

Special points
of interest:

Welcome to the first issue of CCSO News Bytes. We, the Leadership Team of CCSO, hope you find this newsletter to be of interest. If you have thoughts about how to improve this newsletter, or what future articles may add value, please contact Chief Civil Deputy Roxanne Giffin, the current editor.

Inside
this issue:

Insights from the Sheriff 1

Participative Decision-Making 1

Introducing Brett Peterson 2

CCSO Auto Fleet Logo 2

CCSO Web Redesign 2

Badges for Baseball 3

Focus on Communications 3

2012 Budget 3

Newsletter Contact Information 4

CCSO Calendar of Events 4

CCSO News Bytes

Volume 1, Issue 1

August 2011

Insights from the Sheriff

For those of you who haven't kept track, we already passed the six month mark since my post-election swearing in. One thing that I've discovered over these months is, no matter how effectively I think we're communicating, there is usually somebody who feels "left out of the loop." Anthony Robbins, an internationally recognized leadership consultant tells us, "To effectively communicate, we must realize that we are all different in the way we perceive the world and use this understanding as a guide to our communication with others." To follow this advice, I'm giving written communications a go— Introducing: Volume 1, Issue 1 of CCSO News Bytes. I hope, through this venue, to encourage more consistent communication, and broader knowledge of what is happening around the office. In addition, to provide



Swearing In of Elected Officials

opportunities for broader input in decision-making at CCSO, a strategy-setting team opportunity is being offered for the K-9 program and vehicular logo design. Check out the related articles within this newsletter.

And, finally, while he can't be replaced, the open position created by Wendell Holve's retirement is now being filled by Brett Peterson. Take a look at the introduction of Brett on Page 2. With a focus on communication, I'd like to remind you, if you have a question, ask. Ask your corporal,

sergeant, lieutenant, or chief, but ask somebody. You will receive the best answer your leaders can get for you. If you're not satisfied, come talk to me. We can discuss how the decisions being made today are helping us fulfill the mission of the Sheriff's Office...for the future.

Participative Decision-Making

Decisions are made by the leadership team daily—from budget issues to car logos to which community events CCSO should support. Since decisions generally impact the entire office, we're hoping for broader input into

decision-making. An email will be coming out shortly to provide details on the K-9 Strategy Team to be formed. Please consider participating. Also in the near future, we'll be looking for participants to provide recommen-

dations for new logos for the auto fleet (see article on p.2). If these two "participative decision-making" teams prove successful, this process will set a standard for future projects.

Introducing Brett Peterson



Brett Peterson, his wife Megan, son Dominik (8) and Trey (1)

Starting at CCSO on Monday, August 15, is CCSO's newest employee, Brett Peterson. Brett will spend a couple of weeks getting familiarized with the office, before heading to Basic Law Enforcement Academy (BLEA) on August 30. Brett is scheduled to graduate from the Academy on January 10, 2012 (Phew!) Following BLEA, Brett will be scheduled for twelve weeks in the FTO program, with his training officer to be determined.

Brett believes in the motto "Freedom isn't Free." He spent six years stationed in Alaska, which included serving two tours in Iraq. We thank you for your service, Brett.

While serving in the US Army, Brett invested the time to obtain his Associates degree in general studies, maintaining a 4.0 GPA.

Brett and his lovely wife Megan enjoy spending their vacations teaching their

young sons (Dominik and Trey) about the great outdoors. They particularly enjoy camping up the Entiat. When I talked with Brett today, he was teaching his youngest how to swim!

Brett loves country music, particularly the ballads of Tim McGraw. And, in his spare time (what little there is with two young sons) he reads the works of Tom Clancy.

Welcome to CCSO, Brett...

Participative Decision-Making:

Are you artistic?

Are you creative?

Do you want to "provide input" to the public face of CCSO?

Penny Miller from IT at Cindy Mower's Goodbye Celebration (White Scarf)



CCSO Auto Fleet Logo

Chief Wisemore is heading up a "participative decision-making" committee to create a new logo for the CCSO Auto Fleet. John will send out an email shortly providing application forms and more detailed information about this committee.

The Sheriff has provided a few "requirements" for the new logo. It must :

- Keep the traditional Sheriff's star somewhere on the vehicle
- Identify "Chelan County"
- Identify that it is a "Sheriff" vehicle
- Include Core Values—"Integrity, Teamwork, Excellence"
- Include an estimated cost (has to be affordable)
- Must work for standard autos, SUVs, and trucks
- Must work with various color cars (tan, black)



A detailed email will be out shortly, and we're hoping for at least three applicants.

CCSO Web ReDesign

Also, currently in the works is a redesign of the CCSO web pages. Chief Giffin has worked closely with Penny Miller from Information Technology over the last couple of weeks, sketching out a web presence for CCSO that would be more effective. We are making the look and feel more con-

sistent from page to page, shortening the narratives, making better short-cuts and editing the links.

Every section of CCSO web site is being reviewed and revised. We'll update photos at the same time, so any new ones are welcome! Next steps will be content

and format discussions with the owners of each web page. If you are in charge of any of the "tabs" on our web site, expect a visit in the near future!

Tip: Do you know the link to get to the County intranet?

<http://ccintranet/>

Badges for Baseball



A Virginia State Trooper catches a game with kids from his local "Badges for Baseball" program

The Badges for Baseball program was created in collaboration with the U.S. Department of Justice as a juvenile crime prevention initiative. While beneficial for youth from a

variety of socio-economic backgrounds, the Badges for Baseball program primarily targets areas with high rates of juvenile crime and related issues. The program provides an opportunity to reach kids at an impressionable age and gives opportunities to see law

enforcement officers as mentors, friends and coaches.

This year's event is Monday August 15 from 1400 to 1800 at Walla Walla Park. CCSO has planned a significant presence, and all employees are encouraged to be there. Sheriff Burnett is participating, because, "This is a great opportunity for us to reach out and make a difference in the lives of some local kids."

Sheriff Burnett addressing assembled county employees at Cindy Mower's Goodbye Party

Focus on Communications

The Leadership Team meets weekly to discuss operational issues and to build strategy. Our strategy focus is currently on increasing communications.

Improved communications would mean that all CCSO employees know what, why and when something important is happening.

Options the Leadership Team is currently considering include:

More frequent squad meetings

Focus on clarity and content of all leadership team emails

Periodic "Labor Management Meetings" intended to build trust and improve understanding.

This newsletter (issued at least quarterly). Ideas for future content will be eagerly welcomed!



2012 Budget

Chief Giffin is currently working on compiling information for the 2012 Budget. The Auditor distributed preliminary budget packets in late August. These Preliminary Budgets are due back to the Auditor, to include all CCSO input, by September 9. Then, we'll have our final meeting with the Commissioners to discuss recommended adjustments to our budget in October.

Did You Know???

- The 2011 CCSO Budget was for \$7.6 million.
- Of that total, \$6.4 million goes directly towards employees in the form of salaries and benefits.
- Another 10% or \$765 thousand covered the cost of

our Sheriff's Office auto fleet and bond insurance coverage

- Only about 5% remains for us to budget on other stuff, like supplies, janitorial services, translators and travel



We, the management of the Chelan County Sheriff's Office, pledge to do our best in the management of this organization. We recognize that the men and women of this organization are its future. It is our strong belief that the members of this office and its auxiliaries have the talents and expertise to take this Sheriff's Office forward for the betterment of Chelan County.

Chelan County Sheriff's Office

401 Washington Street #1
Wenatchee, WA 98801

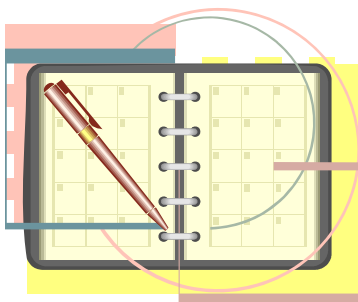
Newsletter Editor: Roxanne Giffin
Phone: 509.667.6835
Cell: 509.630.7585
Fax: 509.667.6859
E-mail: roxanne.giffin@co.chelan.wa.us



Integrity, Teamwork, Excellence

CCSO Calendar of Events

The following list of key dates and events is provided to increase awareness throughout the office. If you have events or key meeting dates that should be included for the future, please send them to Roxanne Giffin for inclusion in the next newsletter.



- August 15, 14:00 to 18:00 Badges for Baseball, Walla Walla Park
- August 16, 10:00 12:00 CRDTF Mission Statement & Goal Setting in CCSO Conf Rm
- August 19 K-9 Strategy Team approved applications due
- August 25, 08:00 to 12:00 Critical First Aid Class at CTC
- August 30, 15:00 STOP Grant community meeting; Court-house 3rd Floor
- September 8 CRDTF Audit Prep
- September 9-7, Chelan County Fair 2011; A CCSO presence is being planned, so if you're not participating in the exhibit/booth make sure to stop in and visit to show your support
- September 12 to 14 CRDTF Peer Review
- September 9 2012 Budget Input Due back to Auditors
- September 30—October 15 Oktoberfest in Leavenworth
- September 30 K-9 Strategy Team Recommendations due to Leadership Team
- October 4, 11:30 to 13:00 Sheriff Burnett speaks to Kiwanis at Red Lion
- October 12 06:00 to 07:00 "A" Squad Meeting 5th & Western
- October 18, 14:30 to 16:00 2012 Budget meeting with County Commissioners