



# JOINT PIERCE COUNTY FIRE CHIEFS' and POLICE CHIEFS' ASSOCIATIONS



Established 1985

## Meeting Minutes July 25, 2024

### 1. **Call to Order**

Police Chiefs President Scott Engle called the Joint Pierce County Fire and Police Chiefs Associations meeting to order at 11:30 a.m. at Farm 12 located at 3303 8<sup>th</sup> Ave SE, Puyallup, WA. According to the headcount during the meeting there were a total of 36 people in attendance. Self-introductions were made.

### 2. **Speaker: Phoebe Mulligan on Leadership and Self-Care**

Phoebe thanked the Associations for the opportunity to be here today. She is a trauma therapist. See attached powerpoint presentation. Her contact information is: 206.498.6998, [pmulligan.licsw@gmail.com](mailto:pmulligan.licsw@gmail.com), [www.phoebemulligan.com](http://www.phoebemulligan.com).

### 3. **Child Abuse Protocols Overview for Police and Fire**

Bryce Nelson and Lindsay Finney from the PC Prosecutors Office reported the Child Abuse Protocols have been updated. They are renewed every two years. Collaborate and share information. They explained identifying the disciplines roles and responsibilities and when services are needed. The protocols apply to children ages 3 to 15 years old. Sometimes 16- and 17-year-old age range as well. The information gathered is critical for prosecuting cases. Identifying how to work together for the best outcome of the children involved. They can come out and provide training to fire departments for crews to better understand the protocols. Law Enforcement is already pretty aware of the process. They've not done as good a job on the fire service side for awareness training.

### 4. **Overview of Gig Harbor Fire and Central Pierce Fire's use of LTE technology for enhanced radio coverage**

Fire Chiefs President Jim Sharp stated he appreciates being here as it's been a while since we've had a joint meeting. Radio coverage is a critical piece of what we all do and there is new/different technology available in the radio environment (LTE) to expand what we currently have in place. Chiefs Dennis Doan (Gig Harbor) and Dustin Morrow (Central Pierce) are here to share more information on this topic.

Chief Doan stated he brought their consultants with to share a presentation as well on the work they have been doing on connectivity. It is not a 3<sup>rd</sup> radio system being done, but just enhancing what is already there. Looking at options to overcome the connectivity issues. Ben Ealey reported the engineers looked at the data collected on the cell phone carriers signals, etc. See attached copy of the powerpoint presentation.

Chief Doan stated they are looking into expanding the LMR (Land Mobile Radio) system through digital, wireless and satellite (LTE) systems. The tower on Fox Island will have 800 on it as well as add on LTE capabilities. Chief Odenburg reported they are also

working with the school district. Gig Harbor to own the equipment and power poles, etc. Broaden the ability to look across jurisdiction and working with multi-agencies.

Chief Morrow reported Central Pierce has a new radio that is cellular enabled, tri-band with LTE that he is able to hear CPFR rigs from Key Peninsula without any issues. Chief VanKeulen has been looking into advancing technology. He thanked Chiefs Doan and Morrow for being courageous on this issue. To mitigate danger it is a moral imperative to solve the connection and communication issue. We need to have the ability to communicate. Chief Morrow shared how it not only benefits us in the public sector but also our citizens benefit from this as well.

**5. Good of the Order**

Puyallup PD is trying to fill some treasury positions at the Washington State Fair. Please share with your staff to see if anyone is interested.

**6. Adjournment**

There being no further business the meeting was adjourned at 12:47 p.m.

Submitted by:

Denise Ross  
Recording Secretary

**2024 Meeting Schedule:**

August 22, 2024 – Hybrid remotely via Zoom and in person at SS911, 3580 Pacific Ave

September 26, 2024 – Hybrid remotely via Zoom and in person at SS911, 3580 Pacific

October 24, 2024 – CANCELLED – State Commissioners Conference

November 21, 2024 (3<sup>rd</sup> Thursday due to 4<sup>th</sup> Thursday being Thanksgiving)– Hybrid remotely via Zoom and in person at SS911, 3580 Pacific Ave

December 5, 2024 – NO MEETING – AWARDS BANQUET

Agency	Title	Name	Initial
Auburn Police	Chief	Mark Caillier	
Bonney Lake Police	Chief	Mark Berry	
Buckley Police	Chief	Kurt Alfano	KA
DuPont Police	Chief	Bob Newman	BN
Eatonville Police	Chief	Jason Lalberte	
Edgewood Police	Chief	Jason Youngman	
Fife Police	Chief	Pete Fisher	
Fircrest Police	Chief	Ron Schaub	
Gig Harbor Police	Chief	Kelly Busey	
Lakewood Police	Chief	Patrick Smith	
Milton Police	Chief	Tony Hernandez	
Orting Police	Chief	Devon Gabreluk	
Pacific Police	Chief	Rob Hendrickson	
Pierce County Sheriff	Sheriff	Ed Troyer	
Puyallup Police	Chief	Scott Engle	X
Pierce Transit Police	Chief	Ed Roberts	ER
Roy Police	Chief	Paul Antista	
Ruston Police	Chief	Nestor Bautista	
Stellacoom Public Safety	Chief	Tom Yabe	
Sumner Police	Chief	Brad Moericke	BM
Tacoma Police	Chief	Avery Moore	
University Place Police	Chief	Pat Burke	
Washington State Patrol - Tacoma	Captain	Kristine O'Shannon	
Pierce County Jail	Chief	Kevin Roberts	X
South Sound 911	Exec. Dir.	Deb Grady	
Pierce County Sheriff - PCFIT	Chief	Kevin Roberts	
Pierce County Emergency Management	Dir.	Jody Ferguson	
Puyallup PD - CRU	Capt.	Jason Visnaw	
Sumner PD - K12 workgroup/peer supp	D/C	Andy McCurdy	
Pierce County Prosecutor	Prosecutor	Mary Robnett	X
Tacoma-Pierce County Chaplaincy	Dir.	Ben Harris	
Pierce County Fire Chiefs Association	Chief	Jim Sharp	X

Agency	Title	Name
FIRE POLICE	IAE	DAVID CURRIE
ARMY CID	ASAC	TODD SAUER
PCSO		
KEVIN ROBERTS	CHIEF	
SUMNER PD		
ANDY MCCURDY	P.C.	

PCPAD

Agency

Title

Name

Agency

Additional  
Title

Name

Lamar Pierce FC Dustin Moore

EPFR

A/C

JSP Moore

" " DC Brent Jankelson  
FIRST PITCHER MC WILL POE

~~POWELL PULICE~~ DAVE McDONALD

WDFE DC Hallie McCurdy

LaPort Fire F.C. Mickey Gillie

PCFD 23 FC MATT Meadford

RIVERSIDE FIRE FC LWA THREKELD

OPFR /PCFA SUTRAS Denise Ross

UDFR FC Jim Sharp

GHFMO AC Scott Booth

GHFMO BC Nick Langford

GHFMO CHIEF Dennis Dora

GHFMO Asst. Chief Perry Oldenburg

GHFMO IT Mgr. Travis Laguarda



Phoebe Mulligan, LICSW

Pierce County Police and Fire Chief's Meeting July 25, 2024

# Organizational Leadership and Self-Care

# Who I am (in 60 seconds or less)

- Social worker (University of Washington, 18 years)
- Trained at Harborview Center for Sexual Assault and Traumatic Stress
- Therapist at the Child Advocacy Center in Pierce County
- Clinical Director of non-profit mental health agency
- Private practice, training, expert witness, contracts
  - PD: Puyallup, Lakewood, Fife, Bonney Lake, Sumner, PCSD, Steilacoom, Buckley, Pacific, Fircrest, Kent, Renton
  - FD: West Pierce, Central Pierce, Tacoma, Renton, Gig Harbor

# Goals for Today



**"ARE YOU OK?"**  
**NO, BUT I'M FUNNY.**

- Discuss the what's been done well by departments to support members
- Identify challenges faced by leaders
- Learn skills around effective communication/validation
- Discuss moving forward with established goals in mind
- Leadership support

## What's Been Going Well



- Peer Support Programs
- Leadership support of members and wellness
- Connecting with MHP's/openness to discussing mental health concerns
- Word of mouth
- Education/Training
- Moving toward an understanding that people are responsible for their own wellness



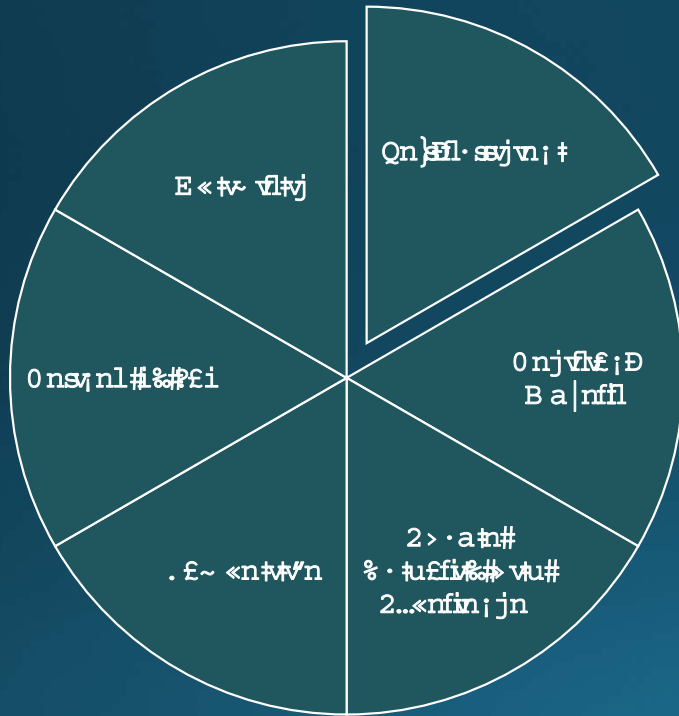
# Leadership Challenges

- Leaders hold much of the responsibility for how things turn out, the inability to share the inner workings of decisions, and often get minimal credit for any positive outcomes.
- It can be lonely at the top.
- There is the potential of feeling betrayed by people that you hired, trained and for whose well-being you look to protect.
- Leaders typically no longer get to be in a role that first attracted you to this career.

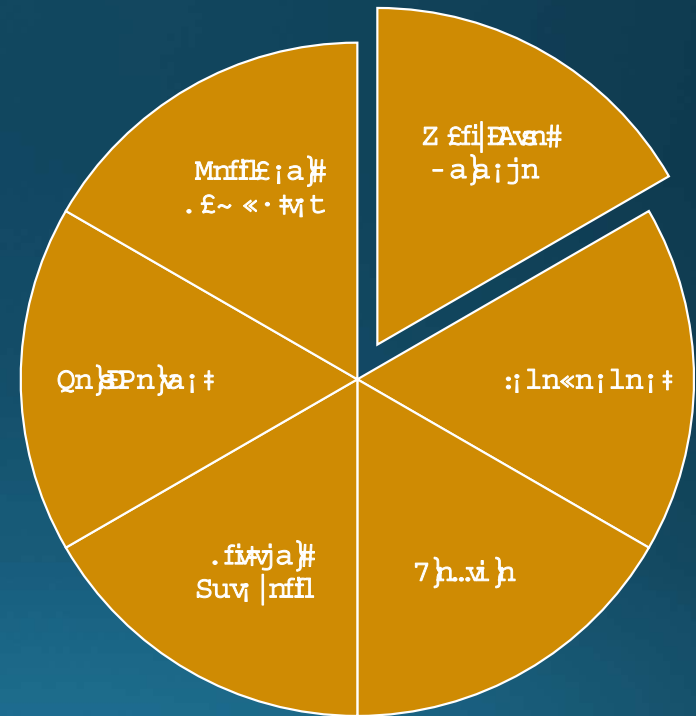


# The 4 Generations

## Baby Boomers

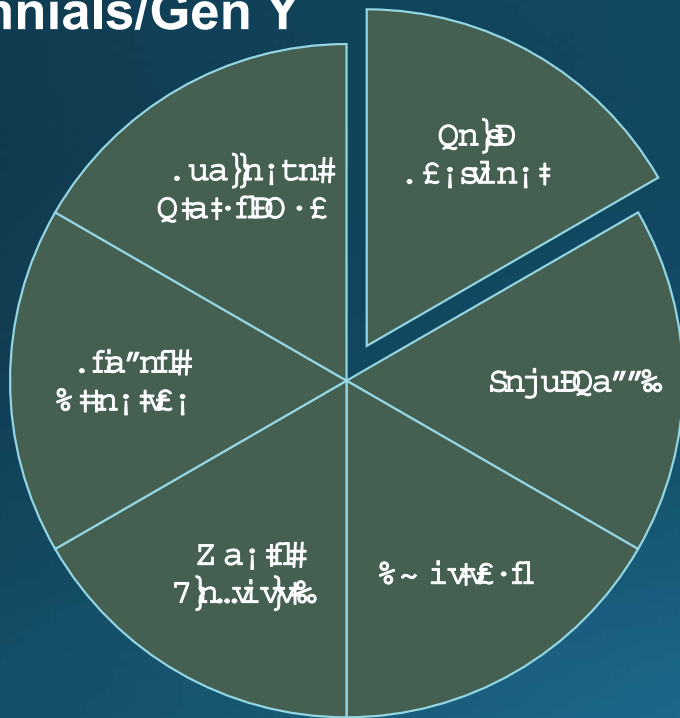


## Generation X

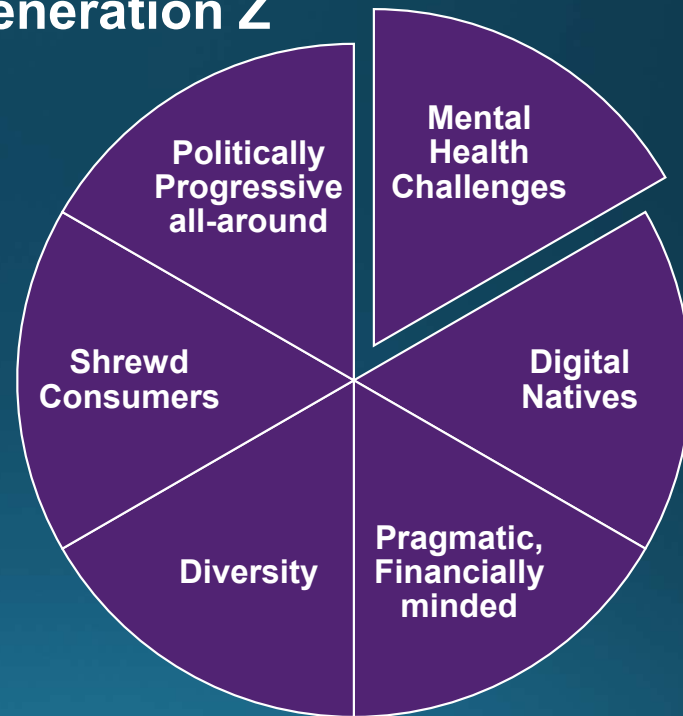


# The 4 Generations

## Millennials/Gen Y



## Generation Z



# Leadership Expectations

Z ua #l £#£ · #l...«nj #f£~ #£ · f#n£« }n°

- M }a%#i %#un#i· }nfl
- Z £fi| #f# #na~
- . £~ ~ · ;vja t£ i #
- 9 £ ;nfl%

Z ua #l £#£ · f#n£« }#l...«nj #f£~ #£ · °

- . }naf#2...«nj ta t£ ;fl
- Q · ««£f#
- 7a vi ; nffl
- 9 · ~ v}V%
- Pnfl«nj #
- Sfi · fl#

# Leadership Goals

Z ua #l £#n£« }n#aj†· a }%#jafn#ai£· †°

- Mn£« }n#jafn# £fn#ai£· #u£» #un%#afn#fina#nl#v# #  
#un#f£jnfl#s#n#jv#£;# a|v#t#ua; #un%#l£#  
ai£· ##un#· †j£~ n#s#un#n#jv#£;1

%fflnfl~ n; #s#un#Analnfi

- T ;ivafnl
- . £ ; jnfijnl#ai£· ##unv#; nnlfl
- Pnfl«nj#s· }  
E7v#lnflå #su£~ «fl£ ; #' ~ ' .½

0 £#£· # a; atn#infl£· fijnfl#f#l£#£· #hal#n£« }n°



# Validation

Bonus: it works with everyone, everywhere, all the time

# Validation and Why it Matters

- Validation: treating another person's emotion or experience as real.
- It is not fixing, lecturing, problem solving or shaming.
- Why do we need people to validate the way we feel?
  - Social creatures; look to others to determine accuracy of experience
  - We read other people constantly



# “You Shouldn’t Feel That Way”

- What happens when we tell people that their emotional experience is not real?
  - Double down on emotional expression to prove that it is real
  - Power differential dynamic
- The goal of these interactions is to increase the connection between two people. Not feeling understood is the opposite of that goal.
- Validation is the way that we communicate the understanding of emotion, build connection and SIMULTANEOUSLY helps the emotion itself decrease in intensity.



## Being awake, alert and interested

- Giving our full attention

## Make sounds and non-verbals

- Reinforces the other person to continue to talk with us
- Ex. talking on the phone

## Naming the emotion

- One word: "You feel like that is unfair to you because..." vs. "You seem really angry"
- Can acknowledge the emotion without agreeing with it

# Level 1 validation skills

## Validation by context

- Anyone in a similar situation would feel the same way

## Validation by reference to self

- I have felt that way or I would feel that way in a similar situation (has to be true)
- Provide just enough information for understanding; not an invitation to discuss your own stuff

## Validation by history

- Given that person's history, their (potentially excessive) response makes sense

# Level 2 validation skills

### Validation using accurate reflection

- Not a direct re-statement of someone's words
- "Something happened and you're really upset about it"

### Validation using radical genuineness

- The emotion they are exhibiting is so powerful that you begin to experience it yourself (must be true, helpful, and less than)

### Functional validation

- Treating an emotion as SO real that you take functional steps to soothe it (sit next to them, hand on the shoulder)

## LEVEL 3 VALIDATION SKILLS

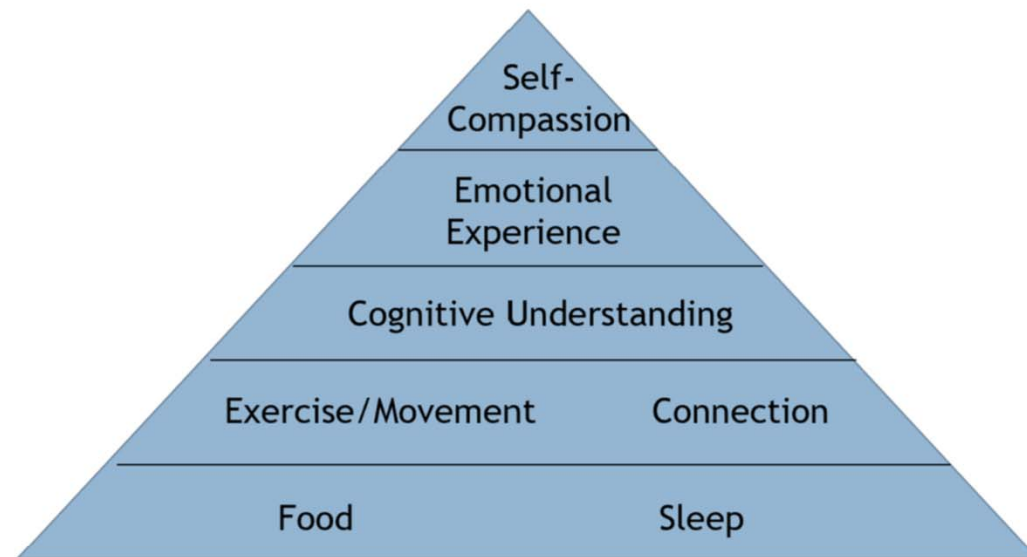


## What happens next?

- People are not looking for problem-solving; they are looking for connection and understanding. When they believe they have been heard the door opens to accepting help
  - Ex. OT experience
- Once the emotion has decreased and it is clear that the person feels understood, we can ask the question:  
“Would you like help figuring out what to do?”

# Self-Care

# Pyramid of Self-Care



THOUGHTS,  
QUESTIONS,  
CONCERNS?



# Contact Information

- Phoebe Mulligan, LICSW
- 206.498.6998
- [pmulligan.licsw@gmail.com](mailto:pmulligan.licsw@gmail.com)
- [www.phoebemulligan.com](http://www.phoebemulligan.com)







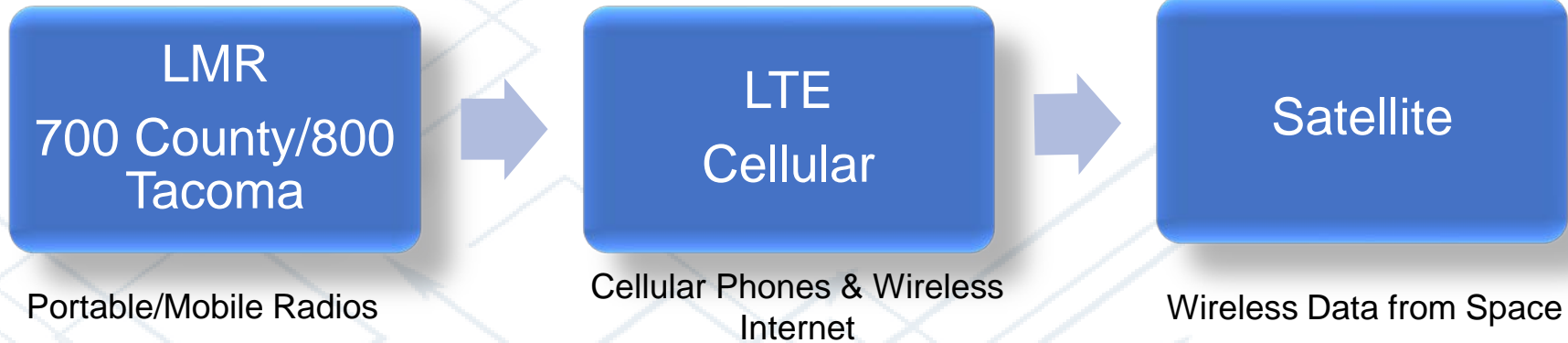
## Options for Improved Wireless Data Connectivity

**Native American Owned**, based in Owasso, OK

# The Current Challenge



## Lack of Coverage/Connectivity



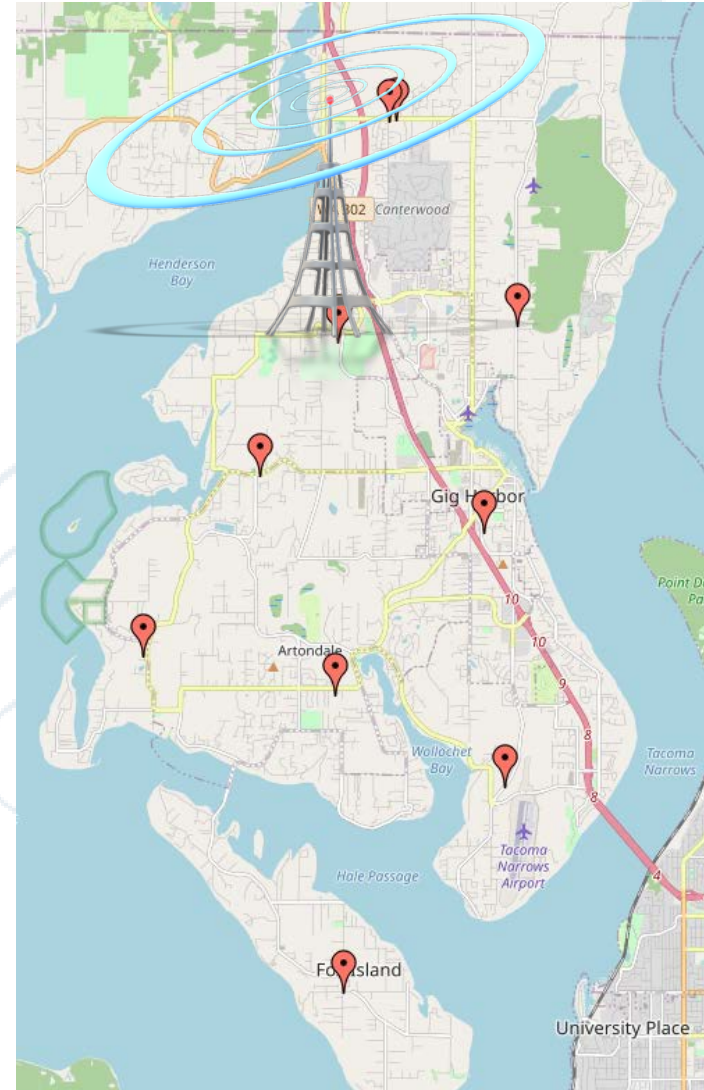
# Evaluate Current State of Communications



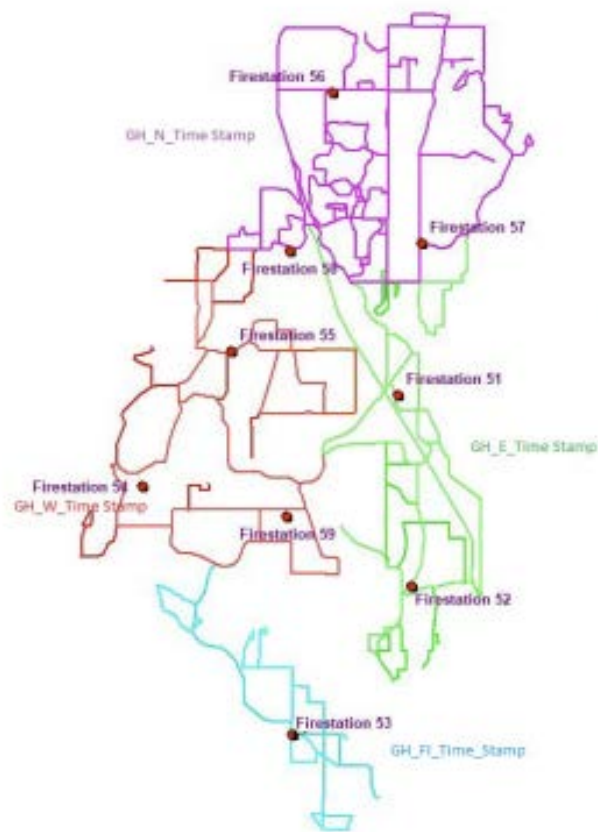
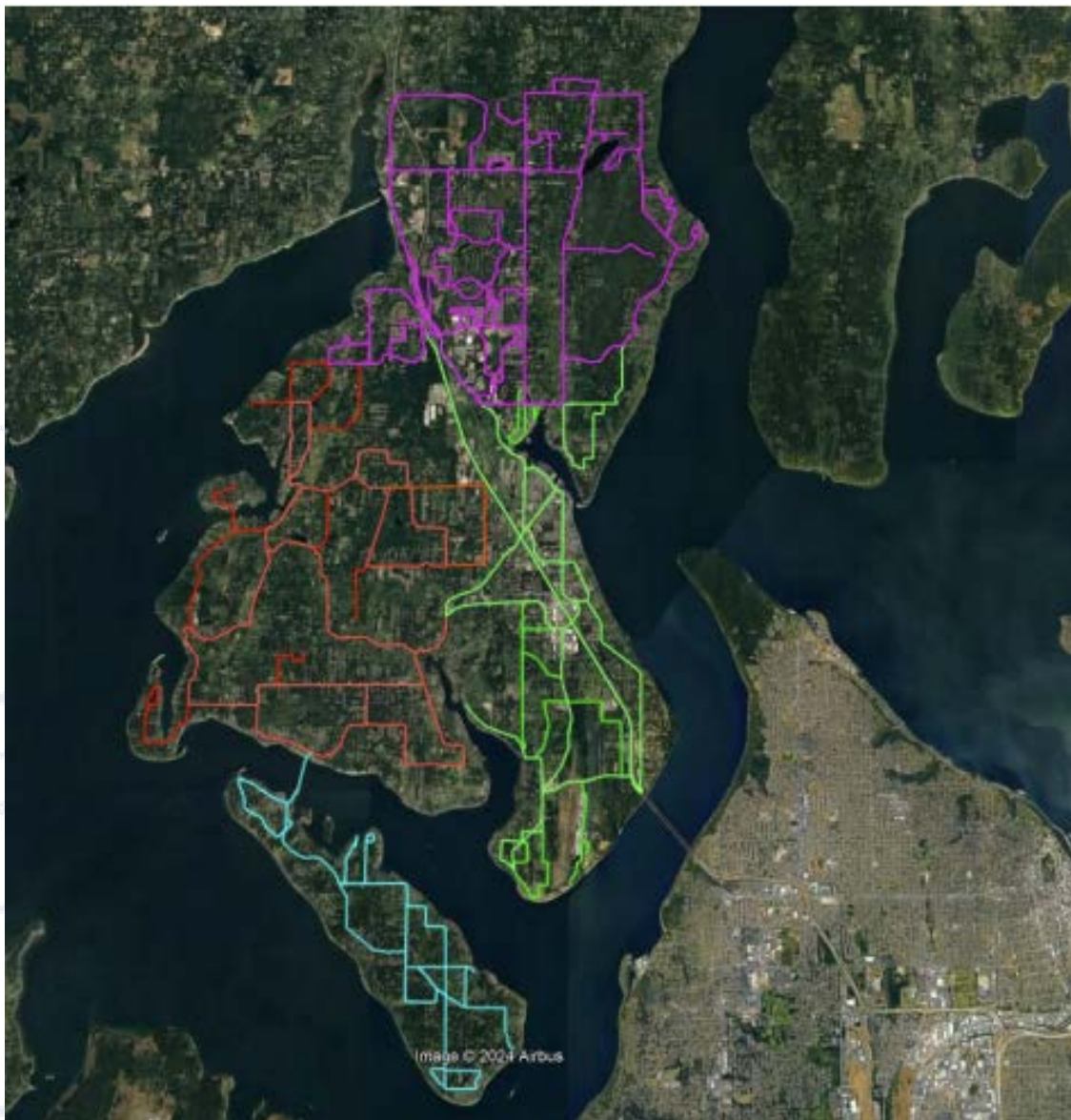
Drive Testing

❖ Cellular Coverage

Connectivity at Fire Stations



# The Drive – Current Coverage



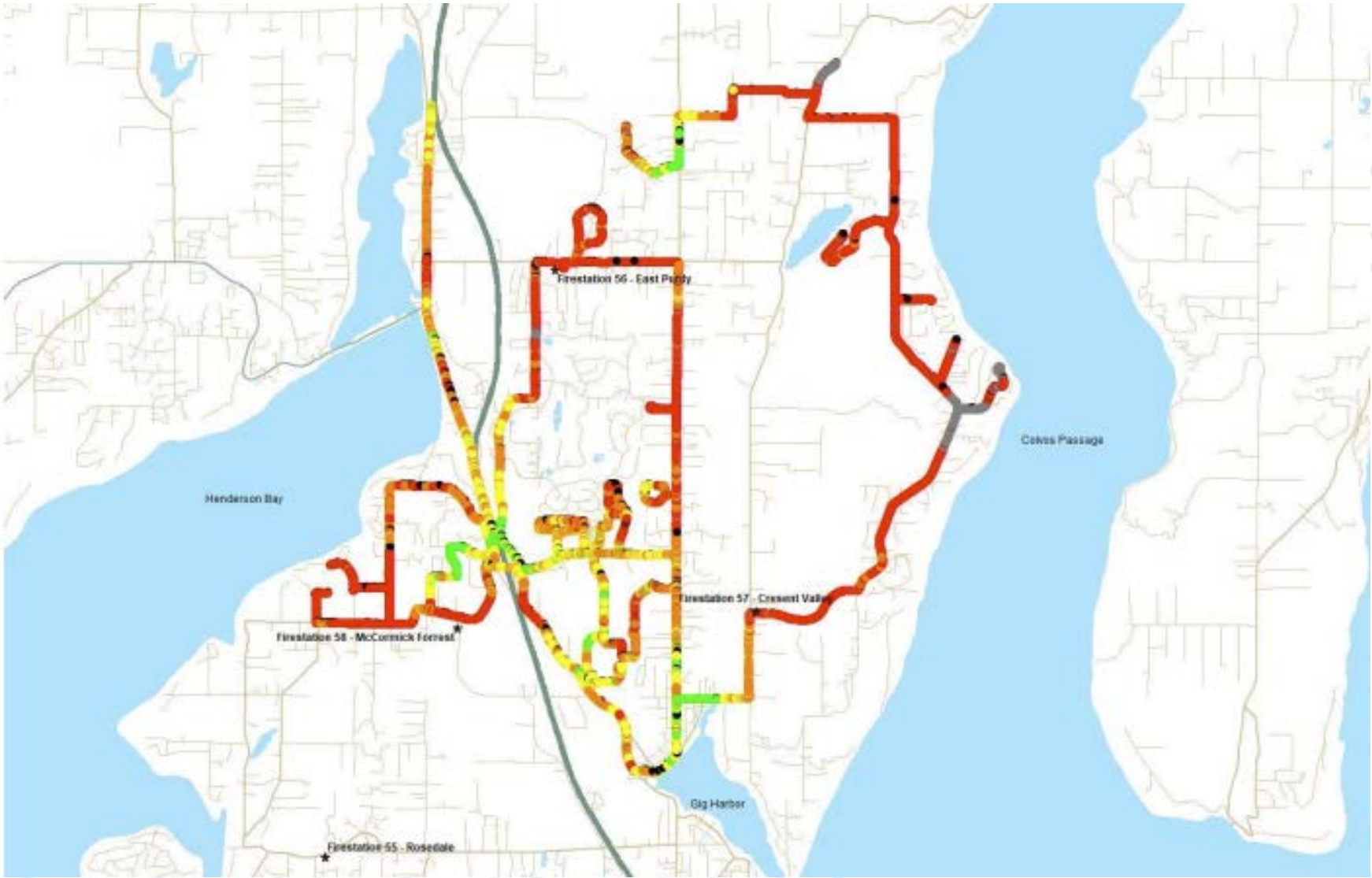
Name	Longitude_X	Latitude_Y	Address	Town	State	ZIP
<input type="checkbox"/> Firestation 53	-122.621	47.2425	903 Karma Dr	Fox Island	WA	98333
<input type="checkbox"/> Firestation 56	-122.627	47.3883	5210 144th St NW	Gig Harbor	WA	98332
<input type="checkbox"/> Firestation 57	-122.578	47.354	19521 Crescent Valley Dr	Gig Harbor	WA	98332
<input type="checkbox"/> Firestation 58	-122.622	47.3524	19302 Sycamore Rd NW	Gig Harbor	WA	98332
<input type="checkbox"/> Firestation 55	-122.441	47.3295	7710 Rosebark St. NW	Gig Harbor	WA	98335
<input type="checkbox"/> Firestation 51	-122.585	47.3197	6711 Kimbal Dr	Gig Harbor	WA	98335
<input type="checkbox"/> Firestation 54	-122.671	47.299	4518 Ray Nash Dr NW	Gig Harbor	WA	98335
<input type="checkbox"/> Firestation 59	-122.623	47.2922	3828 82nd Ave Q NW	Gig Harbor	WA	98335
<input type="checkbox"/> Firestation 52	-122.581	47.2763	2217 Point Foedick Dr. NW	Gig Harbor	WA	98335

Purple = Gig Harbor North  
Red = Gig Harbor WEST  
Green = Gig Harbor EAST  
Light Blue = Fox Island

Time Stamp = End of Drive Time

**\*\* Try to keep drives to around 30 Minutes.  
email files to  
dblenker@newj.net**

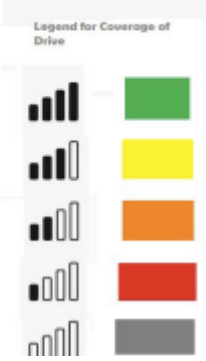
# Gig Harbor North

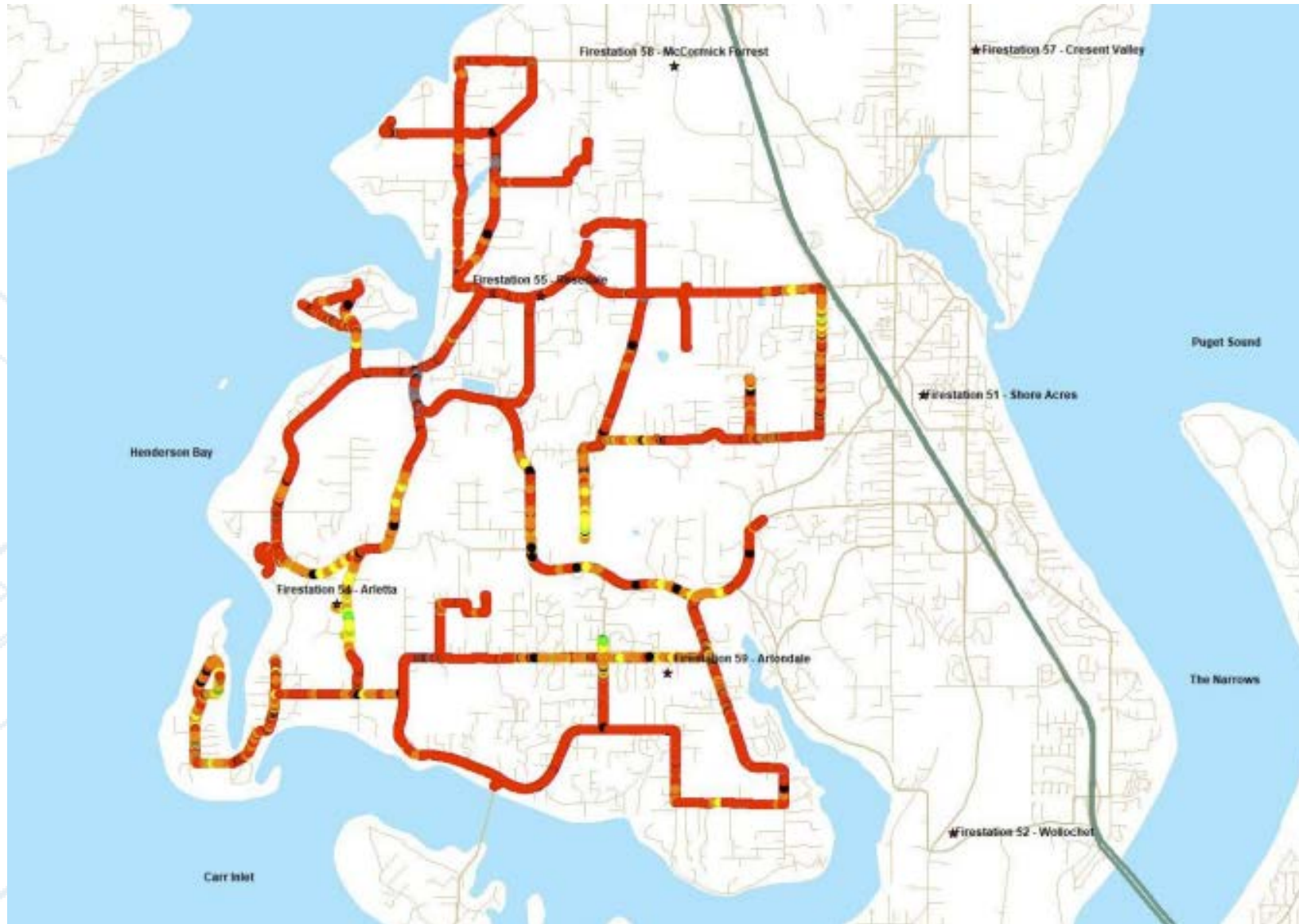


## North Gig Harbor Coverage

700D MHz - FirstNet

### Legend of Coverage



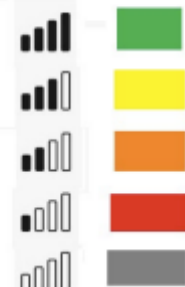


## West Gig Harbor Coverage

700D MHz - FirstNet

### Legend of Coverage

Legend for Coverage of Drive



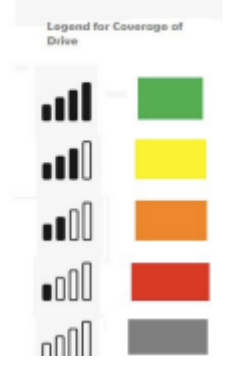
# Gig Harbor East



## East Gig Harbor Coverage

700D MHz - FirstNet

### Legend of Coverage



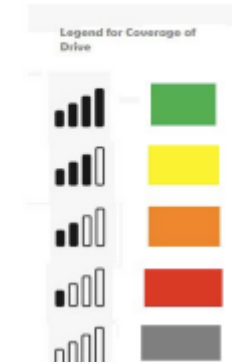
# The Fox Island



## Fox Island Coverage

700D MHz - FirstNet

### Legend of Coverage

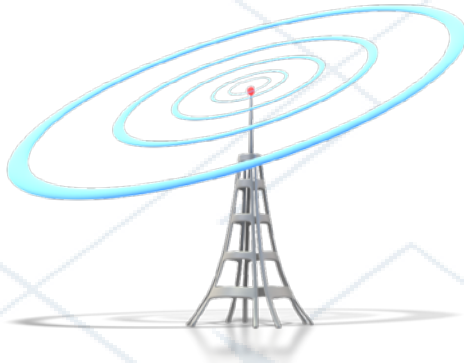




# Options to Improve Emergency Communications



## Fixed Infrastructure



### Wireless Carriers

- ❖ Verizon
- ❖ T-Mobile
- ❖ AT&T
- ❖ FirstNet
- ❖ Private Networks

## Mobile Infrastructure



### Cradlepoint

- Dejero – Spectrum Bonding
- FirstNet – High Power User Equipment (HPUE)
- RoIP – AT&T, ESChat
- Private 5G/LTE on Vehicle

# Strategic Partnerships – Locations/Equipment



Peninsula Light Co.  
*a mutual corporation - since 1925*  
*The power to be...*



# Evaluate & Select Best Option for Improving Connectivity



CAPEX

OPEX

Fixed Infrastructure – Turnkey, Own, Hybrid

Mobile Infrastructure – CAPEX, OPEX

Partnerships

# LMR Priority Emergency Communication



Wireless Internet  
is a  
COMPLIMENT  
to LMR



Wireless Internet  
does not replace  
LMR for Fire  
Ground Comms



**THANK  
YOU**

