



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Mary Faith Bell - Doug Olson - Erin Skaar

BOARD MEETING

Wednesday, November 13, 2024, 9:00 AM

Join In Person:

County Courthouse, Board of Commissioners' Meeting Room 106, 201 Laurel Avenue, Tillamook

Join Virtually:

tillamookcounty.gov/bocc/page/meetings-agendas-minutes or 1-971-254-3149, ID: 866 914 607#

Additional viewing options are available at tctvonline.com. Closed captioning and translation options are available for recorded videos at www.youtube.com/@tillamookcounty1434.

More detailed [meeting instructions](#) are available at tillamookcounty.gov/bocc/page/meetings-agendas-minutes. Call 503-842-1814 or send an email to helpdesk@tillamookcounty.gov regarding any meeting technical issues.

MEETING - 2024-11-13 BOCC MEETING AUDIO.MP4

CALL TO ORDER – Wednesday, November 13, 2024 9:01 a.m.

1. Welcome & Request to Sign Guest List
02:05
2. Pledge of Allegiance
02:10
3. Public Comment: There were none.
02:36
4. Non-Agenda Items: There is one unscheduled item that will be taken later in the agenda/Commissioner Mary Faith Bell
02:39

LEGISLATIVE - ADMINISTRATIVE

5. Consideration of an Agreement with Juliette's House with Tillamook County on Behalf of the Tillamook County Child Abuse Multidisciplinary Team for Medical Assessments/Sarah Dentel, Child Abuse Multidisciplinary Team Coordinator, Tillamook Family Counseling Center
03:40

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board signed the agreement.

6. Consideration of an Out-of-State Travel Request for Josh Brown to Attend the Western States Sheriffs Association Annual Conference in Reno, Nevada from 3/9 - 3/13/2024/Sheriff Josh Brown, Sheriff's Office

07:00

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Chair signed the travel request.

7. Consideration of a Memorandum of Understanding with the Tillamook Estuaries Partnership and Other Parties for the Northwest Oregon Restoration Partnership Program/Chris Laity, Director, Public Works

09:47

A motion to authorize Director Chris Laity to sign the memorandum of understanding was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes.

8. Consideration of an Order in the Matter of the Appointment of Members to the Tillamook County Housing Commission/Parker Sammons, Housing Coordinator, Department of Community Development

12:59

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board signed Order #24-064.

9. Consideration of an Order and Resolution in the Matter of the Appointment of a Member to the Northwest Oregon Housing Authority Board of Directors/Commissioner Mary Faith Bell

15:40

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board signed Order #24-065, #R24-016.

UNSCHEDULED: Discussion Regarding Central Services Department, Chief Administrative Office Position Description, Executive Team; and Orders Adopting Board of Commissioners' Policies, Chief Administrative Officer Job Description and Executive Team Title/Rachel Hagerty, Chief of Staff

19:09

Chair Bell recessed the meeting at 9:19 a.m. to go into executive session pursuant to ORS 192.660(2)(e) and ORS 192.660(2)(d).

Chair Bell reconvened the meeting at 9:51 a.m.

10. Board Concerns

1:51:01

Col-Pac Meeting, Elections Update/Commissioner Doug Olson

OTHER MEETINGS AND ANNOUNCEMENTS

1:54:32

The Commissioners will hold a Board Briefing on **Wednesday, November 13, 2024 at 3:00 p.m.** to discuss weekly Commissioner updates. The meeting will be held in the Board of Commissioners' Meeting Room 106 at the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 866 914 607#.

Veterans Day is an observed holiday for the County and the Oregon State Circuit Court. All County offices in the Tillamook County Courthouse and the Tillamook County Library, administrative offices in the Jail and Justice Facility, Public Works Department, Department of Community Development, Surveyor's Office, and the Health and Human Services Department and clinics, and the Circuit Court, will be **CLOSED** on **Monday, November 11, 2024**.

The Commissioners will attend a public meeting on **Thursday, November 14, 2024** at **7:00 p.m.** for a joint discussion with the Tillamook County Planning Commission regarding the Federal Emergency Management Agency's Biological Opinion. The meeting will be held at the Port of Tillamook Bay Conference Center, 4000 Blimp Boulevard, Tillamook. The virtual meeting link will be posted prior to the meeting on the Department of Community Development's homepage at <https://www.tillamookcounty.gov/commdev/page/hearing-meeting-information>.

The Commissioners will attend a Forest Trust Land Advisory Committee meeting on **Friday, November 15, 2024** at **10:00 a.m.** at the Oregon Department of Forestry Headquarters, 2600 State Street, Building C, Salem.

The Local Public Safety Coordinating Council (LPSCC) teleconference will be held on **Monday, November 18, 2024** at **12:00 p.m.** The meeting will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 155 859 952#.

The Commissioners will attend the annual Association of Oregon Counties Conference in Eugene from **Monday, November 18, 2024** through **Friday, November 22, 2024**.

There is **NO** Board of Commissioners' meeting and **NO** Board Briefing scheduled for **Wednesday, November 20, 2024**.

The Commissioners will attend a Tillamook LightWave meeting on **Tuesday, November 26, 2024** at **9:30 a.m.** at Tillamook PUD in the Carl Rawe Meeting Room, Tillamook.

Thanksgiving Day is an observed holiday for the County and the Oregon State Circuit Court. All the County offices in the Tillamook County Courthouse and the Tillamook County Library, administrative offices in the Jail and Justice facility, Public Works Department, Department of Community Development, Surveyor's Office, and the Health and Human Services Department and clinics will be CLOSED on **Thursday, November 28, 2024** and **Friday, November 29, 2024**.

ADJOURN – 11:32 a.m.

BOARD OF COMMISSIONERS' BOARD MEETING

Wednesday, November 13, 2024

	Present	Absent		Present	Absent
Mary Faith Bell	☒	☐	Rachel Hagerty	☒	☐
Doug Olson	☒	☐	Bill Sargent	☒	☐
Erin Skaar	☒	☐			

PLEASE PRINT

Name

Email or Address

Item of Interest

Sarah Danta

sarahd@FCC.org

CATC

(Please use reverse if necessary)

TILLAMOOK COUNTY BOARD OF COMMISSIONERS' MEETING

WEDNESDAY, NOVEMBER 13, 2024

PUBLIC COMMENT SIGN-IN SHEET

PLEASE PRINT

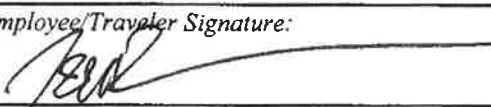
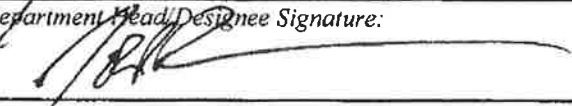
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PLEASE COMPLETE ALL SECTIONS IN YELLOW. WHERE DOLLAR AMOUNT DOES NOT APPLY LEAVE AT \$0.00
THIS FORM IS FILLABLE. AMOUNTS & TOTALS WILL CALCULATE AUTOMATICALLY

TILLAMOOK COUNTY TRAVEL AUTHORIZATION

01/01/2024-12/31/2024

Please complete this form and obtain required signatures **before** traveling.

1. Name of Employee/Traveler: Josh Brown			2. Date: 10/31/2024		
3. Training Related/Conference (if yes, attach Agenda): ☒ Yes ☐ No			4. Airfare/Railfare: \$ 300.00 Confirmation Number:		
5. Name of Conference or Training: Western States Sheriffs Association Annual Conference			6. Conference/Training Cost: \$ 250.00		
7. Itinerary: Destination (City, State): Reno, NV			8. Lodging Reservation Information:		
Est. Departure Date: <u>3/9/2024</u> Time: 1:30 pm			Hotel Name: <u>Peppermill Resort & Casino</u>		
Est. Return Date: <u>3/13/24</u> Time: 3:00 pm			Address: <u>2707 S. Virginia Street</u>		
			<u>Reno, NV 89502</u>		
			Phone number: <u>1-800-282-2444</u>		
			Confirmation Number: _____		
9. Miscellaneous Expenses: (Identify Specific Expenses: Taxis, Shuttles, Etc.)			10. Lodging Rate:		
a. airport parking \$ 75.00 c. _____			Amount per Night: \$ 130.00		
b. _____ d. _____			Tax per Night: \$ 69.75		
			Total per Night: \$ 199.75		
11. Meals: (Please CHECK which rate you are using in ONE box below)			Number of Nights: x 5		
Daily Meal Rate without receipts (See policy): 			Total Lodging: \$ 998.75		
CONUS Rate with detailed receipts and accounting: 					
*Daily Rate: \$ 59.00 *(Standard rate or City Conus Rate)			12. Cost of Trip:		
			Airfare/Railfare: \$ 300.00		
			Lodging: \$ 998.75		
			Meal Per Diem: \$ 116.41		
			Personal Car Miles: \$ 114.84		
			Training/Conference Cost: \$ 250.00		
			Miscellaneous: \$ 75.00		
			Total Not To Exceed: \$ 1,855.00		
13. Personal Car Miles					
Total miles round trip: 171.4 x 0.67 \$ \$ 114.84					
14. Purpose of Trip (Be Specific):					
To attend the Western States Sheriffs Association Annual Conference in Reno, Nevada 3/9/25-3/13/25. I will be taking my personal vehicle to the airport, as I don't want to leave a Sheriff Vehicle in the airport parking lot.					
15. Approved for Payment:					
Meal Per Diem: \$ 116.41			Transportation: \$ 300.00		
Personal Car Miles: \$ 114.84			Training/Conference: \$ 250.00		
Misc: \$ 75.00			Total \$ 1,855.00		
Lodging: \$ 998.75					
16. Employee/Traveler Signature:			Date:		
			10-31-24		
17. Department Head/Designee Signature:			Date:		
			10-31-24		
18. Board of Commissioner's Signature (Required for Out-Of-State)			Date:		
			11/13/2024		

APPENDIX D

TILLAMOOK COUNTY

**REQUEST APPROVAL FORM TO UTILIZE EMPLOYEE/AGENT
PRIVATE VEHICLE FOR COUNTY BUSINESS
*APPROVAL REQUIRED PRIOR TO USAGE OF PRIVATE VEHICLE***

Destinations:

TO: Portland Airport FROM: Tillamook, OR

I request approval to use my private vehicle on 3/8/25/ to 3/13/25 for Tillamook County business purpose of:

Driving to the Portland airport, to fly to Reno for the Western States Sheriffs Association Annual Conference.

Reason for using private vs. County owned vehicle is:

I do not want to leave a Sheriff's Vehicle at the airport parking lot.

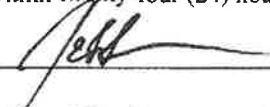
I am (X) am not () requesting mileage reimbursement. Insurance terms remain the same whether or not mileage payment is requested. This form must accompany the reimbursement request.

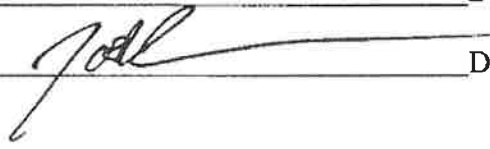
Personal or Private Vehicle Liability. If you authorize your employees/agents to use a personal or private vehicle on County business, he/she is responsible to carry the minimum liability insurance required by law (must provide proof before department head/designee approval). If employees operate a personal or private vehicle on County business, their personal liability insurance policy is primary and County coverage is excess. If the amount of liability to third parties exceeds their private policy limits, the County will provide excess liability coverage.

The County does not cover collision or comprehensive insurance for personal vehicles. When utilizing a personal vehicle for County purposes, the employee/agent is 100% responsible for collision or comprehensive damage incurred to the vehicle.

The rationale of having County employees/agents complete a vehicle usage form is for their own knowledge pertaining to County vehicle coverage, and liability protection from the County. Plus, the signed form may give their department head/designee a heads up as to who will be using their own vehicle on County business and committing department funds when claiming reimbursement for personal vehicle mileage. The signing of the personal vehicle usage document will inform the County employee/agent that their insurance is the first to be used in the event of a vehicle accident. Each department should keep a copy of the signed form on file.

If involved in an accident while on official County business, I will advise the Human Resources Department within twenty-four (24) hours by calling 503-842-3418.

Employee:  Date: 10-31-24

Department Head/Designee  Date: 10-31-24

 **\$246.21 is better than expected** ⓘ
This price is at least 49% lower than the typical fare found on Expedia

 **Stay flexible with no change fees**
We recommend booking a flight with no change fees in case your plans change
 [Change flights](#)

Portland to Reno

5:53pm - 7:17pm (1h 24m, nonstop)

 Alaska Airlines • Sat, Mar 6

[Reduce average CO₂](#)

[Show details](#) ▾

[Change flight](#)

Reno to Portland

10:24am - 11:55am (1h 31m, nonstop)

 Alaska Airlines • Thu, Mar 13

[Reduce average CO₂](#)

[Show details](#) ▾

[Change flight](#)

Price summary

Traveler 1: Adult	\$246.21
Flight	\$200.00
Taxes and fees ⓘ	\$46.21

Trip total **\$246.21**

Rates are quoted in US dollars

[Check out](#)

 **Free cancellation**
There's no fee to cancel within 24 hours of booking

Flight



Expedia

Shop travel ▾

📱 Get the app

🌐 English

List your property

Support

Trips



Sarah

Alaska Airlines · PDX → RNO > Alaska Airlines · RNO → PDX > **Review your trip**

\$246.21 is better than expected ⓘ

This price is at least 49% lower than the typical fare found on Expedia



Stay flexible with no change fees

We recommend booking a flight with no change fees in case your plans change.

Change flights

Portland to Reno

5:53pm - 7:17pm (1h 24m, nonstop)

 Alaska Airlines · Sat, Mar 8

Below average CO₂

Show details ▾

Change flight

Reno to Portland

10:24am - 11:55am (1h 31m, nonstop)

 Alaska Airlines · Thu, Mar 13

Below average CO₂

Show details ▾

Change flight

Your fare: Saver

✕ Seat choice not allowed

✕ Changes not allowed

Get more with Main

✓ Seat choice included

✓ No change fees

See all fares



Up

Trip total

\$247

View price summary

Check out

-\$90

per traveler

Seats

✕ Seat choice not available

Fare upgrade required to choose your seat.

[See upgrade options](#)

Bags

✓ Carry-on bag included

💰 1st checked bag for a fee

Bags for this flight must be purchased through the airline after booking.

Fly, drive, save

Get up to \$90 off when you book a flight + car together. ⓘ



Special

Special or similar

Trip total
\$247

be happy to assist you.

Q: Does the Peppermill provide shuttle transportation?

A: The Peppermill features an easy and convenient airport shuttle, which departs from the valet area outside the Hotel Lobby, and runs every half-hour beginning at 4am. The last shuttle departs from the Peppermill going to the airport at 11:30pm. In addition, the airport shuttle departs from the airport going to the Peppermill every half-hour beginning at 4:15 am, and continuing to 11:45pm. This shuttle picks-up at the North exit of the Baggage Claim area.

Check-In	Check-Out
Sat, Mar 10	Thu, Mar 15

\$130

avg/night

Room Rate	\$650.00
Room Tax	\$84.50
Resort Fee	\$225.00
Resort Fee Tax	\$29.25
Tourism Surcharge	\$10.00
Total	\$998.75

BOOK NOW



SIZE
350 sq. ft.

KING	BATHS
1	1

PEPPERMILL TOWER REMODEL

In our ongoing efforts to provide the most innovative and cutting-edge hospitality concepts, we are currently undergoing an upscale room transformation in our Peppermill Tower. As always, we will work hard to minimize the impact on the guest experience. Please accept our apologies for any inconvenience this renovation may cause.

DELUXE KING

ACCOMMODATIONS

Peppermill's newly-remodeled Deluxe King Rooms feature innovative amenities paired with posh design. Airy quartz countertops set against luxe dark birch furnishings create a bold foundation for the room's stylish, contemporary artwork and accented designer carpeting. Stay and see why Peppermill is voted Reno's best hotel year after year.

For rates and availability, check online or call our Reservations line at (866)821.9996.

SERVICES & AMENITIES

Bed & Bath

- Custom made plush double pillow-top mattresses
- Luxurious triple sheeting and linens
- Generously-sized terry cloth towels
- Hair dryer and vanity mirror

Room Features

- Connecting hotel rooms are available
- ADA Accessible
- Writing desk
- Two telephones
- Iron/Board
- Video checkout
- 24 hour room service
- In-room safe
- Refrigerator
- Keurig Coffee Machines with choice of regular and decaf coffee

Entertainment

- Pay-to-view movies
- Alarm clock with USB ports and power outlets
- 50" wall mounted LCD high-def television



Enter search string



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Annual Training and Business Conference

Start *Sunday, March 09, 2025*

End *Thursday, March 13, 2025*

Location *Peppermill Casino,
2707 S. Virginia Street,
Reno, NV 89502*

Registration

- **Member**
Department/Association -
\$225.00
- **Non-Member**
Department/Association -
\$250.00
- **Retired Sheriffs/Lifetime**
members - \$75.00
- **Spouse/Guest of a Non-**
Member
Department/Association -
\$150.00
- **Spouse/Guest of a Retired**
Sheriffs/Lifetime members -
\$75.00
- **Spouse/Guest of Member**
Department/Association -
\$100.00

	B	L	D
8m	X	X	
9m			
10m			
11m	X	X	
12m	X	X	
13m			X

[Register](#)



Conference Agenda • March 9-13, 2025

Sunday, March 9

Committee Meetings
Executive Board/Board of Directors Meeting

Monday, March 10

Opening Session
Committee Meetings
Business Partner Orientation
New Member Orientation
Presidents Reception and Fallen/Injured Deputy Auction

Tuesday, March 11th

Breakfast And Lunch Provided
Training Day Both Morning and Afternoon

Wednesday, March 12th

Man Up Crusade - Purple Day- Breakfast And Lunch Provided
Training In The Morning
WSSA Annual Business Meeting in the afternoon

Thursday, March 13th

Training In The Morning
1200 Conference Closing

A Complete Schedule Will Be Published Later

Phone: 360-513-9500 | westernsheriff2@gmail.com

The Western States Sheriffs' Association is comprised of Sheriffs and their command staff from 18 Western States that include Washington, Wyoming, Oregon, Utah, Idaho, California, Arizona, Nevada, Nebraska, New Mexico, North Dakota, South Dakota, Colorado, Kansas, Montana, Texas, Missouri, and Oklahoma.

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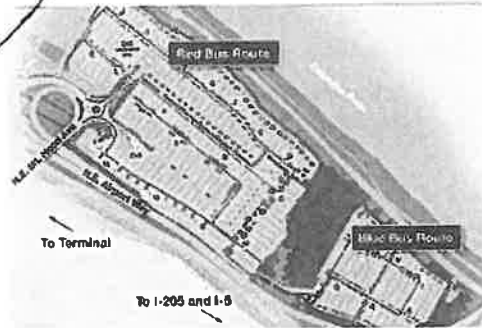
Economy \$4/Hr \$15/Day

Open

57% Full

Free parking shuttles run regularly to the main terminal every 7-9 minutes from 4:00 a.m. - midnight, and every 15 minutes from midnight to 4:00 a.m.

- ✓ Free jump starts & flat tire assistance
- ✓ Handicap Accessible
- ✓ 7,800 public parking spaces
- ✓ Located near I-205 off of Airport Way
- ✓ Free shuttle to terminal (takes about 7-9 minutes)
- ✓ 36 electric vehicle charging stations near Red E and L shelters
- ✓ 7th day free



View parking shuttle arrival times and live map

Valet \$10/Hr \$45/Day

Short term To

\$100.00

* Calculations are based on current rates and are not guaranteed.

PARKING



S



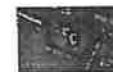
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M



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C

Western States Sheriffs Association

Annual Conference Training Agenda & Course Information



March 9-13, 2025

***We cordially invite you to attend the
Western States Sheriffs Association
Annual Conference
at the Peppermill Resort and Casino
in Reno, Nevada.***

This conference features a gathering of Sheriffs and their command staff from across 18 western states. The conference is held at the Peppermill Resort and Casino, which features a beautiful conference center, first class restaurants and the opportunity to see the sites of the greater Reno area. The conference promotes a first-class exhibit show with over 130 vendors, executive level training classes and opportunities to meet with leadership from numerous federal agencies to discuss issues affecting Sheriffs in the western United States.

Western States Sheriffs Association

2025 Annual Conference Training Agenda

Monday March 10, 2025

0830-1030	Burning Shield Keynote Address	Jason Schechterle	(2 hours)
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Tuesday March 11, 2025

0800-1000	MASCOT Leadership	Jerry Thompson, MSOL	(2 hours)
1000-1200	Trauma Informed Leadership	Dr. Rachelle Zemlock, PsyD	(2 hours)
1300-1500	Contemporary Jail Issues	Tate McCotter, MSCJ	(2 hours)
1500-1700	National Security	Ghada Wahdan, MACJ	(2 hours)

Wednesday March 12, 2025

0800-1000	Supervisory Liability	Eugene Ramirez, Esq.	(2 hours)
1000-1200	When the FBI Knocks	Lizbeth Rhodes, Esq.	(2 hours)

Thursday March 13, 2025

0800-1000	Communicating in a Crisis	Laura Cole & Sheriff John Mina	(2 hours)
1000-1200	Policing on Camera	John MacDonald & John Sealy Esq.	(2 hours)



Jason Schechterle

Burning Shield

Burning Shield Resiliency Keynote Address

"Life is 10% what happens to you and 90% how you react to it"

After serving four years in the Air Force, at the age 26, Jason achieved his goal to work on the streets of Phoenix as a rookie police officer. Then, only 14 months into his career, Jason's life took an unexpected tragic turn. On the night of March 26th, 2001, a taxicab crashed into the rear of Jason's patrol car. Upon impact, Jason's car burst into flames, trapping him inside. Through a series of miraculous and fateful circumstances, Jason survived the crash and ensuing physical and emotional catastrophe. He suffered severe burns to over 40% of his body which drastically altered his appearance. He has undergone more than 50 surgeries just to have the ability to accomplish simple daily tasks we often take for granted.

Jason shares his journey which chronicles his fight for life, his triumph over tragedy and finding the inspiration that enables him to continue to overcome unimaginable adversity. His personal narrative exemplifies that the power of the human spirit can never be underestimated or extinguished.

Jason will show you about:

- ✓ Overcoming Adversity
- ✓ Life Change
- ✓ The Power of Love
- ✓ The Human Spirit
- ✓ Embracing Your Challenges to Always be the Best Version of You
- ✓ Never Giving In, Never Giving Up



"I have spoken to over half a million people and visited more than forty countries around the world. I've heard hundreds of speakers deliver their message. I can say without a doubt that Jason Schechterle is the single most inspirational person I've ever known. I highly recommend that you book him, listen to him, and incorporate his insights into your life. You'll be grateful you did." - Kevin Mincher, Founder of Unstoppable. Inc.



Jerry Thompson

MASCOT Leadership

This will be a foundational resource for leadership success for those seeking or serving in leadership positions. The organizational culture of law enforcement has been to promote individuals to supervisory positions before adequately preparing them to serve. Unwittingly, the new supervisor will proverbially sink or swim – often a setup for failure. There is a recognized shift to the importance of preparing supervisors to lead before obtaining their supervisor positions. Publicized law enforcement incidents have resulted in facility administrators recognizing the probability of vicarious liability being levied against their agencies where training has been insufficient.

Through synergistic problem-solving and voluminous leadership conversations, the recognition encompassed within agencies' policies and procedures are the foundational success principles for the first-line leadership position. The how-to has been right in front of our faces. The MASCOT Leadership model, a proven and effective tool, is written for the officers considering first-line supervisor advancement and those currently serving in that role who may not have had training opportunities to prepare them for the position. The MASCOT Leadership model uncovers these and many other first-line leadership findings.

Bio:

William G. Thompson Jr. (Jerry) is a law enforcement professional with an inspiring 31-year career. His journey began as a cadet dispatcher, and through unwavering dedication, he ascended to the esteemed position of Northeast Ohio LCS Unit Commander, serving with the Ohio State Highway Patrol. He has been an Ohio Peace Officers Training Instructor since 1986, providing instruction throughout Ohio. In

Jerry Thompson (cont.)

addition, he served as a schoolteacher at the Mahoning County Career Technical Center, administering the Law Enforcement and Fire Safety Programs.

Currently, with Joppa Training Group, FBI-LEEDA, and PeopleKeys, Jerry provides instruction in various topics focused on leadership, diversity, and human behavior at the command, supervisor, officer, and civilian levels. He has provided instruction in over 270 FBI-LEEDA classes, directly intersecting with the lives of over 10,000 students. Because of his sustained in-class instruction, FBI-LEEDA has honored Jerry with the designation of a Master Instructor.

Jerry's commitment to continuous learning is evident in his academic achievements. He holds an associate in Law Enforcement Administration, a Bachelor of Science in Human Resource Management, and a Master of Science in Organizational Leadership. He is a Northwestern University Staff and Command School graduate pursuing a second master's in leadership education. His expertise is further enhanced by certifications from the Institute for Motivational Living and PeopleKeys™ in Advanced Behavioral Analysis and Team and Value "DISC" Training processes. He is also a trainer for the Arbinger Institute's Developing and Implementing an Outward Mindset program. In 2019, Jerry had the privilege of providing training to law enforcement and military personnel in Uganda. This international experience was not only a professional milestone but also a life-changing journey that broadened his perspective and enhanced his adaptability.

Jerry, the author of "MASCOT Leadership," firmly believes in this unique concept. He advocates that everyone representing an entity must recognize themselves as a MASCOT for their respective organization, directly reflecting their respective leadership. This distinctive approach to leadership sets him apart and underlines his innovative thinking in the field.



Dr. Rachelle Zemlok

Trauma Informed leadership & Leading for Wellness

Dr. Zemlok is a licensed clinical psychologist from California, specializing in supporting and educating law enforcement and their families. As a Fire spouse raising a young family, and the sister to three retired law enforcement officers, Dr. Zemlok brings both personal and professional expertise to her work. She is the founder of First Responder Family Psychology, which provides culturally competent therapy and services to first responders and their family members.

An accomplished author and experienced national speaker, Dr. Zemlok has delivered multiple presentations for organizations such as the FBI National Academy Associates, the International Association of Chiefs of Police, and a keynote for the Concerns of Police Survivors conference. She is a subject matter expert for Cordico, a wellness solution that provides critical wellness resources to help first responders care for themselves. She also educates through social media, events, articles, videos, podcasts, and publications, including her dissertation, "The Impacts of Police Work on Law Enforcement Families."

Course Description:

Led by a licensed psychologist, focuses on trauma-informed leadership within law enforcement. Participants will gain a comprehensive understanding of the profound effects of trauma on officers and effective ways to support staff from the top down. Through research-backed evidence, the course will explore the psychological impacts of trauma, emphasizing the unique challenges faced by law enforcement personnel.

Objectives:

1. **Understanding Trauma in Law Enforcement Contexts:** Gain insight into the prevalence and types of trauma encountered by law enforcement officers, and the effects on their mental health and performance.
2. **Supporting Personnel Effectively:** Learn best practices for providing adequate support to personnel as supervisors and command staff. This includes identifying warning signs of trauma response and fostering an environment of trust and safety.
3. **Research on Resilience and Wellness:** Discuss current research and strategies that promote resilience and overall wellness among law enforcement command staff. Participants will explore practical approaches to enhance mental health, reduce stress, and build a culture of wellness within their teams.
4. **Implementing Trauma-Informed Practices:** Equip leaders with the tools to implement trauma-informed practices in their agencies.

By the end of this course, participants will be equipped with the knowledge and skills necessary to lead with empathy, support their personnel effectively, and foster a resilient and healthy workplace culture in law enforcement settings.



Tate McCotter

Tate McCotter, MCJ, NCCE, CJE, is the Executive Director for the National Institute for Jail Operations (NIJO) and CEO of Accreditation Audit and Risk Management Security (AARMS). He also serves as the Chief Editor of the National Institute for Jail Operations website. McCotter has assisted with and coordinated the development, advisement and implementation of legal-based jail guidelines, standards, officer certification, training initiatives and corresponding inspection and accreditation programs for hundreds of jails across the United States. Among other recognition, McCotter received the National Sheriffs' Association President's Award in 2013 and Lifetime Membership Award for his work in furthering the interest of jails and corrections on behalf of the sheriffs and jails nationwide. He has presented and trained on legal-based jail standards, policy and procedure development, creating constitutionally safe jails, PREA, legal-based administrative issues, and auditing and inspection programs at numerous national conferences, state sheriff association meetings, state jail administration seminars and other training venues for correctional staff and administrators. He is passionate about the corrections profession and the need to have legal-based resources available to administrations. NIJO's national corrections conference made history in 2020 as the largest corrections conference in the US with over 30,000 classes attended and completed at JAILCON 20/20.

Contemporary Jail Issues

Just as it sounds, contemporary issues facing today's jail leaders will be discussed in this training block. Subjects will range from operational issues to legal updates, from risk management to current trending liability issues, from policy to procedural development, and the adoption and implementation of legal-based jail guidelines, standards, officer certification, training initiatives and corresponding inspection and accreditation programs. The need for legal-based resources to be readily available to jail leaders will also be discussed.



Ghada Wahdan

U.S. National Security

Current Challenges to U.S. National Security

Course description:

This block of instruction focuses on current threats facing the United States, focusing on China's growing global influence, cyber espionage, and military advancements; the resurgence of the Taliban in Afghanistan and their potential alliances with other extremist factions; the persistent threat of Al Qaeda and its evolving strategies; ISIS's ability to inspire and orchestrate global terror and its impact on regional stability in the Middle East; and Iran's destabilizing foreign policy, nuclear aspirations, and support for proxy groups and allied militias.

Bio:

Ms. Ghada Wahdan is a distinguished expert in international terrorism and foreign policy, with over 15 years of experience analyzing global security threats. Her work has been pivotal in gathering intelligence on international threats, providing monthly classified briefings, and creating strategic intelligence products to inform partners about potential implications for global and U.S. homeland security. Throughout her career, Ms. Wahdan has extensively focused on the geopolitical dynamics and strategic threats posed by various state and non-state actors. Her expertise encompasses the intricate power structures and operational strategies of terrorist organizations, as well as the foreign policy maneuvers of key adversarial nations.

Over the past decade, she has trained law enforcement officers across the United States, delivering presentations and outreach in over 30 states to approximately 950 agencies at the federal, state, and local levels. Her efforts have reached more than 25,000 professionals in law enforcement, emergency management, military personnel, and policymakers.

Ms. Wahdan earned her MA in Criminology from Regis University in 2012 and her BS in Criminal Justice & Criminology from Metropolitan State University of Denver in 2007. She is fluent in Arabic, mastering eleven different dialects, which enhances her ability to analyze and interpret critical intelligence from diverse sources.



EUGENE P. RAMIREZ, Esq.

SUPERVISOR LIABILITY

DESCRIPTION: This course is designed to instruct law enforcement supervisors and leaders on what they will face and what is expected of them in today's environment. Are supervisors engaged in their position? Are they actively involved in reducing risk to their agency? What strategies can be implemented to ensure that they do?

This course will cover current trending areas of supervisory liability; uses of force, symbolism in law enforcement (tattoos, morale patches, clubs, etc.), and current cultural issues in today's law enforcement agencies. Students will walk away with a deeper understanding of liability issues and how to minimize risk and liabilities to themselves, their people, and their agencies.

BIO: Eugene P. Ramirez, a founding member of the firm, graduated from Whittier College School of Law (J.D., 1987), where he was Notes & Comments Editor of the Law Review and a member of the Moot Court Honors Board. He received his undergraduate degree in Political Science from California State University, Long Beach (B.A., 1983), where he minored in both Criminal Justice and Public Policy.

Mr. Ramirez previously worked as a Deputy District Attorney for the Los Angeles County District Attorney's Office, where he conducted numerous misdemeanor and felony jury trials, including murder trials. He has also worked as a reserve police officer for the Whittier Police Department and the Monterey Park Police Department.

He serves as an advisor to several public entities on the issues of use of force, canine and SWAT issues and policies and procedures. He is the General Counsel for the California Association of Tactical Officers (CATO) and he is the General Counsel for the United States Police Canine Association (USPCA).

He was selected as the Los Angeles County Sheriff's Department's Trial Lawyer of the Year in 1993 and, 2006, by two different Sheriffs. Mr. Ramirez has been awarded Certificates of Appreciation from the United States Army Special Operations Command (Fort Bragg, North Carolina) and from the United States Secret Service. He is currently an Adjunct Faculty Member at the Rio Hondo College Police Academy teaching at the Basic Recruit Academy, the Field Training Officer School, and the New Supervisors School.



Lizabeth Rhodes, Esq.

“When the FBI Knocks...” Constitutional Policing

The Constitution and the Bill of Rights – or the first ten Amendments to the Constitution are the underpinnings for this great Nation. Understanding them is key to understanding law enforcement. However, despite their age, they are not stagnant. They change, morph, expand, and contract as society and societal “norms” change, and as new inventions and technologies require us to think about these old laws in new ways. Concepts such as an individual’s “reasonable expectation of privacy” were meant to allow for change in the law and how we enforce or think about the Fourth Amendment and search and seizure. But how are courts looking at privacy and people’s expectations currently? The concept of “yelling ‘Fire’ in a crowded theatre” envisioned a brick-and-mortar building. But what happens when the town square is virtual? Constitutional law is what people debate, pontiffs discuss, and courts decide (sometimes more than once and sometimes not the same). All of this can be done from the seat of a comfy chair and over a long period of time.

But the people who are charged with enforcing the laws and the concepts of Constitutionality must do so quickly, and usually not from a comfortable position.

Knowledge of Constitutional law is a perishable skill. As a peace officer, it is important that you have a good understanding of where the laws have been, where they are currently and maybe even an inkling of where they might go.

This course will use Ms. Rhodes’ personal story of “When the FBI Knocks...” to discuss basic principles of the First, Fourth, and Sixth Amendments. It will include a discussion of time, place, and manner restrictions, and how those have been interpreted overall, especially considering the increase of protests in the last five years. Moreover, it will discuss search and seizure law, and how courts are interpreting privacy when lives (or at least curated lifestyles) are now lived online, and exposure is now the norm. Finally, it will discuss a defendant’s right to a fair trial and what disclosure and exculpatory evidence means in light of technological advances.

Speaker’s Bio: Lizabeth Rhodes graduated cum laude from Smith College in Massachusetts and went on to earn her Juris Doctorate from UCLA School of Law. After a few years practicing labor and employment law at a private law firm, Ms. Rhodes began her life of public service and became an Assistant United States Attorney (federal prosecutor) with the United States Attorney’s Office for the Central District of California (Los Angeles). She served in that capacity for over 22 years in numerous assignments.

From 2011 to 2016 she worked in the Public Corruption and Civil Rights Section and, among other cases, initiated and conducted a complex and lengthy investigation of civil rights and obstruction of justice offenses within a local sheriff’s department, resulting in the federal criminal convictions of the former sheriff, undersheriff, and 20 other deputies.

Currently, Ms. Rhodes serves as the Director of Constitutional Policing and Policy for the Los Angeles Police Department, holding the rank of Assistant Chief, the highest-ranking civilian within the LAPD.



Laura Cole

Communicating in a Crisis

Course Description:

Could a different response have changed the outcome? Join Laura Cole, President of Cole Pro Media, as she revisits the law enforcement response to the Idaho College murders that made national headlines. Attendees will learn how to better communicate with the media and their community through press releases, social media posts, and press conferences. Walk away with a better understanding on Critical Incident Videos and how they are proven to increase transparency between your sheriff's office and the communities you serve.

Bio:

Laura Cole is the President and Founder of Cole Pro Media. The Transparency Engagement Advising firm takes an innovative approach to helping numerous sheriffs' offices build trust and legitimacy with the communities they serve. As a former accomplished news reporter on both a local and national level, including serving as a White House Correspondent, Cole is passionate about teaching agencies the best practices for engaging with the public. She specializes in releasing body-cam footage with context that focuses on open and honest communication. Cole has presented to thousands of law enforcement professionals across the United States, including the International Association of Chiefs of Police, California Sheriffs' Association, and the National Sheriffs' Association.

Assistant Instructor:

Sheriff John Mina, Orange County Florida

Sheriff John W. Mina has dedicated his life to public safety. He spent nearly 28 years with the Orlando Police Department, where he rose through the ranks and was appointed Chief of Police in 2014. In November 2018, Orange County voters chose Mina as the 29th elected Sheriff.

Sheriff Mina's law enforcement career has been built on strong leadership by example and the abilities to effect positive change and communicate clearly and effectively.



John McDonald

Policing on Camera

Course Description:

The world for law enforcement officers has changed. The prevalence of cameras literally everywhere and the advent of social media mean every action an officer takes in the field can be captured and almost immediately shared with millions of people across the world. When the actions being captured don't represent the best of law enforcement, it damages the entire profession. Our unique, specialized training for law enforcement reinforces with them the public's right to record, and helps officers identify the motives of those most likely to record encounters with police.

More importantly, we teach officers the communication skills to avoid the "escalating conflict" many of these videographers are seeking. Policing on Camera is an in-depth look at the trend of "1st Amendment Auditor" citizen antagonists who attempt to bait officers and use their cameras to discredit law enforcement. We discuss the different types and methods, their motives, the protections they have for their activities, and how LEOs can best deal with these situations.

Instructor Bios:

John MacDonald spent 16 years as a correspondent and news editor with The Associated Press before becoming a private communications specialist in 2006. As a journalist, MacDonald covered law enforcement and courts extensively and saw first-hand the types of encounters between police and the public that often lead to conflict and distrust. In 2008, MacDonald began developing communication trainings specifically for law enforcement, focusing on de-escalating encounters with social media activists. MacDonald has led dozens of communications trainings for clients ranging from Fortune 500 corporations to government agencies and nonprofits. In his free time, MacDonald spends as much time as he can at his Montana cabin or out enjoying many of the state's Blue Ribbon trout streams.

Jeff Sealey is a government attorney and former prosecutor with extensive experience representing local government agencies, including law enforcement. During his 15-year career as a prosecutor, Sealey prepared hundreds of officers and other witnesses for contentious court proceedings, often focusing on how to diffuse tense situations through constructive communication. Sealey also has successfully presented bills to legislative bodies, prosecuted dozens of criminal cases to jurors, and led training presentations to law enforcement officers. Sealey spends his free time biking, fishing and skiing in the mountains of Montana with his wife and two sons.

Western States Sheriffs Association

2025 Annual Conference

Training Committee

Sheriff Gary Bettencourt	Gilliam County, Oregon	<i>(WSSA President)</i>
gary.bettencourt@co.gilliam.or.us		
Sheriff Leo Dutton	Lewis & Clark County, Montana	<i>(WSSA Training Comm. Co-Chair)</i>
ldutton@lccountymt.gov		
Sheriff Sarah Warner	Hettinger County, North Dakota	<i>(WSSA Training Comm. Co-Chair)</i>
swarner@nd.gov		
Sheriff Mark Dannels	Cochise County, Arizona	<i>(WSSA Vice President)</i>
mldannels@cochise.az.gov		
Sheriff Charles "Chip" Kem	Sillwater County, Montana	<i>(WSSA Sergeant at Arms)</i>
ckem@scsmt.org		
Sheriff Scott Matheny	Campbell County, Wyoming	<i>(WSSA Training Comm. Member)</i>
scott.matheny@campbellcountyyw.gov		
Sheriff John Gautney	Crook County, Oregon	<i>(WSSA Training Comm. Member)</i>
john.gautney@crookcountysheriff.org		
Sheriff Dave Brown (Ret.)	WSSA Executive Director	
westernsheriff2@gmail.com		

[Home Page - Western States Sheriffs Association \(westernsheriffs.org\)](http://westernsheriffs.org)

5995 Long Prairie Rd
Tillamook, OR 97141

Take Long Prairie Rd and Trask River Rd to OR-6 E

- 8 min (4.3 mi)
- ↑ 1. Head east toward Schneidecker Ln
 - 233 ft
 - ↩ 2. Turn left onto Schneidecker Ln
 - 0.1 mi
 - ↪ 3. Turn right onto Long Prairie Rd
 - 2.3 mi
 - ↑ 4. Continue onto Trask River Rd
 - 1.5 mi
 - ↑ 5. Continue onto Olsen Rd
 - 0.3 mi

Continue on OR-6 E to your destination in Portland. Take exit 24A from I-205 N

- 1 hr 28 min (80.6 mi)
- ↪ 6. Turn right onto OR-6 E
 - 48.6 mi
 - ⤴ 7. Merge onto US-26 E
 - 19.8 mi
 8. Take exit Salem to merge onto I-405 S
 - 1.4 mi
 9. Use the right 2 lanes to take the exit toward Seattle/The Dalles/Interstate 84 E/Interstate 5 N
 - 0.5 mi
 - ⤴ 10. Merge onto I-5 N
 - 0.4 mi
 - ↪ 11. Use the right 2 lanes to take exit 300 for I-84 E/US-30 E toward Portland Arpt/The Dalles
 - 1.1 mi
 - ↑ 12. Continue onto I-84 E/US-30 E
 - 5.8 mi
 - ↪ 13. Take exit 8 to merge onto I-205 N toward Seattle/Portland Arpt
 - 2.2 mi
 - ↪ 14. Use the 2nd from the right lane to take exit 24A toward Airport Way W/Portland Arpt
 - 0.8 mi

- ⬆ 15. Use the left lane to merge onto NE Airport Way
1 min (0.8 mi)

Portland International Airport
7000 NE Airport Way, Portland, OR 97218