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**EXECUTIVE BOARD MEETING**

TRAINING ROOM | 3060 WILLAMETTE DRIVE NE | LACEY, WA 98516  
JANUARY 14, 2020 | 10:00 AM

**CALL TO ORDER**

Past President Ken Thomas opened the meeting at 10:00 AM. It was noted that President John Snaza would be calling into the meeting shortly. There was a quorum present with the following Board members in attendance:

Past President Ken Thomas, Des Moines PD	President John Snaza, Thurston County Sheriff's Office (by phone)
President-Elect Craig Meidl, Chief, Spokane PD (by phone)	Sheriff Bill Benedict, Clallam County (by phone)
Sheriff James Raymond, Franklin County (by phone)	Mitzi Johanknecht, Sheriff, King County (by phone)
Chief Steve Crown, Wenatchee PD (by phone)	Treasurer, Chief Brett Vance, Montesano PD
Chief Rod Covey, Port of Seattle PD	Vice President Sheriff Rick Scott, Grays Harbor County Sheriff's Office
Special Agent in Charge Ray Duda, FBI Seattle	David Trujillo, WA State Gambling Commission
John Batiste, Chief, Washington State Patrol	

The following WASPC staff were in attendance:

- Steve Strachan
- Kim Goodman
- Mike Painter
- Raeanne Myers
- Joan Smith
- Deb Gregory

The following guests were in attendance:

- Barbara Smith, Harris and Smith Public Affairs
- Tim Braniff, Undersheriff, Thurston County Sheriff's Office

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Approval of 11/19/2019 Meeting Minutes

Past President Ken Thomas called for a motion to approve the November 19, 2019 meeting minutes. **Sheriff Rick Scott moved to approve the 11/19/2019 meeting minutes as written. Chief Brett Vance seconded. The motion to approve carried.**

Approved 3/17/2020

## **REPORTS**

### Finance & Personnel Committee-Chief Brett Vance

#### Check disbursements

For the period 11/19/2019 through 1/6/2020, the following checks, 41682 through 005304, were disbursed totaling \$2,854,465.90. Chief Vance asked for a motion to approve these disbursements.

**Sheriff Rick Scott moved to approve the check disbursements as presented. Director David Trujillo seconded. The motion to approve carried.**

Chief Vance noted for the Board that WASPC had an exit audit with the State Auditor's office (SAO). The good news is that there were no findings. The state did inform WASPC that even though it uses an independent auditor to conduct an audit each year, SAO planned to start joining that independent audit team beginning in 2020 for about 18 to 20 hours, and would be charging WASPC an additional fee to do so.

## **OLD BUSINESS**

### Wear the Badge Campaign Update

Steve provided the Board with a brief update on the status of the campaign. We've done five videos of law enforcement agency members talking about why they wear the badge. The videos have been well received. While it's clear that law enforcement has a lot of respect in our communities, we haven't done quite as well with younger people and people of color. Our goal is to encourage those non-traditional candidates to consider careers in law enforcement. Several other states across the country have implemented a Wear the Badge program, and are doing well at recruiting more people to the profession.

Barbara Smith from Greatwork Communications discussed next steps in the process. There will be a formal roll-out of the campaign on January 29, 2020 in conjunction with WASPC's annual Law & Justice Day. There will be a press conference at 10:45 at the Capitol and she encouraged Board members to attend.

### Executive Development Training Options—Chief Rod Covey

Steve Strachan thanked Chief Covey and Sheriff Drew Hyer for all of the work and effort they've put in to developing an outline for executive development leadership training.

The purpose of today's briefing to the Executive Board is to ensure that the Leadership Training Committee has an accurate statement of the issues that the subcommittee will address on January 24, 2020. Chief Covey and Sheriff Hyer want to be certain they are moving forward in the right direction and to get the Board's feedback on a possible solution for a statewide, comprehensive leadership development program for emerging leaders, first-line supervisors, mid-level managers and command staff.

Approved 3/17/2020

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The current situation:

- CJTC programs: Pre-supervisor class, basic supervision, mid-management, 21<sup>st</sup> Century police leadership; FBI/CJTC NW Command College
- CJTC staff committed to leadership programs
- Northwestern staff and Command College; FBINAA, SMIP
- Risk management pool courses
- WASPC leadership development position approved for 2020
- Most courses don't transfer to college credit
- Access to classes is limited based upon several factors

Assumptions:

- Any program needs to give equal access to all agencies: geographical location and budget/ability to pay tuition costs
- Do not want to duplicate anything being done by CJTC
- Nice to have: college credit for courses
- \$1980 for six credits at UW – Bothell campus
- Leadership development should be a career-long process and not dependent upon individual classes
- Prospective and emerging leaders must take ownership of their own professional development
- A comprehensive leadership development program is needed now

Because of the time it takes to develop a from-the-ground-up course curriculum, Chief Covey and Sheriff Hyer are proposing using a consultant to provide this training because it is already developed, and we could get this off the ground quickly. It is easier to start with something and see how it might work for us, including what would need to be modified, rather than starting from scratch in designing something this comprehensive.

At the leadership development subcommittee meeting at WASPC on January 24, 2020, there will be several California Chiefs of Police attending to provide an overview of the CA Post Command College so that we can see how the National Command & Staff College under the direction of Dr. Mitch Javidi might match up.

The proposal to look at partnering with the National Command & Staff College would address the leadership training needs of first-line supervisors to mid-level managers. This would allow the committee to focus on the final piece of developing course content for new Chiefs, Sheriffs and new members to their leadership teams.

Approved 3/17/2020

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There are several good model out there for us to borrow from. There were comments by several of the Board members for Chief Covey's consideration as well as some suggestions. He appreciated receiving those and will incorporate those comments and concerns into the materials he uses at the January 24 subcommittee meeting. He thanked everyone for their comments and participation.

#### CJTC Rules Regarding OIS Investigations & Future Changes-Update

Steve Strachan noted at the Criminal Justice Training Commission meeting where the final rules were adopted, the commissioners passed a resolution about accountability. As part of that process, Director Sue Rahr has developed a first draft of language for a bill related to gathering data on police use of deadly force. We do want to collect feedback in the event that we're asked for input on this issue. It would move deadly force reporting from being voluntary to mandatory by the legislature. If any of the Board members feel strongly that WASPC should oppose this, please let Steve Strachan know.

#### Money Purchase Plan Trustee Replacement

Kim Goodman, WASPC Chief of Staff, noted that WASPC has an employee retirement plan with three Trustees – Steve Strachan, John Snaza and Ronnie Roberts. Chief Roberts retired at the end of 2019 necessitating a trustee to replace him. Kim recommended that the Board consider selecting WASPC Treasurer Chief Brett Vance to take on that role.

**Sheriff Rick Scott moved to appoint Chief Vance as the new retirement plan trustee. President John Snaza seconded. The motion to appoint Chief Vance carried.**

#### Accreditation Commission Appointments

Mike Painter, WASPC's Director of Professional Services noted that as of January 1, 2020, the WASPC Accreditation Commission has several vacancies; one of the vacancies is under the Accreditation Manager category and two are under the Police Chief categories. One of the Police Chief positions was vacated when Chief Mike Warren recently resigned as the Ephrata Police Chief to accept the position of City Administrator for the city of Ephrata. The other two positions (Accreditation Manager and Police Chief) sunset at the end of 2019.

All of the Commission positions serve three year terms. As Mike makes recommendations for Commissioner positions, he considers the following criteria:

1. Must be from a current WASPC accredited agency
2. Experience and fluency with the accreditation program
3. Demonstrated good judgement
4. Geographical balance with representation from both eastern and western Washington

Unfortunately, the accreditation program has experienced significant turnover over the past several years. Many experienced accreditation professionals have either retired or been promoted with their organization and are no longer actively involved with WASPC accreditation.

Approved 3/17/2020

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This is great for them but challenging when trying to backfill Commission positions and further develop the accreditation program. The following is a summary of the Accreditation Commission vacancies.

### **Accreditation Manager**

Commander **Joe Upton's (Lacey PD)** term expired on 12/31/2019. Joe is an experienced accreditation manager and has provided unparalleled service to Washington law enforcement as an accreditation mentor. Commander Upton also regularly serves as a LEMAP assessor and has traveled throughout the state in support of the LEMAP program. He has attended all scheduled Accreditation Commission meetings over the past three years. Commander Upton has served one term on the Accreditation Commission.

### **Police Chief**

Chief **Pete Fisher (Fife PD)** indicates he would like to continue as an Accreditation Commissioner. Chief Fisher was appointed in 2017 and he currently serves as the Accreditation Commission Chair. He has been an active supporter and advocate for accreditation across Washington and has served as an accreditation assessor and LEMAP assessor. He has attended all of the scheduled Accreditation Commission meetings over the past three years. Chief Fisher has served one term on the Accreditation Commission.

Chief **Jim Burchett (Bremerton PD)** has been an active participant in the WASPC accreditation program since 2014 and has served as an accreditation assessor, mentor and co-instructs accreditation seminars with me across the state. Jim is also an active LEMAP assessor and travels with LEMAP teams around Washington and serves as a subject matter resource on Lexipol and policy content for me and other agencies. He was also the next Accreditation Manager in queue (2017) to the Accreditation Commission before his promotion to Police Chief at Bremerton.

Mike recommended that the WASPC Executive Board appoint Chief Burchett to the term of Chief Warren (expires in 2021) and re-appoint Chief Fisher and Commander Upton to the WASPC Accreditation Commission.

**Chief Brett Vance moved to approve the recommendations as made by Mike Painter. President John Snaza seconded. The motion carried.**

### **GOOD OF THE ORDER**

#### **Approval of Membership**

The WASPC Membership Committee submitted six (6) Active applications and seven (7) Associate applications with a recommendation that the Executive Board approve all of them.

**President John Snaza moved that the applications recommended by the WASPC Membership Committee, be approved. FBI SAC Ray Duda seconded. The motion to approve carried.**

Approved 3/17/2020

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### 2020 Executive Board Meeting Schedule - Reminder

- March 17, 2020 – WASPC Office, Lacey, WA
- May 19, 2020 – Spokane Convention Center, Spokane, WA
- September 9-11, 2020 – Alpen Rose Inn, Leavenworth, WA
- November 17, 2020 – Skamania Lodge, Stevenson, WA

### The President's Law Enforcement Commission Working Groups

The U. S. Department of Justice's Crime Commission has sent out a request for Sheriffs & Chiefs who may be interested in serving on a number of work groups to help review and recommend improvements to the nation's criminal justice system. If anyone is interested, please let Steve Strachan know.

### Jail Standards

Steve and John McGrath will be discussing the subject of jail standards at the next Washington State Sheriffs' Association meeting on February 24 in Ellensburg. They will discuss what's on the horizon, with a focus of trying to stay ahead of this in a positive manner.

### Facial Recognition

The subject of facial recognition is once again becoming a hot topic. Several states and several municipalities have already banned the use of facial recognition technology by law enforcement. This will be an issue for us, so please be aware.

### Executive Board Position Openings

Steve noted that there are several E-Board positions with terms expiring this May. Those include:

- Treasurer – Chief Brett Vance's position
- Sheriff at-large – Sheriff Bill Benedict's position
- Chief at-large – Chief Gary Jenkins' position

And, we will need to elect a new Vice President when Sheriff Scott moves to President-Elect. The VP position will be open to a Chief this time.

### Coordination with Oregon Chiefs, Sheriffs and California Chiefs

Steve advised that he and James will be coordinating a conference call with the Oregon Chiefs Association Executive Director, the Oregon Sheriffs' Association Executive Director and the California Chiefs' Association Executive Director to discuss common legislative issues facing our three states. More often than not, we see the same political issues arising. This is an attempt to coordinate and be strategic in how we approach our common issues.

Single Point Firearms Update

This issue is moving forward in the legislature in a bi-partisan manner. The WSP is doing studies on what this might look like. Steve and Chief Batiste are in continuing conversations so that we stay in sync on this important issue.

There being no further business to conduct, the Board adjourned at 12:05 p.m.

Respectfully submitted,

Deb Gregory  
Executive Assistant