



**2009 LEIRA FALL CONFERENCE (OCT 28<sup>TH</sup>-30<sup>TH</sup>)**

## **MONSTER BASH**

**Location:**

Tulalip Resort Casino  
10200 Quil Ceda Blvd.  
Tulalip WA 98271

1-866-716-7162 Reservations

\$99.00 per night king or double queen room **“BOOKING DEADLINE September 29<sup>th</sup> for this rate”**

**“Be sure to mention LEIRA for the government rate”**

**Alternative Hotels:**

Best Western Tulalip Inn  
3228 Marine Dr NE  
Tulalip, WA 98271  
1-800-481-4804

Holiday Inn Express & Suites  
8606 36<sup>th</sup> Ave NE  
Marysville, WA 98270  
1-888-465-4329

**\*\*\* Hosting Agencies\*\*\***

**Tulalip Police Department/SNOPAC/Marysville Police  
Department**

Send Check/Registrations to:  
Julie Ubert, LEIRA Treasurer  
Lake Stevens PD  
2211 Grade Rd  
Lake Stevens, WA 98258  
(425) 334-9537

**Registration Deadline OCT 13<sup>th</sup> 2009**

Questions about the conference:

Email: [bjuneau@tulaliptribalpolice.org](mailto:bjuneau@tulaliptribalpolice.org) or [djohnson@tulaliptribalpolice.org](mailto:djohnson@tulaliptribalpolice.org)

Phone: 360-716-5900 or 360-716-4608 (Bonnie Juneau or Donica Johnson)

## \*\*\*CONTESTS & FUN STUFF! \*\*\*



**Don't forget your gift basket to donate for door prize drawings!**



**Centerpiece Competition:** Carve your best Pumpkin Centerpiece and win a **\$75 Wal-Mart Gift Card** (We will provide the candles)



**Costume Contest:** Please bring your costume for Thursday Evening. The contest will be held during the banquet where you can vote on your favorite costume. If you intend to enter please see the registration desk to get a number.

The winning categories will be:

Best Overall Costume \*\*\*\$75 Wal-Mart Card\*\*\*

Scariest Costume \*\*\*\$75 Wal-Mart Card\*\*\*

Most Creative \*\*\*\$75 Costco Cash\*\*\*

Funniest \*\*\*\$75 Costco Cash\*\*\*



**SHOPPING:** Seattle Premium Outlet Mall will be providing VIP shopping coupons  
Open till 9pm every evening



**Casino Play:** Please see the Rewards Club in the Casino  
“Everyday’s a lucky day here at Tulalip”



# LEIRA 2009 FALL CONFERENCE

## REGISTRATION FORM

October 28th – 30th, 2009

### Wednesday

1300 - 1700 hrs

- SECTOR
- Property & Evidence
- Performance Evaluations
- Verbal Judo

### Thursday

0800 - 1200 hrs

- Pub. Disclosure Workshop
- Forensic Anthropology
- Administrative Files
- NICS

1430 - 1730 hrs

- Pub. Disc, Workshop cont'd
- Health & Safety in Evidence
- Teamwork
- NICS cont'd

### Friday

0800 - 1200 hrs

- NIBRS Web Browser
- Asset Forfeitures
- Ethics
- Firearms Safety

### Registration Information

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ ST: \_\_\_\_\_ Zip: \_\_\_\_\_

Title: \_\_\_\_\_

E-mail: \_\_\_\_\_ @ \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

First LEIRA Conference:  Yes  No

LEIRA Member:  Yes  No

**Full Registration** Members - **\$175** Non-Members - **\$195**

Includes:

- Wednesday - Training & Hospitality Night
- Thursday - Training, Breakfast, Lunch & Banquet
- Friday - Training & Breakfast

**One Day** Members - **\$90** Non-Members - **\$100**

Includes:

- Training & Meals, as listed above, for that day

**Banquet Only** \$40

**Fill out the form and select your training schedule.**

**Make check payable to:** LEIRA (Tax ID# 91-1303064)

**Send form along with payment to:** Julie Ubert  
Lake Stevens Police Dept.  
PO Box 790  
Lake Stevens, WA 98258

**Conference Registration Deadline:** October 13th, 2009

**Cancellation Deadline:** October 19th, 2009

# LEIRA TRAINING CONFERENCE

## October 2009

### Tuesday – October 27, 2009

1500 - ?? Executive Board Meeting  
 1800 - 2000 Early Registration

### Wednesday – October 28, 2009

0700 - 1830 Registration Open  
 1000 - 1300 Executive Board Meeting Continued

	Track 1	Track 2	Track 3	Track 4
1300-1700	SECTOR  J. Ubert-Lake Stevens PD/B. Romine-Benton County SO	Property & Evidence Room Management  J. Stuvland-Monroe PD/C. Risen-Mill Creek PD	More on Performance Evaluations  J. Short Everett PD	Verbal Judo for Front Line Staff  D. Kelly-Everett PD Retired

1730 -1830 "First-Timers" Gathering  
 1830 - ??? Hospitality Gathering (**All LEIRA Conference attendees *invited* to attend**)

### Thursday – October 29, 2009

0630 Registration Open  
 0700 - 0800 Breakfast

	Track 1	Track 2	Track 3	Track 4
0800-1200	Public Disclosure Workshop  S. Friend Gray-Seattle PD G. Dolan-WSP	Forensic Anthropology  Dr. K. Taylor King County M.E.	Administrative & Personnel Files  J. Johnson-Jacobs Everett PD	NICS  K. Kirkpatrick/ G. Stroger-FBI

1200 -1400 Lunch & Business Meeting

	Track 1	Track 2	Track 3	Track 4
1430-1730	Public Disclosure Workshop cont'd  S. Friend Gray-Seattle PD G. Dolan-WSP	Health & Safety Issues in Evidence  K. Bowman, RN University of WA	Teamwork Makes the Dream Work!  C. Lair/M. Mitchell Seattle PD	NICS cont'd  K. Kirkpatrick/ G. Stroger-FBI

1830 -1930 No Host Cocktail Hour  
 1930 -?? Banquet and Entertainment

### Friday – October 30, 2009

0630 - 0800 Late Registrations  
 0700 - 0800 Breakfast

	Track 1	Track 2	Track 3	Track 4
0800-1200	NIBRS Web Browser for Small Agencies  K. Lapczynski WASPC	Asset Forfeitures  K. Fournier Snohomish Co. S.O	Ethics  Cpl. R. Spurling WSP	Firearms Safety  S. Pruitt Tulalip Tribal PD

0630-1200 Hotel Checkout (**Individual attendees responsibility**)

# CLASS DESCRIPTIONS & INSTRUCTOR BIOS

## WEDNESDAY: 1300-1700

### Track 1 - SECTOR

This class will offer an overview of how to navigate the WSP Sector Back Office, discuss State Audit Requirements, and manage SECTOR from an administrative and records perspective. This will include a PowerPoint presentation, online demonstration of the back office and an interactive question and answer period.

#### Instructor – Bobbi Romine, Benton County Sheriff's Office

Bobbi's law enforcement career began in 2003 when she was hired with the Benton County Sheriff's Office as a records clerk. Starting as an entry-level clerk, Bobbi learned all of the needed information to succeed in her position. In September of 2005 Bobbi was promoted to Records Sergeant. With this promotion came the added responsibilities of clerical staff management, being the agency TAC, and doing the UCR submission.

Bobbi obtained her Associate of Arts degree from Columbia Basin College and continued her education at Washington State University, where she earned a Bachelor of Arts in Business Administration with a minor in Marketing.

In addition to her many responsibilities with the Benton County Sheriff's Office, Bobbi is active with the West Richland Civil Service Commission. During the hours she is not working she enjoys spending leisure time with her family, which includes boating, walking and playing with the family's two dogs.

#### Instructor – Julie Ubert, Lake Stevens Police Department

Administrative Supervisor Julie Ubert began her law enforcement career in 2004 as a records clerk for the Lake Stevens Police Department. Her prior educational and professional experience has been in hospitality and customer service. After only being with the department for eight months Julie was promoted to Administrative Supervisor. With this position she supervises the Administrative Staff, Cadet and Volunteer Program as well the Evidence Room. Julie is also responsible for preparing and monitoring department budgets and is a part of the departments Accreditation team. During her career, Julie has been actively involved in LEIRA, serving as Treasurer and assisting to redevelop the LEIRA website and is also an associate member of WASPC.

### Track 2 - Property Room Management

Do you work in the property room or supervise those who do? Do your evidence procedures meet industry standards? Can you improve the security and integrity of your evidence? This class will cover evidence/property collection, storage, presentation in the courtroom, etc. Return to your agency armed with a greater understanding of the laws, including the more esoteric that relate to your job.

Whether you are a novice or a seasoned veteran of the property room, this class offers something for all!

Topics will include: Evidence packaging, Proper seals, Storage issues, Crime lab submission of evidence, Property forms, Notification of property owners, Disposals, Auctions

### **Instructor - Julie Stuvland, Monroe PD**

Julie began her law enforcement career in 1977 with the Reno Police Department as an Explorer Scout and later as a Police Dispatcher. She moved to Washington in 1985 and worked as a dispatcher for Bothell, Kirkland and Mercer Island Police Departments. In 1996, she transferred to the property room for Mercer Island Police Department. In 2000, she was hired by Monroe Police Department and currently serves as the Evidence Technician. Julie is a member of the International Association of Blood Stain Pattern Analysts, the International Association of Property and Evidence and The International Association for Identification. She holds training certificates from the FBI in fingerprint identification, Washington State Patrol in Marijuana Leaf Identification, Pacific Coast Forensic Science Institute in Forensic Crime Scene Investigation and CJTC Evidence Officer. Julie is also an ACCESS instructor, NIK system of narcotics identification instructor and has completed the CJTC instructor development course. Julie lives in the Maltby area with her husband and two sons.

### **Instructor – Chris Risen, Mill Creek PD**

Chris has worked for the Mill Creek Police Department for over seventeen years as a property/evidence technician. She assists with crime scene investigation, photography and evidence collection. She attended the property/evidence academy in 1996 and was certified as a Marijuana Leaf Identification Technician in 2001. She became a member of the SMART (Snohomish County Multi Agency Response Team) in March 2009. Chris has attended many seminars and conferences relating to Property and Evidence and has audited other agencies property rooms.

## **Track 3 - More About Performance Evaluations**

You asked for it, you got it! This class is designed to go a little deeper into the world of performance evaluations. We will spend most of the time focused on two things; one, the evaluation form itself and two, how to present an evaluation (both positive and negative) to the employee. There will be sample evaluation forms for us to review in class and for you to take home.

This is **NOT** the same class that was offered in Ocean Shores last year and the Ocean Shores presentation is **NOT** a prerequisite for this class. I will provide a quick overview of the material presented last fall and then delve into more detail on the two topics listed above.

### **Instructor – Jennifer Short, Everett Police Department**

Jennifer began her law enforcement career in 1995 at the Snohomish Police Department in their cadet program while attending college. She was then hired on as a full time Police Clerk with Snohomish PD and spent two years in that position. In 1999 Jennifer went to work for the Everett Police Department as both a Reserve Police Officer and a Records Unit Specialist. She was promoted to the position of Records Unit Supervisor in 2001 and then assigned as the Records Training Supervisor. In 2007 she was promoted to the position of Records Manager. Jennifer holds a bachelors degree from the University of Washington in Social Science with minors in Political Science and Philosophy.

When she's not at work, Jennifer sings with the Everett Police Choir, "The Thin Blue Line" and sings with a women's cappella chorus, Voices Northwest. She also spends her time volunteering at a local, no-kill cat shelter, or spends her time geocaching.

Jennifer has been on the LEIRA Board of Directors since 2002, serving as a Training Co-Chair and currently as your LEIRA Conference Committee Chair.

## **Track 4 - Verbal Judo for Front Line Staff**

Verbal Judo contains a set of communications principles that help enable the user to generate voluntary compliance from others during stressful situations. The principles are geared primarily, but not exclusively, to law enforcement situations. Verbal Judo teaches a philosophy of how to look creatively at conflict, offering specific, powerful and usable strategies to resolve tense encounters.

Goals of Verbal Judo include:

- Safety-Using words to prevent confrontations from becoming violent situations
- Enhanced Professionalism-By gaining voluntary compliance from difficult people by using professional language. Using appropriate language with the public improves community relations
- Reducing Citizen Complaints-Skillful, professional presentations are less likely to generate citizen complaints
- Decreased Liability-Lawsuits for both physical and verbal abuse
- Stress Reduction-Having newly developed communication skills builds confidence in the ability to resolve conflict

### **Instructor – Dennis Kelly, Everett Police Department (Retired)**

Dennis Kelly retired from Everett Police Department after over 27 years in law enforcement. As a police officer, he was involved in the K-9 unit, DARE, Fatality Accident Investigation, Motorcycle Patrol, Dive Team and was an EVOC instructor. Dennis has over 30 years of martial arts training, including Tae Kwon Do, Aikido, Karate and Judo. He is a fourth degree black belt in Tae Kwon Do and is a nationally certified instructor and tournament judge. He owned and operated his own Tae Kwon Do school for several years. Currently, he works as a Motorcycle Safety Instructor for North Sound Safety. Dennis has been married for over 38 years and has four children and seven grandchildren.

## **THURSDAY: 0800-1200**

### **Track 1 - Public Disclosure Workshop \*\*\* All Day Class \*\*\***

The full day workshop will cover the following topics: general public disclosure, vocabulary, the applicability of specific exemptions, AG Model Rules, electronic records WACs, disclosure tracking, disclosure training programs, privilege/redaction logs, release of juvenile information, release of collision reports, criminal history dissemination, current disclosure case law, advanced requests, internal investigations, and personnel files. There will be time for group discussion and questions. This all day workshop is good for both the beginner and the advanced public disclosure person.

### **Instructor –Sheila Friend Gray, Seattle Police Department**

Sheila came to Seattle Police Department in 1999 as an Administrative Specialist I in the Crime Records Unit. She was moved to the DWLS unit in its inception and helped to develop and build the unit. In 2000, she was promoted to Administrative Specialist II in the Crime Records Unit where she began developing her skills in public disclosure. In 2002, she was promoted to Supervisor in the DWLS unit and eventually ended up in the Public Request Unit where she is currently the Manager of the Unit and handles all complex and unusual public disclosure requests for the Seattle Police Department. She currently works with the City Attorney Office, Attorney General Office, media, ACLU and many other organizations externally and internally to respond to public disclosure requests.

### **Instructor – Gretchen Dolan, Washington State Patrol**

Gretchen is the Public Records Manager for the Washington State Patrol, which receives approximately 12,000 records requests annually (excluding collision report requests). She manages 9 full time public disclosure coordinators and oversees the disclosure work of 40 other WSP employees who routinely assist on public records requests. Her responsibilities include policy making, strategic planning and final authority for all public disclosure related issues. Gretchen is also the Assistant Division Commander for the Risk Management Division of the WSP, collaborating on tort claim and litigation issues involving the WSP. Prior to this appointment, she was a regional disclosure coordinator with the WSP, and an emergency dispatcher. Gretchen was awarded the 2008 Governor's Award for Leadership in Management. Gretchen is currently participating in the Washington State Certified Public Manager Program. She holds a B.A. in Communications from Seattle University.

### **Track 2 - Forensic Anthropology**

This workshop is an overview of the different challenges posed by outdoor and buried body scenes including body and evidence recovery determination of human versus nonhuman skeletal remains, and determination of postmortem interval. The workshop will include a session with human and nonhuman bones.

### **Instructor – Dr. Katherine Taylor, King County Medical Examiners Office**

Dr. Taylor is a full-time anthropologist with King County, and also provides contract Forensic Anthropology services to other counties in the State of Washington. Her expertise includes scene response for surface scatter and buried bodies, skeletal analysis (human versus nonhuman, biological profile, trauma analysis, identification) and work-up for unidentified bodies. She has also served on the Washington State Attorney General's Missing and Unidentified Task Force representing the Washington Association of Coroner's and Medical Examiners (W.A.C.M.E.) and is currently involved in mass fatality preparation for King County.

### **Track 3 - Agency Personnel & Administrative Files**

This class is designed to provide guidance to support staff that is responsible for the complex task of maintaining personnel and /or administrative files specifically for employees in their department. Department personnel / administrative files are separate from personnel files maintained by Human Resources.

The goal of this class is to increase confidence in the fundamentals of maintaining personnel working files, i.e., acceptable contents, unacceptable contents, risk management, privacy relating to medical information, access to files, audit trails, retention, etc.

### **Instructor – Jeanne Johnson Jacobs, Everett Police Department**

Jeanne began her career with the Everett Police Department in 1980. Jeanne was promoted to the rank of Records Unit Manager in 1990. In 1997 Jeanne was promoted to the rank of Support Services Manager and served as the "mid-manager" within the Records Unit and Administrative Services. Her assignments focused on risk management, high profile public disclosure, litigation, legislative impacts, and managing personnel issues. Additionally, she developed training programs and began instructing on topics such as coaching/counseling, personnel evaluations, supervisor responsibilities, and managing administrative/personnel files.

In 2005, Jeanne began serving as the Administrative Support Services Manager and is part of the Chief of Police's Administrative staff; continues to oversee high profile disclosure, risk

management, etc. Additionally, she oversees all departmental personnel files including retention, destruction, disclosure, etc. She works closely with the Office of Professional Standards and oversees all its public disclosure and reviews of background investigations. Jeanne also provides legislative impact reviews for the Chief of Police and his command staff.

Jeanne is a charter member of LEIRA and has served in the capacity of President, 1<sup>st</sup> Vice President, and Past - President. Jeanne continues to serve LEIRA as its Legislative Chair, Archivist and as an instructor. Jeanne is an associate member of the Washington Association of Sheriffs and Police Chiefs; and serves on its Legislative, LEMAP and Accreditation Committees.

## **Track 4 - National Instant Criminal Background Check System (NICS)**

### **\*\* All Day Class \*\***

*Have you ever wondered what types of criminal history databases are searched in a firearm background check? Have you ever wondered what federally prohibits an individual from purchasing or possessing? Have you ever wondered how you could submit information to preclude someone who is prohibited from purchasing a firearm?*

This session will provide the attendee a general overview of the NICS. The session will give details on how the NICS began, what is involved and where it is today. This session will also give an in depth review of all the federal prohibitors and what criteria is necessary to qualify under each category. The class will review actual criminal history and determine if the potential purchaser is eligible to purchase and/or possess a firearm. Attendees will receive strategies that can assist in the process of research criminal record and the sharing of information obtained.

This session will explore the requirement to check with the United States Immigration and Customs Enforcement (ICE) to determine the correct immigration status of a non-US citizen firearm applicant and the interpretation of the responses received from ICE. The class audience will receive the information on the NICS Index including what information is contained in this National file, the importance of agencies submitting to the NICS Index and the different methods for records submission.

This session also demonstrates what information is contained in the NICS Index. It will also express the importance for agencies to submit to NIC Index as well as demonstrate how to submit an entry into the NICS Index. The Voluntary Appeal File will also discuss as well as the do's and don'ts of utilizing the NICS.

### **Instructor – Karey Kirkpatrick, FBI**

Karey Kirkpatrick graduated from Fairmont State College with a degree in Education. She began her FBI career in 1997. Mrs. Kirkpatrick came to the National Instant Criminal Background Check System in 2000 where she has served in the following positions: Office Assistant, Customer Service Representative, NICS Legal Examiner, and a NICS Appeals Examiner. She is currently a Liaison Specialist assigned to the State Support Team within the Appeals and Liaison Services Unit. The State Support Team provides assistance to all states by conducting in-depth training and offering support to states who utilize the NICS system to perform firearm background checks.

### **Instructor – Greg Strogon, FBI**

Greg began his career with the FBI in 1996 and worked in the National Instant Criminal Background Check System (NICS) Program from its inception in 1998 to 2003. Greg accepted a position with the Information Technology Management Section of CJIS in 2003 and returned to

the NICS Section in October 2005. He currently serves as a Liaison Specialist for the POC Support Team. Greg previously worked as a NICS Appeals Analyst, Legal Instruments Examiner, and a Fingerprint Examiner. As an appeals analyst, Greg had the opportunity to attend various conferences to explain the NICS Program and the background check process. Prior to his employment with the FBI, he worked for five years as a claims adjuster in the insurance industry.

## **Thursday: 1430-1730**

### **Track 1 - Public Disclosure Workshop Continued \*\*\* All Day Class \*\*\***

See Class Description Above

### **Track 2 - Health & Safety Issues in the Evidence Room**

This class will cover hazards that may be associated with police property rooms. We will discuss bloodborne pathogens, air quality, proper lifting techniques and other items that concern employees working in the property room.

#### **Instructor – Karen Bowman, RN, University of Washington**

Principal consultant and President of Karen Bowman & Associates, Karen has been working with employees and companies to improve human and environmental health for more than two decades. Over the years, she has developed a highly effective approach to ensuring workplace health and safety while controlling health-care costs and saving businesses money.

Rather than just focusing on specific regulatory compliance or safety issues, Karen looks at the health and well-being of an entire company and all its employees. Then she uses her expertise in occupational and environmental health nursing, occupational medicine, toxicology, epidemiology, industrial hygiene and public health to design and implement highly customized, cost-effective strategies for her clients.

In addition to working with a wide variety of companies in the Pacific Northwest, Karen is a clinical faculty member in the Occupational and Environmental Health Nursing Program at the University of Washington.

She is also co-founder of Professional Adventures. This cutting-edge organization gives environmental and occupational health professionals the chance to travel, and learn about health and safety issues in developing countries around the world.

### **Track 3 - Teamwork Makes the Dream Work**

What is Teamwork? A joint action by two or more people in which each person reduces their own needs (its not about me) and works for the good of the whole, not the individual. This class is designed to help individuals understand group dynamics and how to deal with them regardless of the position or role that you hold within your organization. Interactive (not painfully we promise) and fun and guaranteed you will learn something about yourself and others.

#### **Instructor – Cheryl Lair, Seattle Police Department**

Cheryl Lair has been with Seattle PD for 20 years and currently holds the position as the Records Manager. Having worked in several teams, many of them just created, some of them in crisis,

and many of them well formed, supervised several teams and now managing teams, Cheryl brings a ground up approach and understanding that it takes a Team to make the Dream Work.

**Instructor – Mary Mitchell, Seattle Police Department**

Mary Mitchell has been with Seattle PD for 15 years and currently holds the position as the Parking Enforcement Supervisor. Mary brings not only the work dynamic of teams to the presentation, but also a broader spectrum of working with teams who are assigned to areas outside of the “building” and how to keep these teams together and keep making the Dream Work.

**Track 4 - NICS Continued \*\*\* All Day Class \*\*\***

See Class Description Above

**Friday: 0800-1200**

**Track 1 - NIBRS Web Browser for Small Agencies**

This class provides hands-on training on the free WASPC website for agencies that do not have a National Incident Based Reporting System (NIBRS) compliant records management system (RMS). Class attendees will learn how to use the website to do “Individual Incident Entry” directly into the State NIBRS repository. You will log into the training database and, using crime scenarios, input cases into the system. This will allow participants to become familiar with the website and have questions answered while using the system.

Class participants should bring laptops to class that can access the Internet to get the full value of the class.

**Instructor – Kellie Lapczynski, WASPC**

Kellie has worked as a statistical compiler for the Washington Association of Sheriffs and Police Chiefs (WASPC) Criminal Justice Information Support Department since 2000. She provides National Incident Based Reporting System (NIBRS) training to local agencies transitioning Summary UCR to NIBRS submission. She compiles annual data on the number of law enforcement employees in Washington State as well as assisting with the publication of the annual *Crime in Washington* report. Kellie volunteers time with Special Olympics and is a quilter in her spare time.

**Track 2 - Asset Forfeitures**

The class will cover the probable cause necessary to seize property (both real property and personal property), the difference between seizures based on facilitation and/or proceeds evidence, the procedure of seizing property for both real and personal property as well as the Notice of Seizure and Intended Forfeiture forms that are used by the Snohomish Regional Drug Task Force and the Snohomish County Sheriff’s Office, the requirements for storing seized property until the case is adjudicated, time requirements and deadlines for service and hearings, and the fiscal impact of seizing property as well as the costs that can be incurred. We hope to be able to answer further questions that may come up.

### **Instructor – Karen Fournier, Snohomish County Sheriff's Office**

Karen has been a deputy with Snohomish County Sheriff's Office for nearly 13 years and is currently assigned to the Snohomish Regional Drug Task Force as a Financial Detective investigating Money Laundering, Criminal Profiteering, Structuring, and other financial crimes associated with drug cases. She also supports the asset seizures cases through the civil process. She will be accompanied by a panel of Patric Slack (Commander of the Snohomish Regional Drug Task Force), Joanie Fadden (Finance Manager for Snohomish County Sheriff's Office), and Wendy Nielsen (Evidence Control Officer with Snohomish County Sheriff's Office).

### **Track 3 - Ethics**

Ethical dimensions of leadership is an interactive class. The students will be encouraged to participate and interject as we explore the following areas:

1. Identify the guidelines for ethical behavior and determine whether they are clear or ambiguous.
2. Identify the consequences (rewards/punishments) for ethical behavior & unethical behavior.
3. Classify the levels of competition and stress in the organization as functional or dysfunctional.
4. Classify the level of comfort organizational members have for reporting unethical behavior.
5. Describe the leaders role in creating an ethical environment.

### **Instructor – Cpl. Ryan Spurling, WSP**

Ryan serves as the program lead for the Control/Defensive Tactics, Use of Force, TAC, and fitness programs at the Washington State Patrol Academy. He also serves as the co-lead of the Control Tactics and Weapons Instructor Program which has over 80 field instructors. He has served in this position for the past nine years.

Ryan has been with the Patrol for 21 years. He was originally assigned to Wenatchee as an operations cadet and after the academy was assigned to South Everett for a year and a half. He later transferred to Ellensburg and worked Snoqualmie Pass for nine+ years. In 1999 he accepted a position at the academy.

After being assigned to the Academy he has obtained his certification as a Master instructor certification and a Specialized Instructor through the Washington State Criminal Justice Training Commission. He is also an IACP LPO (leadership in police organizations) instructor and teaches the ethical dimensions of leadership.

During his 22 year career in the Military he served four years active duty in the United States Marine Corps and 18 years in the Army reserves. In 2003 he was activated for Operation Iraqi Freedom and served as the acting Battalion Command Sergeant Major for 1/364, 4<sup>th</sup> Brigade, 91st Division. He served in many leadership positions and finished his career as the NCOIC of Task Force Regan in 2004 and assisted with the development and running of an 8 hour combative course training thousands of soldiers and airmen being deployed to Iraq, Afghanistan.

## **Track 4 - Firearms Safety**

### **Instructor – Sherman Pruitt, Tulalip Tribal Police Services**

Sherman served in the United States Marine Corps active duty for 11 ½ years. He served 11 years of his career as a firearms instructor. He has trained approximately 7,000 Marines during his career as a firearms instructor at his assigned units. As a Rangemaster on the Camp Pendleton firing range, we supervised and qualified approximately 35,000 Marines a year. Sherman has been a firearms instructor for the past 16 years. He did several deployments to Iraq and Rwanda. He is still currently serving in the military reserves with the WA Air National Guard as an Aerospace Technician.

Sherman is a full-time commissioned officer with the Tulalip Police Department and cross-commissioned with the Snohomish County Sheriff's Office. He is currently serving as a Detective with the Criminal Investigations Unit. He is a State Certified Firearms Instructor, a Terrorism Awareness Instructor trained from the Department of Homeland Security, and a Certified Taser Instructor. Sherman is a husband to a wonderful woman and a father to five beautiful children.