OnLine Course: DOC Fire Prevention and Extinguisher Training - AIS FY2	23 11/22/2022		
	OnLine Course: DOC Infectious Disease Prevention - AIS FY23	2/3/2023		
	^b WA STATE Curriculum: DOC - WA State Ethics in State Government	3/6/2023		
	WA STATE Curriculum: DOC - WA State Ethics in State Government - AIS FY23	3/6/2023		14
	OnLine Course: REQUIRED: Who We Are: A Chronicle of Racism in America – Film	3/6/2023		
	OnLine Course: DOC PREA for All Non-CCD Staff - AIS FY23	5/7/2023		100
	OnLine Course: DOC Outdoor Heat Exposure FY23	5/7/2023		100
	OnLine Course: DOC Emergency Management Systems - AIS FY23	5/7/2023		

	OnLine Course: DOC Respiratory Protection Awareness Training	5/7/2023		
	OnLine Course: DOC Introduction to Information Governance - AIS FY23	5/7/2023		
	OnLine Course: DOC Prison Safety Dynamic Security - AIS FY23	5/7/2023		
	ILT Course: DOC Firearms Qualification - Prisons	5/31/2023		
	OnLine Course: DOC Fentanyl and Safety Awareness Training	9/18/2023		
	OnLine Course: DOC Fire Prevention and Extinguisher Training - AIS FY24	2/24/2024		
	ILT Course: DOC Staff Health and Wellness	5/16/2024		
	ILT Class: DOCFY24 AIS Staff Health and Wellness	5/16/2024		
	OnLine Course: DOC Infectious Disease Prevention - AIS FY24	5/16/2024		
	OnLine Course: DOC Outdoor Heat Exposure FY24	5/16/2024		
	OnLine Course: DOC Introduction to Information Governance - AIS FY24	5/16/2024		
	WA STATE Curriculum: DOC - WA State Ethics in State Government - AIS FY24	5/16/2024		
	ILT Course: DOC Prison Safety - AIS FY24	5/16/2024		
	ILT Class: DOCFY24 AIS Prison Safety	5/16/2024		
G	ILT Course: DOC First Aid/CPR	5/17/2024		
	ILT Class: DOCFY24 First Aid/CPR	5/17/2024		
	OnLine Course: DOC Transgender Searches - AIS FY24	5/24/2024		
	WA STATE Curriculum: DOC - WA State Suicide Awareness - AIS FY24	5/25/2024		
	OnLine Course: DOC Retaliation Training - AIS FY24	6/2/2024		
	OnLine Course: DOC Transgender Fluency FY24	6/17/2024		
	OnLine Course: DOC Behavioral Health Impacts - Pandemic Resiliency FY24	6/21/2024		
	OnLine Course: DOC Wildfire Smoke Safety Training	6/22/2024		
	OnLine Course: DOC Preventing Sexual Abuse and Sexual Harassment - AIS FY24	6/22/2024		100
	OnLine Course: DOC Emergency Management Systems - AIS FY24	6/22/2024		
	Document: AIS FY24 OLT Completion - Operations and Prisons	6/30/2024		
1	ILT Course: DOC Defensive Tactics Instructor Recertification	8/26/2024	0	
	OnLine Course: DOC Behavior Observation Entries - AIS FY25	11/22/2024		
	OnLine Course: DOC Fire Prevention and Extinguisher Training - AIS FY25	5 11/22/2024		100
	OnLine Course: DOC Infectious Disease Prevention - AIS FY25	12/12/2024		100
	OnLine Course: DOC Outdoor Heat-Illness Prevention - AIS FY25	12/12/2024		90
	OnLine Course: DOC Resolution Program Training - AIS FY25	12/21/2024		
	OnLine Course: DOC Medications for Opioid Use Disorder Awareness - AIS FY25	12/30/2024		

	OnLine Course: DOC Introduction to Information Governance - AIS FY25	12/30/2024	
	OnLine Course: DOC Respiratory Protection Awareness Training - AIS FY25	12/30/2024	
	WA STATE Curriculum: DOC - WA State Ethics in State Government - AIS FY25	4/13/2025	
	OnLine Course: DOC Transgender Cultural Fluency - AIS FY25	4/13/2025	
	OnLine Course: DOC Preventing Sexual Harassment and Sexual Abuse in Prisons - AIS FY25	1 4/13/2025	100
	OnLine Course: DOC Trauma-Informed Practices - AIS FY25	4/13/2025	
C.	Curriculum: WA State IT Security Training	4/13/2025	90

SELF-REPORTED TRAINING

Activity	Completion Date 🛩	Estimated Credit Hours	Score
Class (Self Reported Training): STATIS Course Training Records			a needs under a Soleta rec

Class (Self Reported Training): STATIS Curriculum Training Records

Washington State Criminal Justice Training Commission

Recognizes that

Erík C. Prange & Ghost

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

Narcotic Detection Canine Team

Brad Smith Certified Canine Evaluator



January 9, 2025 Certification Date

Expiration: Automatically in 24 months

	© COES IN 80
Washington State Criminal Justice	
Training Commission	
Hereby recognizes that	
Erik C. Prange	
Has satisfactorily completed the 40-hour course of instruction in	
Instructor Development I (2001)	
Granted March 14, 2025	
See Andaly	

Washington State Criminal Justice Training Commission

Hereby recognizes that

Erik C. Prange

Has satisfactorily completed the online course of instruction in

4050 - Introduction to the Historical Intersection of Race and Policing

23rd day of April, 2025

Hours 3h 0m

0356-1790

Olympic Peninsula Narcotics Enforcement Team

hereby certifies that

Erik Prange

has completed the 4-hour training course in

Drug Enforcement for Criminal Justice Professionals

granted this 27th day of July 2018

Detective Michael G. Grall, Instructor



LET IT BE KNOWN BY ALL THAT THE

WASHINGTON STATE POLICE CANINE ASSOCIATION

HEREBY DOES GRANT AND BESTOW THE TITLE OF

MASTER TRAINER NARCOTIC DETECTION DOG

UPON

ERIC PRANGE DEPARTMENT OF CORRECTIONS

in recognition of demonstrated knowledge and ability in the field of police canine training on this 14th day of May 2025.

WSPCA/President



Association

LET IT BE KNOWN BY ALL THAT THE

WASHINGTON STATE POLICE CANINE ASSOCIATION

HERBY DOES GRANT AND BESTOW THE TITLE OF

NARCOTIC DETECTION DOG TRAINER

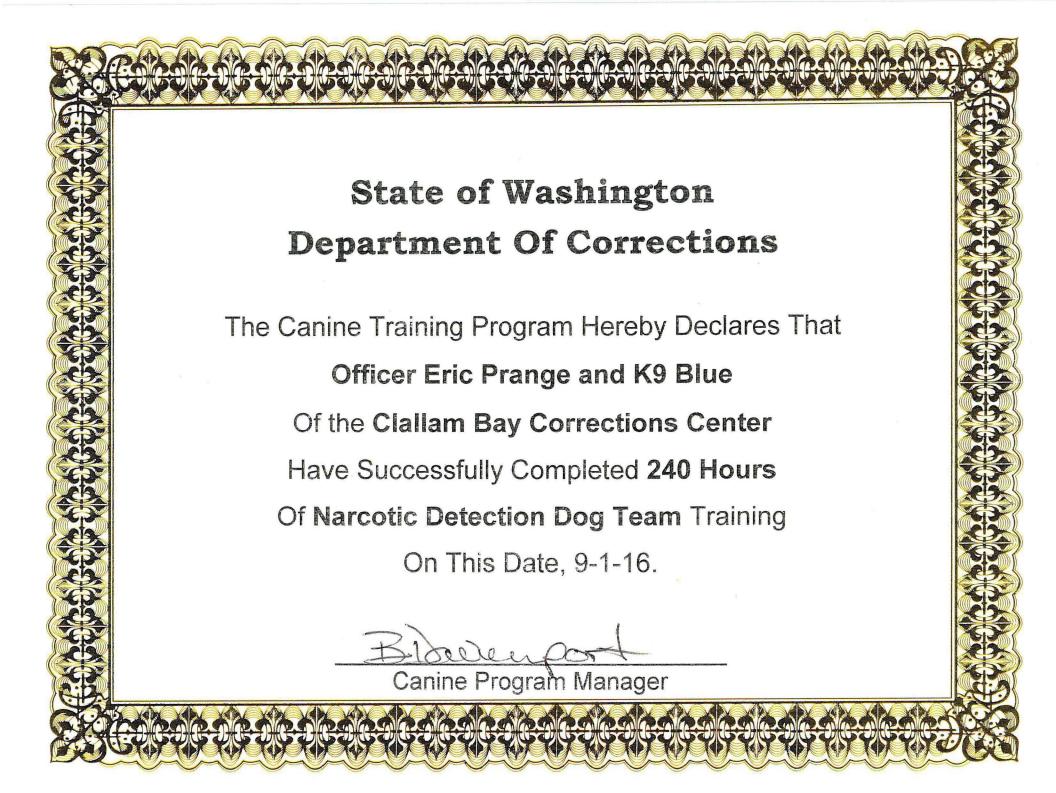
UPON

ERIK PRANGE

Department of Corrections

in recognition of demonstrated knowledge and ability in the field of police canine training on this 28th day of September 2021

CA President Issued September 28th, 2021





CERTIFIED CANINE EVALUATOR APPLICATION

Send completed packets to: <u>certmail@cjtc.wa.gov</u>

The following	documentation must be submitted for Commission approval on all applications for canine evaluators:
🗹 Сору о	f certificate certifying to <u>WAC 139-05-915</u> with at least 4 years' experience in the discipline they are applying.
Agency last 5 y	r transcript showing compliance with all mandated training including <i>Implicit Bias in Policing</i> or equivalent in the rears.
	cate of recognition as a trainer of canines, in the discipline they are applying, by a professional organization of and/or corrections dog handlers/trainers (includes departments and associations).
• • • • • • • • • • • • • • • • • • •	If recognition is by a department, the applicant must provide what process was followed to be recognized as a trainer of canines by that department.
	f completion of the CJTC Instructor Development class or other approved* CJTC Instructor Course. 12/21/2018 and resume detailing how the applicant meets the above criteria.
	from home agency supporting the applicant's position as an evaluator for the CJTC to certify teams on department s approved.
	CITC transcript showing the applicant is a fully commissioned Washington State Certified Peace or Corrections

Applicant's Full Name:		Applicant's Home Agency:				
Devon Stratton		King County	/ Sheriff			
Applicant's Email Address:		Applicant's Contact Ph				
Devon.Stratton@kingco	ounty.gov	206-423-09	50			
		(s) recognizes you as a t				
12 years	Nashingto	n State Polic	ce Canine Assc.			
Which discipline are you applying to eva	aluate? (Mark all that ap	pply)				
PATROL			NARCOTIC DETECTION			
*If other approved CJTC Instructor Cour						
I recognize this is an application for certification or training to the Commission (See <u>RCW 43.101.105(3)(c)</u>); therefore, I hereby attest that I have read and understand the requirements outlined in the CJTC Policy " <u>K-9 Certification</u> <u>Requirements</u> " and <u>WAC 139-05-915</u> . I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.						
<u> - Berner and Anna and Anna and Anna ann an Anna a</u> nn an Anna ann an Anna Anna anna a						
Signed this <u>8</u> day of May	,20 ²⁵ , in_ ^{Ma}	aple Valley	, Washington.			
DEVON STRATTEN						
Applicant's Signature						



KING COUNTY SHERIFF'S OFFICE 516 Third Avenue, W-116 Seattle, WA 98104

Mitzi G. Johanknecht Sheriff

Deputy Devon Stratton King County Sheriff's Office 22300 SE 231 ST Maple Valley WA 98038 Patrol K9 Devon.Stratton@kingcounty.gov

I am re-applying for the position of WAC Patrol Canine Team Evaluator. I have been a certified CJTC Evaluator since 2020, I am a Washington State Police Canine Association Master trainer. I have been a WAC certified patrol K9 handler since 2014. I have completed CJTC instructor development course.

I currently work as a Deputy with the King County Sheriff's Office and I have been a Deputy with King County since 2008 with no breaks in service. My agency supports my request to be an evaluator and I have attached my certifications, letters and training transcript.

Work Experience

- Hired by King County Sheriff 2008- present
- Patrol k9 handler 2014-present
- Patrol K9 WAC Evaluator since 2020

Education/ training

- State Certified Instructor Development Certification -12/2018
- WSPCA trainer since 2019
- WSPCA Master Trainer since 2023
- WAC Patrol K9 evaluator since 05/2020



KING COUNTY SHERIFF'S OFFICE 516 Third Avenue, W-116 Seattle, WA 98104

Patricia Cole-Tindall Sheriff

May 7th, 2025

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

Deputy Devon Stratton WSCJTC Canine Evaluator Request

To whom it may concern,

Deputy Devon Stratton has served as a commissioned deputy with the King County Sheriff's Office for 16 years and has been a patrol K9 handler for the past 12 years. He is currently working with his fourth generalist patrol K9 and also holds the position of patrol K9 unit trainer.

Since May 2023, Deputy Stratton has served as a Master Trainer with the Washington State Police Canine Association. He has been a Certified Canine Evaluator in the patrol discipline through the Washington State Criminal Justice Training Commission (WSCJTC) since May 2020. He successfully completed the CJTC Instructor Development Course on December 21, 2018. His continued certification as a Canine Evaluator stands to benefit not only our agency, but also those agencies that receive training support from us.

Deputy Stratton demonstrates the professionalism, expertise, and experience necessary to fulfill these responsibilities. He has the full endorsement of the King County Sheriff's Office to serve as a trainer and to conduct WSCJTC Canine Evaluations.

Thank you for your consideration.

Sincerely,

Sergeant Eric Gagnon Patrol K9 Unit King County Sheriff's Office 516 Third Avenue, Room W-116 Seattle, WA 98104 Tel: (206) 423-1137



For: Stratton, Devon Student ID 1000-4599

Stratton, Devon

mployment							
		Most Recent					
Organization	Active Dates		Title/Rank		ployment ignment	Appointment Type	Current Status
King County Sheriff's Office (Primary)	12/04/2008 - Curr	rent	Deputy			Certified Peace Officer	Active
ertifications							
Name		Issued		Expiration		Status	
Annual Crisis Intervention Tea	m Training Online	11/03/2017	7	01/02/2026		Active (Active)	
Certified Patrol Canine Team -	Team 3	03/29/2023	3	03/29/2025		Active (Active)	
Certified Patrol Canine Team I	Evaluator	05/14/2020)	05/14/2025		Active (Active)	
LED April 2020 Certificate		11/14/2020)	Never Expi	res	Active (Active)	
LED June 2020 Certificate		11/15/2020)	Never Expi	res	Active (Active)	
LED March 2020 Certificate		11/13/2020)	Never Expi	res	Active (Active)	
LED May 2020 Certificate		11/14/2020)	Never Expi	res	Active (Active)	
Peace Officer Certification		05/05/2009)	Never Expi	res	Active (Active)	
The Criminal Legal System: St Inequalities, Monetary Sanctio Reform		02/03/2022	2	Never Expi	res	Active (Active)	
Certified Patrol Canine Team -	Team 2	06/24/202	1	11/28/2022		Team Disbanded (Inactive)	
Certified Patrol Team Canine		07/30/2019)	03/24/2021		Team Disbanded (Inactive)	

Training

Upcoming, Ongoing, & Unconfirmed

Training Dates	Grade	Status	Training Category	Hours
03/09/2022		In Progress	Law Enforcement Digest	0h 0m
04/13/2021		Assigned		1h 0m
04/13/2021		Assigned		1h 0m
04/13/2021		Assigned	Law Enforcement Digest	1h 0m
	03/09/2022 04/13/2021 04/13/2021	03/09/2022 04/13/2021 04/13/2021	03/09/2022 In Progress 04/13/2021 Assigned 04/13/2021 Assigned	Training DatesGradeStatusCategory03/09/2022In ProgressLaw Enforcement Digest04/13/2021Assigned

Total Hours (3h 0m)



AND HINGTON

WA State Criminal Justice Training Commission

02/27/2025

For: Stratton, Devon Student ID 1000-4599

Current Period to Date (01/01/2025 - 02/27/2025)

Course/Title (Course No.)	Training Dat	es	Grade	Status	Training Category	Hours
Crisis Intervention - Annual CIT Online Course (2025)	01/02/2025	01/02/2025		Completed - Passed	CIT Crisis Intervention Team	2h 0m
					Total Hours	(2h 0m)
Previous Period (01/01/2024 - 12/31/2024)						
Course/Title (Course No.)	Training Dates	õ	Grade	Status	Training Category	Hours
Law Enforcement Digest - LED 2024 April	09/17/2024	09/17/2024		Completed - Passed	Law Enforcement Digest	1h 0m
Law Enforcement Digest - LED 2024 July	09/17/2024	09/17/2024		Completed - Passed	Law Enforcement Digest	1h 0m
Law Enforcement Digest - LED 2024 June	09/17/2024	09/17/2024		Completed -	Law Enforcement	1h 0m

Law Enforcement Digest - LED 2024 June	09/17/2024	09/17/2024	Passed	Enforcement Digest	1h 0m
Law Enforcement Digest - LED 2024 May	09/17/2024	09/17/2024	Completed - Passed	Law Enforcement Digest	1h 0m
LETCSA - 4090 Introduction to Indigenous Concepts and Culture	08/19/2024	08/19/2024	Completed - Passed	LETCSA	2h 0m
Crisis Intervention - Annual CIT Online Course (2024)	01/04/2024	01/04/2024	Completed - Passed	CIT Crisis Intervention Team	2h 0m

Other Periods (through 12/31/2023)

Course/Title (Course No.)	Training Date	25	Grade	Status	Training Category	Hours
LETCSA - 4080 - Understanding the Diversity an Complexity of Asians and Asian American Communities	d 11/30/2023	11/30/2023		Completed - Passed	LETCSA	1h 30m
Duty to Intervene - 8898 - Duty to Intervene	08/03/2023	08/04/2023		Completed - Passed	LETCSA	3h 0m
LETCSA - 4070 - People First: Awareness, Challenges, and Response to Poverty and Recidivism	07/18/2023	07/20/2023		Completed - Passed	LETCSA	1h 0m
LETCSA - 4050 - Introduction to the Historical Intersection of Race and Policing	02/14/2023	02/15/2023		Completed - Passed	LETCSA	3h 0m
Crisis Intervention - Annual CIT 2hr Online Course (2023)	01/19/2023	01/20/2023	0.00%	Completed - Passed	CIT Crisis Intervention Team	1h 55m

(8h 0m)

Total Hours



Professional History Report

WA State Criminal Justice Training Commission

02/27/2025

For: Stratton, Devon Student ID 1000-4599

				I			
	4010-29 Law Enforcement and ssons of the Holocaust (King County)	07/07/2022	07/07/2022		Graduated - 07/07/2022		2h 30m
LETCSA -	4040 - LGBTQ+ Core Competency	06/17/2022	06/18/2022		Completed - Passed	LETCSA	2h 30m
	4030 - Effective Communication	06/16/2022	06/17/2022		Completed - Passed	LETCSA	2h 30m
	4020-1 The Criminal Legal System: nequalities, Monetary Sanctions, Policy	02/03/2022	02/03/2022		Completed - Passed	LETCSA	2h 0m
Crisis Inter Course (202	vention - Annual CIT 2hr Online 22)	01/03/2022	01/04/2022		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Crisis Inter Course (202	vention - Annual CIT 2hr Online 21)	01/04/2021	01/07/2021		Completed - Passed	CIT Crisis Intervention Team	2h 0m
Law Enforc	eement Digest - LED June 2020	11/15/2020	11/15/2020		Completed - Passed	Law Enforcement Digest	1h 0m
Law Enforce	eement Digest - LED May 2020	11/14/2020	11/14/2020		Completed - Passed		1h 0m
Law Enforc	eement Digest - LED April 2020	11/13/2020	11/14/2020		Completed - Passed	Law Enforcement Digest	1h 0m
	eement Digest - LED March 2020	11/13/2020	11/13/2020		Completed - Passed	Law Enforcement Digest	1h 0m
	ogram - 1980-11 Acknowledging and he Hidden Bias of Good People (8 hrs)	02/12/2020	02/12/2020		Graduated - 02/12/2020		8h 0m
Course (202		02/08/2020	02/08/2020		Completed - Passed	Refresher	2h 0m
Crisis Inter Course (20)	vention - Annual CIT 2hr Online 19)	01/03/2019	01/03/2019		Completed - Passed	CIT Online Refresher	2h 0m
	Development - 2001-5 Instructor nt (40 hrs) (2)	12/17/2018	12/21/2018		Graduated - 12/21/2018		40h 0m
	Development - 2001-2 Instructor nt (40 hrs) (3)	12/03/2018	12/07/2018		Departed - 12/07/2018		0h 0m
	vention - 8070-11 CIT-Crisis n Team 40hr - King County (40 hrs) (6)	04/23/2018	04/27/2018		Graduated - 04/27/2018		40h 0m
Course (20		11/03/2017	11/03/2017		Completed - Passed	CIT Online Refresher	2h 0m
Intervention (8 hrs) (2)	vention - 8071-20 CIT-Crisis 1 Team 8hr - In-Service - King County	12/21/2016	12/21/2016		Graduated - 12/21/2016		8h 0m
	Enforcement Academy - 0100-9 Basic eement Academy (720 hrs) (14)	12/16/2008	05/05/2009		Graduated - 05/05/2009		720h 0m
					-	Fotal Hours	(849h 55m)

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		



King County

500 4th Avenue Seattle, Washington 98104

LEARNER TRANSCRIPT **Devon Stratton**

Police Officer (Deputy) KCSO - Sheriff's Office ID - 000085150

Courses

Total Courses 76

Credit Hours

73.00

Total Learning Plans









Total Time Spent 104H 13M

Total Course Duration 135H 03M

Name	Code	Туре	Enrollment Date	Completion Date	Score	Time Spent	Status	Sub Status
KCSO TAC 30 Training Rosters	KCSO- TAC30- Continuing- 2025401	Elective	2/18/2025	2/12/2025		08h 00m 00s	Completed	Attended
KCSO LETCSA - Lessons of the Holocaust Certification	KCSO- LETCSA- 202503	Required	1/29/2025	2/4/2025			Completed	Completed
KCSO - WSCJTC CIT - 2-HR Annual Online Training - 2025	KCSO- WSCJTC-CIT- 2025-01	Elective	1/6/2025	1/6/2025			Completed	Completed
KCSO EVOC EVIP	KCSO-EVIP- 202401	Required	2/5/2025	11/18/2024		10h 00m 00s	Completed	Attended
KCSO LED (WSCJTC Law Enforcement Digest 2024 May)	KCSO- WSCJTC- LED-2024-11	Elective	10/8/2024	10/8/2024			Completed	Completed
KCSO LED (WSCJTC Law Enforcement Digest 2024 June)	KCSO- WSCJTC- LED-2024-12	Elective	10/8/2024	10/8/2024			Completed	Completed
KCSO LED (WSCJTC Law Enforcement Digest 2024 July)	KCSO- WSCJTC- LED-2024-13	Elective	10/8/2024	10/8/2024			Completed	Completed
KCSO LED (WSCJTC Law Enforcement Digest 2024 April)	KCSO- WSCJTC- LED-2024-10	Elective	10/8/2024	10/8/2024			Completed	Completed
King County Travel Card (T-Card)	DES-018386- 1	Elective	9/27/2024	9/27/2024	100.00	00h 02m 28s	Completed	Passed
Personal Protective Equipment: Noise Exposure and Hearing Conservation	SG30	Elective	9/19/2024	9/19/2024	100.00	01h 41m 22s	Completed	Passed
KCSO TASER Annual Operator Update	KCSO- TASER- 202402	Required	9/18/2024	9/18/2024	100.00	00h 19m 16s	Completed	Passed
KCSO Training Mandates - 2024	KCSO- 2024014	Required	9/18/2024	9/18/2024	100.00	00h 06m 42s	Completed	Passed

Page 1 of 5 pages

Name	Code	Туре	Enrollment Date	Completion Date	Score	Time Spent	Status	Sub Status
KCSO - Respiratory Protection - Annual Review 2024	KCSO- 2024013	Elective	9/11/2024	9/12/2024		00h 04m 47s	Completed	Completed
KCSO - First Aid and Critical Life-Saving Skills (CLSS) Module 1 - Mandates	KCSO-2024- CLSS-01	Elective	9/11/2024	9/12/2024		00h 02m 37s	Completed	Completed
KCSO - Critical Life-Saving Skills (CLSS) Module 2 - Response, Safety, and Requesting Resources	KCSO-2024- CLSS-02	Required	9/11/2024	9/12/2024		00h 02m 37s	Completed	Completed
KCSO - Critical Life-Saving Skills (CLSS) Module 3 - Bleeding Control	KCSO-2024- CLSS-03	Required	9/11/2024	9/12/2024		00h 08m 35s	Completed	Completed
KCSO - Critical Life-Saving Skills (CLSS) Module 4 - Airway, Respiratory and Circulatory Care	KCSO-2024- CLSS-04	Required	9/11/2024	9/12/2024		00h 17m 20s	Completed	Completed
KCSO - Critical Life-Saving Skills (CLSS) Module 5 - Additional Care	KCSO-2024- CLSS-05	Required	9/11/2024	9/12/2024		00h 16m 02s	Completed	Completed
Respiratory Protection - Annual Review V1.0	KCSO- 2023012	Required	9/9/2024	9/9/2024		00h 02m 52s	Completed	Completed
LETSCA - 4090 - Introduction to Indigenous Concepts and Culture	KCSO - LETCSA -202405	Required	9/3/2024	9/3/2024	100.00		Completed	Passed
KCSO (EVOC) Pursuit Policy Update	KCSO-EV- Policy-202401	Elective	10/21/2024	8/2/2024		01h 00m 00s	Completed	Attended
KCSO - Defensive Driving - 2024	KCSO- 2024011	Elective	6/7/2024	6/7/2024	100.00	00h 39m 29s	Completed	Passed
KCSO – Sheriff's Message – Harassment Training - 2024	KCSO- 2024012	Required	6/5/2024	6/6/2024	100.00	00h 12m 17s	Completed	Passed
Harassment Prevention for Employees: Condensed	HV84	Elective	6/5/2024	6/5/2024	80.00	01h 03m 47s	Completed	Passed
LETCSA - 4080 - Understanding the Diversity and Complexity of Asians and Asian American Communities	KCSO- LETCSA- 202401	Required	1/30/2024	5/8/2024			Completed	Completed
LETCSA 4070 People First: Awareness, Challenges, and Response to Poverty and Recidivism	KCSO- LETCSA- 202304	Elective	5/8/2024	5/8/2024			Completed	Completed
LETCSA - 4050 - Introduction to the Historical Intersection of Race and Policing	KCSO- LETCSA- 202302	Elective	5/7/2024	5/7/2024			Completed	Completed
WSCJTC LETCSA 4040 - LGBTQ+ Core Competency	KCSO- LETCSA- 202404	Required	5/7/2024	5/7/2024	100.00		Completed	Passed
WSCJTC LETCSA 4030 - Effective Communication	KCSO- LETCSA- 202403	Required	5/6/2024	5/6/2024	100.00		Completed	Passed
WSCJTC LETCSA 4020 - The United States Criminal Legal System: Structural Inequalities, Monetary Sanctions, Policy and Reform	KCSO- LETCSA- 2024-02	Required	4/17/2024	4/29/2024	100.00		Completed	Passed

Page 2 of 5 pages

Name	Code	Туре	Enrollment Date	Completion Date	Score	Time Spent	Status	Sub Status
KCSO EVOC - Legal Intervention	KCSO-EVLI- 202401	Required	11/6/2024	4/12/2024		07h 59m 00s	Completed	Passed
KCSO EVOC - Legal Intervention	KCSO-EVLI- 202401	Required	2/7/2025	4/12/2024		07h 59m 00s	Completed	Attended
KCSO - Bloodborne Pathogens - Annual 2024	KCSO- 2024010	Required	3/26/2024	3/28/2024	100.00	00h 22m 23s	Completed	Passed
KCSO - Vehicle Impound - 2024 Update	KCSO- 2024009	Required	3/26/2024	3/28/2024	100.00	00h 43m 24s	Completed	Passed
KCSO - Illicit Connections and Illicit Discharge Detection - 2024 Update	KCSO- 2024006	Required	3/26/2024	3/28/2024	100.00	03h 53m 12s	Completed	Passed
KCSO - Incident Command System (ICS) Using a HAZMAT Incident - Annual 2024	KCSO- 2023015	Required	3/13/2024	3/13/2024		00h 03m 15s	Completed	Completed
KCSO - Command Boards - Annual 2024	KCSO- 2023014	Required	3/13/2024	3/13/2024		00h 02m 28s	Completed	Completed
KCSO - Fire Extinguisher - Annual 2024	KCSO- 2024008	Required	3/13/2024	3/13/2024		00h 29m 50s	Completed	Completed
KCSO - Noise Ordinance Enforcement - Annual 2024	KCSO- 2024007	Elective	3/6/2024	3/7/2024	100.00	00h 03m 15s	Completed	Passed
KCSO - U Visa	KCSO- 2023017	Elective	3/6/2024	3/7/2024		00h 15m 55s	Completed	Completed
KCSO - Sexual Assault Investigations - Annual 2024	KCSO- 2023013	Required	3/6/2024	3/7/2024		00h 12m 24s	Completed	Completed
KCSO EVOC EVIP	KCSO-EVIP- 202401	Required	6/14/2024	2/21/2024		08h 00m 00s	Completed	Attended
2024 - CIT - 2-HR Annual Online Training	KCSO- WSCJTC-CIT- 2024-01	Required	1/4/2024	1/25/2024	100.00		Completed	Passed
KCSO CLSS- CPR with AED and FBAO Practical	KCSO-CLSS- 01	Required	1/31/2024	1/17/2024		03h 00m 00s	Completed	Attended
2024 NIBRS & FCR Update	KCSO- 2023018	Elective	12/8/2023	12/8/2023		00h 08m 39s	Completed	Completed
Noise Ordinance Enforcement	KCSO- 2023005	Required	4/30/2023	12/4/2023	100.00	00h 09m 38s	Completed	Passed
Respiratory Protection - Annual Review V1.0	KCSO- 2023012	Required	10/23/2023	10/23/2023		00h 03m 54s	Completed	Completed
Bloodborne Pathogens	SG76	Elective	10/19/2023	10/19/2023	80.00	00h 31m 20s	Completed	Passed

Name	Code	Туре	Enrollment Date	Completion Date	Score	Time Spent	Status	Sub Status
Personal Protective Equipment: Noise Exposure and Hearing Conservation	SG30	Elective	10/6/2023	10/9/2023	80.00	00h 20m 29s	Completed	Passed
Personal Protective Equipment: Noise Exposure and Hearing Conservation	SG30	Elective	9/19/2023	9/19/2023	100.00	00h 18m 27s	Completed	Passed
Drug Awareness and Familiarization in King County	KCSO- 2023009	Elective	8/31/2023	8/31/2023		00h 01m 52s	Completed	Completed
We Are Racially Just: Our King County Values at Work	DHR-00002	Required	8/22/2023	8/23/2023		00h 33m 45s	Completed	Completed
Exigent Blood Draw	KCSO- 2023008	Required	7/29/2023	7/29/2023		00h 04m 28s	Completed	Completed
AFIS ALERT 2023	KCSO- 2023007	Elective	7/3/2023	7/4/2023		00h 07m 43s	Completed	Completed
Noise Ordinance Enforcement	KCSO- 2023005	Required	5/13/2023	6/14/2023	100.00	00h 05m 09s	Completed	Passed
Potential Impeachment Disclosure - Brady List	KCSO- 2023006	Elective	6/13/2023	6/14/2023		00h 04m 16s	Completed	Completed
Below 100	PT22	Elective	3/30/2023	3/30/2023	100.00	02h 21m 01s	Completed	Passed
KCSO Fire Extinguisher - Annual	KCSO- 2023004	Required	3/30/2023	3/30/2023	100.00	00h 17m 24s	Completed	Passed
KCSO BWC - Training Mar 18, 2023	KCSO-BWC- 202301	Required	3/18/2023	3/18/2023		03h 00m 00s	Completed	Attended
Spit Guard Policy Review	KCSO- 2023001	Required	3/8/2023	3/8/2023	100.00	00h 05m 15s	Completed	Passed
Personal Protective Equipment: Noise Exposure and Hearing Conservation	SG30	Elective	9/26/2022	9/26/2022	100.00	00h 14m 46s	Completed	Passed
King County Travel Card (T-Card)	DES-018386- 1	Elective	4/19/2022	4/19/2022	100.00	00h 01m 46s	Completed	Passed
Harassment Prevention for Employees	HU94	Required	2/8/2022	2/8/2022	80.00	00h 26m 24s	Completed	Passed
King County Immigrant and Refugee Ordinance Training	DHR-000001	Required	2/8/2022	2/8/2022	100.00	00h 08m 36s	Completed	Passed
Personal Protective Equipment: Noise Exposure and Hearing Conservation	SG30	Elective	9/18/2021	9/18/2021	80.00	00h 34m 34s	Completed	Passed
Taser Recert Skills	002700	Elective	12/16/2009	12/16/2009		02h 00m 00s	Completed	Attended
Swift Water & Levee Safety	002595	Elective	11/13/2009	11/13/2009		02h 00m	Completed	Attended

Page 4 of 5 pages

Name	Code	Туре	Enrollment Date	Completion Date	Score	Time Spent	Status	Sub Status
						00s		
PITT Training	002261	Elective	11/3/2009	11/3/2009		04h 00m 00s	Completed	Attended
Radar Operator	001149	Elective	9/29/2009	9/29/2009		08h 00m 00s	Completed	Attended
Suicide by Cop	002444	Elective	8/30/2009	8/30/2009		01h 00m 00s	Completed	Attended
Commercial Motor Enforcement	002266	Elective	6/29/2009	6/29/2009		01h 00m 00s	Completed	Attended
On line Computer Help Desk	002277	Elective	6/14/2009	6/14/2009		00h 30m 00s	Completed	Attended
KCSO HDMT 8 Hr	001498	Elective	6/4/2009	6/4/2009		08h 00m 00s	Completed	Attended
Use of Force Control Tactics	002399	Elective	6/1/2009	6/1/2009		08h 00m 00s	Completed	Attended
IS100-Intro ICS 1st Resp 3hr	000710	Elective	5/18/2009	5/18/2009		03h 00m 00s	Completed	Attended

Learning Plans

Na	ame Code	Туре	Registration Date	Completion Date	Status	
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Certifications/Licenses

Certification/License Name	Туре	lssuing Agency	Certification/License Number	Date Issued	Expiration Date
WSP ACCESS Level 1 Recertification	Certification	Washington State Patrol		11/07/2024	11/07/2025
Draeger BAC Operator	Certification	Washington State		12/05/2019	12/05/2023 (Expired)
LETCSA CULTURAL AWARENESS TRAINING- LAW ENFORCEMENT AND SOCIETY: LESSONS OF THE HOLOCAUST	Certification	WSCJTC		07/07/2022	No expiration
KCSO EVOC (Legal Intervention)	Certification	King County Sheriff's Office		04/11/2024	04/11/2026
KCSO EVOC	Certification	King County Sheriff's Office	Patrol	05/16/2023	05/16/2025

Washington State Criminal Justice Training Commission

Hereby recognizes that

Devon Stratton

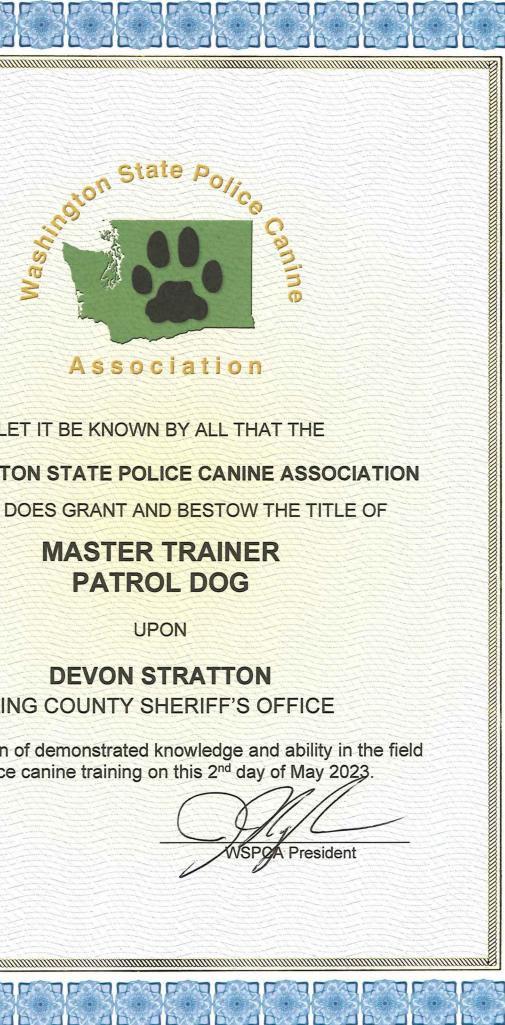
Has satisfactorily completed the 40-hour course of instruction in

Instructor Development I (2001)

Granted December 21, 2018

Achelle Wright

Program Manager



LET IT BE KNOWN BY ALL THAT THE

WASHINGTON STATE POLICE CANINE ASSOCIATION

HERBY DOES GRANT AND BESTOW THE TITLE OF

MASTER TRAINER

DEVON STRATTON KING COUNTY SHERIFF'S OFFICE

in recognition of demonstrated knowledge and ability in the field of police canine training on this 2nd day of May 2023.

Washington State Criminal Justice Training Commission

Recognizes that

Devon Stratton

& Ivan

has met the minimum standards as set forth in WAC 139-05-915 and is therefore recognized as a

Patrol Canine Team

03/29/2023

ISSUE DATE



03/04/2027

EXPIRATION DATE

Washington State Criminal Justice Training Commission

Recognizes that

Devon Stratton

& Lars

has met the minimum standards as set forth in WAC 139-05-915 and is therefore recognized as a

Patrol Canine Team

07/30/2019

ISSUE DATE



03/24/2021

EXPIRATION DATE

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

- **TO:** WSCJTC Commissioners
- FROM: Alex Buijs, LETCSA Program Manager
- SUBJECT: Proposed Updates to Chapter 1 Policy 10: LETCSA and CIT TrainingDATE: June 11, 2025



WAC 139-11-030 sets the minimum requirements for an exemption, waiver, extension, or variance request for Law Enforcement Training and Community Safety Act (LETCSA) training. WAC 139-05-300 sets the minimum requirements for in-service training (to include the two-hour online Crisis Intervention Training). The Washington State Criminal Justice Training Commission (WSCJTC) Policy Manual, Chapter 1 Policy 10 "LETCSA 24-Hour Audit CIT Exemption Waiver Extension or Variance" sets procedural requirements and provides additional details for these types of requests. Outlined below are the proposed edits to the policy from WSCJTC staff.

Throughout the policy:

- minor language and grammatical changes were made to provide consistency and add clarity; and
- references to relevant RCWs and WAC were added.

Commission staff recommend one area of substantive change:

I. LETCSA Request Criteria

The current policy states that agency requests for extensions, exemptions, or waivers are evaluated and considered under specific criteria to include types of leave (i.e. military, sick, and/or administrative). The proposed policy provides clarifying language that states, "Any other LETCSA request outside of these criteria will be considered on a case-by-case basis in accordance with this policy and any relevant policies and WACs." The goal of this proposed edit is to allow WSCJTC staff to proceed with following the policy if a request is received that is outside of the current request criteria.

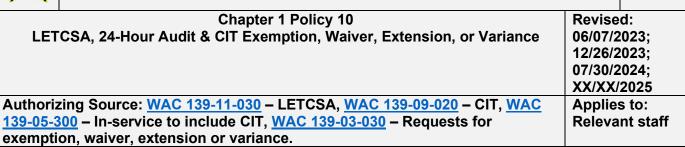
Attached for your review and consideration are:

- a redline (tracked changes) copy showing proposed changes to the policy; and
- a "clean" copy of the proposed revised policy.

AB:ab Attachments (2) cc: Kayla Wold, Program Administration Manager - Certification Hearings



CRIMINAL JUSTICE TRAINING COMMISSION POLICY MANUAL



I. PURPOSE:

The Washington State Criminal Justice Training Commission (WSCJTC) may review requests from law enforcement agencies regarding exemptions, waivers, extensions, or variances for courses and programs per the applicable authorizing statute or regulation. This policy governs requests for exemptions, waivers, extensions or variances from state law and commission rules governing mandated training under the Law Enforcement Training and Community Safety Act and the 24-hour in-service training requirements, including certain Crisis Intervention Training.

II. DEFINITIONS:

LETCSA - Law Enforcement Training and Community Safety Act

CIT – Crisis Intervention Training

Exemption – A decision by the WSCJTC to release from requirement(s) to which others are subject.

Waiver – A decision by the WSCJTC not to apply all or part of a rule to an agency or person who is subject to the requirement(s).

Extension – A decision by the WSCJTC to grant an increase in length of time to complete the requirement(s).

Variance – A decision by the WSCJTC to grant a modification to all or part of the requirement(s) of a rule to an agency or person who is subject to the rule.

III. POLICY:

A. Law Enforcement Training and Community Safety Act (LETCSA)

<u>Revised Code of Washington (RCW) 43.101.455</u> and <u>Washington Administrative</u> <u>Code (WAC) 139-11</u> requires certified peace officers to complete minimum training requirements. The referenced statute and regulation concern LETCSA courses. The amount of training is contingent on the officer's certification date. Per <u>WAC 139-11-</u> <u>060</u>, all incumbent peace officers are required to complete 40 hours of LETCSA training every three years. An agency may request an Exemption, Waiver, Extension, or Variance for any certified peace officer from any requirement of <u>Chapter 139-11</u> <u>WAC</u>, per <u>WAC 139-03-030</u>.

B. <u>24-Hour In-Service Training to include the WSCJTC's Two-Hour Annual Online CIT</u> <u>Training Requirement</u>

<u>RCW 43.101.427</u>, <u>WAC 139-05-300</u>, and <u>WAC 139-09-020</u> requires certified peace officers, corrections officers, and reserve officers to successfully pass the two-hour annual online CIT course as part of the 24-hour annual in-service training requirement. An agency may request an Exemption or Waiver for any certified officer from any requirement of <u>WAC 139-05-300(5)</u>.

IV. LETCSA:

A. LETCSA Request Criteria

Agency requests will be evaluated and considered under one or more of the following criteria:

- 1. Extension, Exemption, or Waiver Military, sick, and/or administrative leave for a specific period of time dictated by the request to which the program pertains.
 - a. For LETCSA requests: The documented leave must be for a minimum of 18 cumulative months in any given three-year LETCSA training cycle. These requests must be submitted by September 1 during the third year of the applying officer's three-year LETCSA training cycle. If a LETCSA documented leave request is submitted after September 1 during the third year of the applying officer's three-year LETCSA training cycle, there is no guarantee it will be placed on the Commission meeting agenda.
- 2. Variance Identical (LETCSA) course taken by the officer. To qualify for this request, the course must be created and delivered by the exact same organization or individual as the training offered by WSCJTC. This requirement is only applicable to LETCSA courses. The scope of this criterion is very narrow and specific. A request utilizing this criterion must be received by September 1 during the third year of the applying officer(s) three-year LETCSA training cycle. If any agency is unsure if their situation qualifies to submit a request under this criterion, they should contact the LETCSA Program Manager.

Any other LETCSA request outside of these criteria will be considered on a case-bycase basis in accordance with this policy and any relevant policies and WACs.

B. LETCSA Requested Materials

- 1. Exemption, Waiver, Extension Requests The following materials must be submitted:
 - a. A letter from the agency's chief or sheriff on agency letterhead outlining:
 - The officer's name;
 - The dates of absence (if applicable);
 - The type of request being submitted (Exemption, Waiver, Extension);
 - An explanation why the training could not be completed in the mandated timeframe; and
 - The specific program and/or course the request pertains.
 - b. When submitting a LETCSA training request, the WSCJTC course name(s) must be included along with any course documentation relevant to the request.
- 2. Variance Request If requesting an identical course Variance request for a LETCSA course, the following materials must be submitted:
 - a. A letter from the agency's chief or sheriff on agency letterhead outlining the course taken and an explanation pertaining to the details of the course including:
 - The officer's name(s) and the dates taken;
 - The organization that developed or delivered the training;
 - The instructor(s); and
 - The WSCJTC LETCSA course relevant to the request.
 - b. A certificate of completion or documentation showing completion and a passing grade for the officer.
 - c. Any additional and available documentation related to the request, such as a course syllabus, or materials.

C. LETCSA Staff Review Process

When an agency submits a request for Exemption, Waiver, Extension, or Variance to the WSCJTC, an internal LETCSA staff review process will be triggered that follows the requirements of the relevant WAC. Reviews are initiated once all requested materials have been received. It is imperative that all requested materials be received by the specific due date.

- 1. Before a preliminary internal review is conducted, the LETCSA Program Manager will:
 - Ensure all required materials are submitted;
 - Conduct any research related to the request if necessary; and
 - Complete the Exemption, Waiver, Extension rubric.
- 2. The LETCSA Program Manager will add their recommendation and send the rubric to the Deputy Director via DocuSign for final review and approval.
- 3. An electronic or written decision will be documented and provided to the requesting agency, for all completed reviews.

D. <u>LETCSA Commission Review Process</u>

If an agency is submitting a request for LETCSA Exemption, Waiver, Extension, or Variance under <u>WAC 139-03-030</u> and staff recommends approval, the Executive Director shall schedule the request for full consideration at the next Commission meeting. If the Commission Chair determines that circumstances justify expedited review, the Commission Chair may schedule a special meeting for the sole purpose of effecting review. After full consideration of the matter, the Commission shall deny, grant, or provide alternative mitigating relief. The applicant or a representative from the employing agency is not required to be present.

1. A written decision will be documented and provided electronically to the requesting agency for all completed reviews.

V. 24-HOUR IN-SERVICE TRAINING TO INCLUDE THE WSCJTC'S TWO-HOUR ONLINE CIT TRAINING REQUIREMENT:

A. 24-Hour In-Service including Two-Hour CIT Training Request Criteria

An agency may request an Exemption or Waiver for any certified officer from any requirement of <u>WAC 139-05-300(5)</u>:

"(5) The commission executive director or designee may, on a case-by-case basis, grant exceptions for individuals with extenuating circumstances where the employing agency has made every reasonable effort to obtain training for the officer."

- 1. Exemption or Waiver: The Executive Director designates the Deputy Director to determine Exemption and Waiver requests, consistent with the following:
 - If an officer was unable to complete the required two-hour annual online CIT course due to extenuating circumstances (military, medical, or

unexpected leave), the agency may request a Waiver if the officer was out from October through the end of the year (commonly known as the "auditing year"). If an officer is expected to return after February 1, Waivers are appropriate. Requests must be received by February 1 for the auditing year in question. Requests submitted after February 1 will be denied.

2. Agencies may appeal denials to the Commission pursuant to WAC 139-03-030.

B. 24-Hour In-Service Annual Training Requirement Extension

 If a certified officer has been on documented leave, their agency head may request an Extension to fulfill their required training hours per <u>WAC 139-05-</u> <u>300(4)</u>. A sheriff or chief may submit a three-month Extension request in writing to the Commission. Written requests must be received by December 1 of the calendar year in question. The three-month Extension provides the individuals named until March 31 of the following calendar year to complete the remaining mandated 24-hours of training. Any training obtained during this three-month Extension only counts towards the previous year being audited.

C. Two-Hour Annual Online CIT Training Requirement Extension

- If an officer has been out on documented leave from October to the end of the year, the agency should request an Extension for the two-hour CIT online course. If an officer is expected to return before February 1, Extensions are appropriate. Requests should be received by February 1 for the previous auditing year. Requests submitted after February 1 will be denied. The officer will then have until the last day of February to complete the re-assigned course. Officers expected to return after February 1 may be provided a Waiver.
- D. <u>24-Hour In-Service Training Including WSCJTC's Two-hour Online CIT Training</u> <u>Requested Materials</u>
 - 1. Exemption, Waiver, Extension Requests If the request is for: Military, sick, and/or administrative leave, the following materials must be submitted:
 - a. A letter from the agency's chief or sheriff on agency letterhead outlining:
 - The officer's name and the dates of absence;
 - The type of request being submitted (Exemption, Waiver, Extension);
 - An explanation why the training could not be completed in the mandated timeframe; and
 - The specific program to which the request pertains.
 - b. If submitting a 24-hour annual in-service training request for the three-month Extension, the letter must include a detailed explanation of the efforts made by

the employing agency to obtain training for the applying officer; and how the agency plans to make up the missed training by March 31.

E. Other Considerations - Formula For 24-Hour In-Service Training

If a certified officer is on documented leave for a period lasting longer than one month at any point during a calendar year, they may credit part and/or all of their 24-hour in-service training by utilizing a pro-rated formula of two hours of training per month multiplied by the number of months on leave.

1 month	2 hours
2 months	4 hours
3 months	6 hours
4 months	8 hours
5 months	10 hours
6 months	12 hours
7 months	14 hours
8 months	16 hours
9 months	18 hours
10 months	20 hours
11 months	22 hours
12 months	24 hours

When utilizing the pro-rated formula, the officer's employing agency must keep a record of the total months on leave and the number of hours credited for the applicable auditing year. This does not need to be submitted to the WSCJTC.

If an officer has been on an extended leave of absence for part of the audit period and the agency is aware they will not be able to fulfill the required training hours, the officer's employing agency may request a Waiver from the WSCJTC following the process outlined above. This request would only apply to the remaining training hours required after utilizing the pro-rated formula.

The formula does not apply for the two-hour CIT annual training.

F. <u>24-Hour In-Service Training Including WSCJTC's Two-hour Online CIT Training Staff</u> <u>Review Process</u>

When an agency submits a request for Exemption, Waiver, Extension, or Variance to the WSCJTC, a review process will be triggered that follows the requirements of the relevant WAC. Reviews are initiated once all requested materials have been received. It is imperative that all requested materials be received by the specific due date.

- 1. Before a preliminary WSCJTC staff review is conducted, the Program Manager assigned to the request will:
 - Ensure all required materials are submitted;
 - Conduct any research related to the request if necessary; and
 - Complete the Exemption, Waiver, Extension rubric.
- 2. The 24-Hour Auditing Program Manager will add their recommendation and send the rubric to the Deputy Director via DocuSign for final review and approval.
- 3. An electronic or written decision will be documented and provided to the requesting agency for all completed reviews.

G. <u>24-Hour In-Service Training Including WSCJTC's Two-hour Online CIT Training</u> <u>Commission Review Process</u>

- 1. 24-Hour In-Service and Two-Hour CIT Annual Training
- a. Agencies wishing to appeal the Deputy Director's denial may submit a request for Exemption, Waiver, or Extension to the Commission under <u>WAC 139-03-030</u>. Upon receipt of a request for appeal under <u>WAC 139-03-030(2)</u>, the Executive Director shall schedule the request for full consideration at the next Commission meeting. If it is determined by the Chair that circumstances justify expedited review, the Chair may schedule a special meeting for the sole purpose of effecting review. After full consideration of the matter, the Commission shall deny, grant, or provide alternative mitigating relief. The applicant or a representative from the employing agency is not required to be present.
- b. A written decision will be documented and provided electronically to the requesting agency for all completed reviews.



CRIMINAL JUSTICE TRAINING COMMISSION POLICY MANUAL



	Chapter 1 Policy 10	Revised:06/07/2023;
	LETCSA, 24-Hour Audit & CIT Exemption, Waiver,	12/26/2023; 7/30/2024;
	Extension, or Variance	XX/XX/2025
Authorizing Source: Authorizing Source: WAC 139-11-030 – LETCSA, WAC		Applies to:
139-09-020 - CIT, WAC 139-05-300 - In-service to include CIT, WAC 139-03-		Relevant staff
030 – Requests for exemption, waiver, extension or variance.		

I. PURPOSE:

The Washington State Criminal Justice Training Commission (WSCJTC) may review requests from law enforcement agencies regarding exemptions, waivers, extensions, or variances for courses and programs per the applicable authorizing statute or regulation. This policy governs requests for exemptions, waivers, extensions or variances from state law and commission rules governing mandated training under the Law Enforcement Training and Community Safety Act and the 24-hour in-service training requirements, including certain Crisis Intervention Training.

II. DEFINITIONS:

LETCSA – Law Enforcement Training and Community Safety Act

CIT - Crisis Intervention Training

Exemption – A decision by the WSCJTC to release from requirement(s) to which others are subject.

Waiver – A decision by the WSCJTC not to apply all or part of a rule to an agency or person who is subject to the requirement(s).

Extension – A decision by the WSCJTC to grant an increase in length of time to complete the requirement(s).

Variance – A decision by the WSCJTC to grant a modification to all or part of the requirement(s) of a rule to an agency or person who is subject to the rule.

III. POLICY:

A. Law Enforcement Training and Community Safety Act (LETCSA)

Revised Code of Washington (RCW) 43.101.455 and Washington Administrative Code (WAC) 139-11 requires certified peace officers to complete minimum training requirements. The referenced statute and regulation concern LETCSA courses. The amount of training is contingent on the officer's certification date. Per WAC 139-11<u>060</u>, all incumbent peace officers are required to complete 40 hours of LETCSA training every three years. An agency may request an Exemption, Waiver, Extension, or Variance for any certified peace officer from any requirement of <u>Chapter 139-11</u> WAC, per WAC 139-03-030.

B. <u>24-Hour In-Service Training to include the WSCJTC's Two-Hour Annual Online CIT</u> <u>Training Requirement</u>

<u>RCW 43.101.427</u>, <u>WAC 139-05-300</u>, and <u>WAC 139-09-020</u> requires certified peace officers, corrections officers, and reserve officers to successfully pass the two-hour annual online CIT course as part of the 24-hour annual in-service training requirement. An agency may request an Exemption or Waiver for any certified officer from any requirement of <u>WAC 139-05-300(5)</u>.

IV. LETCSA:

A. LETCSA Request Criteria

Agency requests will be evaluated and considered under one or more of the following criteria:

- 1. Extension, Exemption, or Waiver Military, sick, and/or administrative leave for a specific period of time dictated by the request to which the program pertains.
 - a. For LETCSA requests: The documented leave must be for a minimum of 18 cumulative months in any given three-year LETCSA training cycle. These requests must be submitted by September 1 during the third year of the applying officer's three-year LETCSA training cycle. If a LETCSA documented leave request is submitted after September 1 during the third year of the applying officer's three-year LETCSA training cycle, there is no guarantee it will be placed on the Commission meeting agenda.
- 2. Variance Identical (LETCSA) course taken by the officer. To qualify for this request, the course must be created and delivered by the exact same organization or individual as the training offered by WSCJTC. This requirement is only applicable to LETCSA courses. The scope of this criterion is very narrow and specific. A request utilizing this criterion must be received by September 1 during the third year of the applying officer(s) three-year LETCSA training cycle. If any agency is unsure if their situation qualifies to submit a request under this criterion, they should contact the LETCSA Program Manager.

Any other LETCSA request outside of these criteria will be considered on a case-bycase basis in accordance with this policy and any relevant policies and WACs.

B. LETCSA Requested Materials

- 1. Exemption, Waiver, Extension Requests The following materials must be submitted:
 - a. A letter from the agency's chief or sheriff on agency letterhead outlining:
 - The officer's name;
 - The dates of absence (if applicable);
 - The type of request being submitted (Exemption, Waiver, Extension);
 - An explanation why the training could not be completed in the mandated timeframe; and
 - The specific program and/or course the request pertains.
 - b. When submitting a LETCSA training request, the WSCJTC course name(s) must be included along with any course documentation relevant to the request.
- 2. Variance Request If requesting an identical course Variance request for a LETCSA course, the following materials must be submitted:
 - a. A letter from the agency's chief or sheriff on agency letterhead outlining the course taken and an explanation pertaining to the details of the course including:
 - The officer's name(s) and the dates taken;
 - The organization that developed or delivered the training;
 - The instructor(s); and
 - The WSCJTC LETCSA course relevant to the request.
 - b. A certificate of completion or documentation showing completion and a passing grade for the officer.
 - c. Any additional and available documentation related to the request, such as a course syllabus, or materials.

C. LETCSA Staff Review Process

When an agency submits a request for Exemption, Waiver, Extension, or Variance to the WSCJTC, an internal LETCSA staff review process will be triggered that follows the requirements of the relevant WAC. Reviews are initiated once all requested materials have been received. It is imperative that all requested materials be received by the specific due date.

- 1. Before a preliminary internal review is conducted, the LETCSA Program Manager will:
 - Ensure all required materials are submitted;
 - Conduct any research related to the request if necessary; and

- Complete the Exemption, Waiver, Extension rubric.
- 2. The LETCSA Program Manager will add their recommendation and send the rubric to the Deputy Director via DocuSign for final review and approval.
- 3. An electronic or written decision will be documented and provided to the requesting agency, for all completed reviews.

D. LETCSA Commission Review Process

If an agency is submitting a request for LETCSA Exemption, Waiver, Extension, or Variance under <u>WAC 139-03-030</u> and staff recommends approval, the Executive Director shall schedule the request for full consideration at the next Commission meeting. If the Commission Chair determines that circumstances justify expedited review, the Commission Chair may schedule a special meeting for the sole purpose of effecting review. After full consideration of the matter, the Commission shall deny, grant, or provide alternative mitigating relief. The applicant or a representative from the employing agency is not required to be present.

1. A written decision will be documented and provided electronically to the requesting agency for all completed reviews.

V. 24-HOUR IN-SERVICE TRAINING TO INCLUDE THE WSCJTC'S TWO-HOUR ONLINE CIT TRAINING REQUIREMENT:

A. 24-Hour In-Service including Two-Hour CIT Training Request Criteria

An agency may request an Exemption or Waiver for any certified officer from any requirement of <u>WAC 139-05-300(5)</u>:

"(5) The commission executive director or designee may, on a case-by-case basis, grant exceptions for individuals with extenuating circumstances where the employing agency has made every reasonable effort to obtain training for the officer."

- 1. Exemption or Waiver: The Executive Director designates the Deputy Director to determine Exemption and Waiver requests, consistent with the following:
 - If an officer was unable to complete the required two-hour annual online CIT course due to extenuating circumstances (military, medical, or unexpected leave), the agency may request a Waiver if the officer was out from October through the end of the year (commonly known as the "auditing year"). If an officer is expected to return after February 1, Waivers are appropriate. Requests must be received by February 1 for the auditing year in question. Requests submitted after February 1 will be denied.

2. Agencies may appeal denials to the Commission pursuant to WAC 139-03-030.

B. 24-Hour In-Service Annual Training Requirement Extension

 If a certified officer has been on documented leave, their agency head may request an Extension to fulfill their required training hours per <u>WAC 139-05-</u> <u>300(4)</u>. A sheriff or chief may submit a three-month Extension request in writing to the Commission. Written requests must be received by December 1 of the calendar year in question. The three-month Extension provides the individuals named until March 31 of the following calendar year to complete the remaining mandated 24-hours of training. Any training obtained during this three-month Extension only counts towards the previous year being audited.

C. Two-Hour Annual Online CIT Training Requirement Extension

- If an officer has been out on documented leave from October to the end of the year, the agency should request an Extension for the two-hour CIT online course. If an officer is expected to return before February 1, Extensions are appropriate. Requests should be received by February 1 for the previous auditing year. Requests submitted after February 1 will be denied. The officer will then have until the last day of February to complete the re-assigned course. Officers expected to return after February 1 may be provided a Waiver.
- D. <u>24-Hour In-Service Training Including WSCJTC's Two-hour Online CIT Training</u> <u>Requested Materials</u>
 - 1. Exemption, Waiver, Extension Requests If the request is for: Military, sick, and/or administrative leave, the following materials must be submitted:
 - a. A letter from the agency's chief or sheriff on agency letterhead outlining:
 - The officer's name and the dates of absence;
 - The type of request being submitted (Exemption, Waiver, Extension);
 - An explanation why the training could not be completed in the mandated timeframe; and
 - The specific program to which the request pertains.
 - b. If submitting a 24-hour annual in-service training request for the three-month Extension, the letter must include a detailed explanation of the efforts made by the employing agency to obtain training for the applying officer; and how the agency plans to make up the missed training by March 31.

E. Other Considerations - Formula For 24-Hour In-Service Training

If a certified officer is on documented leave for a period lasting longer than one month at any point during a calendar year, they may credit part and/or all of their 24-hour in-service training by utilizing a pro-rated formula of two hours of training per month multiplied by the number of months on leave.

1 month	2 hours
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When utilizing the pro-rated formula, the officer's employing agency must keep a record of the total months on leave and the number of hours credited for the applicable auditing year. This does not need to be submitted to the WSCJTC.

If an officer has been on an extended leave of absence for part of the audit period and the agency is aware they will not be able to fulfill the required training hours, the officer's employing agency may request a Waiver from the WSCJTC following the process outlined above. This request would only apply to the remaining training hours required after utilizing the pro-rated formula.

The formula does not apply for the two-hour CIT annual training.

F. <u>24-Hour In-Service Training Including WSCJTC's Two-hour Online CIT Training Staff</u> <u>Review Process</u>

When an agency submits a request for Exemption, Waiver, Extension, or Variance to the WSCJTC, a review process will be triggered that follows the requirements of the relevant WAC. Reviews are initiated once all requested materials have been received. It is imperative that all requested materials be received by the specific due date.

- 1. Before a preliminary WSCJTC staff review is conducted, the Program Manager assigned to the request will:
 - Ensure all required materials are submitted;
 - Conduct any research related to the request if necessary; and
 - Complete the Exemption, Waiver, Extension rubric.

- 2. The 24-Hour Auditing Program Manager will add their recommendation and send the rubric to the Deputy Director via DocuSign for final review and approval.
- 3. An electronic or written decision will be documented and provided to the requesting agency for all completed reviews.

G. <u>24-Hour In-Service Training Including WSCJTC's Two-hour Online CIT Training</u> <u>Commission Review Process</u>

- 1. 24-Hour In-Service and Two-Hour CIT Annual Training
 - a. Agencies wishing to appeal the Deputy Director's denial may submit a request for Exemption, Waiver, or Extension to the Commission under <u>WAC</u> <u>139-03-030</u>. Upon receipt of a request for appeal under <u>WAC 139-03-030(2)</u>, the Executive Director shall schedule the request for full consideration at the next Commission meeting. If it is determined by the Chair that circumstances justify expedited review, the Chair may schedule a special meeting for the sole purpose of effecting review. After full consideration of the matter, the Commission shall deny, grant, or provide alternative mitigating relief. The applicant or a representative from the employing agency is not required to be present.
 - b. A written decision will be documented and provided electronically to the requesting agency for all completed reviews.

INTEROFFICE COMMUNICATION

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

- **TO:** WSCJTC Commissioners
- FROM: Alex Buijs, LETCSA Program Manager
- SUBJECT: Proposed Updates to Chapter 1 Policy 11: IIT Lead Investigators
 - **DATE:** June 11, 2025



WAC 139-12-030 sets the minimum requirements for independent investigation teams (IITs). The Washington State Criminal Justice Training Commission (WSCJTC) Policy Manual, Chapter 1 Policy 11 "LETCSA, IIT Qualified Lead Investigator Certification and Annual Training Requirements" sets procedural requirements and provides additional details for IITs. Outlined below are the proposed edits to the policy from WSCJTC staff.

Throughout the policy:

- minor language and grammatical changes were made to provide consistency and add clarity;
- references to "certification" were changed to "certificate" to distinguish this process from peace officer certification;
- the role of the "administrative assistant" was changed to "program specialist" as that is the current support role for the program;
- forms were removed from the policy as this is not consistent with policy best practices; and
- references to relevant RCWs and WAC were added.

Commission staff recommend two areas of substantive change:

I. Proof Criteria and Requested Materials

Law enforcement personnel that are applying for an IIT qualified lead investigator certificate are required to provide specific proof and materials. One of the requirements to qualify for an IIT qualified lead investigator certificate is providing a letter of recommendation and approval from the applicant's chief or sheriff. Additional language was added to this section to clarify that a designee for the agency's chief or sheriff is not accepted. This language is consistent with our current practice.

II. Recertification

All members of an IIT are required to attend annual team training together according to WAC 139-12-030. Language was added to the recertification section at the end of the policy to provide guidance to IITs if someone is unable to attend the IIT unit training.

Chapter 1 Policy 11 Updates: IIT Lead Investigators June 11, 2025 Page 2

Attached for your review and consideration are:

- a redline (tracked changes) copy showing proposed changes to the policy; and
- a "clean" copy of the proposed revised policy.

AB:ab Attachments (2)



CRIMINAL JUSTICE TRAINING COMMISSION POLICY MANUAL



Chapter 1 Policy 11 LETCSA, IIT Qualified Lead Investigator Certificate and Training Requirements	Annual	Revised: 2/2/2023, 12/26/2023; XX/XX/2025
Authorizing Source: WAC 139-12 – LETCSA, RCW 10.114.011		Applies to: Relevant staff

I. PURPOSE:

The Washington State Criminal Justice Training Commission (WSCJTC) reviews applications for independent investigation team qualified lead investigator certificates per the applicable authorizing regulation. Independent investigator teams are also required to train as a unit annually per the applicable authorizing regulation.

II. DEFINITIONS:

Acadis – The WSCJTC training management system.

Independent Investigation – Except as required by federal consent decree, federal settlement agreement, or federal court order, where the use of deadly force by a peace officer results in death, substantial bodily harm, or great bodily harm, an independent investigation must be completed to inform any determination of whether the use of deadly force met the good faith standard established in Revised Code of Washington (RCW) 9A.16.040 and satisfied other applicable laws and policies. The investigation must be completely independent of the agency whose officer was involved in the use of deadly force and conducted in accordance with chapter <u>43.102 RCW</u>. (Text from <u>RCW</u> <u>10.114.011</u>)

Independent Investigation Team (IIT) – A team of qualified and certified peace officer investigators, civilian crime scene specialists, and at least two non-law 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.

IIT Lead Commander – An officer who is a member of an IIT usually with command rank designated to oversee the IIT. The role's title and responsibilities may differ between IITs.

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

LETCSA – Law Enforcement Training and Community Safety Act

Member Agency – Each of the agencies that enters into a written agreement to investigate police use of deadly force in their geographical region.

Reputable Training – For the purposes of this policy, a training is considered "reputable" if it meets at least three of the following criteria:

- The training must encompass a minimum of four hours of lecture.
- The training must include a validation exam and certificate.
- The training must have a syllabus, or similar detailed description, of the course curriculum.
- The training must include a professional biography describing the instructor's experience in the area of study.
- The training (or conference) must be affiliated with a state, national, or international association.
- If applicable and available, the training shall incorporate trauma-informed practices into the curriculum.

If attending a conference for the annual advanced training requirement, the topic of the conference must align with the relevant named training topics in Washington Administrative Code (<u>WAC) 139-12</u>.

III. POLICY:

A. Law Enforcement Training and Community Safety Act

<u>RCW 10.114.011</u> and <u>WAC 139-12</u> requires that where the use of deadly force by a peace officer results in death, substantial bodily harm, or great bodily harm an Independent Investigation must be completed to inform any determination of whether the use of deadly force met the good faith standard established in <u>RCW 9A.16.040</u> and satisfied other applicable laws and policies. The Independent Investigation is conducted in the same manner as a criminal investigation and state law requires an "independent investigation" completely independent of the Involved Agency.

B. Requirements for IIT Qualified Lead Investigator Certificate

The credibility of an officer assigned to an IIT is based on two elements: training and experience with criminal investigations. If an officer is assigned a lead role within an IIT, they must meet the training and experience requirements. Per <u>WAC 139-12-030</u> an officer applying for an IIT qualified lead investigator certificate must provide proof that they meet the minimum requirements which include:

1. At least three years of uninterrupted experience as a certified peace officer, crime scene investigator, or related expertise in a discipline relevant to investigations;

- 2. Successful completion of WSCJTC's 24-hour Patrol Tactics In-Service course;
- 3. Successful completion of a basic homicide and interview and interrogation course which are the basic prescribed training classes listed in <u>WAC 139-12-030</u>;
 - a. An applicant may substitute the basic prescribed training classes with work experience as outlined in <u>WAC 139-12-030</u>; and
- 4. 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.

Once an IIT qualified lead investigator certificate has been issued, the investigator must complete eight hours of annual criminal investigation training. Proof of completion for the annual training must also be submitted to WSCJTC LETCSA staff. The annual training topics include, but are not limited to:

- 1. Advanced homicide investigation techniques;
- 2. Advanced interviewing and interrogation;
- 3. Officer-involved shooting investigation;
- 4. In-custody death investigation;
- 5. Excited delirium and positional asphyxia;
- 6. Bloodstain pattern analysis;
- 7. Crime scene photography/videography; and
- 8. Other related training, seminars, and conferences or on-going training as offered by WSCJTC or other training venues on an as-available basis.

IV. PROOF CRITERIA AND REQUESTED MATERIALS:

IIT qualified lead investigator certificate applications require specific proof and materials to be submitted to WSCJTC which will be reviewed under the following criteria:

A. Employed by a Member Agency on an IIT

An investigator seeking the IIT qualified lead investigator certificate must be employed by a Member Agency that has entered into an agreement with a regional IIT. The applicant indicates which IIT is relevant to the application being submitted on the webform in Acadis.

B. Years of Experience

A letter of recommendation and approval from the applicant's chief or sheriff on department letterhead must be submitted with the application. The letter must include an attestation that the investigator seeking the IIT qualified lead investigator certificate meets the years of experience requirement. A designee for the agency chief or sheriff is not accepted for this requirement.

C. 24-Hour Patrol Tactics In-Service Course

The applicant's completion of the 24-hour Patrol Tactics In-Service course must be documented in WSCJTC's Acadis database and on the applicant's training transcript. This requirement will auto-populate into the webform when applying for the certificate.

D. Basic Training Courses

A certificate of completion or an agency official training transcript may be submitted to demonstrate completion of the prescribed basic training courses. The agency official transcript must contain the training organization's name, amount of training hours, the date(s) completed, and be on the applicant's employing agency letterhead or indicate that it is an official transcript from the agency. Both the basic homicide and interview and intervoiewing techniques when applicable. The basic homicide course should be at least 24 hours and the interview and interrogation courses should be offered by a Reputable Training organization that teaches best practices pertaining to the course topic. WSCJTC's Child Abuse Interviewing & Assessment and Sexual Assault Investigations: Victim-Centered Engagement and Resiliency Tactics courses do not fulfill the interview and interrogation requirements.

E. Substituting Work Experience

If an investigator would like to substitute their work experience for the prescribed basic training classes, a letter may be submitted that details the number of investigations they have been involved in and to what level their involvement was. Additionally, if they have any certificates or proof of completion for training on a relevant topic that must be submitted as well. This option only pertains to the basic homicide and interview and interrogation courses; the 24-hour Patrol Tactics In-Service course is required and is not able to be substituted.

F. Honorable Behavior - WAC 139-12-030 (vi)

An affirmation from the applicant (this may also be an Acadis point-of-contact from their employing agency) that the investigator has a history of honorable behavior is submitted during the application process. This is completed in Acadis.

G. Continued Annual Training Course(s)

An attestation from the IIT Lead Commander is submitted to WSCJTC for review on an annual basis. The attestation affirms that the IIT has taken the required annual training for both the IIT qualified lead investigators and the IIT as a unit. The annual training

attestation must include a roster of all IIT members and indicate those that hold the IIT qualified lead investigator certificate status. If someone received their IIT qualified lead investigator certificate for the specific calendar year in question, the IIT Lead Commander or designee may indicate on the roster the certificate date. The required annual training for IIT qualified lead investigators must be offered by a Reputable Training organization that teaches best practices pertaining to the course topic.

H. Recertification Application Materials

A certificate of completion of the required annual training along with a recertification application is required to recertify a lapsed IIT qualified lead investigator certificate. The required annual training must be offered by a Reputable Training organization that teaches best practices pertaining to the course topic.

V. INITIAL CERTIFICATE REVIEW:

Applying for an initial IIT qualified lead investigator certificate is completed online through WSCJTC's Acadis database. An initial IIT qualified lead investigator certificate application is submitted by the investigator's employing agency. Instructions and additional information about this process for the applicant is available on WSCJTC's website.

- A. Initial Certificate Review Process
 - 1. Once an applicant has submitted the application in Acadis, the LETCSA Program Specialist will complete a preliminary review which entails a document check to ensure that all materials have been submitted and are correct. When the review is complete, the LETCSA Program Specialist will complete the steps to move the application to the next step.
 - a. If any of the materials are incorrect or insufficient, the LETCSA Program Specialist will note the issue in the application comments and move the application to the next step.
 - 2. The LETCSA Program Manager will conduct a review of the submitted application and make a recommendation of approval or denial.
 - a. If a mistake was made on the application, it must be denied and resubmitted for approval with the correct documents. The application also may be denied if the investigator is employed by a law enforcement agency that is not on an IIT.
 - 3. The Advanced Training Division (ATD) Manager will review the submitted materials and the LETCSA Program Manager's recommendation. They will then make a final determination to approve or deny the application.
 - 4. If approved, the investigator will be granted an IIT qualified lead investigator certificate and the LETCSA Program Specialist will complete the final administrative steps to close out the application including sending an electronic certificate.
 - a. An electronic or written decision will be documented and provided to the requesting agency for the denied application if the application was denied for any other reason except for a mistake in the materials. This will come from the

ATD Manager. If a mistake in submitted materials was made, the applicant may resubmit for reconsideration and potential approval.

VI. ANNUAL TRAINING REVIEW:

Attestation of compliance with the annual training requirements for both IIT qualified lead investigators as well as the IIT as a unit is submitted to WSCJTC on the IIT annual training attestation form from the IIT's Lead Commander or designee. The attestation is for the IIT as a whole and includes all member agencies that are participating on the applicable IIT. The annual training attestation is due to WSCJTC LETCSA staff on or by March 15 for the previous calendar year.

Example		
Documentation Period	Due Date	
January 1 - December 31, 2025	March 15, 2026	

If an IIT qualified lead investigator certificate was issued during the relevant calendar year, the IIT qualified lead investigator is not required to complete the annual eight hour continued training until the following calendar year. However, they would still be required to train with the IIT as a unit on an annual basis.

An IIT Lead Commander, or their designee, completes the IIT Annual Training Attestation form and submits a roster of their IIT to WSCJTC. Once the attestation is received by WSCJTC, LETCSA staff begins the review process.

- A. Annual Training Review Process
 - 1. The LETCSA Program Specialist completes a preliminary review of the submitted attestation to ensure that the correct application materials have been submitted. If anything is missing or needs correcting, they will work with the IIT to get all required materials. The LETCSA Program Specialist will also crosscheck the roster submitted by the IIT with WSCJTC's records of IIT qualified lead investigators as well as IIT member rosters. If any discrepancies are found, the LETCSA Program Specialist will attempt to resolve them with the IIT Lead Commander or designee and the LETCSA Program Manager. Once the LETCSA Program Specialist completes their preliminary review, they will upload the attestation to DocuSign and send for signatures.
 - 2. The LETCSA Program Manager will be the first to review the application materials from the LETCSA Program Specialist in DocuSign. They will review the submitted application and make a recommendation of approval or denial. A recommendation of denial would only occur if there was a mistake or discrepancy in the application and the LETCSA Program Specialist was unable to rectify the issue before sending in DocuSign.
 - 3. The ATD Manager will conduct the final review of the application to make a determination of approval or denial. If a denial is determined, the IIT qualified lead

investigators who did not complete the training requirements would have their certificate lapse and be required to recertify. If an IIT did not train as a unit, the IIT would be out of compliance in regard to that WAC requirement.

- a. If approved, the LETCSA Program Specialist will notify the IIT Lead Commander or designee that their annual attestation has been processed and send them a written notification of compliance.
- b. If denied, the ATD Manager will notify the IIT Lead Commander in writing of the decision and reasoning.

VII. RECERTIFICATION:

If an IIT qualified lead investigator does not complete their annual training required per <u>WAC 139-12</u>, their certificate would lapse, and they will be required to recertify their qualified lead investigator status. The investigator would have until March 31 of the current calendar year to complete the annual training for the previous year. The IIT qualified lead investigator would still be required to take eight additional annual training hours for the current calendar year.

If the investigator does not submit proof of completion of the annual training, their certificate would default, and they will need to complete the initial IIT qualified lead investigator certificate process again. The training utilized for their previous initial IIT qualified lead investigator certificate would not be valid if they defaulted and were reapplying.

A. IIT Qualified Lead Investigator Recertification Process

The IIT qualified lead investigator that is needing to recertify their certificate will submit the requested materials to the LETCSA email inbox at <u>citcletcsa@citc.wa.gov</u>.

- 1. The LETCSA Program Specialist completes a preliminary review of the submitted recertification application to ensure that the correct application materials have been submitted. If anything is missing or needs correcting, they will work with the applicant to get all required materials. Once the LETCSA Program Specialist completes their preliminary review, they will upload the recertification application to DocuSign and send for signatures.
- 2. The LETCSA Program Manager will be the first to review the application materials from the LETCSA Program Specialist in DocuSign. They will review the submitted application and make a recommendation of approval or denial. A recommendation of denial would only occur if there was a mistake or discrepancy in the application and the LETCSA Program Specialist was unable to rectify the issue before sending in DocuSign.
- 3. The ATD Manager will conduct the final review of the application and make a determination of approval or denial.
 - a. If a denial is determined, the IIT qualified lead investigator would need to either resubmit the recertification or follow the initial IIT qualified lead

investigator certificate process. A written decision would be provided to the applicant from the ATD Manager.

- b. If approved, the LETCSA Program Specialist will close out the application process and send the applicant an email that their certificate has been reinstated and they are in good standing.
- B. IIT Team Training

If a member of an IIT is unable to attend the IIT unit training, whether an IIT qualified lead investigator or other IIT member, the following must occur:

- 1. The IIT Lead Commander, designee, or a representative of the IIT member's employing agency must contact LETCSA staff and inform them of the IIT member's absence from the training and the reason(s) for the absence.
 - a. Examples of excused absences include pre-approved leave, being called out to an investigation/scene, and administrative leave.
- 2. The LETCSA Program Manager will inform the ATD Manager about the request and draft an interoffice communication (IOC) memo to the requestor from the WSCJTC Training Bureau Assistant Director. The IOC will include the following information:
 - a. Details of the absence and request.
 - b. Steps the IIT must take to rectify the IIT member's absence e.g. review the training topics from the annual IIT unit training with the absent IIT member within the next three months.
 - c. A timeline of completion.
 - d. Further guidance regarding any other IIT requirements e.g. including the IOC with the IIT's annual attestation for that calendar year.
- 3. The LETCSA Program Manager will provide the requestor with the IOC. If any guidance was provided to the IIT that WSCJTC will track, the LETCSA Program Manager will document this accordingly.



CRIMINAL JUSTICE TRAINING COMMISSION POLICY MANUAL



	Chapter 1 Policy 11 LETCSA, IIT Qualified Lead Investigator Certificate and Annual Training Requirements	Revised: 2/2/2023, 12/26/2023; XX/XX/2025
Authorizing Source:	NAC 139-12 – LETCSA, RCW 10.114.011	Applies to:

Applies to: **Relevant staff**

I. PURPOSE:

The Washington State Criminal Justice Training Commission (WSCJTC) reviews applications for independent investigation team gualified lead investigator certificates per the applicable authorizing regulation. Independent investigator teams are also required to train as a unit annually per the applicable authorizing regulation.

II. DEFINITIONS:

Acadis – The WSCJTC training management system.

Independent Investigation – Except as required by federal consent decree, federal settlement agreement, or federal court order, where the use of deadly force by a peace officer results in death, substantial bodily harm, or great bodily harm, an independent investigation must be completed to inform any determination of whether the use of deadly force met the good faith standard established in Revised Code of Washington (RCW) 9A.16.040 and satisfied other applicable laws and policies. The investigation must be completely independent of the agency whose officer was involved in the use of deadly force and conducted in accordance with chapter 43.102 RCW. (Text from RCW 10.114.011)

Independent Investigation Team (IIT) - A team of qualified and certified peace officer investigators, civilian crime scene specialists, and at least two non-law 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.

IIT Lead Commander – An officer who is a member of an IIT usually with command rank designated to oversee the IIT. The role's title and responsibilities may differ between IITs.

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

LETCSA – Law Enforcement Training and Community Safety Act

Member Agency – Each of the agencies that enters into a written agreement to investigate police use of deadly force in their geographical region.

Reputable Training – For the purposes of this policy, a training is considered "reputable" if it meets at least three of the following criteria:

- The training must encompass a minimum of four hours of lecture.
- The training must include a validation exam and certificate.
- The training must have a syllabus, or similar detailed description, of the course curriculum.
- The training must include a professional biography describing the instructor's experience in the area of study.
- The training (or conference) must be affiliated with a state, national, or international association.
- If applicable and available, the training shall incorporate trauma-informed practices into the curriculum.

If attending a conference for the annual advanced training requirement, the topic of the conference must align with the relevant named training topics in Washington Administrative Code (<u>WAC) 139-12</u>.

III. POLICY:

A. Law Enforcement Training and Community Safety Act

<u>RCW 10.114.011</u> and <u>WAC 139-12</u> requires that where the use of deadly force by a peace officer results in death, substantial bodily harm, or great bodily harm an Independent Investigation must be completed to inform any determination of whether the use of deadly force met the good faith standard established in <u>RCW 9A.16.040</u> and satisfied other applicable laws and policies. The Independent Investigation is conducted in the same manner as a criminal investigation and state law requires an "independent investigation" completely independent of the Involved Agency.

B. Requirements for IIT Qualified Lead Investigator Certificate

The credibility of an officer assigned to an IIT is based on two elements: training and experience with criminal investigations. If an officer is assigned a lead role within an IIT, they must meet the training and experience requirements. Per <u>WAC 139-12-030</u> an officer applying for an IIT qualified lead investigator certificate must provide proof that they meet the minimum requirements which include:

- 1. At least three years of uninterrupted experience as a certified peace officer, crime scene investigator, or related expertise in a discipline relevant to investigations;
- 2. Successful completion of WSCJTC's 24-hour Patrol Tactics In-Service course;

- 3. Successful completion of a basic homicide and interview and interrogation course which are the basic prescribed training classes listed in <u>WAC 139-12-030</u>;
 - a. An applicant may substitute the basic prescribed training classes with work experience as outlined in <u>WAC 139-12-030</u>; and
- 4. 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.

Once an IIT qualified lead investigator certificate has been issued, the investigator must complete eight hours of annual criminal investigation training. Proof of completion for the annual training must also be submitted to WSCJTC LETCSA staff. The annual training topics include, but are not limited to:

- 1. Advanced homicide investigation techniques;
- 2. Advanced interviewing and interrogation;
- 3. Officer-involved shooting investigation;
- 4. In-custody death investigation;
- 5. Excited delirium and positional asphyxia;
- 6. Bloodstain pattern analysis;
- 7. Crime scene photography/videography; and
- 8. Other related training, seminars, and conferences or on-going training as offered by WSCJTC or other training venues on an as-available basis.

IV. PROOF CRITERIA AND REQUESTED MATERIALS:

IIT qualified lead investigator certificate applications require specific proof and materials to be submitted to WSCJTC which will be reviewed under the following criteria:

A. Employed by a Member Agency on an IIT

An investigator seeking the IIT qualified lead investigator certificate must be employed by a Member Agency that has entered into an agreement with a regional IIT. The applicant indicates which IIT is relevant to the application being submitted on the webform in Acadis.

B. Years of Experience

A letter of recommendation and approval from the applicant's chief or sheriff on department letterhead must be submitted with the application. The letter must include an attestation that the investigator seeking the IIT qualified lead investigator certificate meets the years of experience requirement. A designee for the agency chief or sheriff is not accepted for this requirement.

C. 24-Hour Patrol Tactics In-Service Course

The applicant's completion of the 24-hour Patrol Tactics In-Service course must be documented in WSCJTC's Acadis database and on the applicant's training transcript. This requirement will auto-populate into the webform when applying for the certificate.

D. Basic Training Courses

A certificate of completion or an agency official training transcript may be submitted to demonstrate completion of the prescribed basic training courses. The agency official transcript must contain the training organization's name, amount of training hours, the date(s) completed, and be on the applicant's employing agency letterhead or indicate that it is an official transcript from the agency. Both the basic homicide and interview and intervoie must contain trauma-informed components and include trauma-based interviewing techniques when applicable. The basic homicide course should be at least 24 hours and the interview and interrogation courses should be offered by a Reputable Training organization that teaches best practices pertaining to the course topic. WSCJTC's Child Abuse Interviewing & Assessment and Sexual Assault Investigations: Victim-Centered Engagement and Resiliency Tactics courses do not fulfill the interview and interrogation requirements.

E. Substituting Work Experience

If an investigator would like to substitute their work experience for the prescribed basic training classes, a letter may be submitted that details the number of investigations they have been involved in and to what level their involvement was. Additionally, if they have any certificates or proof of completion for training on a relevant topic that must be submitted as well. This option only pertains to the basic homicide and interview and interrogation courses; the 24-hour Patrol Tactics In-Service course is required and is not able to be substituted.

F. Honorable Behavior - WAC 139-12-030 (vi)

An affirmation from the applicant (this may also be an Acadis point-of-contact from their employing agency) that the investigator has a history of honorable behavior is submitted during the application process. This is completed in Acadis.

G. Continued Annual Training Course(s)

An attestation from the IIT Lead Commander is submitted to WSCJTC for review on an annual basis. The attestation affirms that the IIT has taken the required annual training for both the IIT qualified lead investigators and the IIT as a unit. The annual training attestation must include a roster of all IIT members and indicate those that hold the IIT qualified lead investigator certificate status. If someone received their IIT qualified lead investigator certificate status. If someone received their IIT qualified lead investigator certificate status.

Commander or designee may indicate on the roster the certificate date. The required annual training for IIT qualified lead investigators must be offered by a Reputable Training organization that teaches best practices pertaining to the course topic.

H. Recertification Application Materials

A certificate of completion of the required annual training along with a recertification application is required to recertify a lapsed IIT qualified lead investigator certificate. The required annual training must be offered by a Reputable Training organization that teaches best practices pertaining to the course topic.

V. INITIAL CERTIFICATE REVIEW:

Applying for an initial IIT qualified lead investigator certificate is completed online through WSCJTC's Acadis database. An initial IIT qualified lead investigator certificate application is submitted by the investigator's employing agency. Instructions and additional information about this process for the applicant is available on WSCJTC's website.

- A. Initial Certificate Review Process
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 - 2. The LETCSA Program Manager will conduct a review of the submitted application and make a recommendation of approval or denial.
 - a. If a mistake was made on the application, it must be denied and resubmitted for approval with the correct documents. The application also may be denied if the investigator is employed by a law enforcement agency that is not on an IIT.
 - 3. The Advanced Training Division (ATD) Manager will review the submitted materials and the LETCSA Program Manager's recommendation. They will then make a final determination to approve or deny the application.
 - 4. If approved, the investigator will be granted an IIT qualified lead investigator certificate and the LETCSA Program Specialist will complete the final administrative steps to close out the application including sending an electronic certificate.
 - a. An electronic or written decision will be documented and provided to the requesting agency for the denied application if the application was denied for any other reason except for a mistake in the materials. This will come from the ATD Manager. If a mistake in submitted materials was made, the applicant may resubmit for reconsideration and potential approval.

VI. ANNUAL TRAINING REVIEW:

Attestation of compliance with the annual training requirements for both IIT qualified lead investigators as well as the IIT as a unit is submitted to WSCJTC on the IIT annual training attestation form from the IIT's Lead Commander or designee. The attestation is for the IIT as a whole and includes all member agencies that are participating on the applicable IIT. The annual training attestation is due to WSCJTC LETCSA staff on or by March 15 for the previous calendar year.

Example		
Documentation Period	Due Date	
January 1 - December 31, 2025	March 15, 2026	

If an IIT qualified lead investigator certificate was issued during the relevant calendar year, the IIT qualified lead investigator is not required to complete the annual eight hour continued training until the following calendar year. However, they would still be required to train with the IIT as a unit on an annual basis.

An IIT Lead Commander, or their designee, completes the IIT Annual Training Attestation form and submits a roster of their IIT to WSCJTC. Once the attestation is received by WSCJTC, LETCSA staff begins the review process.

- A. Annual Training Review Process
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 - 2. The LETCSA Program Manager will be the first to review the application materials from the LETCSA Program Specialist in DocuSign. They will review the submitted application and make a recommendation of approval or denial. A recommendation of denial would only occur if there was a mistake or discrepancy in the application and the LETCSA Program Specialist was unable to rectify the issue before sending in DocuSign.
 - 3. The ATD Manager will conduct the final review of the application to make a determination of approval or denial. If a denial is determined, the IIT qualified lead investigators who did not complete the training requirements would have their certificate lapse and be required to recertify. If an IIT did not train as a unit, the IIT would be out of compliance in regard to that WAC requirement.

- a. If approved, the LETCSA Program Specialist will notify the IIT Lead Commander or designee that their annual attestation has been processed and send them a written notification of compliance.
- b. If denied, the ATD Manager will notify the IIT Lead Commander in writing of the decision and reasoning.

VII. RECERTIFICATION:

If an IIT qualified lead investigator does not complete their annual training required per <u>WAC 139-12</u>, their certificate would lapse, and they will be required to recertify their qualified lead investigator status. The investigator would have until March 31 of the current calendar year to complete the annual training for the previous year. The IIT qualified lead investigator would still be required to take eight additional annual training hours for the current calendar year.

If the investigator does not submit proof of completion of the annual training, their certificate would default, and they will need to complete the initial IIT qualified lead investigator certificate process again. The training utilized for their previous initial IIT qualified lead investigator certificate would not be valid if they defaulted and were reapplying.

A. IIT Qualified Lead Investigator Recertification Process

The IIT qualified lead investigator that is needing to recertify their certificate will submit the requested materials to the LETCSA email inbox at <u>citcletcsa@citc.wa.gov</u>.

- 1. The LETCSA Program Specialist completes a preliminary review of the submitted recertification application to ensure that the correct application materials have been submitted. If anything is missing or needs correcting, they will work with the applicant to get all required materials. Once the LETCSA Program Specialist completes their preliminary review, they will upload the recertification application to DocuSign and send for signatures.
- 2. The LETCSA Program Manager will be the first to review the application materials from the LETCSA Program Specialist in DocuSign. They will review the submitted application and make a recommendation of approval or denial. A recommendation of denial would only occur if there was a mistake or discrepancy in the application and the LETCSA Program Specialist was unable to rectify the issue before sending in DocuSign.
- 3. The ATD Manager will conduct the final review of the application and make a determination of approval or denial.
 - a. If a denial is determined, the IIT qualified lead investigator would need to either resubmit the recertification or follow the initial IIT qualified lead investigator certificate process. A written decision would be provided to the applicant from the ATD Manager.

- b. If approved, the LETCSA Program Specialist will close out the application process and send the applicant an email that their certificate has been reinstated and they are in good standing.
- B. IIT Team Training

If a member of an IIT is unable to attend the IIT unit training, whether an IIT qualified lead investigator or other IIT member, the following must occur:

- 1. The IIT Lead Commander, designee, or a representative of the IIT member's employing agency must contact LETCSA staff and inform them of the IIT member's absence from the training and the reason(s) for the absence.
 - a. Examples of excused absences include pre-approved leave, being called out to an investigation/scene, and administrative leave.
- 2. The LETCSA Program Manager will inform the ATD Manager about the request and draft an interoffice communication (IOC) memo to the requestor from the WSCJTC Training Bureau Assistant Director. The IOC will include the following information:
 - a. Details of the absence and request.
 - b. Steps the IIT must take to rectify the IIT member's absence e.g. review the training topics from the annual IIT unit training with the absent IIT member within the next three months.
 - c. A timeline of completion.
 - d. Further guidance regarding any other IIT requirements e.g. including the IOC with the IIT's annual attestation for that calendar year.
- 3. The LETCSA Program Manager will provide the requestor with the IOC. If any guidance was provided to the IIT that WSCJTC will track, the LETCSA Program Manager will document this accordingly.



WSCJTC Certification Hearings – Panel Member Application

RCW 43.101.380

APPLICANT INFORMATION						
Name:Audrey Hoover		Email:audrey.hoover@kingcounty.gov			Phone:253-332-7251	
Agency:King County Dept of Adult and Juvenile Detention Title/Rank:Records Management Specialist				pecialist		
	Required Materials					
Application Cover Letter	Resume &	k contact for	three references	Letter of	Support from Agency Supervisor*	
Please submit materials to: Hearings Coordinator, Kayla Wold; <u>kayla.wold@cjtc.wa.gov</u> or WSCJTC: 19010 1 st Ave S. Burien, WA 98148 Questions: (206) 372-5391						
*Members of	the public may su	ubmit a letter	of recommendation in	lieu of a lette	er of support.	
Please select the hearing panel	ist position th	at applies t	o y ou:			
Peace Officer Hearings						
 Police Chief or Sheriff Peace Officer, First Line Supervisor or below 						
Corrections Officer Hearings			·		· · · · · · · · · · · · · · · · · · ·	
	 Person that heads a city or county corrections agency or a WA DOC corrections facility Corrections Officer, First Line Supervisor or below 					
Tribal Officer Hearings	Tribal Officer Hearings					
Tribal Police Ch		e Superviso	r or below			
All Hearings	<u>'' '' , ,', , ,,,,,</u>					
 Civilian member of the Washington State Criminal Justice Training Commission. Member of the public who is NOT a prosecutor, defense attorney, judge, or LE officer. Person with expertise and background in police accountability who is NOT a current or former peace officer or corrections officer. 						
I have been an adminstrative sup cases regarding potential miscon						
Question for Law Enforcement, To be considered for selection t experience. Do you meet this qu	o a hearing pa			ions officer	must have at least 10 years'	

Applicant Submittals

March 5, 2025

To Whom It May Concern:

I am interested in your open position to be a civilian panel member for Certification Hearings at the Criminal Justice Training Commission (CJTC). I feel I would be a great candidate for this position as I have almost 10 years of experience in administrative support for King County Adult and Juvenile Detention's (DAJD) Internal Investigations Unit. I have reviewed on average 300 administrative investigations per year, that our department produces regarding various Code of Conduct violations.

As someone who is committed to ensuring accountability, transparency and fairness within the law enforcement system, I believe I can contribute valuable perspectives and offer a strong sense of duty to the mission of the board.

My background in my current position with King County DAJD has allowed me to acquire unique tools to evaluate complex issues from a balanced perspective, this also allows me to engage in thoughtful discussions and want to support initiatives that promote positive change.

I am specifically passionate about fostering trust between law enforcement and the community by providing transparency where appropriate. I believe it is important to maintain the civil rights of all individuals while ensuring law enforcement officers are held accountable for their actions. It would be an honor to bring my experience and commitment to this critical area of oversight and contribute to the ongoing efforts to improve our policing practices.

Please consider my resume and I think you will see I would be a great fit for your open civilian panel position. I look forward to any opportunities to discuss how my experience and values align with CJTC's goals.

Thank you,

Audrey Hoover

253-332-7251

AUDREY HOOVER

EDUCATION Trend Business College Spokane WA Certificate: Executive Office Administration

EXPERIENCE

King County Department of Adult & Juvenile Detention Sept 2015 - Present Records Management Specialist

Public records officer for DAJD's Internal Investigations Unit (IIU). Responsible for responding to public records request under PRA requirements, compile, track and manage records being provided in response to requests.

Sole administrative support to the department's IIU division, which conducts an average of 300 administrative investigations per year. All aspects of clerical support to the IIU section/staff, including compiling related statistics, database management, tracking progressive disciplinary actions and related records throughout the investigation process.

Imagenet, LLCKent, WADec 2007 – Sept 2015Document Management Production Manager

Direct & manage daily operations of the document imaging systems staff with attention to detail. Reviews and resolves issues affecting company compliance, legal requirements & customer/company objectives. Perform general to complex office/clerical functions, working independently, prioritize work assignments and ensuring tasks are completed timely and efficiently. Work directly with several types of records management styles including city, county & state government as well as several types of private business records management. Proficient with keyboarding both alpha and numeric. Use both Word and Excel programs. Clear communication on the phone and over email. Work well with a team, as well as, multi-tasking capabilities and troubleshooting. Strong organizational skills, customer service skills with tact and discretion, effective communication skills and strong computer proficiency.

Western Micro Services, Inc. Bellevue, WA Sept 1994 – Nov 2007 Records Specialist Production Manager

Began at entry level, promoted to Production Manager in 1997. Managed & supervised production of document scanning & microfilming services utilizing effective time management skills. Responsible for training of employees, monitored equipment efficiency, completed billing paperwork for invoicing.

Salon Services & Supply

Renton, WA July 1992 – Aug 1994

July 1989 - June 1992

Customer Service / Warehouse

Answered phones, input orders into computer, assisted customers with questions or concerns, tracked inventory on a weekly basis, closed out computers at the end of each day (including credit card machine).

Boeing Aerospace & Electronics

Rejection Forms Data Entry LEAD

Responsible for accurate microfilming & indexing regarding records retention of rejection forms. Retrieved & printed documents at customer request. Created backlog charts & weekly reports for staff meetings. Utilized discretion at all times.

Kent, WA

References:

Major Michael Taylor, KCCF

King County Department of Adult and Juvenile Detention

Michael.taylor@kingcounty.gov

206-477-5060

Major Carmella Frazier, MRJC

King County Department of Adult and Juvenile Detention

Carmella.frazier@kingcounty.gov

206-477-6477

Captain Eric Urie

King County Department of Adult and Juvenile Detention

Eric.Urie@kingcounty.gov

206-477-2815



Department of Adult and Juvenile Detention Internal Investigations Unit

March 19, 2025

To: WSCJTC Certification Hearings Par

- Fr: Captain J. Schneider, Investigations Unit Commander, DAJD
- Re: Certification Panel Civilian position

I have known Audrey Hoover since 2015, she would be an excellent addition to the WSCJTC Certification Panel in a civilian oversight position. Ms. Hoover works at the King County Department of Adult & Juvenile Detention in my office as a Records Management Specialist. Her specific duties encompass records management for our Internal Investigations Unit. Ms. Hoover specializes in managing, recording, maintaining, and processing the Investigations Unit records including case files, video, audio, transcripts, and disciplinary records. I find her to be an invaluable asset to our office. I have known Ms. Hoover to be an efficient and thorough employee. Ms. Hoover is familiar with law enforcement records, disciplinary processes, and confidential records retention.

I feel that Ms. Hoover would be an outstanding panel member. She is a long time King County resident and conscientious community member. She takes her responsibilities in our Investigations Unit very seriously and I am confident that she would take those values with her as a civilian member of the WSCJTC Certification Panel.

Respectfull

Captain J Schneider Internal Investigations Unit





RCW 43.101.380

APPLICANT INFORMATION				
Name: Walter E. Roderick IV	Email: eroderick@skokomish.org Phone: (360) 463-7840			
Agency: Skokomish Tribal Police	e Title/Rank: Officer			
	Required Mate	erials		
Application Cover Letter Resum	Application 🔳 Cover Letter 🔳 Resume & contact for three references 🔳 Letter of Support from Agency Supervisor*			
Please submit materials to: Hearings Coordinator, Kayla Wold; <u>kayla.wold@citc.wa.gov</u> or WSCJTC: 19010 1 st Ave S. Burien, WA 98148 Questions: (206) 372-5391 *Members of the public may submit a letter of recommendation in lieu of a letter of support.				
Please select the hearing panelist position	that applies to you:			
Peace Officer Hearings				
Police Chief or Sheriff		Peace Officer, First Li	ne Supervisor or below	
Corrections Officer Hearings				
Person that heads a city or county corrections Corrections Officer, First Line Supervisor or below agency or a WA DOC corrections facility			irst Line Supervisor or below	
Tribal Officer Hearings				
Tribal Police Chief Tribal Police Officer, First Line Supervisor or below			First Line Supervisor or below	
All Hearings				
 Member of the public who is NOT a prosecutor, defense attorney, judge, or LE officer. Person with expertise and background in police accountability who is NOT a current or former peace officer or corrections officer. Please provide your experience below: 				
Question for Law Enforcement/Corrections	100 March 100 Ma			

To be considered for selection to a hearing panel, a peace officer or corrections officer must have at least 10 year experience. Do you meet this qualification: Yes INO

Applicant Submittals

Walter E. Roderick IV Skokomish Tribal Police Department (360) 463-7840 eroderick@skokomish.org

Kayla Wold Hearings Program Manager Certification Division Washington State Criminal Justice Training Commission

I am writing to express my interest in serving as a panel member for the Tribal Police Officer Certification review process. With nearly three decades of experience in law enforcement—spanning patrol, investigations, and administrative leadership- I bring a deep commitment to procedural fairness, professional standards, and the unique responsibilities of tribal law enforcement.

My career has involved significant oversight of internal investigations, policy development, and personnel actions, as well as participation in disciplinary and administrative hearings. I have consistently worked to uphold due process and ensure fair outcomes in all proceedings. These experiences have given me a thorough understanding of how critical impartial review is, especially when assessing whether proper steps were followed during disciplinary appeals, administrative hearings, or criminal proceedings related to officer conduct.

I also understand that tribal law enforcement operates within a distinctive legal and cultural framework. I respect the sovereignty of tribal nations and the importance of maintaining integrity, trust, and community accountability within tribal policing. I am committed to supporting these values while helping ensure that officers serving in tribal communities are held to the highest standards of fairness and professionalism.

It would be a privilege to contribute to the panel's essential work, helping uphold the integrity of the certification process while honoring the principles of tribal justice systems.

Thank you for your time and consideration. I welcome the opportunity to speak further about how my experience can support the panel's mission and the communities it serves.

Sincerely, Walter E. Roderick IV

-1-

Walter E. Roderick IV

EMPLOYMENT HISTORY

EMPLOYER: State of Washington Department of Labor & Industries Washington State Horse Racing Commission **Title and Duties: Investigator 2**

- Investigates and substantiate allegations of fraud, misconduct, unfair business practices or other claims under State jurisdiction.
- Investigate and Interview employers, complainants and witnesses in a professional, fair and unbiased approach, to either prove or disprove allegation.
- Prepare a detailed written report from the gathering of information obtained from Investigation. Obtain • documentation using State systems (LIINIS / ORION) related to case. Gather evidence and preserve such evidence to be used in legal proceedings.

EMPLOYER: Skokomish Department of Public Safety **Title and Duties: Police Officer**

- Focused on crime prevention for land and water patrol, to include fish and wildlife enforcement management.
- Assist Chief of Police in updating operational techniques and methods to ensuring compliance with Departmental policies, procedures, rules and regulations.

EMPLOYER: Mainstream Consulting, Inc.

Title and Duties: Owner Consultant / Instructor

- Consultant and/or Instructor in Agency Accreditation, Management, Budgeting, Leadership, First and Mid Level Management, and Emergency Management. Evaluate subordinate performance by identifying training and career development needs.
- Consult and provide administrative direction for Police Department functions, by reviewing staff studies • and implementation of new or revised policies and procedures for the Police Department.

Caine Hilario

References

John Holman

Heisi He Does It

JOB-RELATED SUMMARY OF SKILLS

- 20 Years Training, Scheduling & Supervising Officers
- Developing & Executing New Policies and Procedures
- Streamline Departments to improve Productivity and Efficiency

Ensured Positive Community Relations

October 2010 - Present June 2006 – October 2010

August 2012 - Present February 2006 - October 2007

April 2004 - Present

Academy's	
2000	WA State Basic Law Enforcement Equivalency Academy
2000	FLETC Basic Police Officers Academy
1993	P.O.S.T Level II & III, Police Officer Training
Instructor Certil	
2009	Accreditation Manager & Assessment Team Member Training
2001	ODV-Master Instructor Narcotic Field Test (Instructor)
2005	Instructor Development
1999	PWC Rescue Specialist (Instructor)
1998	FLETC Firearms Instructor
Investigation Co	
2005-Present	DEA Meth Basic / Advanced Meth Lab Certifications
2008	ATF "Interdiction to Violent Crime"
2008	State and Local Law Enforcement Training
2006	Physical Evidence
2006	Crime Scene Processing
2006	Investigator Training Advanced
2006	Investigator Training Core
1997	Reid Technique of Interviewing and Interrogation
Emergency Man	nagement
2002-Present	Emergency Management Ins. (IS 100, 200, 300, 400, 700, 800)
2007	Planning for School, (Course IS-00362)
2007	Modular Emergency Radiological, (Course IS-00302)
2005	Anti-Terrorism
Management	
2009	Career Level Certification, Middle Management
2009	Organization in Police Administration
2009	Middle Management
2004	First Level Supervision
2003	Law Enforcement Middle Management Course
2001	WA-Field Training Officer Academy
1998	BIA & FLETC Advanced Police Training

Physical Address:

861 N. Reservation Rd. Skokomish, WA 98584

Telephone: (360) 426-4740

FHT IIIF FHT SKOKOMISH TRIBAL POLICE

Mailing Address: 80 N. Tribal Center Rd. Skokomish, WA 98584

Fax: (360) 877-6672

May 6, 2025

To Whom it may concern:

Per the notice from WSCJTC, related to RCW 43.101.380, Officer Walter E. Roderick is applying to become a panel member for the Tribal Police Officer Certification hearings.

Officer Roderick has been a Police Officer for approx. thirty years and for the last eleven years with the Skokomish Tribal Police Dept. Officer Roderick has been an exemplary Officer here in the last seven years I have been Police Chief.

Additionally, Officer Roderick also works as a fish & Wildlife officer with the Skokomish tribe as well. Officer Roderick has the full support of the Skokomish Tribal Police Dept to be a panel member for the Tribal Police officer certifications board.

Respectfully submitted Chief Douglas Śmith

Cc: Officer Walter Roderick.



WSCJTC Certification Hearings – Panel Member Application

RCW 43.101.380

APPLICANT INFORMATION				
Name: Jesus Rojas	Email: jesse.roja	@co.yakima.wa.us Phone: (509) 728-0790		
Agency: Yakima County Sheriff's Office Title/Rank: Sergeant				
	Required Ma	terials		
🔳 Application 🔳 Cover Letter 🔳 Resume & contact for three references 🔳 Letter of Support from Agency Supervisor*				
Please submit materials to: Hearings Coordinator, Kayla Wold; <u>kayla.wold@cjtc.wa.gov</u> or WSCJTC: 19010 1 st Ave S. Burien, WA 98148 Questions: (206) 372-5391				<u>ld@cjtc.wa.gov</u> or
*Members of the public ma	y submit a letter of rec	ommendation	in lieu of a lette	r of support.
Please select the hearing panelist position	that applies to you	:		
Peace Officer Hearings				
Police Chief or Sheriff		Peace C	Officer, First Li	ne Supervisor or below
Corrections Officer Hearings				
Person that heads a city or county cor agency or a WA DOC corrections facility	rections] Correct	ions Officer, F	irst Line Supervisor or below
Tribal Officer Hearings				
Tribal Police Chief] Tribal P	olice Officer,	First Line Supervisor or below
All Hearings				
 Member of the public who is NOT a prosecutor, defense attorney, judge, or LE officer. Person with expertise and background in police accountability who is NOT a current or former peace officer or corrections officer. Please provide your experience below: 				
Question for Law Enforcement/Corrections Officers Only				

To be considered for selection to a hearing panel, a peace officer or corrections officer must have at least 10 years' experience. Do you meet this qualification: Yes \Box No

Applicant Submittals



YAKIMA COUNTY SHERIFF'S OFFICE ROBERT UDELL, Sheriff

P.O. Box 1388 Yakima, Washington 98907 TELEPHONE: (509) 574-2500 FAX: (509) 574-2601

May 16, 2025

CJTC Certification Panel Selection Committee Washington State CJTC 19010 1st Ave South Burien, WA. 98148

Dear Selection Committee,

My name is Jesus (Jesse) Rojas, and I am writing to express my interest in serving on the Certification Hearing Board. I have been employed with the Yakima County Sheriff's Office for the past twenty years and have held the rank of Sergeant since 2019.

Throughout my career, I have served in a wide range of assignments, including Field Training Officer, K9 Narcotics Handler, Background Investigator, Instructor in multiple disciplines, SWAT Negotiator, Task Force Narcotics Detective, and currently assigned to the FBI Safe Streets Task Force.

I would be honored to contribute to the important work of the Criminal Justice Training Commission by serving on the Certification Panel and supporting its mission to uphold the integrity of the certification process. Thank you for your time and consideration.

For your reference, I have included the names and contact information of three professional references:

- Troy Ribail (757) 275-4984
- Wade Balkman (360) 325-6511
- Rafael Gutierrez (703) 386-4722

Jesus Rojas Sergeant Yakima County Sheriff's Office (509) 728-0790 Jesse.rojas@co.yakima.wa.us

Jesus Rojas, Jr.

1822 s 1st St Yakima WA 98903 Yakima, WA 9893 Cell: (509) 728-0790 Email: jesse.rojas@co.yakima.wa.us

Professional Summary

Dedicated and highly trained law enforcement professional with over 20 years of experience serving the Yakima County community and federal agencies. Proven expertise in investigations, crisis negotiation, narcotics enforcement, K-9 operations, and field training. Strong leadership background with a commitment to public safety, interagency collaboration, and mentoring new law enforcement officers. Bilingual in English and Spanish with excellent communication and interpersonal skills.

Core Competencies

- Crisis Negotiation & Intervention
- Federal & State Investigations
- Narcotics Enforcement & Cartel Investigations
- Undercover Operations
- Field Training Officer
- K-9 Operations
- Interviewing & Interrogation
- Search and Rescue Coordination
- Fluent in English and Spanish
- Team Leadership & Program Development
- Testimony in State, Federal & Grand Jury Court Proceedings
- Marine & Boating Law Enforcement
- High-Risk Tactical Operations

Certifications & Specialized Training

- Taser Instructor (2005-Present)
- Marine Law Enforcement (2005-Present)
- K-9 Narcotics Handler (2010–2012)
- Field Training Officer (2013–Present)
- Instructor Development Course (2013)
- ARIDE Course (2014)
- DEA Basic Academy (2016)

• Criminal Jurisdiction in Indian Country Certified– Special Law Enforcement Certified (SLEC) (2016- Present)

- Fusion Liaison Officer Basic (2018)
- Crisis Negotiator (2024–Present)
- Washington State Search and Rescue Coordinator (2023-Present)
- Assisting Individuals in Crisis & Group Crisis Intervention (2023-Present)
- Top Secret Clearance (2022–Present)
- Mexican Drug Cartel Investigations (2016)
- Narcotics-Related Financial Investigations (2016)
- Advanced Reid Interview & Interrogation (2015)
- Undercover Operations (2015-Present)
- PIT Maneuver Training (2011-Present)
- Auto Theft Prevention (2013)
- Patrol Tactics Instructor (2022-Present)

Professional Experience

- FBI Safe Streets Task Force Sergeant Yakima County Sheriff's Office | 2022–Present
- Patrol Sergeant | 2019–2022
- Crisis Negotiator
 Yakima Valley Regional Crisis Response Unit | 2024–Present
- Task Force Detective Law Enforcement Against Drugs (LEAD) Task Force | 2015–2019
- K-9 Narcotics Handler | 2012–2014
- Line Deputy | 2005–2015
- Reserve Deputy Yakima County Sheriff's Office | 2003–2005
- United States Marine Corps | 1998–2002

Education

- Associate of Arts General Studies Yakima Valley Community College | Graduated 2004
- Law & Justice Program (Attended) Central Washington University | 2004-2005



1822 S 1st St, Yakima, WA 98903

TELEPHONE: (509) 574-2500 FAX: (509) 574-2621

May 14, 2025

CJTC Certification Panel Selection Committee Washington State CJTC 19010 1st Ave South Burien, WA. 98148

Dear Selection Committee,

Yakima County Sheriff's Office Sergeant Jesus Rojas has expressed a desire to serve as a commissioned panel member on the Certification Hearing Panel and has asked for a letter of recommendation from our agency. I am happy to provide that letter in support of his application.

Sgt. Rojas is a senior member of our agency and is currently assigned as a federal taskforce officer. He has also served our agency in myriad other assignments to include patrol deputy, instructor, background investigator and patrol sergeant. He is well versed in the current legal environment in which we operate, and the moral and ethical expectations required of law enforcement personnel.

The Yakima County Sheriff's Office is supportive of Sgt. Rojas serving on the panel and is happy to support CJTC in their ongoing certification processes. Please consider him for inclusion on the panel. If you have any further questions regarding Sgt. Rojas, or would like to speak to me in person, please feel free to reach out at any time.

Carl Hendrickson Chief Criminal Deputy Yakima County Sheriff's Office (509)574-2539 carl.hendrickson@co.yakima.wa.us

Att: Kayla Wold



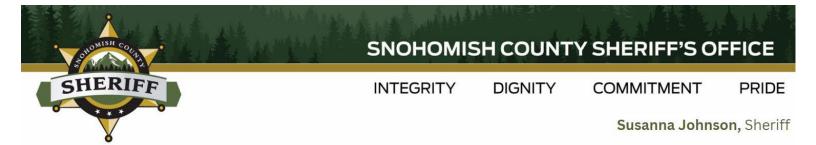
WSCJTC Certification Hearings – Panel Member Application

RCW 43.101.380

APPLICANT INFORMATION	
Name: SUSANNA JOHNSON Email: SUSANNA. JOHNSON Phon	ne: 425.388.3026
Agency: SNOHOMISH Co. SHERIFF Title/Rank: SHERIFF SNOCO. 0	RG
Required Materials	
Application Cover Letter Resume & contact for three references Letter of Suppor Please submit materials to: Hearings Coordinator, Kayla Wold; <u>kayla.wold@cj</u> WSCJTC: 19010 1 st Ave S. Burien, WA 98148 Questions: (206) 372-5391	
*Members of the public may submit a letter of recommendation in lieu of a letter of sup	port.
Please select the hearing panelist position that applies to you:	
Police Chief or Sheriff Peace Officer, First Line Supervisor or below Corrections Officer Hearings Person that heads a city or county corrections agency or a WA DOC correction Corrections Officer, First Line Supervisor or below	ons facility
Tribal Officer Hearings	
 Tribal Police Chief Tribal Police Officer, First Line Supervisor or below 	Χ
All Hearings	
 Civilian member of the Washington State Criminal Justice Training Commission Member of the public who is NOT a prosecutor, defense attorney, judge, or Person with expertise and background in police accountability who is NOT a officer or corrections officer. Please provide your experience: 	LE officer.
Question for Law Enforcement/Corrections Officers Only To be considered for selection to a hearing panel, a peace officer or corrections officer must h	

To be considered for selection to a hearing pa	nel, a peac	e officer or corrections officer must have at least 10 year
experience. Do you meet this qualification:	Yes	🗆 No

Applicant Submittals



August 1, 2024

Hearings Coordinator Kayla Wold WSCJTC 19010 1st Avenue South Burien, Washington 98148

Dear Coordinator Wold,

I had an opportunity to meet with Kimberly Bliss earlier this year to discuss Certification Hearings and the need to have more panel members, especially Sheriffs, to share the load of the obligation that WSCJTC has regarding these hearings. I expressed interest as well as my concern as a new Sheriff relative to time commitments and not wanting to offer to help if I could not follow through. She was patient, explaining (if I am selected) if I cannot make a specific hearing, to simply communicate that. She told me to take my time in considering applying.

Now at the end of my seven months (yay), my schedule has become more manageable, and I still have interest in participating. Please accept this letter, resume, and application for your consideration.

I understand if this consideration needs to be delayed while other matters are addressed.

Thank you for doing this difficult work and for considering my application.

My three references are Sue I	Rahr (), Patti Cole-Tindall (), and
Anne Levinson ()		

Respectfully,

Susanna K Johnson

Sheriff Susy Johnson Snohomish County Sheriff's Office 3000 Rockefeller Everett, Washington 98201 (425)388-3414 * Resume Cover Page

Lake Stevens, Wa

Susanna K. Johnson

I have 34 years of law enforcement experience. I started as a line-level Deputy Sheriff in 1990 and now I serve Snohomish County as the Sheriff. I retired from the Snohomish County Sheriff's Office after almost 30 years of service, on January 1, 2020. After a few months of retirement, I deeply missed the public service component in my life. I was hired as a lateral Captain by the Bothell Police Department on June 1, 2020. I was promoted to Deputy Chief on June 16, 2022, and served in that capacity until December 31, 2023.

The greatest honor of my career was being elected as the 33rd Sheriff of Snohomish County. I started serving my four-year term as Sheriff on January 1, 2024. It is a gift to return to my roots and lead the agency with integrity and respect to improve public safety, trust, employee investment, and organizational resiliency.

Experience:

Bothell Police Department

Deputy Police Chief (June 2022) Captain - Operations Division (Two Years) Responsibility for Daily Patrol Operations • Traffic Unit • Animal Control • Corrections (PSO) • Budget As the Deputy Chief, I supervised all Divisions to include Patrol, Dispatch, Records, and Investigations.

Snohomish County Sheriff's Office

Bureau Chief of Operations - Command Staff (Appointed Position)

Responsibility for Daily Patrol Operations • Resource & Budget Management • Contract Administration • Procedures, Policy, and Case Law Compliance and Updates • Goal Setting Performance Standards & Evaluations • Community Outreach • Mutual Aid • Administrative Findings on Shooting Reviews and Internal Investigations • CBA Negotiations • Conducted Presentations & Briefings to Council and Community Events • Represented County in Court for Civil Claims • Confidentiality Responsibilities • Employee Development, Awards, and Discipline

(Civil Service Promotion) Patrol Division Commander Captain 2013-2016 Project Management • Scheduling • Budgeting • Set Work Assignments & Priorities • Safety Training • Review / Debrief of Critical Incidents for Agency Improvement • Emergency Management

Organizational Development Division Commander Lieutenant (Lateral Movement) 2011-2013 Human Resource Duties • Hiring • Separation • Agency Training • Technology • Fleet

Responsibilities included processing candidates for hire, employee separation, coordinating all agency training and certifications in compliance with state laws, developing and implementing technology (RFP to selection with DIS), maintaining accreditation standards, updating policy, grant writing, and DPA liaison for civil claims.

Lieutenant (Civil Service Promotion) Patrol Division Positions

Precinct Commander • Night Watch Commander • Public Information Officer • Risk Management Oversight of the Office of Neighborhoods, K-9 Unit, Directed Patrol and the Violent Offender Task Force. Responsibilities included supervision of Patrol Deputies, Sergeants, Detectives, Cadets and support staff. Leading and management responsibilities included staffing, resources/supplies, and budgets. Administrative review of pursuits, collisions, use of force, and personnel complaints to ensure accountability and performance standards; incident command at critical incidents; wrote press releases and conducted some media interviews.

Sergeant – Investigations (General Investigations & Office Professional Accountability) 2004-2010

Internal Investigations • Crime Analysis and Intelligence Unit • Computer/Video Forensics • Polygraph Unit • Internet Crimes Against Children Unit • Judicial Services Unit • Special Services Unit (Civil Function) • Financial Crimes Unit • Registered Sex Offender Unit • Site Assessments

As the supervisor of the General Investigations Unit, I led the largest and most diverse detective unit. While the Sergeant of the Office of Professional Accountability, I conducted administrative investigations and shooting reviews while and applying appropriate labor laws and contact language to ensure due process.

Sergeant – Administrative Services Division Evidence and Identification Unit Supervisor 2009 Supervised Evidence Control & Officers • Field Fingerprint Technicians

Performed evidence audits, updated best practices of handling and disposal, and improved staff conditions.

Deputy & Sergeant - SWAT (Special Weapons and Tactics Team)

Tactical Entry Team Member • Tactical Team Squad Leader • Command Post Operations Manager Tested and proven leadership skills relative to planning and coordinating resources for high risk events. I worked in these three capacities, intermittently, over this period of time.

(Civil Service Promotion) Patrol Division Assignments Sergeant 2002-2004 Supervised Patrol Crews (Night & Day Shifts) • Canine Unit Supervisor • Detective Supervisor

June 1, 2020-December 31, 2023

2016-2020

2010-2011

1990-2020

1992-2008

Susanna K. Johnson Resume Page 2

Canine Handler - Certified Drug-Detecting Canine 1997-2002

Drug Investigations • Interdiction Team Coordinator • Community/School Programs As the agency's first full-time drug-detecting canine handler, I wrote the first drug canine SOP, coordinated regional drug interdiction events, and developed community outreach education programs.

Narcotics Detective - Snohomish Regional Drug Task Force

Drug Trafficking Investigator • Undercover Operations • Acting Detective Sergeant Technical skills included running complex investigations, informant handling and developing covert operations.

1994-2002

<u>Patrol – Deputy Sheriff (Civil Service Hired Position) State Certified Peace Officer</u> 1990-1994 Uniformed Police Work • Enforcement of Federal, State and County laws • Court Testimony

Basic police work included investigating crimes, interviewing witnesses and victims, processing crime scenes, collecting and preserving evidence, writing reports, writing and serving search warrants and court testimony.

Education:

2016
2014
2013
2009
<u> 1990</u>
<u> 1985</u>

Community Service:

Highlanders Drill TeamCommunity Youth Group (Snohomish & King Co)1986-2016• Non-Profit • Youth Instructor • Director • Fund-Raising Chairperson • Year-round event schedule

Explorer Advisor SCSO Explorers (Boy Scouts of America – Law Enforcement Post) 1999-2002

Awards & Achievements:

 Meritorious Service Medal Vinci Leadership Award Unit Citation Snohomish Co DUI Awards (3) Award of Merit Distinguished Service Medal Deputy of the Year Dean's List LeRoy V. Good Memorial Award State Certified Middle Manager 	Supervisor of the Year Award 2009 Performance as a Supervisor Snohomish Regional Drug Task Force Unit Recognition Drug Arrests with Canine Partner "Baker" County-Wide Awards Ceremony (saving a life during a house fire) SCSO Agency Medal (same house fire event) Washington State Council of Police Officers 1992 Academic achievement Academic excellence for accomplished distance learning Numerous certifications in law enforcement related disciplines
 State Certified Middle Manager Above & Beyond 	Numerous certifications in law enforcement related disciplines Youth Leadership Awards for Drill Team Coaching

SNOHOMISH COUNTY SHERIFF'S OFFICE



INTEGRITY DIGN

DIGNITY COM

COMMITMENT

IT PRIDE

Susanna Johnson, Sheriff

March 12, 2025

Hearings Coordinator Kayla Wold WSCJTC 19010 1st Avenue South Burien, Washington 98148

Dear Coordinator Wold,

Sheriff Johnson has requested a professional letter of reference as a part of her application process to serve as a panel member for Certification Hearings. As an agency, we recognize the need to support your resource needs for participants who serve in the position of Sheriff, especially since our organization also has a jail with Corrections responsibilities.

I have worked with Sheriff Susanna Johnson for 35 years and know that she is professional, detailoriented, and committed to transparent accountability and maintaining the standards of our profession.

I would recommend her to participate as a panel member for Certification Hearings and would work to help cover her schedule when such needs occur.

Respectfully, Juchs

Undersheriff Doug Jeske Snohomish County Sheriff's Office 3000 Rockefeller Everett, Washington 98201 (425)388-3374