

### **3.1 LETTER OF SUBMITTAL**

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See A – E below

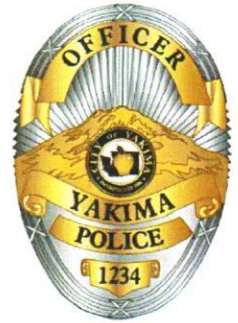
See Certifications and Assurances Appendix 1

*City of Yakima*  
**Police Department**

Matthew Murray, Chief of Police

200 S. 3<sup>rd</sup> Street  
Yakima, Washington 98901

Telephone (509) 575-6200 Fax (509) 575-6007



May 26, 2020

Bill Johnston  
Department of Commerce  
Attn: CSHD/OCVA/Bill Johnston  
Post Office Box 42525  
Olympia, WA 98504-2525

**RE: RFP NO. S21-31453 (Group Violence Interventions Strategies)**

Dear Mr. Johnston,

On behalf of the Yakima Police Department, please accept this letter of submittal as our agency's intent to apply for the aforementioned grant.


- The City of Yakima is a municipal corporation that was incorporated in 1883 and operates under a council-manager form of government. The day to day operations are run by the Interim City Manager, Alex Meyerhoff. Current council members are Eliana Macias, Patricia Byers (Mayor), Soneya Lund, Holly Cousens (Assistant Mayor), Jason White, Kay Funk and Brad Hill. City council members and the city manager can be reached at the Yakima City Hall address and telephone number listed above.
- The Yakima Police department is an entity of the City of Yakima. The City of Yakima business headquarters is located at city hall;

Yakima City Hall  
129 N. 2nd St,  
Yakima WA 98901  
(509)575-6000

- The Yakima Police Department is located in the Richard A. Zais, Jr. Law and Justice Center;

Yakima Police Department  
200 S. 3rd St,  
Yakima, WA 98901  
(509)575-6200

- City of Yakima Federal Employer Tax Identification number 91-6001293
- City of Yakima Uniform Business Identification 397-005-272.
- All operations for the Yakima Police Department are conducted from the Richard A. Zais Jr. Law and Justice Center. 200 S. 3<sup>rd</sup> St, Yakima WA 98901.
- Council Women, Holly Cousens, is a Washington State Employee. She is employed as and instructor at the Yakima Valley Community College.

  
Alex Meyerhoff  
Interim City Manager  
City of Yakima

## 3.2 TECHNICAL PROPOSAL

### A. SERVICE AREA

The program Walk About Yakima (WAY) is based in Yakima, Washington. The City of Yakima, located in South Central Washington, is the 11<sup>th</sup> largest city in the state. with 94,400 residents.<sup>1</sup> It is the largest city in South Central Washington and Yakima County, its economy is based on significant agricultural productivity, and it is a service industry hub for the surrounding area. The agricultural industry has depended on having a below-poverty standard wage to harvest crops. Apples and other tree fruit, dairy, hops, and vegetables are the primary agricultural products of the county. The population in the county is 49.4% Latino, 43% non-Latino Caucasian, 5.5% African American, Native American and Asian and Pacific Islander, and 2.1% of two or more races.<sup>2</sup>

The city is ranked 15<sup>th</sup> in per household income of the top 15 cities in Washington state.<sup>3</sup> Seventy-two percent of Yakima School District students qualify for free and reduced meals. The Yakima School District is 78% Latino, 17.3% White, 2.5% two or more races, American Indian 0.9%, African American, 0.8% and Asian and Pacific Islander 0.5%.<sup>4</sup>

In a recent group audit commissioned by Project Safe Neighborhoods (PSN) for the Eastern District of Washington, the Eastern District of Washington was ranked 3rd in the U.S. Probation's Risk Index of all US Attorney Office regions in the United States. Within that district, the PSN has chosen to focus its efforts solely on Yakima County due to the high rate of gangs and gang violence here.

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<sup>1</sup> Washington State Office of Financial Management. <https://www.ofm.wa.gov/washington-data-research/population-demographics/population-estimates/april-1-official-population-estimates>

<sup>2</sup> Yakima County Trends. Non-white Population as a Share of Total Population, [http://yakimavalleytrends.org/graph.cfm?cat\\_id=0&sub\\_cat\\_id=3&ind\\_id=4](http://yakimavalleytrends.org/graph.cfm?cat_id=0&sub_cat_id=3&ind_id=4)

<sup>3</sup> Wikipedia, Washington Places Ranked by Ranked by Per Capita Income. [https://en.wikipedia.org/wiki/List\\_of\\_Washington\\_locations\\_by\\_per\\_capita\\_income](https://en.wikipedia.org/wiki/List_of_Washington_locations_by_per_capita_income)

<sup>4</sup> Office of Superintendent of Public Instruction, WA State Report Card, Yakima School District <http://reportcard.ospi.k12.wa.us/summary.aspx?schoolId=294&year=2016-17&reportLevel=District>

Yakima County has the third highest level of gang activity even though it is only the 8th most populous county in the state. This level is the highest of all counties in the Eastern District of Washington.<sup>5</sup> In the PSN group assessment, it was noted that there are 26 street gangs in Yakima, with an estimated 1,300 members and associates. That is a rate of 1.4% of the city's population. Of the 27 gangs present in Yakima County, 93% are rated as either extremely or somewhat violent. and 89% are rated as highly or somewhat organized<sup>6</sup>.

The City of Yakima's 2019 firearm crime rate per 1000 was 3.22. The firearm crime rate was based on a review of calls for service and was calculated by incidents reported and not by victim count. Incidents counted were firearms related cases reported with the offense codes of weapons incident, robbery with a firearm, robbery firearm residential, robbery firearm gas station, robbery firearm street, robbery firearm business, robbery firearm miscellaneous, assault with a firearm, felon in possession of a firearm, homicide, concealed weapons offense, and shots fired and assault. According to a review of household poverty and nonfatal violent victimization, 2008-2012, persons in poor households had a higher rate of violence involving a firearm (3.5 per 1,000) compared to persons above the federal poverty level (0.8-2.5 per 1,000).<sup>7</sup>

The Yakima County Gang Assessment was initiated by the Yakima County Gang Commission and followed the protocol outlined by the Office of Juvenile Justice and Delinquency Prevention Comprehensive Gang Model. Additional data was included from Yakima County Local Indicators for Excellence (YC-LIFE) Yakima County Annual Report.

## **B. APPROACH/METHODOLOGY**

The Yakima Police Department's (YPD) focused deterrence program has identified individuals at high risk of perpetuating gun/gang violence within our community. To reduce violent crime,

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<sup>5</sup> Project Safe Neighborhoods Yakima Police Department Group Audit, draft form as of June 1, 2019.

<sup>6</sup> Project Safe Neighborhoods Yakima Police Department Group Audit, draft form as of June 1, 2019.

<sup>7</sup> Office of Justice Programs, Household Poverty and Nonfatal Violent Victimization, 2008-2012  
<https://www.bjs.gov/index.cfm?ty=pbdetail&iid=5137>

the YPD program will partner with Walk About Yakima (WAY) to provide services in an attempt to deter and prevent gun/gang violence. The YPD utilizes an evidenced-based risk assessment that mathematically identifies those at the highest risk of committing violence and gun crimes in the city. The assessment is based on established criminological risk factors strongly predictive of future violent and gun-related crime, and the scoring process was designed to assist law enforcement to quickly and effectively identify those high-risk individuals.

Together with 3 Yakima Police Department (YPD) Gang Unit officers and the YPD Spillman data analyst, the WAY team includes a services coordinator, a systems coordinator, a supervisor and 3 credible messengers/mentors led by the Union Gospel Mission Madison House Youth Center.

Contractors will include program advisors from the University of Washington Department of Psychiatry and Behavioral Health, as well as Community Passageways of South King County, which will train and advise the WAY team in the implementation of evidence-based practices. Community Passageways has successfully implemented a similar program for several years.

The WAY team will initiate custom notification meetings that are consistent with the Department of Justice and Project Safe Neighborhoods Eastern District of Washington Strategic Action Plan. Custom notification is a standard method in which individualized, focused deterrence messages are delivered to previously identified group members. Using custom notification meetings, potential participants identified by the YPD's Spillman data analyst will be invited to opt in to the program.

Evidence-based interventions will be taught and coached by the University of Washington Department of Psychiatry and Behavioral Health for the 12-month period of the grant, and they will include treatment model orientation and implementation of dialectical behavioral therapy, multisystemic therapy, feelings regulation, and relapse prevention. The university's psychiatry and behavioral health department has determined that interventions will be best received if implemented by credible messengers/mentors rather than by traditional mental health providers.

Credible messengers/mentors will use the following key messages for all participants:

- A. The city—law enforcement and the community—has come together to do all it can to keep young men and women like you alive and out of prison.
- B. There is nothing good or justified about a shooting or a killing. Your community—and that includes police and prosecutors and community leaders—believes that it must respond in every way possible to stop future violence.
- C. We are here to offer you a choice. If you choose to continue to participate in criminal behavior, we will prosecute you to the fullest extent of the law, and we have cooperation agreements with county, state, and federal prosecutors.

Credible messengers/mentors will also provide wrap-around services. Six-month service periods will be staggered, based upon when a participant enters the program. Program services will be customized to each program participant to meet their specific needs and goals, including shelter, transportation, food, employment, education, childcare, relocation, clothing, mental health or addiction treatment, and assistance accessing identification documents.

## **C. WORK PLAN**

Walk About Yakima (WAY) is the culmination of a multi-year initiative to engage local and federal law enforcement, prosecuting authorities, and community partners to sustainably reduce gun and gang violence in Yakima County using a multi-component strategy. Using data-informed, nationally tested practices and proven interventions, WAY seeks to launch a multi-pronged intervention model. We will identify those most at risk of perpetrating gun violence using timely and accurate data, then provide them with alternatives to continued violence, including wrap-around services customized to each individual and evidence-based interventions.

## **PROJECT SITE**

The project site is in the City of Yakima. In 2019, 9 fatal and 39 non-fatal shootings occurred in the City of Yakima<sup>8</sup>. The City of Yakima's shots-fired rate for 2019 exceeds those of Tacoma, Lakewood, and Seattle<sup>9</sup>. The WAY program will be held at the Dispute Resolution Center (DRC) and at the Union Gospel Mission Madison House Youth Center, each located in 2 of the 4 districts of the city with the most shots-fired incidents<sup>10</sup> in 2019. These central community organizations serving as partners in this program are housed in the areas of greatest need.

## **COLLABORATION WITH COMMUNITY LEADERS**

The DRC will serve as the backbone organization for coordinating community services. The DRC facilitates the Gang Reduction Initiative Taskforce (GRIT), the outcome of the 2011 Gang Free Initiative implemented by the City of Yakima. GRIT is a community initiative to reduce community violence by (1) convening a steering committee of key stakeholders; (2) bringing together service providers and concerned community residents into a group titled The Village to share resources, make connections, and look at service gaps; and (3) leading a pilot program, the Yakima Youth Leadership program to provide at-risk 6<sup>th</sup> graders in 4 middle schools in the Yakima School District with effective mentoring that will direct them away from gang involvement. As the facilitator of GRIT, the DRC will collaborate with community organizations and community leaders in providing wrap-around services to program participants. Key personnel for the WAY team have been identified from Madison House and the LOVE Project Yakima, community organizations that are serving those identified as at risk for perpetrating gun violence and gang involvement.

## **USING DATA TO SELECT INDIVIDUALS MOST AT RISK FOR PERPETUATING GUN VIOLENCE**

WAY is a collaboration that includes local and federal law enforcement agencies, local and federal prosecuting authorities, and community organizations. WAY is committed to making

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<sup>8</sup> Project Safe Neighborhood FY2018 PSN Region monthly crime report, Yakima Police Department, January 1, 2019-December 31, 2019.

<sup>9</sup> Shots-fired rate per 10,000 population.

<sup>10</sup> Rates are calculated as (number of Shots-Fired/Population) x 10,000 = Rate per 10,000



data-informed decisions. Consistent with this priority, the Yakima Police Department Spillman data analyst will serve as part of the core WAY team.

The Spillman data analyst's time and participation is a program match provided by the Yakima Police Department. The analyst will identify individuals by using the Spillman record management system. The data collected from the Spillman analyst, using the Spillman Records Management System, will identify individuals most at risk for perpetuating gun violence and thus be included as program participants for custom notification (Tier 1) and voluntary inclusion (Tier 2).

## **CONNECTING INDIVIDUALS SELECTED FOR INTERVENTION WITH SERVICES LIKELY TO REDUCE RISK**

**Custom notification meetings:** All individuals who are identified as high risk, and are available in the region, will be provided custom notification meetings. We anticipate providing custom notification meetings to 40-45 individuals identified by the YPD Spillman data analyst as high risk for perpetrating gun violence. Custom notification has been effective nation-wide in reducing gun violence. In urban areas such as Cincinnati, Ohio, and Chicago, Illinois, custom notification meetings with identified offenders have significantly reduced violent crime<sup>11</sup>. While Cincinnati saw a reduction in gang-involved homicides of 42% and a reduction of firearm-related offenses of 22% after implementing custom notification practices, Chicago saw a 37% reduction of homicides.

Juvenile court is a crucial partner on the WAY team. Juvenile court will arrange meetings with youths identified as at risk for perpetrating gun violence; identification will occur during detainment, at probation counseling meetings, or as part of a general probation plan. Since Washington State Department of Corrections is a core partner in WAY, key contacts have been identified within corrections to arrange meetings for adult participants during routine parole or probation meetings. At custom notification meetings, it will be explained that gun/gang violence will be prosecuted to the fullest extent of the law, and that law enforcement is prepared to

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<sup>11</sup> Community Oriented Policing Services, US Department of Justice, National Network for Safe Communities. "Custom Notifications: Individualized Communication in the Group Violence Intervention (2014).

enforce all applicable laws for continued involvement in criminal activity. They will then be offered the opportunity to participate in the Tier 2 program, where they will be provided customized wrap-around services as an alternative to continued involvement in gun/gang violence. Wrap-around services include but are not limited to emergency housing, education, job placement and are further defined below. In this program, they will receive evidence-based interventions for a duration of six months in addition to wrap-around services. Evidence-based services are fully described below. Program participants will be invited to voluntarily opt in to the program.

**Opting in to full program services:** Program participants who opt in to the intervention Tier 2 (voluntary) group will be assigned a mentor and receive evidence-based interventions developed by the University of Washington Department of Psychiatry and Behavioral Health. Interventions will be provided by their mentor, identified as a credible messenger/mentor, who has experience living in similar circumstances and involvement with gang life. This type of mentor has more credibility than traditional mental health service providers, according to the University of Washington Department of Psychiatry and Behavioral Health, who will provide training and consulting throughout the program period. Program participants who opt in will further receive customized wrap-around services, including shelter, transportation, food, employment assistance/job training, education, childcare, relocation, clothing, mental health or addiction treatment, and assistance accessing identification documents. Further, we will collaborate with the South King County Community Passageways program, which has successfully demonstrated intervention with similar populations.

## **LEVERAGING EXISTING RESOURCES**

The WAY program will be launched by a partnership between the Yakima Police Department (YPD) and the Dispute Resolution Center of Yakima and Kittitas Counties (DRC). The DRC will leverage a grant from the Department of Children, Youth, and Families in the amount of \$340,000. While the enclosed proposal includes a budget for key personnel, the DCYF budget will fund additional personnel described below in the program team description, program services (described below), consulting costs from the University of Washington and Community Passageways for training and coaching in delivery of evidence-based program interventions (described below), and program costs. A further match is provided by the YPD in the form of

key team personnel, including the Spillman data analyst, three Officers on the Gang Unit, and oversight by Chief of Police Matt Murray.

Further, the DRC will leverage the inclusion of the GRIT community, which includes local elected leaders and community leaders, dozens of community providers, and the Yakima School District.

## **WALK ABOUT YAKIMA TEAM**

- A. **YPD Spillman data analyst.** The data analyst will identify 40-45 youths and adults at high risk of perpetrating gun violence within Yakima County based on prior involvement/quality contact with law enforcement.
- B. **Gang Unit Officers.** Three YPD officers in the Gang Unit will participate in the core WAY team. They will participate in custom notification, explaining the focused deterrence program to individuals receiving notification and that gun/gang violence will be prosecuted to the fullest extent of the law. Each officer will carry a mandated caseload of approximately 13 individuals. They will also participate in all mandated team training provided by the University of Washington Department of Psychiatry and Behavioral Health and Community Passageways. They will further participate in weekly team meetings that are reflective and responsive in serving program participants.
- C. **Credible messengers/mentors.** Three credible messengers/mentors will be utilized; they are individuals who have commonality with program participants, such as experience with the criminal justice system and/or gang involvement. They have further proven themselves as effective mentors with community-based organizations, serving the at-risk population we seek to serve. Credible messengers/mentors, led by the Union Gospel Mission Madison House, will participate in custom notification, explaining that we want and need for program participants to stay alive and out of prison because we want them to be in our community. Mentors will offer inclusion in the program, including wrap-around services customized to the participants' needs and evidence-based interventions for a period of six months. Mentors will each carry a caseload of approximately 13

individuals, mirroring the YPD officers' caseload. They will participate in all team training provided by the University of Washington Department of Psychiatry and Behavioral Health and by Community Passageways. They will further participate in weekly team meetings that are reflective and responsive in serving program participants.

**D. Services Coordinator.** Under funding from other sources, the services coordinator will locate and connect ongoing services provided by community organizations to program participants, especially providers engaged in The Village as part of the Gang Reduction Initiative Taskforce. Credible messengers/mentors will build customized wrap-around services for each program participant who opts in to the program with the assistance of the services coordinator, thereby maximizing the resources available in the community with local, state, and federal programs. The services coordinator will participate in all team training provided by the University of Washington Department of Psychiatry and Behavioral Health and Community Passageways. They will further participate in weekly team meetings that are reflective and responsive in serving program participants. Lucy Urbina has been identified to fill this role. Lucy has 15 years of experience connecting community members with vital services.

**E. Systems Coordinator.** The systems coordinator will act as the bridge between law enforcement and community organizations. The systems coordinator will identify ways in which prevention tactics can become institutionalized at the multi-jurisdictional level to ensure sustainability in the county. They will participate in all team training provided by the University of Washington Department of Psychiatry and Behavioral Health and Community Passageways. They will further participate in weekly team meetings that are reflective and responsive in serving program participants. Elaine Gonzalez, the YPD chaplain, has been identified to fill this role. Elaine has 32 years of experience working with law enforcement.

**F. Juvenile Court.** Three representatives from the juvenile court will work to schedule custom notification meetings with youths and their families at routine probation meetings, during detention, or at other appropriate venues appropriate to each program

participant. They will further consult with Walk About Yakima (WAY) team members, especially credible messenger/mentors, in coordinating services for participating youths and their families. They will participate in all team training provided by the University of Washington Department of Psychiatry and Behavioral Health and Community Passageways. They will further participate in weekly team meetings that are reflective and responsive, with the purpose of serving program participants.

**G. Supervisor.** The supervisor will manage key staff, facilitate meetings, organize/coordinate trainings in collaboration with contractors, ensure collaboration with the Gang Reduction Initiative Taskforce (GRIT), and collaborate with community leaders, including the faith community. The supervisor will be the bridge to the Dispute Resolution Center, the backbone organization for the community portion of this initiative. Sarah Augustine, the Executive Director of the Dispute Resolution Center, will serve in this role. She will participate in all team training provided by the University of Washington Department of Psychiatry and Behavioral Health and Community Passageways. She will further participate in weekly team meetings that are reflective and responsive, with the purpose of serving program participants.

## **CONTRACTORS**

In cooperation with DCYF funding, the following contractors will help to build and implement a comprehensive intervention program. They will provide training for all core team members and provide ongoing consultation as the program rolls out throughout the program period.

**A. University of Washington Department of Psychiatry and Behavioral Health.** The University of Washington, led by Dr. Eric Trupin, will provide a core component to this program by helping WAY to develop an evidence-based program. Dr. Trupin has developed a model where credible messengers/mentors, rather than traditional mental health professionals, deliver evidence-based interventions. This model has resulted in greater efficacy, especially among people of color. Training will include motivational interviewing, multi-systems and dialectical therapy, and relapse prevention.

**B. Community Passageways.** Community Passageways is a community organization in South King County that provides services to the high-risk population we seek to serve. They focus on providing interventions to youths aged 13-27. They have worked successfully with Dr. Trupin at the University of Washington for 4 years. They will provide training and consultation throughout the program. Topics include feelings regulation, de-escalation, trauma related to racism, working with law enforcement systems, and building effective teams.

## **PROGRAM PARTICIPANTS**

Each program participant will be assigned a unique identifier that is unrelated to their name or other identifying information. They will be tracked across these dimensions:

- Services received
- Tier 1 (notified); Tier 2 (voluntary); Tier 3 (self-referred)
- Quality contacts with law enforcement

**A. Intervention Tier 1 (notified):** Custom notification meeting only. All individuals who are identified as high risk, and are available in the region, will be provided custom notification meetings. We anticipate providing custom notification meetings to 40-45 individuals identified by the YPD Spillman data analyst as high risk for perpetrating gun violence. Thirty-six to 41 individuals will receive notification alone.

**B. Intervention Tier 2 (voluntary):** Participation in the full program. At least 10-12 individuals will receive evidence-based interventions and services. Services will be customized to the needs of program participants. Notifications will take place primarily in the first 60 days but will continue on a rolling basis until at least 10-12 participants opt in to the program. Program participants who opt in will receive 6 months of evidence-based services.

- C. **Intervention Tier 3 (self-referred):** We anticipate that up to 5 individuals who self-identify as high risk, but are not identified by YPD Spillman data analyst as high risk, will self-refer to the program. Individuals who self-refer will be admitted to the program and added to the caseload. These individuals, low-level offenders or gang-affiliated individuals who have not yet participated in felonies, will serve as a prevention group.
- D. **Total served:** At least 40-45 program participants will receive at least custom notification. At least 10-12 program participants will receive Tier 2 or Tier 3 services, effectively neutralizing their participation in gun violence.

## **PROGRAM SERVICES**

Services will be customized to each program participant who opts in to the program. We anticipate that there will be a maximum of 22 individuals who receive notification meetings (50%) and opt in to the Tier 2 program. Given this assumption, each participant will receive up to \$6,000 in services. A conservative estimate is that 12 individuals will opt in to the Tier 2 program (25%), where each participant will receive up to \$12,000 in services. Services will include the following:

- A. **Emergency housing:** short-term hotel stays, assistance accessing low-income housing, vouchers, utility payments, relocation costs
- B. **Transportation:** bus fare and vouchers, fuel, car repair assistance, relocation costs, transportation costs associated with the program
- C. **Food:** vouchers, assistance applying for food aid, food-related costs to participate in the program
- D. **Employment:** job placement, job training, life skills training, assistance gaining access to job training/placement services, and similar aid for guardians in an effort to retain family fidelity

- E. **Education:** short-term tuition for certification programs, tutoring, GED program, parenting classes, life skills training, anger management training, financial literacy, assistance gaining access to longer-term financial aid; tools such as calculator/laptop/tablet, backpack, and other school supplies
- F. **Childcare:** assistance identifying subsidized childcare, short-term childcare from a state-certified provider, diapers, formula, diaper bag, car seat, other necessities associated with childcare
- G. **Relocation associated with removal from gang activity:** transportation, short-term housing, costs for initiating a lease (first/last month rent, damage deposit), household set-up costs
- H. **Clothing:** school clothes, professional clothes for employment, professional clothing for interviewing, barber/hairdresser, clothes for dependents
- I. **Treatment:** mental health, trauma, drugs/alcohol addiction, addictive behaviors such as gambling, costs associated with participating in treatment groups like AA
- J. **Assistance accessing identification documents:** driver's license/state ID, birth certificate, social security card, immigration/naturalization documents
- K. **Navigating systems:** DSHS, aid in securing unemployment/disability, immigration/naturalization, assistance navigating banking systems

## D. PROJECT SCHEDULE

Beginning in July 2020, staff will be trained to implement the Walk About Yakima (WAY) curriculum/model. Connections will be made with the Yakima Police Department (YPD), juvenile court, and corrections partners to schedule custom notification meetings and to identify available services to meet participant needs. The focus will be on individuals with a high risk of gun violence.



In August and September 2020, 40-45 participants will receive custom notification meetings and will be encouraged by credible messengers/mentors to opt in to the program. Participants will be inducted into the program on a rolling basis and will begin customized services at the point at which they opt in. As determined by the number who opt in to the program, custom notifications will continue through May 2021.

June 2021, measures of adherence will be developed to assess the impact of custom notification model on the reduction of gun related violence.

<b>Timeline</b>	
July 2020	Training/ Connecting with Community Partners / Juvenile Court
August 2020	20 Custom Notification Meetings/ Information Sharing
September 2020	20/Custom Notification Meetings/ Customized Program Services Start Cohort 1 – Credible Messenger 1 Assigned Start Cohort 2 – Credible Messenger 2 Assigned
October 2020 to May 2021	Custom Notification Referrals/ Information Sharing/ Delivery of Services
June 2021	Calculate Measurable and Provide State Feedback

## **E. OUTCOMES AND PERFORMANCE MEASUREMENT**

**OUTCOME 1:** Use Yakima municipal data to identify 40-45 individuals most at risk of perpetrating gun violence in Yakima County.

The Yakima Police Department (YPD) Spillman data analyst is in place and is a vital part of the Walk About Yakima (WAY) team. The systems and personnel required to achieve this outcome are in place at the YPD, and this work is currently underway.

While other municipalities in Yakima County are not yet able to generate this data, we understand that the individuals we identify using Yakima municipal data move between jurisdictions in Yakima County, and their identification and involvement in the current program will benefit the entire county. It is our intention for the program to serve all of Yakima County in cooperation with municipalities and law enforcement agencies county wide.

**Performance measure for Outcome 1:** Identify individuals most at risk of perpetrating gun violence in Yakima County.

The YPD Spillman data analyst will generate a rolling list of youths and adults most likely to perpetrate gun violence during the 12-month program period—at least, but not limited to, 40-45 individuals.

**OUTCOME 2:** Provide notification meetings to 40-45 at-risk individuals identified by Yakima municipal data.

Using strategies consistent with the Department of Justice Community Oriented Policing Services, we will bring a detailed knowledge of an at-risk individual's criminal history and provide notification by law enforcement and one or more "credible messengers" who share histories and experiences similar to the at-risk individual.

**Performance measure for Outcome 2:** Notify a minimum of 40-45 individuals at risk of perpetrating gun violence in Yakima County

- A. Forty to 45 individuals identified as most at risk of perpetuating gun violence in Yakima will receive custom notification within the first 2 months of the program period and on an ongoing basis throughout the program period until 40-45 are notified.
- B. At-risk youths and adults will be notified by the WAY team that there will be enhanced consequences for further violence and that support and services are available for those who wish to opt in to the program.

**OUTCOME 3:** Provide program services to all program participants who opt in.

“Opting in” is defined as an agreement to cease illegal activity and a commitment to participate in evidence-based program interventions provided by the WAY team in collaboration with the University of Washington department of Psychiatry and Behavioral Health and Community Passageways. Program services include shelter, transportation, food, employment, education, childcare, relocation, clothing, mental health or addiction treatment, and navigating systems—as defined in section C.

**Performance measure for Outcome 3:** Provide program services to all at-risk individuals who opt in to the program.

A minimum of 10-12 program participants who choose to opt in to the program will receive program services and evidence-based interventions.

**OUTCOME 4:** Reduce quality contacts with the criminal justice system.

- A. Program participants who are in Tier 1 and receive custom notification alone will have a reduction in quality contacts with the criminal justice system during the program period. Additionally, we expect a reduction of gang-involved gun violence in Yakima County over the course of the program period. “Quality contacts” include arrests for any felony, narcotics offense, resisting arrest, or being the suspect in a violent crime investigation.
- B. Program participants in Tier 2 who opt in to receive program services will have a statistically significant decrease in quality contacts with the criminal justice system during the program period, thus reducing gun violence in Yakima County during the program period.

**Performance measure for Outcome 4:** Program participants will have reduced quality contacts with the criminal justice system.

- A. Thirty-six to 41 program participants who receive custom notification alone will reduce their quality contacts with the criminal justice system. The reduced number of quality contacts with the criminal justice system will be measured by comparing the average number of quality contacts in the 5 years prior to the program year to the count of quality contacts following custom notification.
- B. Ten to 12 program participants who choose to cease violent, illegal activity and receive program interventions and services will significantly reduce their quality contacts with the criminal justice system. The significant reduction in quality contacts will be measured by comparing the average number of quality contacts in the 5 years prior to the program year (pre-program period) to the contacts during the program period. A difference between the pre-program period and the program period will be counted as statistically significant if there is only a .05% probability that the difference occurred by chance. Essentially, this will mean neutralizing gun violence for 10-12 participants who have been identified as high risk.

**OUTCOME 5:** Reduce gang involved gun crimes in Yakima County during the program period.

There will be a lower number of gang-involved gun crimes in Yakima County during the program period than in the 12 months immediately preceding it.

**Performance measure for Outcome 5:** Reduce gun violence in Yakima County during the program period

There will be a lower number of gun-related, gang-involved crimes committed during the program period when compared to the 12-months preceding the program.

## **PROJECTED NUMBER OF INDIVIDUALS IN THE INTERVENTION PROGRAM**

- **Intervention Tier 1 (notified):** Custom notification only. Thirty-six to 41 individuals will receive notification alone.

- **Intervention Tier 2 (voluntary):** Opt in to the full program. At least 10-12 will receive evidence-based interventions and services. Notifications will take place primarily in the first 60 days but will continue on a rolling basis until at least 10-12 participants opt in to the program.
- **Intervention Tier 3 (self-referred):** We anticipate that 3-5 individuals who self-identify as high risk, but are not identified by they'd Spillman data analyst, will self-refer and opt in to the program.

**Total served:** At least 40-45 program participants will receive at least custom notification. At least 10-12 program participants will receive Tier 2 or Tier 3 services, effectively neutralizing their participation in gun violence.

## **DURATION OF THE STRUCTURED PROGRAM**

The structured program is approximately 6 months in duration for program participants who opt in. During the program period, participants will receive evidence-based interventions under the supervision of the University of Washington Department of Psychiatry and Behavioral Health, as well as individually customized program services that include shelter, transportation, food, employment, education, childcare, relocation, clothing, mental health or addiction treatment, and assistance accessing identification documents—as defined in section C.

## **PROJECTED PROGRAM COMPLETION RATE**

Because this is the first year of this program, we do not have data to substantiate a projected completion rate. Rather, in this program year, we will compile data that will help us to predict completion rates in subsequent years. In order to reach our target of supporting 10-12 Tier 2 (voluntary) program participants through completion, we will continue to perform custom notifications and recruit additional program participants as participants in intervention group 2. Credible messengers/mentors will work diligently to retain all program participants, providing individualized wrap-around services to all program participants. However, we anticipate that some will drop out. We will, therefore, continuously recruit to ensure at least 36-41 participants

receive custom notification alone and at least 10-12 participants successfully complete the program.

## **F. RISKS**

### **1. A low number of custom notifications performed in the first quarter of the program period.**

To maximize efficiency in providing services to Tier 2 (voluntary) and Tier 3 (self-referred) participants, and we will perform as many notifications as possible in the first 2 months of the program period. Failure to provide notifications in the first quarter of the program period will diminish the time we can provide services to Tier 2 (voluntary) and Tier 3 (self-referred) participants. To avoid this issue, we anticipate taking the following actions:

- A. Constant communication with system partners who have agreed to join us in scheduling custom notifications, including the Yakima Police Department Spillman data analyst, juvenile court, and the Department of Corrections. We have identified a position in the program that will coordinate with law enforcement systems and ensure smooth communication and processes.
- B. Flexibility and responsiveness in determining where and how notifications will occur. We are working now to begin scheduling notifications in a variety of venues in cooperation with law enforcement system partners and community supporters.

### **2. A low number of program participants opt in to Tier 2 (voluntary) or Tier 3 (self-referred) interventions.**

To maximize efficiency in providing services to Tier 2 and Tier 3 participants, we will perform as many notifications as possible in the first 2 months of the program period. It is a risk that fewer than anticipated Tier 1 notified participants opt in to the program. To avoid this outcome, we anticipate taking the following actions:

- A. Clear preparation to identify and recruit “influential” people that program participants will respond to
- B. Weekly team meetings with custom notification teams to identify what is working and what is not working
- C. Reflective, responsive process to identify when a change in approach is required
- D. Value-driven rather than schedule-driven processes, where notification teams are crafted based on who will serve best rather than who is available

**3. There is an initial interest among Tier 2 (voluntary) participants, but they do not persist in the program.**

To avoid this risk, we will take the following actions:

- A. Credible messengers/mentors will provide interventions weekly and provide persistent access to wrap-around services that goes well beyond offering referrals
- B. Credible messengers/mentors, weekly, will document interventions and services provided, as well as reflections about what is working with specific program participants in their caseload
- C. Credible messengers/mentors will be persistent in reaching out to participants, as needed, to help them stay on track
- D. Weekly team meetings with credible messengers/mentors, outreach services coordinator, and supervisory staff to brainstorm strategies for reaching each individual program participant

**4. There is mentor frustration or burnout.**

To avoid this risk, we will take the following actions:

- A. Weekly team meetings with credible messengers/mentors, the outreach services coordinator, and supervisory staff to offer mutual support and to discuss the progress of each individual program participant
- B. Weekly team circle process to listen/hear each other without judgement and provide mutual support
- C. After weekly team meetings, a time set aside to debrief, confidentially in dyads, to provide mutual support

- D. Monthly check-in meetings between supervisor and each credible messenger/mentor will help supervisory staff to identify strategies and resources that will best support each staff member

**5. Mentors or staff transition out of the program, leading to loss of relationships.**

It is a risk that credible messenger/mentor staff will leave, and the loss of relationship will cause Tier 2 (voluntary) and Tier 3 (self-referred) program participants to lose faith in the program. To avoid this risk, we will take the following actions:

- A. Credible messenger/mentor staff are selected because they have already demonstrated with other community organizations that they are committed to doing the work
- B. Credible messenger/mentor staff, at weekly team meetings, will share information so that other staff members can step in if a mentor/credible messenger leaves the program
- C. Credible messenger/mentor staff documentation will enable alternate staff to step in if a mentor/credible messenger leaves the program
- D. By connecting program participants to others in the community while providing wrap-around services, each program participant in the voluntary and self-referred tiers will have the opportunity to build meaningful relationships with others beyond the program team
- E. Evidence-based interventions will enable program participants in voluntary and self-referred tiers to form meaningful connections with family members and other people in their lives beyond the program team

**6. A Tier 2 or Tier 3 program participant commits a gang involved gun crime while receiving services**

In the event a program participant commits gun/gang violence, she or he will be prosecuted to the fullest extent of the law consistent with the focused deterrence program. The Walk About Yakima Program participant will be offered the opportunity to cooperate with law enforcement and, in doing so, will be given consideration on sentencing.



## **G. DELIVERABLES**

On June 2021, at the end of the program period, a final report will be delivered to the Department of Commerce. It will include an evaluation of each dimension of the program and its efficacy, as measured by the following quantifiable objectives:

1. At least 40-45 individuals at risk of perpetrating gun violence will be identified by the City of Yakima in the first quarter of the program period.
2. At least 40-45 program participants in the notified tier will receive custom notification meetings.
3. At least 10-12 program participants in the voluntary tier will be provided evidence-based interventions and program services.
4. Up to 5 program participants in the self-referred tier will be provided evidence-based interventions and program services.
5. Program participants' pooled quality contacts with the criminal justice system will decrease in the program when compared with the pooled average quality contacts in the 5 years preceding the program's start. Quality contacts with the criminal justice system include arrests for any felony, narcotics offense, resisting arrest, or being the suspect in a violent crime investigation.
6. There will be fewer gun felonies committed in the City of Yakima during the program period when compared to the 12 months preceding the program's start.

## **3.3 MANAGEMENT PROPOSAL**

### **A. PROJECT MANAGEMENT**

#### **1. PROJECT TEAM STRUCTURE AND INTERNAL CONTROLS**

The City of Yakima is the Contractor and has final supervision of the contract. This narrative will explain the project team and internal controls (see Appendix 2 for organizational chart). The project team will be overseen directly by Lt. Chad Stevens, the Grant Manager. Chad Stevens is directly accountable to the City Manager, Alex Meyerhoff, and the City of Yakima Mayor, Patricia Byers.

The City of Yakima will provide finance and purchasing services at the request of Chad Stevens. These departments are accountable to the City Manager and the Mayor. Chad Stevens will review and approve all requests for reimbursement for services.

The project team members that report to Chad Stevens include the Yakima Police Department (YPD) and the primary sub-contractor, the Dispute Resolution Center (DRC) of Yakima and Kittitas Counties.

- A. **DRC.** Sarah Augustine, the Executive Director of the DRC, will oversee the project team. She will submit invoices each month for reimbursement to Chad Stevens, who will review all expenses and coordinate with City of Yakima finance and purchasing for reimbursement. This proposal requests funding for the Team Supervisor (Sarah Augustine), Systems Coordinator (Elaine Gonzalez), Credible Messenger/Mentor Supervisor (Vinny Carillo), and two Credible Messenger/Mentors (Manuel Amescua and Marissa Llamas).
- B. **YPD.** Chad Stevens, Grant Manager, will directly oversee Gang Officers (Ilifonso Garcia, Thomas Garza, Booker Ward) and the Spillman Data Analyst (Bryan Buchert). The time for these for positions are a funding match provided by the city.

## **2. STAFF QUALIFICATIONS AND EXPERIENCE**

Please see Appendix 3 for Resumes.

- A. **Lieutenant Chad Stephens.** Lieutenant Stephens will be responsible for fiscal management and ultimate responsibility for the contract. He will spend 10 hours per month in this oversight capacity, or 6% of his capacity. Lieutenant Stephens currently

oversees the Criminal Investigations Division (CID) to include the Yakima Police Department Gang Unit. Lieutenant Stephens has worked for the Yakima Police Department for over 25 years. Since June of 2015 Lieutenant Stephens has managed the Yakima Police Departments Bulletproof Vest Partnership Grant. This grant is administered through the Department of Justices', Office of Justice Programs and provides 50% reimbursement for qualifying ballistic vests that the Yakima Police Department purchases for its employees.

- B. **Detective Ilifonso Garcia.** Detective Garcia will serve as one of three gang officers on the core program team. He will spend 10% of his FTE capacity attached to this program. He will provide custom notification meetings in the first quarter of the program schedule, and as needed throughout the program period, and he will communicate continuously with the program team to track progress of program participants. He has been a law enforcement officer for 12 years, 7 years as a gang investigator. He has been in conversation with the DRC, YPD and community leaders about pursuing this program since December 2019.
- C. **Detective Booker Ward.** Detective Ward will serve as one of three gang officers on the core program team. He will spend 10% of his FTE capacity attached to this program. He will provide custom notification meetings in the first quarter of the program schedule, and as needed throughout the program period, and he will communicate continuously with the program team to track progress of program participants. He has been a law enforcement officer for 10 years, 4years as a gang investigator.
- D. **Officer Thomas Garza.** Officer Garza will serve as one of three gang officers on the core program team. He will spend 10% of his FTE capacity attached to this program. He will provide custom notification meetings in the first quarter of the program schedule, and as needed throughout the program period, and he will communicate continuously with the program team to track progress of program participants. He has been a law enforcement officer for nearly 7 years, currently working with the gang unit.

- E. **Brian Buchert.** Brian Buchert is a Spillman Data Analyst for the Yakima Police Department. He will spend 10% of his FTE capacity providing data for this program. He will provide program participant data to the core team in order for the team to make data-informed decisions, especially in preparation for custom notification meetings. He will further track the progress of program participants. He has worked for the City of Yakima, providing technical and IT assistance, since 2007, and has worked at the YPD since 2014.
- F. **Sarah Augustine.** Sarah Augustine is the Executive Director of the Dispute Resolution Center (DRC) of Yakima and Kittitas Counties. She will spend 50% of her FTE capacity providing supervision for this program. She will oversee the community team, including the systems coordinator and credible messengers/mentors. She will further oversee program creation and implantation of the Walk About Yakima program together with contractors. Sarah has extensive experience in training and personnel and grant management, as well as mediation, restorative practices, youth diversion. She has worked as the leader of the DRC for over three years.
- G. **Elaine Gonzalez.** Elaine Gonzalez is Police Chaplain to the YPD since 2015. She will spend 50% of her FTE capacity in the role of Systems Coordinator for the program. She will act as the bridge between law enforcement and community partners, including e faith community and the Yakima Gang Reduction Initiative Taskforce (GRIT). Prior to her role as Police Chaplain, Elaine served as a YPD Officer for nearly 30 years.
- H. **Vinny Carrillo.** Vinny Carrillo is the Program Manager at Union Gospel Mission Madison House. He will spend at least .50 of his FTE capacity overseeing Credible Messenger/Mentors and engaging with youth and adults identified by the program. Vinny has life experience as a former gang member in Yakima, and brings knowledge, relationships he has developed at Madison house, and experience to this role.

- I. **Marissa Llamas.** Marissa Llamas will serve as a Credible Messenger/Mentor in the program team engaging with youths and adults identified by the program. She will spend 1.0 of her FTE in this role. She has life experience in gang life, and brings a passion for helping individuals exit gang involvement.
- J. **Manuel Amescua.** Manuel Amescua will serve as a Credible Messenger/Mentor on the program team. He will spend 1.0 of his FTE in this role. As a former gang member, Manuel brings knowledge, experience, and motivation to this role as he seeks to offer opportunities for change to program participants.

## **B. EXPERIENCE OF THE CONTRACTOR**

### **1.Direct Experience of the Contractor**

The contractor is the City of Yakima, a municipal government in Yakima County. The City and County of Yakima have a clear and evident problem with group well as other types of violent crime associated in and around the gang culture in the community.

In response to concerns about the chronic presence of gangs and gang crime in our community, in November 2009, the Yakima City Council, directed City Staff to develop a framework for the implementation of a City of Yakima Gang Free Initiative. The vision of the City of Yakima Gang Free Initiative was to create a safe, peaceful, gang-free community resulting in a high quality of life for families. Their mission was to engage the community to develop suppression, prevention and intervention strategies that support and promote positive youth development. In 2011 they released the 2011 City of Yakima Community Profile for the benefit of key community stakeholders, policymakers and service providers. This profile presents data and analysis to support the development of a city-wide anti-gang approach to reducing juvenile crime and violence in the city of Yakima. The 2011 City of Yakima Community Profile was in line with the efforts of the Yakima County Gang Commission Assessment. Even though both assessments were similar in many ways and both used guidance from the OJJDP Comprehensive Gang Assessment model, they differed regarding their intended audience and outcome.

## **2014 - 2019**

In 2014, the City conducted a livability survey which asked specific questions about safety and crime. In the first nine months of 2017 there were eleven homicides in Yakima.<sup>12</sup> Three of those homicides were determined to be gang related. An additional three of them may have been gang related but officers lacked sufficient evidence to make that determination. One other homicide occurred in a neighborhood known for gang violence, but the victim was not gang related. In one of the gang related shootings, a fourteen-year-old male was killed as part of a drive-by shooting. This gang violence spurred the City Council to start a series of neighborhood forums about gang and gun violence in Yakima. Between 2017 and 2018, a total of ten public forums took place throughout the City including two in Spanish. These efforts concluded with the Vision 2025 Community Wellness Plan, which addressed community health from three perspectives: Youth development; Domestic violence; and Neighborhood safety.

In addition, in May 2018 Opportunities Industrialization Center of WA (OIC) and NAACP hosted a regional dialogue for youth to discuss violence. The City will leverage any and all current discussions where we can understand diverse perspectives and incorporate messages in our program design.<sup>13</sup> Based on feedback provided by community residents to listening sessions conducted by the Yakima City Council in 2017, youth and gang violence ranked as one of their top concerns<sup>14</sup>. The outcry over the violence prompted Washington Governor Jay Inslee to visit Yakima to meet with community residents and leaders in October 2017.<sup>15</sup> Over 100 people attended the meeting. A statewide summit on gangs and youth violence was held in November 2017. Out of these efforts came a grant from the Governor's office to the City of Yakima to develop a sustainable approach to addressing gang violence and youth involvement in gangs.

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<sup>12</sup> [https://www.yakimaherald.com/news/gang-violence-solutions-hobbled-by-scant-resources/article\\_5ecc38d6-aa50-11e7-9fd5-ffd1968673c9.html](https://www.yakimaherald.com/news/gang-violence-solutions-hobbled-by-scant-resources/article_5ecc38d6-aa50-11e7-9fd5-ffd1968673c9.html)

<sup>13</sup> Now is the Time II, City of Yakima Community Health and Safety Plan Vision 2025, pages 4-6

<sup>14</sup> [https://www.yakimaherald.com/news/gang-violence-solutions-hobbled-by-scant-resources/article\\_5ecc38d6-aa50-11e7-9fd5-ffd1968673c9.html](https://www.yakimaherald.com/news/gang-violence-solutions-hobbled-by-scant-resources/article_5ecc38d6-aa50-11e7-9fd5-ffd1968673c9.html)

This grant for a total of \$150,000 was given for the state fiscal year from July 1, 2018 to June 30, 2019.<sup>16</sup>

With the receipt of the grant, the City of Yakima began using the structure outlined in the Comprehensive Gang Model. This has included:

- A. Convening a steering committee of key decision makers which meets monthly.
- B. Bringing together service providers and concerned community residents to share resources, make connections and look at service gaps and how to fill them. This group called the Gang Reduction Intervention Taskforce (GRIT) Village has met every two months.
- C. Developing a small pilot program, dubbed the Yakima Youth Leadership Program, as our service delivery component. It provides coaching/mentoring to select 6<sup>th</sup> grade students in the Yakima School District and their parents/guardians. The youth are identified by the school as either being in a gang or at clear risk of joining one. The design of this program, including the student age group to be reached, was determined by the GRIT Village.
- D. Conducting a community education campaign with hour long interviews on KDNA, the local Spanish Language public radio station, and short interviews and advertisements on three English Language radio stations in Yakima.
- E. Evaluating the effectiveness and impact of the grant program's components. The evaluation is not yet ready at this time but will be submitted to the State of Washington by July 15, 2019. It will be available for sharing with OJJDP at that time.

Through the work we have done thus far under our current state grant, we clearly see the value of continuing to implement the comprehensive gang model complete with continued Gang Reduction Intervention Taskforce (GRIT) Steering Committee and Village meetings and to expand the Yakima Youth Leadership Program to all four Yakima School District Middle Schools and all the youth who could benefit from the program. The DRC is contracted with the City of Yakima to facilitate GRIT.

## **2. Other Relevant Experience: Sub-contractor (DRC) Experience**

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<sup>16</sup><https://www.ofm.wa.gov/sites/default/files/public/budget/statebudget/18supp/recsum/2018SupplementalRecSums.pdf>

The Dispute Resolution Center has extensive experience serving at-risk youth. Since 2010, the DRC has provided Victim Offender Mediation (VOM) and Restorative Alternative (RA) Meetings as a Diversion Program for Juvenile Court. In this program, youths are led through a process of thinking through what happened that led them to engage in crime and have contact with the criminal justice system, and the steps they must take to “make it right.” In the VOM process, youths prepare to meet face to face with the victim of their crime, to voice responsibility and ask for forgiveness. In the RA process, where victims are not available to participate, youths are able to take responsibility and ask for forgiveness in a written letter. In both processes, youths are provided communication skills, and coached through reflection that leads to accountability.

Since 2017, the DRC has provided the Youth Leadership Program for Juvenile Court, a Diversion Program that was created to serve youths who have been convicted of domestic violence. This program was created in collaboration with Juvenile Court leadership in response to growing referrals to provide youths with this status. This trauma-informed program provides youths referred by Juvenile Court with ten hours of training in de-escalation, feelings-management, communication, forming meaningful connection, cognitive strategies such as how to deal with disappointment, long and short-term planning. The DRC currently serves over sixty youths referred per year.

In 2020, the City of Yakima contracted with the DRC to facilitate the various activities of The Gang Reduction Intervention Taskforce (GRIT). The DRC is the community organization that provides leadership in conflict resolution at the individual and community-levels. The DRC has provided facilitation services to community conflict to ESD 105, the City of Yakima, DSHS, Mount Adams School District, and more. The DRC further provides training and coaching to the K-12 system in communication and restorative practices in schools.

### **3. List of Contracts, 5 years**

Please see Appendix 4 for a list of all contracts during the past 5 years.

## **C. RELATED INFORMATION**



**1.List of Contracts, 24 months**

Please see Appendix 4 for a list of all State contracts over the past 24 months.

**2. Washington State Employment**

The contractor is not a state employee nor are any of my employees or contractors.

**3. Contracts Terminated**

The contractor has not had a contract terminated for default.

**4. Default**

N/A

**D. REFERENCES****City of Yakima References (Business)**

Joseph A. Brusic, Elected County Prosecutor

128 N 2<sup>nd</sup> Street

Yakima WA 98901

509-574-1210

Robert Udell, Elected County Sheriff

1822 S. 1<sup>st</sup> Street

Yakima, WA 98903

509-574-2500

OIC of Washington

815 Fruitvale Blvd.

Yakima WA 98902

509-248-6751

**Lieutenant Chad Stephens References**

Captain Jay Seely, Yakima Police Department's

200 S. 3<sup>rd</sup> Street

Yakima, WA 98901

509-576-6319

Interim Chief (Ret.) Gary Jones

509-823-3893

Dominic Rizzi, Jr., President FBI LEEDA

5 Great Valley Parkway, Suite 359

Malvern, PA 19355

773-218-7746

**E. OMWBE CERTIFICATION**

The contractor does not have OMWBE Certification. Please see appendix 5 for a full explanation of our attempt to demonstrate our commitment to diversity.

### 3.4 COST PROPOSAL

#### A. Identification of Costs

The Walk About Yakima Program is requesting \$285,000 from the Department of Commerce to fund crucial personnel for the Walk About Yakima Program. Additional key positions and costs, including cost per participant, will be contributed via alternate sources, including a potential DCYF grant.

Identification of Costs		Budget
Subcontractor, DRC of Yakima and Kittitas Counties		
	<b>Supervisor</b> (Sarah Augustine)	\$30,050
	<b>Fringe</b>	\$8,700
	<b>Outreach Systems Coordinator</b> (Elaine Gonzalez)	\$30,050
	<b>Fringe</b>	\$8,700
	<b>DRC Credible Messenger</b> (Manuel Ameqqua)	\$45,000
	<b>Fringe</b>	\$13,500
	<b>DRC Credible Messenger</b> (Marisa Llamas)	\$45,000
	<b>Fringe</b>	\$13,500
Sub-award, Union Gospel Mission Madison House	<b>Community Contractor Supervisor</b> (Vinny Carillo), <b>facility</b>	\$58,500
	<b>Program Costs</b> Training materials for staff, training materials for participants, 2 computers, 3 cell phones, cell service	\$4000
	<b>Subtotal</b>	<b>\$257,000</b>
Contractor, City of Yakima	<b>City Admin Costs (10%)</b> Finance (Isabel Cruz) Purchasing (Maria Mayhue) and Grant Management (Chad Stephens)	\$28,000
<i>Match</i>	3 YPD Gang Unit Officers (Ilifonso Garcia, Booker Ward, Thomas Garza)	\$19,881
	Spillman Data Analyst (Brian Buchert)	\$5,204.80
<i>Total Match</i>		<b>\$25,085.80</b>
<b>Total</b>		<b>\$285,000.00</b>

## **Budget Narrative**

Staffing: The Supervisor and the Systems Coordinator will both be employees of the Dispute Resolution Center (DRC). The Supervisor will dedicate 50% of a full-time equivalent position to the program at \$31.77 per hour. The Systems Coordinator will dedicate 50% of a full-time equivalent position to the program at 31.77 per hour. The two Credible Messenger/Mentors will both be employees of the DRC. Each will dedicate a 1.0 full-time equivalent position to the program at \$23.43 per hour.

Union Gospel Mission (UGM) Madison House sub-award: The Credible Messenger/Mentor supervisor will be employed by UGM Madison House. He and his staff, where applicable, will dedicate at least 50% of a full-time equivalent position to the program at \$23.43 per hour. Because Madison house is already providing services to several potential program participants, it is vital that Madison House staff remain in place. UGM Madison House will further provide access to facilities to run program as needed, not to exceed \$29,250.

Staffing match: The three Gang Unit Officers will be employees of the Yakima Police Department (YPD). They will each dedicate 10% of a full-time equivalent position to the program at \$41.42 per hour. They will devote most of the total hours to the intense work that will take place in the first quarter. Thereafter, they will each devote a minimum of 4 hours per month to the program. The Spillman Data Analyst will be employees of the YPD. He will dedicate 10% of a full-time equivalent position to the program at 32.53 per hour.

### Fringe Benefits:

The DRC staff will receive medical, dental and vision coverage. The fringe benefits for them include all applicable taxes and workers' compensation payments. The rate for these items is calculated as a total for all the benefits divided by the percentage of full time that they will work on the grant.

### Program Costs:

*Equipment:* The DRC will purchase the following equipment for the Credible Messengers/Mentors and Systems Coordinator: 3 computers @ \$500 each; 3 cell phones at \$100

each. In addition, the DRC will add three cell phone lines to current phone plan, at a total cost of \$480 for 12 months of service.

*Training Materials:* We estimate that training materials for all staff on the Walk About Yakima team will cost \$700. This includes training materials for 4 DRC staff and 3 YPD staff. We estimate that training materials for program participants will cost \$1000. These costs might include printed materials, printing, notebooks, and other materials related to training.

Indirect Costs:

The City of Yakima will charge a 10% administrative rate. This will be for oversight provided by the Grant Manager (Chad Stevens), Finance (Isabel Cruz), and Purchasing (Maria Mayhue).

## Appendices

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Appendix (1) .....Certifications and Assurances – Exhibit A and Exhibit C

Appendix (2).....Organization Chart

Appendix (3).....Resumes

- a. Stephens
- b. Garcia
- c. Ward
- d. Garza
- e. Buchart
- f. Augustine
- g. Gonzalez
- h. Carillo
- i. Llamas
- j. Ameqcuca

Appendix (4).....Contract Lists

Appendix (5).....Diverse Business Inclusion Plan -Exhibit B

**CERTIFICATIONS AND ASSURANCES**

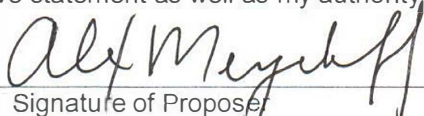
I/we make the following certifications and assurances as a required element of the proposal to which it is attached, understanding that the truthfulness of the facts affirmed here and the continuing compliance with these requirements are conditions precedent to the award or continuation of the related contract:

1. I/we declare that all answers and statements made in the proposal are true and correct.
2. The prices and/or cost data have been determined independently, without consultation, communication, or agreement with others for the purpose of restricting competition. However, I/we may freely join with other persons or organizations for the purpose of presenting a single proposal.
3. The attached proposal is a firm offer for a period of 60 days following receipt, and it may be accepted by COMMERCE without further negotiation (except where obviously required by lack of certainty in key terms) at any time within the 60-day period.
4. In preparing this proposal, I/we have not been assisted by any current or former employee of the state of Washington whose duties relate (or did relate) to this proposal or prospective contract, and who was assisting in other than his or her official, public capacity. If there are exceptions to these assurances, I/we have described them in full detail on a separate page attached to this document.
5. I/we understand that COMMERCE will not reimburse me/us for any costs incurred in the preparation of this proposal. All proposals become the property of COMMERCE, and I/we claim no proprietary right to the ideas, writings, items, or samples, unless so stated in this proposal.
6. Unless otherwise required by law, the prices and/or cost data which have been submitted have not been knowingly disclosed by the Proposer and will not be knowingly disclosed by him/her prior to opening, directly or indirectly, to any other Proposer or to any competitor.
7. I/we agree that submission of the attached proposal constitutes acceptance of the solicitation contents and the attached sample contract and general terms and conditions. If there are any exceptions to these terms, I/we have described those exceptions in detail on a page attached to this document.
8. No attempt has been made or will be made by the Proposer to induce any other person or firm to submit or not to submit a proposal for the purpose of restricting competition.
9. I/we grant COMMERCE the right to contact references and others who may have pertinent information regarding the ability of the Contractor and the lead staff person to perform the services contemplated by this RFP.
10. If any staff member(s) who will perform work on this contract has retired from the State of Washington under the provisions of the 2008 Early Retirement Factors legislation, his/her name(s) is noted on a separately attached page.

**We (check one):**

- ☐ **are** submitting proposed Contract exceptions. (See Section 2.12, Contract and General Terms and Conditions.) If Contract exceptions are being submitted, I/we have attached them to this form.
- ☐ **are not** submitting proposed Contract exceptions (*default if neither are checked*).

On behalf of the Contractor submitting this proposal, my signature below attests to the accuracy of the above statement as well as my authority to bind the submitting organization.

  
Signature of Proposer

May 27, 2020  
Date

Alex Meyerhoff  
Printed Name

Interim City Manager  
Title



EXHIBIT C

**CONTRACTOR CERTIFICATION  
EXECUTIVE ORDER 18-03 – WORKERS' RIGHTS  
WASHINGTON STATE GOODS & SERVICES CONTRACTS**

*Pursuant to the Washington State Governor's Executive Order 18-03 (dated June 12, 2018), the Washington State Department of Commerce is seeking to contract with qualified entities and business owners who certify that their employees are not, as a condition of employment, subject to mandatory individual arbitration clauses and class or collective action waivers.*

Solicitation No.: S21-31453

I hereby certify, on behalf of the firm identified below, as follows (check one):

☒ No MANDATORY INDIVIDUAL ARBITRATION CLAUSES AND CLASS OR COLLECTIVE ACTION WAIVERS FOR EMPLOYEES. This firm does NOT require its employees, as a condition of employment, to sign or agree to mandatory individual arbitration clauses or class or collective action waivers.

OR

☐ MANDATORY INDIVIDUAL ARBITRATION CLAUSES AND CLASS OR COLLECTIVE ACTION WAIVERS FOR EMPLOYEES. This firm requires its employees, as a condition of employment, to sign or agree to mandatory individual arbitration clauses or class or collective action waivers.

OR

☐ This firm certifies it has no employees.





Washington State  
Department of  
**Commerce**

I hereby certify, under penalty of perjury under the laws of the State of Washington, that the certifications herein are true and correct and that I am authorized to make these certifications on behalf of the firm listed herein.

FIRM NAME: City of Yakima  
Name of Contractor/Bidder – Print full legal entity name of firm

By: Alex Meyerhoff Alex Meyerhoff  
Signature of authorized person Printed Name

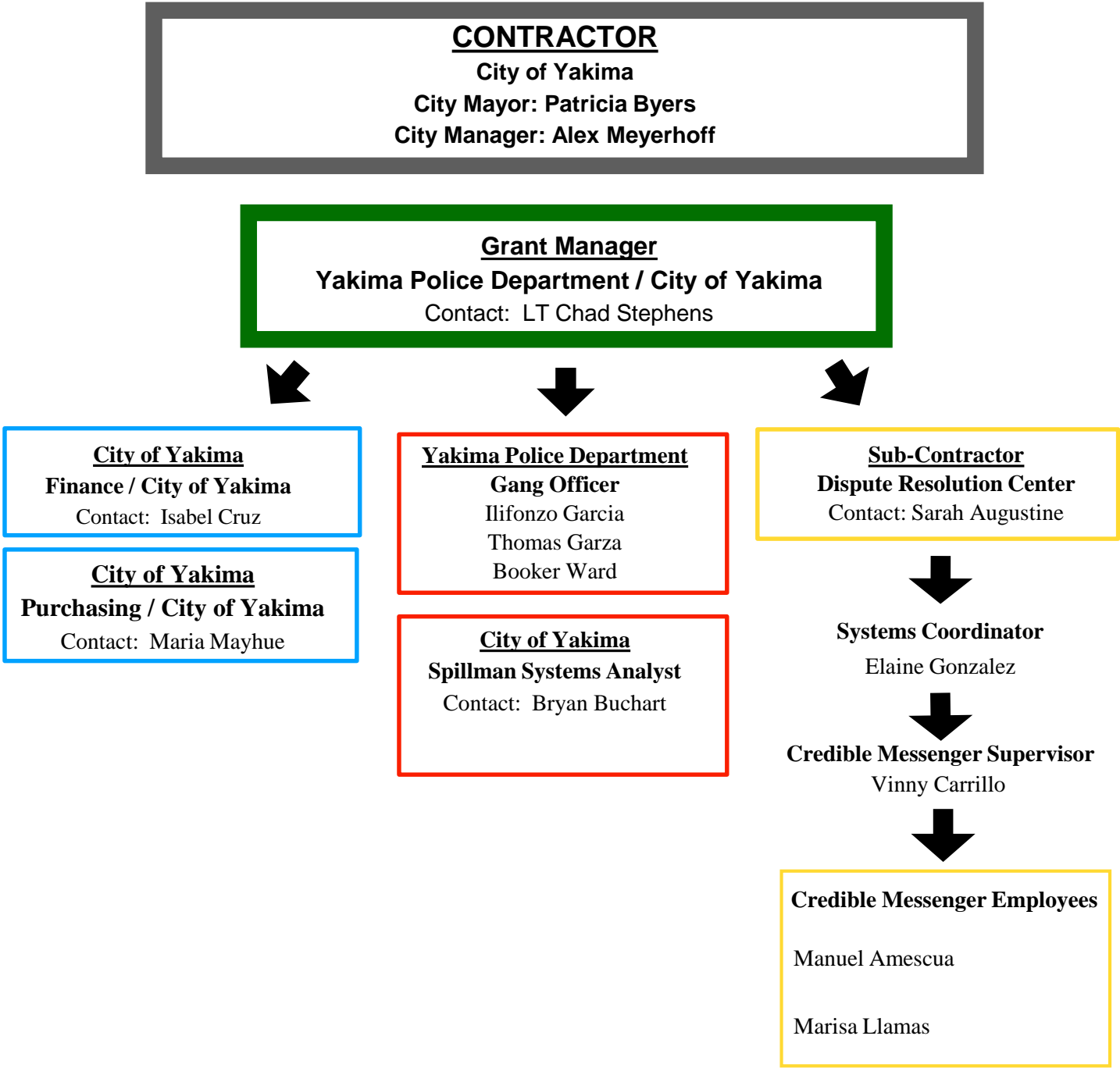
Title: Interim City Manager Place: Yakima, WA  
Title of person signing certificate Print city and state where signed

Date: May 27, 2020

Return Contractor Certification to Procurement Coordinator as part of your complete response.

# Management Proposal

## A.1 Organizational Chart & Team Structure



200 S. 3rd St • Yakima, WA 98901 • 509-728-3393 • [cstephen@yakimawa.gov](mailto:cstephen@yakimawa.gov).

# Lieutenant, Chad Stephens # 4370

## Summary

I have been employed by the Yakima Police Department full time for 25 years. Prior to my full-time employment, I was a reserve police officer for the Yakima Police Department for 2 ½ years. During that time, I was a corrections officer working for the Yakima County Sheriff's Office and when it turned into the Yakima County Department of Correction.

## Education and Training

### Degrees

AA, Law and Justice, Yakima Valley Community College. 1992

BA, Public Safety Administration, North West University 2016

Law Enforcement Certificate FBI National Academy 2017 (University of Virginia)

- Graduated Yakima County Reserve Academy 1992
- Graduated Washington CJTC Corrections Academy 1992
- Graduated Washington Basic Law Enforcement Academy 1995
- Completed Washington State Basic SWAT 1997
- Completed Washington State Level I & II Defensive Tactics Inst. 1997
- Completed Washington State Baton & Pepper Spray Inst. 1998
- Completed Washington State Weapon Retention Inst. 1999
- Completed Washington State Ground Control Tactics Inst. 1999
- Completed NLETS Neck Restraint Inst. 2001
- Completed Practical Homicide Investigation 2003
- Completed Taser Instructor Certification 2004
- Completed Police Tactical Operations CBRNE 2005
- Completed Advanced Hostage Rescue 2006
- Completed Hostage Rescue/ M4 Instructor 2007
- Completed NFDD, Less Lethal, Chemical Agent Instructor 2009
- Completed Washington State Basic Handgun Instructor Course 2011
- Completed FBI-LEEDA Command Institute for Law Enforcement Executives 2012
- Completed VMA Quota Free Police Productivity System & Performance Improvement Program 2012
- Completed Tap-Rack Hostage Rescue School 2012
- Completed Tactical Firearms Instructor Development 2012
- Completed Gordon Graham Seminar on Supervisor Liability 2013
- Completed Eric Daigle Supervisor Liability Seminar 2013
- Completed Eric Daigle Use of Force Liability Seminar 2013

## Yakima Police Work History

- 1995 – 2000 Assigned as a patrol officer in the Patrol Division
- 2000 – 2002 Assigned to the Street Crime Abatement Team (SCAT) a pro-active unit that worked street level narcotics, prostitution & bicycle patrol.
- 2002 – 2004 Detective Division – Burglary Detective

- 2004, October 1<sup>st</sup>. Promoted to Sergeant
- 2004 – 2006 Assigned to the patrol division as a squad sergeant.
- 2007 – Reassigned as the services division as the services sergeant. Filled in as a patrol sergeant for 5 months in 2006. Filled in as a patrol Sergeant for 4 months in 2007.
- 2009 – Assigned as the training Officer & SRO Sergeant. Filled in as a patrol Sergeant for 5 months.
- 2010 – Assigned back to the training office. Filled in as a patrol sergeant for 4 months.
- 2011 – Assigned to fill in back as a Patrol Sergeant for 8 months.
- 2011, August 1<sup>st</sup> to Assigned back to the training office and SRO Sergeant.
- 2014, April, Promoted to Lieutenant and Assigned to the Patrol Division.
- 2016, January, Assigned to the Administrative Division.
- 2018, January, Assigned to the Patrol Division
- 2019, October, Assigned to the Criminal Investigation Division

## Current Duties

As the Criminal Investigation Division Lieutenant, I run the day to day operations of the CID and its six units. The six units are;

- Major Crimes Unit
- Special Assault Unit
- Property Crimes Unit
- Gang Unit
- Narcotics Unit
- Investigative Support Unit, Forensics & Analyst

Addition duties include;

- Crisis Response Unit Commander (SWAT & Crisis Negotiation Team)
- Manage DOJ Grant for Ballistic Vest Reimbursement
- Commander of UAS Unit

## Awards

- *Medal of Valor*
- *Triple Life Saving*

## Professional Associations & Certifications

- Certified Washington State Peace Officer
- Career Level Certification, First Level Supervisor – State of Washington
- Career Level Certification, Mid-Level Management – State of Washington
- FBI National Academy Association, Graduate Class 269

# DETECTIVE ILIFONSO GARCIA

## YAKIMA POLICE DEPARTMENT

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200 S. 3rd St, Yakima, WA 98901 • (509) 576-6389 • Ilifonso.Garcia@Yakimawa.gov

**Professional Summary:**

I have been a law enforcement officer for over 12 ½ years. During my tenure as a police officer, I have worked approximately five years on patrol, and I am currently on my seventh year as a gang investigator. Additionally, I have served as a member of the Yakima Valley Gang Task Force (“YVGTF”) with the Federal Bureau of Investigations (“FBI”) Safe Streets Task Force. In the time I have worked as a police officer, I have gained knowledge and experience of Yakima street gangs and their culture. Lastly, as of February 4, 2020, I am a Task Force Officer with the Bureau of Alcohol, Tobacco, Firearms and Explosives Agency.

**Skills:**

Gang investigation experience	Interrogation techniques
Surveillance techniques	Crisis intervention Training
Emergency management	Criminal investigations
Civil law knowledge	De-escalation techniques
Report writing	Communication skills
Evidence collection	Court testimony (Municipal, State, and Federal)
Special task forces (Drug and Gang Task Forces)	Search and seizure procedures
Search Warrant Preparation and Writing	Crime trend analysis
(Municipal, State, and Federal Court)	

**Work History:**

**Police Officer**, 12/2007 to Current

**City of Yakima** – Yakima, WA

- Policed assigned areas to check homes, businesses and public roads for signs of disturbance.

- Issued warnings and citations for traffic violations.
- Secured crime scenes, gathered evidence and questioned witnesses.
- Sorted, organized and eliminated tips on a daily basis to keep open investigations moving forward.
- Talked regularly with citizens to establish rapport and become a familiar presence in the area.
- Handled citation and traffic violation paperwork.
- Checked all vehicle equipment for proper functioning prior to use.
- Determined the appropriate course of criminal prosecution by analyzing and evaluating information.
- Booked suspects and processed mug shots and fingerprints.
- Assisted in special investigations and crime prevention programs.
- Apprehended suspects, read Miranda Rights and transported offenders to jail.
- Thoroughly analyzed criminal information and processed crime scenes.
- Conducted preliminary investigations at the scenes of major crimes.
- Conducted multiple recorded interviews of suspects, victims, and witnesses using a variety of techniques at the police station and in the field.
- Investigated and reported crimes, accidents, offenses and damage to property.
- Led operations which targeted perpetrators of drug and violent crimes.
- Examined evidence for admissibility and preserved evidence to be utilized in court hearings.
- Gathered necessary information for court appearances and testified as a witness under oath in court.
- Managed crime scenes systematically to protect personnel and evidence.
- Responded quickly to suspected bomb threats.
- Responded immediately to reports of automobile accidents and criminal activity, calling for additional support as necessary.

**Corrections Officer**, 10/2006 to 11/2007

**Yakima County Juvenile Detention Center** – Yakima, Washington

- Streamlined operational efficiencies by effectively maintaining daily shift activity logs.
- Examined incoming and outgoing mail to ensure conformance with regulations.

- Inspected conditions of locks, window bars, doors and gates of the correctional facility to ensure security and to prevent escapes.
- Effectively interacted with staff, offenders, visitors, and the public to maintain security within the facility.
- Supervised inmates during all activities and transfers to monitor compliance and implement corrective actions.
- Counted inmates on a routine and emergency basis.
- Supervised 14 inmates at a time.
- Monitored radio transmissions between staff to respond immediately to directions and emergencies.
- Maintained safety and security of staff and the public by applying defensive techniques and physical restraints.
- Conducted pat downs and strip searches of inmates and visitors to prevent contraband from entering the facility.
- Observed inmates to eliminate escape attempts, crimes, and other hazardous activity.

**School Resource Officer, 12/2006 to 06/2007**

**Yakima Public School – Yakima, WA**

- Performed conflict resolution between the student body and parents.
- Partnered with school administrators, teachers and parents or guardians to provide students with appropriate and adequate counseling support in school.
- Met with students to conduct individual assessments for academic programs.
- Assisted students with career and future-education planning.
- Documented student attendance.
- Met with parents to resolve conflicting educational priorities and issues.

**Cavalry Scout, 08/2000 to 08/2006**

**Washington Army National Guard – Yakima, Washington**

- Maintained security of local areas and performed route clearance for visiting high-ranking officials.
- Involved in reconnaissance operations and reported enemy movements to commanding officers.

- Led fire team during dismounted battle drills and situational training exercises.
- Placed explosives and performed mine-sweeping activities on land.
- Surveyed and analyzed terrain to determine optimum equipment placement and use.
- Took part in platoon security operations and platoon route and zone reconnaissance.
- Prepared mission equipment for deployment.
- Ensured that all vehicles were secured prior to transport.
- Communicated updates on task completion to supervisors so that operations ran smoothly.
- Operated wheeled and tracked vehicles and communications equipment.
- Mentored newer members on the inner workings of the platoon, answered questions and provided advice on daily duties.
- Monitored enemy combatants captured in time of war awaiting transport for interrogation.
- Trained in the use of tear gas, ordnance, and explosives.

## **Education:**

**Bachelor of Science:** Public Safety Administration, 2019

**Northwest University** - Kirkland, WA

- Magna cum laude graduate

**Associate of Science:** Criminal Justice, 2006

**Yakima Valley Community College** - Yakima, WA

- Dean's List multiple quarters.
- Graduated with honors.

## **Police Accomplishments:**

2019- Honorable Mention Certificate: Assisted the Washington State Patrol Office with an operation. Net Nanny.

2019- Certificate of Merit: Investigated South Side Familia gang members who were involved in homicides, drive-by shootings, robberies, and assaults.

2018- Gang Investigator of the Year.

2017- Law Enforcement of the Year Award from the Annual Azteca Awards Ceremony.



2016- Honorable Mention Certificate: Investigated a mid-level drug trafficking defendant who had Norteno and Sureno gang ties.

2014- Honorable Mention Certificate: Investigated an Assault 1st Degree and Drive-by Shooting gang investigation. Resulted in the arrest and conviction of two gang defendants.

2012- B Squad Officer of the Year.

2010- C Squad Officer of the Year.

### **Trainings:**

- February 2020- FBI Source Solicitation Training: **18 hours.**
- December 2019- Sexual Misconduct and Sexual Awareness Campaign Kickoff: **1 hour.**
- May 2019- Northwest Gang Investigators Association-Basic Gangs, Gang Prevention, and Intervention Strategies, Criminal Street Gang Trends Investigations: **38 hours.**
- July 2018- Concealed Trap Initiative: **8 hours.**
- February 2018- Washington Gang Training/Certification
- November 2017- FBI-Law Enforcement Development Association (LEEDA): **28 hours.**
- September 2017- Northwest Gang Investigators Association- Criminal Street Gangs in Washington State: **15 hours.**
- August 2017- Gang Homicide Investigations: **16 hours.**
- March 2017- Criminal Jurisdiction in Indian Country Training Program: **3 days of training.**
- January 2017- Tactical De-escalation Techniques: **8 hours.**
- June 2016- Applied Leadership Principles: **8 hours.**
- May 2016- Northwest Gang Investigators Association-Basic Gangs, Gang Prevention, and Intervention Strategies, Criminal Street Gang Trends Investigations: **36 hours.**
- April 2016- Cultivating & Managing Confidential Informants: **16 hours.**
- April 2016- Supervisor Force Liability Prevention: **8 hours.**
- March 2016- Pursuit Decision- Making: **8 hours.**
- February 2016- Detective and Criminal Investigator school: **35 hours.**

- September 2015- Northwest Gang Investigators Association- Criminal Street Gangs in Washington State: **15 hours.**
- May 2015- Northwest Gang Investigators Association-Basic Gangs, Gang Prevention, and Intervention Strategies, Criminal Street Gang Trends Investigations: **38 hours.**
- March 2015- True Lies- Detecting Deception: **8 hours.**
- October 2014- Northwest Gang Investigators Association- Criminal Street Gangs in Washington State: **15 hours.**
- September 2014- Complex Search Warrants Electronic Surveillance.
- June 2014- Informant Management 101: **8 hours.**
- May 2014- Northwest Gang Investigators Association- Basic Gangs, Gang Prevention, and Intervention Strategies, Criminal Street Gang Trends Investigations: **38 hours.**
- March 2014- Washington State Criminal Justice Training Commission and Shared Hope International- Gang Trafficking Response and Prevention: **8 hours.**
- December 2013- Gangs in the Northwest: **8 hours.**
- October 2013- Advanced Investigations Techniques: **24 hours.**
- May 2013- Northwest Gang Investigators Association- Basic Gangs, Gang Prevention, and Intervention Strategies, Criminal Street Gang Trends Investigations: **40 hours.**
- June 2009- Radar Operator: **16 hours.**
- December 2007- Crisis Intervention Training- **40 hours.**

### **Certifications:**

March 2017- Criminal Jurisdiction in Indian Country Training Program.

July 2008- Washington State Peace Officer Certification- Met requirements of RCW 43-101-010.

July 2008- Washington State Criminal Justice Training Commission- Basic Law Enforcement Academy: **720 hours.**

### **Military Awards and Citations:**

- Department of the Army Certificate of Training- Armored Reconnaissance Specialist 19D10D3
- Army Service Ribbon

- Army Achievement Medal
- Army Commendation Medal
- National Defense Service Medal
- Global War on Terrorism Expeditionary Medal
- Global War on Terrorism Service Medal
- Armed Forces Reserve Medal w/ "M" Device
- Overseas Service Bar

### **Police Specialty Units Held:**

- February 2020- Present: ATF Task Force Officer/Gang Detective
- May 2017- January 2020: Yakima Police Department, Detective Division, Gang Detective
- May 2015- May 2017: FBI Safe Streets Task Force
- May 2013- May 2015: Yakima Police Department, Gang Enforcement Team

### **Community Gang Prevention and Awareness Trainings:**

- Taught over 15 presentations in and around Washington State to parents, educator, law enforcement officers, community leaders, hospital personnel, government agencies, business owners and community organizations focusing on the impact of street gangs and how to prevent future involvements.
- Featured speaker on KDNA Radio Station (Spanish) to promote awareness and prevention in Yakima County.

# DETECTIVE BOOKER WARD

## YAKIMA POLICE DEPARTMENT

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200 S. 3rd St, Yakima, WA 98901 • (509) 834-0485 • booker.ward@Yakimawa.gov

### Professional Summary:

I have been a law enforcement officer for over 10 ½ years. During my tenure as a police officer, I have worked approximately seven years on patrol, and I am currently on my fourth year as a gang investigator. In the time I have worked as a police officer, I have gained knowledge and experience of Yakima street gangs and their culture. Lastly, as of June 2019, I am a Task Force Officer with the United States Marshal Service.

### Skills:

Gang investigation experience	Interrogation techniques
Surveillance techniques	Crisis intervention Training
Report writing	Criminal investigations
Evidence collection	De-escalation techniques
Search Warrant Preparation and Writing (Municipal and State)	Communication skills
	Court testimony (Municipal and State)
	Search and seizure procedures

### Work History:

**Police Officer**, 01/2010 to Present

**City of Yakima** – Yakima, WA

- Policed assigned areas to check homes, businesses and public roads for signs of disturbance.
- Issued warnings and citations for traffic violations.
- Secured crime scenes, gathered evidence and questioned witnesses.
- Talked regularly with citizens to establish rapport and become a familiar presence in the area.

- Handled citation and traffic violation paperwork.
- Determined the appropriate course of criminal prosecution by analyzing and evaluating information.
- Apprehended suspects, read Miranda Rights and transported offenders to jail.
- Booked suspects into city and county jail.
- Conducted preliminary investigations at the scenes of major crimes.
- Conducted multiple recorded interviews of suspects, victims, and witnesses using a variety of techniques at the police station and in the field.
- Investigated and reported crimes, accidents, offenses and damage to property.
- Examined evidence for admissibility and preserved evidence to be utilized in court hearings.
- Gathered necessary information for court appearances and testified as a witness under oath in court.
- Managed crime scenes systematically to protect personnel and evidence.

**Munitions System Journeyman, 02/2004 to 08/2009**

United States Air Force – Staff Sergeant

- Stored all munitions in high security facilities.
- Built up and inspected all munitions prior to being placed on aircrafts.
- Tear down munitions after being unloaded from the aircrafts.
- Performed inspections on all munitions for the United States Air Force.
- Unloaded shipping containers loaded with munitions shipped overseas.
- Supervised a small group of people.
- Operated numerous vehicles to include trucks, forklifts, semi tractor-trailer, skid steer, etc.

**Sears Department Store, 02/2001 to 02/2004**

Yakima, Washington

- Worked in the paint, tools, returns, and loss prevention departments.
- Salesman in the paint and tool departments.

- Repaired all returned hardware merchandise
- Ensured the security of the store during nighttime hours while store was being remodeled.

### **Education:**

Yakima Valley Community College - Yakima, WA

### **Police Accomplishments:**

2019 – Assigned to the detective division with the Gang Unit.

2019 – United States Marshall Service Special Deputation

2017 – Selected to be assigned to the Gang Unit.

2016 – Selected as a sniper on the SWAT Team.

2014 - Selected as a member of the Yakima SWAT Team.

### **Trainings:**

- October 2019 - Under cover school: **80 hours**.
- June 2019 - United States Marshall Service Special Deputation
- October 2018 - Gang Intelligence Interviewing Techniques: **8 hours**
- October 2018 - Open Source Intelligence Techniques and Security Training
- July 2018 - Concealed Trap Initiative: **8 hours**.
- November 2017 - Crisis Intervention Training
- May 2017 - Criminal Jurisdiction in Indian Country
- May 2017 - Sniper Basic Course: **45 hours**
- January 2015 - Tactical Combat Casualty Care (Field treatment of gunshot wounds): **4 hours**
- October 2014 - SWAT Basic Course: **65 hours**

### **Certifications:**

- May 2017- Criminal Jurisdiction in Indian Country Training Program.
- June 2010- Washington State Peace Officer Certification- Met requirements of RCW 43-101-010.
- June 2010- Washington State Criminal Justice Training Commission- Basic Law Enforcement Academy: **720 hours.**

### **Police Specialty Units Held:**

- June 2019 - Present: United States Marshal Service Task Force Officer/Gang Detective
- April 2017- Present: Yakima Police Department, Detective Division, Gang Detective
- April 2016 – Sniper on the Yakima SWAT team
- April 2014 – SWAT Operator

### **Community Gang Prevention and Awareness Trainings:**

- Taught over 15 presentations in and around Yakima County to parents, educator, law enforcement officers, community leaders, business owners and community organizations focusing on the impact of street gangs and how to prevent future involvements.

# THOMAS GARZA

Detective – Yakima PD Gang Unit  
Yakima Police Department - 200 S. 3<sup>rd</sup> St. Yakima, WA · 509-576-6565  
[THOMAS.GARZA@YAKIMAWA.GOV](mailto:THOMAS.GARZA@YAKIMAWA.GOV)

I am a fully commissioned police officer with the City of Yakima Police Department. I have been employed with the Yakima Police Department for just under 7 years. I was born and raised in the City of Yakima, and chose in 2013 to make Yakima my permanent home after accepting a career with the Yakima Police Department. Since the City of Yakima is my hometown, I have always had a vested interest in the community as a whole, and chose to focus this interest in the form of public safety. I have always wanted to provide as best of a positive influence as I could, and felt that the best way to do this was through law enforcement.

While I have been exposed to many facets of law enforcement over my career, I have spent the majority of my career studying, observing, deterring, interdicting, and investigating gang-related crimes. Through my career, I have come into contact with numerous individuals in the community who express their fear of gangs and gang-members, and have suffered from the criminal acts committed by gang members either directly or indirectly. This particular type of criminal activity resonated with me deeply, as people in my family have suffered from the same types of circumstances. Due to this, I have come into contact with numerous gang members/associates, gang-influenced families, and gang-influenced youths. I have seen the everlasting, and often irreversible effects of gangs on the community, and have dedicated my career to helping change this dynamic for the better.

## EXPERIENCE

2012 – 2013

**STUDENT PROGRAMMER**, CENTER FOR DIVERSITY AND SOCIAL JUSTICE –  
CENTRAL WASHINGTON UNIVERSITY

As a Student Programmer, my responsibilities included, but were not limited to, event planning and coordination of interconnected offices of the University to host celebrity guest speakers and large shows/events for the student population. The overarching goal of every event was to expose/share/educate the student population of the various cultures of the world, which exist on campus due to the diversity of the student population. These goals were met while keeping in mind the sensitivity of cultural/political differences between students, so that events were as inclusive and educational as possible.

JUNE 2013 – PRESENT DAY

**POLICE OFFICER**, YAKIMA POLICE DEPARTMENT – WASHINGTON STATE

As a Yakima Police Officer, my duties include, but are not limited to, the investigation, deterrence of, and documentation of criminal acts that occur within the City of Yakima. As a Police Officer, I spent approximately four years as a uniformed patrol officer, after receiving my accreditation through the Washington State Criminal Justice Training Commission. During this time, I responded to crimes ranging from thefts, assaults, drive-by shootings, sexual offenses, and/or homicides.



In April of 2017, I was promoted to the Yakima PD Gang Unit, where I have spent 3 years conducting gang investigations. During this time, I have become knowledgeable in the gang sub-culture, slang terms, symbols, and common gang-related criminal patterns. I have conducted or have assisted with investigations involving, but not limited to, drive-by shootings, homicides, illegal narcotics trafficking, rapes, domestic violence offenses, and felonious assaults.

## EDUCATION

**JUNE - 2011**

**ASSOCIATE'S DEGREE – CRIMINAL JUSTICE,** YAKIMA VALLEY COMMUNITY COLLEGE

Criminal Justice Transfer Degree

**JUNE - 2013**

**BACHELOR'S DEGREE – CRIMINAL JUSTICE,** CENTRAL WASHINGTON UNIVERSITY

**\*\*Minor in Sociology\*\***

Courses Included:

1. Criminal Law
2. Criminology
3. Cultural Studies
4. Law Enforcement Report Writing
5. Criminal Procedure

## TRAINING

- Washington State Criminal Justice Training Commission Peace Officer Certification – 720 hours of Basic Law Enforcement Training
- Northwest Gang Investigator's Association Annual Training
- State Certified Crisis Intervention Training
- DEA Trap & Concealment Training
- TSA LEO Flying Armed Training
- Search Warrant Writing
- Emergency Vehicle Operation Course Training
- Confidential Source Recruitment & Handling

# BRIAN BUCHERT

Police Application Specialist

Yakima Police Department - 200 S. 3<sup>rd</sup> St. Yakima, WA (509) 576-6523

Brian.Buchert@Yakimawa.gov

## EXPERIENCE

**City of Yakima** - Yakima, WA (July 2014 – Present)

**(Police Application Specialist)**

Responsible for creating new user accounts, managing, maintaining and auditing agency wide public safety software applications that include:

- Motorola / Spillman Computer Aided Dispatch (CAD) and Records Management System (RMS)
- LInX *Northwest Information Exchange* user accounts
- LexisNexis *Accurint for Law Enforcement* user accounts
- SECTOR - *Statewide Electronic Collision & Ticket Online* Record user accounts
- Vigilant *Automatic License Plate Reader* (ALPR) user accounts
- Pulsiam *Legacy CAD / RMS* user accounts
- Implemented CopLogic - *Online Incident Reporting*
- Implemented BuyCrash - *Online Collision Reports*
- Implemented LiveScan - *Electronic Fingerprinting* software
- Utilize MS Access VBA Programing to create custom databases with automated reporting that provides various departments with statistical data requests and audits
- Partners with Project Safe Neighborhoods (PSN) to reduce violent crime in our city and surrounding areas by providing violent crime statistical data on a reoccurring basis
- Validate and audit RMS data for accuracy by submitting monthly NIBRS (National Incident Based Reporting System) statistics to the Washington Association of Sheriffs & Police Chiefs (WASPC)
- Member of Spillman Northwest Users Group (SNUG) which meets bi-annually with other law enforcement agencies located in Washington, Idaho and Oregon to make group decisions on product improvements and vendor recommendations regarding our Computer Aided Dispatch and Records Management System (Spillman).

**City of Yakima** - Yakima, WA (April 2007 – July 2014)

**(Computer Client Services Technician)**

Responsible for providing desktop and mobile support to all public safety facilities for City of Yakima, Union Gap, Selah and Yakima Training Center MP that include:

- Being on call for mission critical 911 / Dispatch communication centers. Provide remote and onsite support to patrol officers and fire mobile systems such as In-Car MDT's, In-Car DVR and GIS Modem equipment
- Research new technologies for purchase including: Servers, workstations, software and peripherals
- Implemented NetMotion VPN Server, GIS Server and Disaster Recovery tape storage backup system
- Perform server disaster recovery backups, server maintenance, server file storage and user security
- Workstation / Mobile hardware and software installations, network cabling and configuration, user setup and training
- Maintaining integrity and security of highly confidential data

**MARQ Enterprises** - Yakima, WA 98903 (April 1996 – April 2007)

**(IT Systems Administrator / RMS Program Developer / Web Designer / PBX Phone Administrator)**

Responsible for managing and overseeing the daily operations of the IT department operations:

- Research and purchasing of new servers, workstations, peripherals, software and employee training
- Maintained over 90 Windows client workstations and over 50 printers
- Setup and maintain permissions for users and workgroups on redundant Domain AD Servers
- Implemented Microsoft Exchange email server and email antivirus solution

- Implemented Blackberry Enterprise Server (BES) providing employee remote access to email & internet
- Implemented Websense proxy server to regulate internet access, file download restrictions, VPN client access
- Responsible for the design layout, hardware purchase and installation of new company-wide network Infrastructure across a switched fiber / enhanced CAT5 100/1000 LAN
- Researched, purchased and installed company-wide multi-zoned overhead talk-back intercom paging system
- Implemented tape backups systems to prevent data loss
- Responsible for designing, implementing and maintaining five corporate web sites
- Responsible for migrating existing LANtastic LAN to a TCP/IP 2000 Domain
- Developed employee timecard, priority work order progress tracking and data collection systems
- Responsible for developing Interactive CDROM Manuals for our packaging machinery
- Maintain multiple Cisco PIX 501 Firewalls utilizing VPN client access along with WEB filtering / monitoring software
- Assisted in migrating existing manufacturing RMA database from SCO Unix to Windows SQL database
- Assisted in installation and programming of new Panasonic 576 PBX Phone system
- Responsible for adding, relocating and programming digital phones and PanaVOICE Courier voice mail system
- Responsible for research, purchase and installation of DVR Video Surveillance & Security Systems on premises

## EDUCATION

**YV-Tech** - Yakima, WA (Completed Certificate Program December 1994)

- Applied Electronics: Studied Science of Electricity and Electronics, Series, Parallel and Combination Circuits, Schematic reading, address decoders, QBasic programming, Servo Controls, Programmable Logic Controls, Instruments and Measurements. Completed one year program
- Manufacturing Engineering Technology: Project Management, Production Design, Manufacturing Processes and Procedures, Material Science, Instrumentation, Atomic Theory, Injection Molding, Investment and Sand Castings. Completed two year program.

**Eisenhower High School** - Yakima, WA (Graduated June 1994)

- Mechanical CAD Drafting - Completed two year program
- Industrial Mechanics - Completed three year program
- Computer Programming & Typing Classes
- Public Speaking, Public Relations

**Yakima Valley Community College** - Yakima, WA (Completed Studies February 1992)

- Computer Assembly / Repair & Maintenance courses

## TRAINING & CERTIFICATIONS

- Motorola / Spillman – SAA Certified (24 hrs)
- Motorola / Spillman - REC Certified (16 hrs)
- Motorola / Spillman - CAD Certified (16 hrs)
- WAGANG Certified *Gate Keeper* (16 hrs)
- ACCESS2 Certified (5.5 hrs)
- FBI-LEEDA Law Enforcement Executive Development Association Training (28 hrs)
- Public Disclosure Advanced LEIRA Training (7 hrs)
- OSINT - Open Source Intel Techniques & Security Training (8 hrs)
- NIBRS Certified - National Incident Based Reporting System (WASPC) (14 hrs)
- FEMA ICS-100 Certified (3 hrs)
- FEMA ICS-700 Certified (3 hrs)
- State & FBI RAPsheet Training (4 hrs)
- MS Access Level 4 Advance VBA Programming
- Received *Certificate of Excellent* in 2017 from Yakima Police Department

**Sarah Peplow Augustine**  
3500 Island Rd.  
White Swan, WA 98952

(509) 985-6280  
saugustine08@gmail.com

### Education

**MA, Whole Systems Design.** Antioch University, 2006.

**90 graduate credits, Sociology.** Comparative Sociology, Social Movements. University of Washington, 2004.

**BA, Sociology and Psychology *Magna Cum Laude*.** University of New Mexico, 1996.

**Restorative Discipline in Schools,** Master Training, Resolution Washington, April 2017.

**Family Mediation Training,** Dispute Resolution Center of Yakima and Kittitas Counties, April 2017.

**Basic Mediation Training,** Dispute Resolution Center of Yakima and Kittitas Counties, March 2017.

**Nonviolent Communication,** September 2004.

**Mediation Training for Community Leaders,** Lombard Mennonite Peace Center, September 2003.

### Employment

**Dispute Resolution Center of Yakima and Kittitas Counties, Yakima, WA.**

**February 2017-present:** Executive Director.

Responsible for the daily operations, strategic planning, fiscal planning, staff and volunteer development, and advancement of a vibrant non-profit charity serving two rural counties. The Dispute Resolution Center provides mediation services, training and other ways for community members to peacefully solve disputes themselves. We support District and Superior courts by providing a low-cost mediation services as an alternative to litigation. I report directly to the board of directors.

**Suriname Indigenous Health Fund, White Swan, WA.** July 2004 – present

**February 2010 – present:** Co-Director

Selected Projects: Petitioner before the Organization of American States Human Rights Commission, Situation of the Wayana People of Suriname; Led global Indigenous Leaders group to form Indigenous Peoples program at the World Council of Churches, 2013; Co-wrote the World Council of Churches statement to repudiate the Doctrine of Discovery, adopted February 2012; Clean water delivery among three communities (in partnership with Engineers without borders, Suriname Department of Health, and I AM Gold mine); Indigenous community health assessments (in partnership with an international team of physicians, toxicologists, and a production team from Dan Rather Reports); Led an international human rights delegation to Suriname, 2011; Drafted the “shadow” and final human rights reports to the United Nations, 2010 (In partnership with the University of Oklahoma Human Rights Clinic and Stichting Wadeken Wasjibonmaria); Community-led cyanide abatement, 2007; Community-led mercury abatement, ongoing.

**Selected press:** *Indigenous Suriname*, winner of the United Nation Population Fund for Caribbean region 2009, The Latin American Video and Film Festival 2010, and accepted to the Smithsonian Native American Film and Video Festival 2011; *The Price of Gold*, Dan Rather reports segment aired October 2012 (in partnership with Eclectic Reels and the Organization of Indigenous People, Suriname); *The Doctrine of*

*Discovery: In the Name of Christ*, aired at the Mennonite National Convention July 2015 (in partnership with the Anabaptist coalition to dismantle the doctrine of discovery).

**Assistant Director:** July 2004 – April 2009

Co-founded an international organization advocating for indigenous and tribal people.

**Heritage University, Toppenish WA.**

**January 2015–February 2017:** Assistant Professor of Sociology, Department of Arts and Sciences.

Teaching load: 4 / 4

Introduction to Sociology (101)

Social Problems (201)

Introduction to Statistics for the Social Sciences (220)

Research Methods for Social Sciences (459)

Program Evaluation (460)

Criminology (300)

Legislative Process (312)

Student Research (499)

**July 2012–December 2014:** Assistant Professor of Sociology / Associate Director, Center for a New Washington.

Teaching load: 1/ 1 – 3/4

Responsible for creating a multi-disciplinary center responding to community identified needs through: intentional listening via engagement in community based participatory research, convening community forums and facilitated dialogue around controversial issues, and acting as a University liaison to the community. Responsible for launching a research initiative, where I coach faculty in various disciplines through research projects from design through manuscript submission. Acting director of Student Spirituality, including the grant-funded “Pathways” program. Directed two foundation-funded, large scale community engagement projects, from project design through completion (Carnegie Corporation, Community collaboration project; Yakima Valley Community Foundation, One Voice for Higher Education).

<http://www.heritage.edu/Community/CenterforaNewWashington.aspx>

**January 2012–July 2013:** Director, One Voice for Higher Education grant / Assistant Professor of Sociology. Teaching load: 1 / 1.

Ranked faculty in a small, private university serving the needs of underrepresented students on the Yakama Indian Reservation. The One Voice grant project was a partnership between Heritage University, Yakima Valley Community College, and the Yakima Valley Community Foundation with the aim of building a collective impact coalition of community leaders to identify critical interventions that will significantly increase educational attainment in Yakima County.

**January 2011 – January 2012:** Adjunct Professor of Sociology, Department of Arts and Sciences.

Introduction to Sociology (101)

**Yakima Valley Community College, Yakima, WA.**

**March 2010 – June 2011:** Instructor of Sociology, Department of Arts and Sciences.

Responsible for strategic planning together with the organization's board, donor development, grant management, coordination with international institutions, and social science aspects of research activities, including the development of qualitative methods.

**South Central Workforce Development Council.** Yakima, WA.

**April 2009 – February 2010:** Planner.

Planner. Coordinated all federal grants, including: recruiting private and public partnerships, writing, editing, preparing budgets, and managing deadlines; Wrote operations and strategic plans for the organization; Managed all media relations/communications including press releases, public relations, and internal communications with private, public, and contracted partners.

**Antioch University, Seattle WA.**

**April 2005 - March 2006:** Program Assessment, Center for Creative Change.

Developed an integrated program to assess student learning across four discipline areas. Developed five assessment tools combining quantitative and qualitative data. Collected, managed, and analyzed all data. Recruited and trained an outcomes assessment team. Program was instated as the permanent outcomes' assessment mechanism for a cross-discipline department.

**University of Washington, Seattle, WA.** September 1999 – May 2004.

**October 2000 - June 2004:** Advising Assistant, Office of Minority Affairs.

Advisor to underrepresented undergraduates, McNair and Presidential Scholars programs. Instructor, Bridge program. Teaching assistant, Upward Bound program. Writing tutor, writing instructor, and writing curriculum development, student support services.

**September 2001 – May 2003:** Teaching Assistant.

Sociology of African Americans (368)

Introduction to Sociology (110)

Social Problems (270)

Research Methods (220)

Introduction to Psychology (Psychology 105)

**September 2000 – April 2001:** Research Assistant, Human Services Policy Center.

Research Assistant, Department of Sociology, October 1999 – May 2000.

**First Northwest Group.** Edmonds, Washington.

**September 1998 - September 1999:** Project Manager/Analyst.

Project Manager and analyst for a national market research firm. Managed a team of 25+ employees.

### **Consulting**

**Mennonite Central Committee.** July 2014-July 2015. Integrating educational materials on the Doctrine of Discovery and its impact on Indigenous Peoples into Mennonite institutions.

**Mennonite Central Committee.** September – December 2013. Engaging the global ecumenical movement in advocacy for the rights of Indigenous Peoples.

**World Council of Churches.** November 2013 – December 2015. Elected by the South American region of the Indigenous Peoples pre-assembly to the Indigenous People's interim reference group representing the

Caribbean region. Together with 12 other representatives, designed an Indigenous Peoples program and global network.

**World Council of Churches.** March- November 2013. Appointed one of three facilitators to plan and facilitate the Indigenous Peoples Pre-Assembly for the General Assembly held in Busan South Korea November, 2013.

**South Central Workforce Council.** September 2010. Meeting Facilitation/strategic planning (board retreat).

**New Horizons Ministries.** January - March 2007. Group mediation specific to institutionalized racism.

**Washington Toxics Coalition.** May 2006 – January 2007. Group mediation and facilitation as the staff and board integrated racial diversity into their organization with the goal of becoming a racially just organization.

**Western Washington Fellowship of Reconciliation.** January 2004 - July 2006.  
Organized and led a specific committee to oversee the progress of growing Western Washington FOR into a racially just organization.

### **Journal Publications**

Augustine, S., Lopez, D., McNaron, H., Starke, L., & Van Gundy, B. (2017). Service Learning and community engagement to dismantle the status quo: on partnering with social justice collectives. *Michigan Journal of Community Service Learning*, 23 (2).

Peplow, D., & Augustine, S. (2017). Intervention mapping to address social and economic factors impacting indigenous people's health in Suriname's interior region. *Globalization and Health*, 13(1) 11.

Peplow, D. and S. Augustine. (2015). Public health programs as surrogates for social action in Suriname, South America. *Public Understanding of Science*, 24(1), 53-68.

Peplow, D. and S. Augustine. (2014). Neurological abnormalities in a mercury exposed population among Indigenous Wayana in Southeast Suriname. *Environmental Science: Processes & Impacts*, 16 (10), 2415-2422.

Jacob, M., Augustine, S., Hodge, C., & James, M. (2014). Indigenous Methodology in Practice: Starting a Community-Based Research Center on the Yakama Reservation. *Societies Without Borders*, 9(2), 143-160.

Peplow, D. and S. Augustine. (2012). Community-led assessment of risk from exposure to mercury by native Amerindian Wayana in southeast Suriname. *Journal of Environmental and Public Health*, vol. 2012, Article ID 674596, 10 pages.

Peplow, D. and S. Augustine. (2009). Gaseous Elemental Mercury (GEM) in the Atmosphere Close to Gold Shops in Paramaribo, Suriname. *Health, Safety and Environment Quarterly*, 4:23-27.

Peplow, D. and S. Augustine. (2007). Community-directed risk assessment of mercury exposure from gold mining in Suriname. *Pan American Journal of Public Health*, 22(3): 202-210.

### **Magazine Articles and Conference Papers**

2019. Augustine, S. Book Review: *Walter Sawatsky's "Going Global with God as Mennonites for the 21<sup>st</sup> Century."* *Anabaptist Witness* (in press).

2018. Augustine, S. *Finding What You Don't Know: Bias, Cultural Competence, and Balancing Power*. Paper presentation, 24<sup>th</sup> Annual Northwest Dispute Resolution Conference, Seattle, WA.

2016. Augustine, S. *The Ongoing Harm of the Doctrine of Discovery*. Response Magazine: October 2016.

2015. Augustine, S., Wiley-Fauth, T., Maxwell, K., and Mansfield, J. *Fighting the Fear: A Faculty Collaboration to Make Statistics Accessible to Introductory Students*. Paper presentation, American Association of Colleges and Universities conference: Crossing Boundaries: Transforming STEM Education, Seattle, WA.

2015. Augustine, S. *Time to End the Papal Bull: After 500 years, the Church should rescind the Doctrine of Discovery*. Sojourners Magazine: September/October 2015.

2014. Augustine, S. *Using Community Based Participatory Action Research to Engage Diverse Stakeholders in Education Reform: The One Voice for Higher Education Project*. Paper presentation, Hawaii International Conference on Education 12<sup>th</sup> Annual Meeting, Honolulu, Hawaii.

2013. Bolz, E., S. Augustine, N. Blake, K. Weakley. *P-3: It Makes the Difference: Where You Start is Where You Finish*. Paper presentation, Washington Educational Research Association Annual Conference, Seattle, Washington.

2013. Jacob, M., S., Augustine, M. James, C. Hodge. *Indigenous Methodology in Practice: Starting a Community-based research center on the Yakama Reservation*. Paper presentation, Pacific Sociological Association 84<sup>th</sup> Annual Meeting, Reno, Nevada.

2012. Augustine, S. *The Doctrine of Discovery: the historical legacy and current impact on Indigenous Peoples*. Session Presentation, Washington State Indian Education Association's 28<sup>th</sup> Annual Conference, Yakima, WA.

2010. Peplow, D. and S. Augustine. *Health research in Suriname: where science and indigenous knowledge meet*. Health Exchange Quarterly. 2:6-8.

2008. Augustine, S. and D. Peplow. *Suriname* in The Indigenous World (S. Stidsen, ed.). Copenhagen, Denmark. Pgs. 118-124.

2007. Peplow, D. and S. Augustine. *Suriname* in The Indigenous World (S. Stidsen, ed.). Copenhagen, Denmark. Pgs. 137-142.



2006. Peplow, D. and S Augustine. *Community-Directed Assessment of Risk from Exposure to Mercury from Gold Mining in a Maroon Village in Suriname*. Presented at the eighth international conference on mercury as a global pollutant, Portland, OR.

### **Selected Public Presentations**

May 18, 2018. National convention for United Methodist Women, Columbus, OH.

Panel Presentation: *A Town Hall Conversation with Leading Voices Working for Climate Justice*.

Workshop: *The Doctrine of Discovery, the Acts of Repentance Working Group (AORWG) and the Four Priority Issues of the United Methodist Women*.

July 6, 2017. Mennonite Church USA Convention, Orlando, FL.

Seminar: *Spiritual Resilience in Hard Times*.

April 21, 2017. Anabaptist Mennonite Biblical Seminary Rooted and Grounded Conference, Elkhart, IN.

Keynote lecture: *Peoples of the Land Rise Up: The Struggle for the Land is the Struggle for Life*.

January 30-31, 2017. Christian Disciples of Christ Winter Talk, Fort Worth, TX.

Keynote lecture each day over 3 days: *Working for global justice: dismantling the doctrine of discovery in the church*.

March 5, 2016. United Methodist Women Program Advisory Group Board Meeting, Nashville, TN.

Keynote address: *Elimination of institutional racism: An Indigenous perspective*.

July 1, 2015. Mennonite Church USA Convention, Kansas City, MO.

Workshop: *On the way to radical creation discipleship: resource extraction, Indigenous lands, and the sacred integrity of created life*.

March 7, 2015. Washington State Council for the Social Studies Spring Conference and Retreat, Chelan, WA. Keynote Address: *A global response to the doctrine of discovery*.

August 8, 2014. "Just sustainability: hope for the commons" conference. Seattle University, Seattle, WA.

Plenary Presentation: *The struggle for Indigenous Peoples is the struggle for the earth*.

March 27, 2014. Organization of American States, Inter-American Commission on Human Rights, Washington, DC. *Presentation of Petition on behalf of the Wayana people of Suriname, South America*.

March 15, 2014. New Community Clergy and Lay Conference, Hendersonville, NC.

Plenary Presentation: *People of Faith: Dismantle the Doctrine of Discovery*.

February 21, 2014. Honoring the Diversity of Women's Voices in Theology Conference, Leesburg, VA.

Paper presentation: *Laughing Warrior Girl: Indigenous Spirituality and Mennonite Tradition*.

February 22, 2014. Honoring the Diversity of Women's Voices in Theology Conference, Leesburg, VA.

Workshop presentation: *Forming Relationships through Love and Peace: Building the Pathways Program at Heritage University*.

November 4, 2013. World Council of Churches General Assembly, Busan, South Korea.

Workshop: ***Walking with Indigenous Peoples to End Global Apartheid.***

May 21, 2013. United Methodist Delegation to the United Nations Training, New York, NY.

Workshop: ***Developing a Common Platform with Indigenous Peoples to Dismantle the Doctrine of Discovery.***

May 21-23, 2013. World Council of Churches Indigenous Issues Expert Consultation, New York, NY.

Presentation: ***Extractive Industry, Land Grabbing, and the Doctrine of Discovery.*** Served as an expert consultant at the special sessions held May 21-23 during the United Nations Permanent Forum on Indigenous Issues.

May 20, 2013. United Nations Permanent Forum on Indigenous Issues, New York, NY.

Panel presentation: ***Dismantling the Doctrine of Discovery: A call to the Ecumenical Community.*** Panel was part of a public event entitled, "The Doctrine of Discovery: Grounds for Repudiation."

March 4, 2013. United Nations Commission on the Status of Women (CSW), New York, NY.

Panel presentation: ***Economic Policy and Extraction: Impacts on Indigenous Peoples.*** Panel was entitled, "EXTRACTIVES: Violence against Women, Communities and the Earth."

February 6, 2013. Eastern Mennonite University, Harrisonburg, Virginia.

Invited lecture: ***The Doctrine of Discovery: a Legal Framework for Genocide Past and Present.*** This lecture was sponsored by the Center for Justice and Peacebuilding.

January 30, 2013. Vrije Universiteit Amsterdam, Amsterdam, Netherlands.

Invited lecture: ***The Doctrine of Discovery, the Christian Church, and the Rights of Indigenous Peoples.*** This lecture was sponsored by the Department of Theology.

### **Service**

**Washington State Office of Civil Legal Aid Oversight Board** (Washington State Supreme Court Appointee).

November 2017-present.

**Editorial Board, *Anabaptist Witness*.** November 2017-present.

**Co-Chair, Human Subjects Review Board, Heritage University.** May 2015-February 2017.

**Anabaptist Coalition to Dismantle the Doctrine of Discovery.** November 2014- present.

Steering committee, February 2018-present.

Structures committee, November 2014-present.

### **Awards**

**President's Choice Award.** March 2019. Washington Mediation Association, in recognition of the Community Response Team program in Yakima and Kittitas Counties.

**The McGee Award.** May 1997. The highest conferred by the Department of Sociology at the University of New Mexico for original research writing.

**Human Rights Award.** December 1994. Conferred by the United Nations Association for outstanding human rights work in the state of New Mexico.

Elaine Gonzalez  
POB 2152  
Yakima, WA 98901  
509-728-3864  
egonze447@gmail.com

Objective: To share the position of Systems Coordinator for Project Safe Neighborhood

Professional Experience:

Police Chaplain                      January/2015 to Present

- Help to bring in training for Post Traumatic Stress
- participate in peer support debriefs
- work with other community agencies to help coordinate

a

- cooperative relationship with the police department
- represent the police department within the community

Yakima Police Officer                      June/1987 to  
December/2015

- patrol division: responding to calls for service from the community to include
  - but not limited to homicide, robbery, domestic violence, gang violence, drug, alcohol, and vandalism calls
- property and major crime division: follow up on criminal investigations to include
  - burglaries, stolen property, assaults, domestic violence, gang violence, robberies, and homicides
- work with the Prosecutor's Office to see filed cases are successful to the point of conviction

# VINCENT (VINNY) CARRILLO

604 S 20<sup>th</sup> Avenue, Yakima, WA 98902 ▪ 509-731-5851

[vinny.carrillo@yugm.org](mailto:vinny.carrillo@yugm.org)

## EXPERIENCE

JUNE 2019 – PRESENT

**MADISON HOUSE PROGRAM MANAGER, YAKIMA UNION GOSPEL MISSION**

OCTOBER 2016 – JUNE 2019

**YOUTH MINISTER, YAKIMA FOURSQUARE CHURCH**

OCTOBER 2015 – OCTOBER 2016

**JR. HIGH DIRECTOR, YAKIMA FOURSQUARE CHURCH**

## EDUCATION

**NORTHWEST UNIVERSITY**

Liberal Arts Studies

**LIBERTY UNIVERSITY**

Liberal Arts Studies

**LIFE PACIFIC UNIVERSITY**

Biblically Centered Studies and Psychology

## LICENSES/CERTIFICATIONS/TRAININGS

- Licensed Foursquare Church Minister
- CPR/First Aid Certified
- Mental Health First Aid
- Narcan-Use Trained

## ACTIVITIES

- Yakima Youth Baseball Coach – 3 years
- Yakima Valley Coalition Member
- Mentor Advisory Team (MAT) Member
- Gang Reduction Intervention Task Force (GRIT) Member

**MARISA LLAMAS**  
**(509) 910-9512**  
**marisa.llamas@yahoo.com**

**My ability to establish trusting and ethically focused relationships, with those I serve, stems from my own involvement in the justice system. I understand the importance of connecting at risk populations to community resources and including their family and support networks in this process. Thus, ensuring their success once they return to their community. I plan to enhance the organization's role in helping participants in navigating the justice system in addition to creating opportunities for growth, healing, and hope to continue moving forward with their individual goals.**

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### **PROFESSIONAL EXPERIENCE**

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**A & A Mini-Mart** **Yakima, WA** **04/18 - Present**  
**Manager**

- Order monthly merchandise and maintain record of purchases.
- Maintain weekly logs of inventory.
- Manage cash/debit/credit transactions.
- Provide a clean, organized, and welcoming shopping atmosphere.
- Maintain reception area clean and organized.

**People for People** **Yakima, WA** **09/17 - 04/18**  
**Front Desk Receptionist**

- Greet guest.
- Answering phone calls and transferring to correct department.
- Sorting and distributing mail.
- Maintain confidentiality.
- Maintain reception area clean and organized.
- Page staff in a appropriate manner.

**Kay Jewelers** **Union Gap, WA** **12/16 – 03/18**  
**Key Holder**

- Ensured store is being run properly and to company standards.
- Supervised team members and ensure weekly sale's objectives were met.
- Handled all cash/debit/credit sales, returns and monthly payments.
- Checked in and out all jewelry repairs.
- Opened and closed store.
- Dropped all bank deposits nightly.

- Assure all inventory and safety audits were done accurately and on schedule.

**Cash American Pawn  
Pawnbroker**

**Yakima, WA**

**03/14 – 10/16**

- Answered phone calls
- Merchandise product when shipments arrived
- Price negotiated
- Consulting sales and promotions
- Handled all cash/debit/credit transactions

**Merit Resource Services  
Office Manager**

**Toppenish, WA**

**02/12 – 03/14**

- Scheduled all patient appointments
- Electronical filing
- Performed all urinary drug analysis on patients daily
- Prepared contracts for billing
- Sent out bills and handled cash
- Assisted patients with filling out assessment forms
- Answering calls and greeting clients

# Manuel Amescua

11808 Postma Rd, Moxee, WA 98936

509.985.0122 – alexeamezcua@gmail.com

## Objectives:

To support and build my community by helping those in need. To mentor gang members in order to give them an opportunity to leave the gang life and become productive members of society. To share my story in order to help youth and adults stay out of the criminal justice system. To heal my community from gang violence and drugs.

## Work Experience:

- Break Order Filler  
[Ace Hardware Distribution Center, 200 Grant Way, Moxee, WA 98936]  
APR 2020-Present
- Excavator  
[Gary J Trepanier Excavating, 130 Trepanier Ln, Tieton, WA 98947]  
OCT 2019-JAN 2020
- Construction Worker  
[Greg Benner Renovation Construction, 250 Rudd Rd, Tieton, WA 98947]  
JUN 2019-OCT 2019
- Owner/Operator  
[Glesener's Market, 1326 S Fair Ave, Yakima, WA 98901]  
MAR 2016-JAN 2019

## Volunteer Experience:

- Valet  
[Yakima Rotary Foodbank, 703 Central Ave, Yakima, WA 98901]  
JAN 2020-Present
- Volunteer/Ministry Outreach  
[Camp Hope, 2300 E Birch St, Yakima, WA 98901]  
MAY 2018-Present
- Volunteer/Ministry Outreach  
[Union Gospel Mission, 1300 N 1<sup>st</sup> St, Yakima, WA 98901]  
MAY 2020-Present
- Ministry Outreach/Part-time Pastor  
[The Way Church, 1326 S Fair Ave, Yakima, WA 98901]  
JAN 2016-Present

## Skills:

- Gang Expert (Ex-Gang Member)
- Outreach Ministry
- Windows/Mac
- Microsoft Office
- Bilingual [English & Spanish, Fluent]



# Manuel Amescua

11808 Postma Rd, Moxee, WA 98936

509.985.0122 – alexeamezcua@gmail.com

- Customer Service
- Machinery
- Plumbing
- Construction
- Irrigation
- Electrical/Security
- Logistics
- Report Writing
- Mechanics
- Leadership

## References:

- Gary Lowrey (Retired Fire Fighther) – 760.549.9041
- Felix Espinoza (Probation Officer) – 509.823.9175
- Young Shin (Business Owner) – 360.580.8031
- David Gonzalez (Probation Officer) – 509.985.4321
- Vinny (Union Gospel Security Officer) – 509.731.5851

## Appendix (4)

Below is a list of Contracts the Yakima Police Department has held during the last five years that relate to our ability to perform the services needed under the RFP.

### CONTRACTS WITH THE STATE OF WASHINGTON LAST 5 YERS

**Contract Name/Description:** Law Enforcement Liaison Funding Agreement with the Washington Traffic Safety Commission

**Reference No:** R-2019-127 / **Contract No:** 2019-194

**Period of Performance:** 12/4/2019 - 9/30/2020

**Contact Information WTSC:**

Name: Edica Esqueda

Address: N/A

Email: eesqueda@wtsc.wa.gov

Phone: (360) 725-9886

**Contract Name/Description:** High Visibility Traffic Safety Emphasis Patrols - Agreement with Traffic Safety Commission

**Reference No:** R-2019-126 / **Contract No:** 2019-193

**Period of Performance:** 12/09/2019 – 09/30/2020

**Local Contact Information:**

Name: Charlotte Laymon

Phone: (509) 307-3826

**State Contact Information:**

Jerry Noviello (Program Manager – Washington Traffic Safety Commission)

Address: N/A

Email: Jnoviello@wtsc.wa.gov

Phone: (360) 870-1834

**Contract Name/Description:** Indigent Defense Services; Agreement with Washington State Office of Public Defense

**Reference No:** R-2019-119 / **Contract No:** GS50-05A-16

**Grant Period:** 01/01/2020 – 12/31/2021

**Contact Information:**

Katrin Johnson (OPD Representative/ Managing Attorney)

Office of Public Defense

Address: 711 Capitol Way South, Suite 106, PO Box 40957 Olympia, WA 98504-095

Email: N/A

Phone: N/A

**Contract Name:** Gang Prevention Pilot Program Grant from the Department of Commerce

**Reference No:** R-2018-082

**Grant Period:** 08/15/2018 – 06/30-2019

**Contact Information:**

Bill Johnston

Program Manager

Address: 1011 Plum St. SE, Olympia, WA 98504-2525

Email: Bill.johnston@commerce.wa.gov

Phone: (360) 725-3030

**CONTRACTS WITH THE FEDERAL GOVERNMENT  
LAST 5 YEARS**

**Contract Name / Description:** US Department of Justice – Byrne Justice Assistance Grant - JAG Program Grant

**Reference No:** 2019-DJ-BX-09121

**Grant Period:** 10/01/2018 – 09/30/2022

**Contract Name / Description:** US Department of Justice – Byrne Justice Assistance Grant - JAG Program Grant

**Reference No:** 2018-DJ-BX-0192

**Grant Period:** 10/01/2017 – 09/30/2021

**Contract Name / Description:** US Department of Justice – Byrne Justice Assistance Grant - JAG Program Grant

**Reference No:** 2017-DJ-BX-0330

**Grant Period:** 10/01/2016-09/30/2020

**Contract Information:**

Jeffrey S. Felten-Green

State Policy Advisor

Bureau of Justice Assistance

Office of Justice Programs

U.S. Department of Justice

Address: 810 7th Street, NW Washington, D.C. 20531

Email: jeffrey.felten-green@ojp.usdoj.gov

Phone: 202-514-8874

**Contract Name:** BJA FY 20 Coronavirus Emergency Supplemental Program

**Reference No:** 2020-VD-BX-0066

**Grant Period:** 01/20/2020 -01/31/2022

**Contract Information:**

Jeffrey S. Felten-Green

State Policy Advisor

Bureau of Justice Assistance

Office of Justice Programs

U.S. Department of Justice

Address: 810 7th Street, NW Washington, D.C. 20531

Email: jeffrey.felten-green@ojp.usdoj.gov

Phone: 202-514-8874

**Contract Name:** STOP Formula Grant Program Funding Agreement; Yakima Police Department and Yakima County Sheriff's Office

**Reference No:** R-2019-33

**Grant Period:** 3/19/2019 -12/31/2019

**Reference No:** R-2018-013

**Grant Period:** 01/01/2018 -12/31/2018

**Reference No:** R-2017-022

**Grant Period:** 01/01/2017 – 12/31/2017

**Reference No:** R-2016-076

**Grant Period:** 01/01/2016 – 12/31/2016

**Contact Information:**

Dan Cypher (Commerce Representative)

Address: N/A

Email: Dan.cypher@co.yakima.wa.us

Phone: (509) 574-2500

**Contract:** U.S. Department Justice – Washington ICAC Taskforce Program / Used for cyber-crimes and software purchasing.

**Reference No:** 2018-MC-FX-K054

**Project Period:** 10/01/2018 – 09/30/2019

**Contact:**

Capt. Mike Edwards

Address: PO BOX 34986 Seattle WA 98124

Email: spdap@seattle.gov

Phone: N/A

**Contract:** Department of Justice: Gang Reduction Intervention Taskforce (GRIT) under OJJDP.  
**Reference No:** 2019-PV-BX-0017  
**Project Period:** 10/01/2019 – 09/30/2022  
**Contact Information:**  
Scott Pestridge  
Address: N/A  
Email: N/A  
Phone: (202) 514-5655

Below is a list of contracts which the City of Yakima has contracted with State of Washington in the last 24 months.

**CONTRACTS WITH THE STATE OF WASHINGTON  
LAST 24 MONTHS**

**Contract Name/Description:** Law Enforcement Liaison Funding Agreement with the Washington Traffic Safety Commission  
**Reference No:** R-2019-127 / **Contract No:** 2019-194  
**Period of Performance:** 12/4/2019 - 9/30/2020  
**Contact Information WTSC:**  
Edica Esqueda  
Address: N/A  
Email: eesqueda@wtsc.wa.gov  
Phone: (360) 725-9886

**Contract Name/Description:** High Visibility Traffic Safety Emphasis Patrols - Agreement with Traffic Safety Commission  
**Reference No:** R-2019-126 / **Contract No:** 2019-193  
**Period of Performance:** 12/09/2019 – 09/30/2020  
**Local Contact Information:**  
Name: Charlotte Laymon  
Phone: (509) 307-3826  
**State Contact Information:**  
Jerry Noviello (Program Manager – Washington Traffic Safety Commission)  
Address: N/A  
Email: Jnoviello@wtsc.wa.gov  
Phone: (360) 870-1834

**Contract Name/Description:** Indigent Defense Services; Agreement with Washington State Office of Public Defense

**Reference No:** R-2019-119 / **Contract No:** GS50-05A-16

**Grant Period:** 01/01/2020 – 12/31/2021

**Contact Information:**

Katrin Johnson (OPD Representative/ Managing Attorney)

Office of Public Defense

Address: 711 Capitol Way South, Suite 106, PO Box 40957, Olympia, WA 98504-095

Email: N/A

Telephone: N/A

**Contract Name:** Gang Prevention Pilot Program Grant from the Department of Commerce

**Reference No:** R-2018-082

**Grant Period:** 08/15/2018 – 06/30-2019

**Contact Information:**

Bill Johnston (Program Manager)

Address: 1011 Plum St. SE Olympia, WA 98504-2525

Email: Bill.johnston@commerce.wa.gov

Phone: (360) 725-3030

Below is a list of contracts which the DRC has contracted with State of Washington in the last 24 months.

**SUB-CONTRACTOR CONTRACTS WITH THE STATE OF WASHINGTON  
LAST 24 MONTHS**

**Contract Name / Description:** DSHS Access and Visitation Program - To provide mediation services to low-income parents

**Reference No:** 1713-13649

**Grant Period:** 10/3/17-9/30/18

**Contact Information:**

Matthew Sauter

Address: N/A

Email: sauttermd@dshs.wa.gov

Phone: (360) 485-2039

**Contract Name / Description:** DSHS Access and Visitation Program - To provide mediation services to low-income parents.

**Reference No:** 1813-39764

**Contract Period:** 10/01/18- 9/30/19

**Contact Information:**

Matthew Sauter

Address: N/A

Email: sauttermd@dshs.wa.gov

Phone: (360) 485-2039

**Contract Name / Description:** DSHS Conflict and Dispute Training - To provide conflict resolution and de-escalation training to DSHS staff at the Yakima field office, and to engage them in the Access and Visitation Program

**Reference No:** 1861-43364

**Contract Period:** 11/07/18-12/04/18

**Contact Information:**

Bruce Murphy

Address: N/A

Email: murphybm@dshs.wa.gov

Phone: 509-249-6042

**Contract Name / Description:** DSHS Access and Visitation Program - To provide mediation services to low-income parents.

**Reference No:** 1913-62970

**Contract Period:** 10/01/19-9/30/20

**Contact Information:**

Matthew Sauter

Address: N/A

Email: sauttermd@dshs.wa.gov

Phone: 360-485-2039

*City of Yakima*

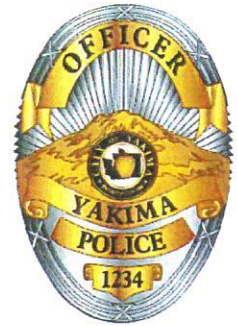
## Police Department

Matthew Murray, Chief of Police

200 S. 3<sup>rd</sup> Street

Yakima, Washington 98901

Telephone (509) 575-6200 Fax (509) 575-6007



May 26, 2020

Bill Johnston  
Department of Commerce  
Attn: CSHD/OCVA/Bill Johnston  
Post Office Box 42525  
Olympia, WA 98504-2525

**RE: RFP NO. S21-31453 (Group Violence Interventions Strategies)**

Dear Mr. Johnston,

Reference the Diverse Business Inclusion Plan, Exhibit B in the RFP application. The City of Yakima does not have a formal Diverse Business Inclusion Plan. We are partnering with the Dispute Resolution Center, DRC, for this program. The DRC's executive director is Sarah Augustine. The Officer manager and other employees is all women.

The DRC board of directors consists of Steve Altmayer, Katherine Bell, Lindsay Brown, Melissa Hill, Latasha Larez, Corrine McGuigan, Jamon Rivera, Emily Schwab, and Carolyn Thurston.

The DRC is made up of a diverse group of community members. This diverse group of people are reflective of the community. The Yakima Police Department through the Project Safe Neighborhood program and our partnership with the DRC encourages diversity in decision making strategies for the community.

  
Lieutenant Chad Stephens  
Yakima Police Department  
Criminal Investigations Division



**DIVERSE BUSINESS INCLUSION PLAN**

Do you anticipate using, or is your firm, a State Certified Minority Business?  
Do you anticipate using, or is your firm, a State Certified Women's Business?  
Do you anticipate using, or is your firm, a State Certified Veteran Business?  
Do you anticipate using, or is your firm, a Washington State Small Business?

Y/~~N~~  
Y/~~N~~  
Y/~~N~~  
Y/~~N~~

If you answered No to all of the questions above, please explain:

Please see attachment.

Please list the approximate percentage of work to be accomplished by each group:

Minority	<u>1</u> %
Women	<u>1</u> %
Veteran	<u>1</u> %
Small Business	<u>1</u> %

Please identify the person in your organization who will manage your Diverse Inclusion Plan responsibility:

Name: N/A  
Phone: \_\_\_\_\_  
E-Mail: \_\_\_\_\_