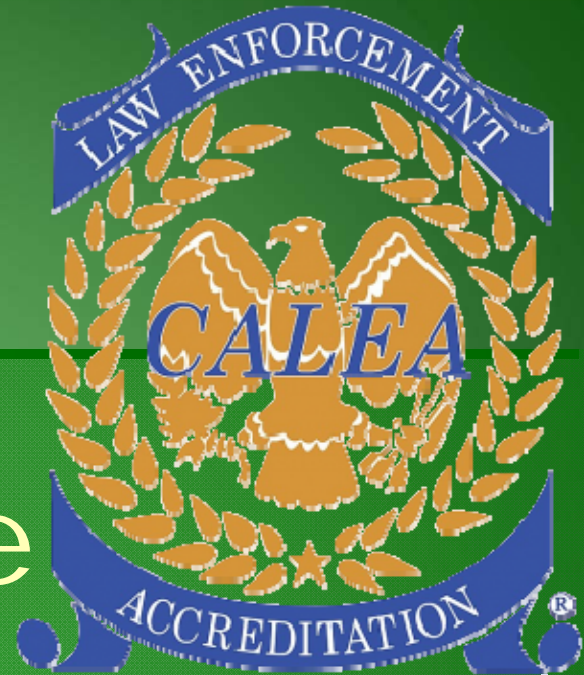


Welcome to the Deputy Information Session

- Please sign in....roster on table.
PLEASE print.
- Restrooms around the left corner
- There is free stuff—help yourself
- This power point is online:
www.kingcountysheriffjobs.com, click DEPUTY CAREERS, look for the link

King County Sheriff's Office



-internationally accredited law enforcement
agency

Sergeant Loi Dawkins, Recruiter

Who & Why?

Attended DIS before? (powerpoint online)

www.kingcountysheriffjobs.com, 'DEPUTY CAREERS'

Laterals?

About me

About you—are you a lifer (unlike me)?

Already tested?

Oral Boards- Currently being held once a month

Law Enforcement vs. KCSO specifically

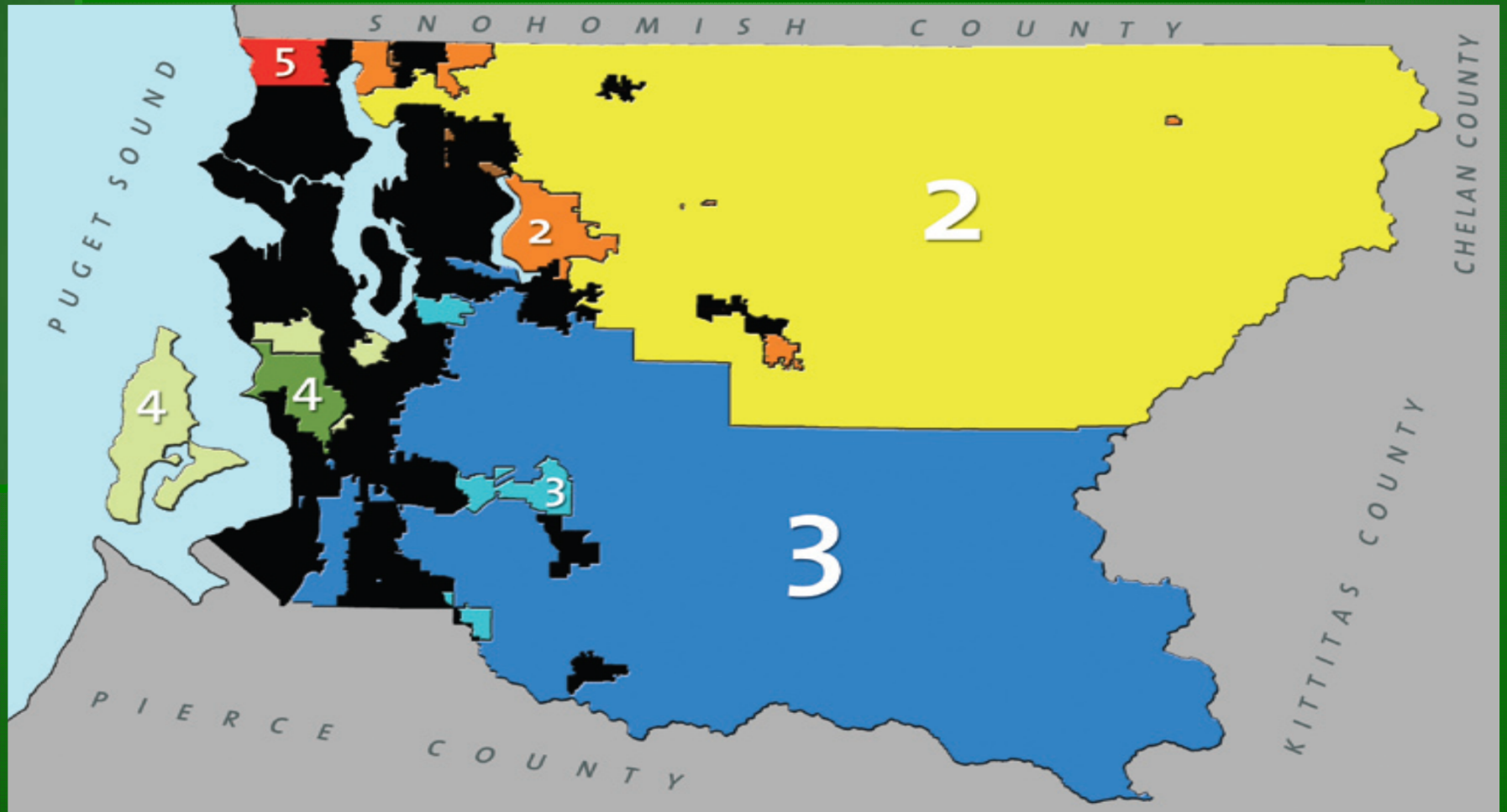
KCSO: A Full Service Law Enforcement Agency

- ~1,100 employees serving 2,100 sq. miles
 - 3rd largest agency/13th largest county in nation (pop)--twice as large as the average county in the USA ~ 2 million people
- 23rd largest SO in all the U.S.
- Emergency & non-emergency patrol response
- Proactive patrol
- Investigation Units
- Specialized Units
- Civil Processes throughout the County
- Regional Services: AFIS, Guardian 1, Search & Rescue
- No required jail service

KCSO Core Values

- **LEADERSHIP:** We lead by example. We are respectful & effective.
- **INTEGRITY:** Public trust matters all the time. We are open, transparent and accountable.
- **SERVICE:** We are good stewards of taxpayer dollars. We treat people the right way.
- **TEAMWORK:** We fight crime constitutionally. Our managers develop & foster a strong team culture.
- **Keep these principles in mind for Oral Boards*

KCSO Precincts



Precincts + Partnerships (cont'd)

- Pct 2: Woodinville, Skykomish, Carnation, Sammamish
- Pct 3: Newcastle, Covington, Maple Valley, Beaux Arts Village
- Pct 4: Burien & SeaTac
- Pct 5: Shoreline & Kenmore
- Pct 7: Metro
- Plus: Sound Transit, Muckleshoot and ARFF

Police Service Partnership



Serving Contract Cities
since 1973

Is there a star in your future?

- KCSO has ~720 commissioned deputies and 430 non-commissioned employees.
- Non-commissioned positions include:
 - Communications Specialists (911), DATA
 - Evidence Technicians
 - Community Service Officers
 - AFIS Technicians, Records Unit
 - Photo Lab and IT Staff
 - Administrative

Current Openings & Hiring

- Upcoming contract expansions (metro)
- More retirements coming
- Mostly dependent on retirees & attrition
- CJTC (Academy) reserves at least 5 spots for KCSO hires per Academy class

Wages (4-yr contract: 2013-2016)

- \$62,710 (start) - \$87,808 (after 5 years) + patrol/specialty unit, educational premiums + longevity (up to 16%)
- Laterals: command staff decision determines wages
- Take home car after you complete Phase 3 (~\$6000)
 - (no more than 15 miles out of KC)
- Ballistic vest, duty belt, uniforms, boots & equipment are provided
- Overtime in pay or comp time, off-duty opportunities

Benefits package for 2016

Medical: Choice of **REGENCE / GROUP HEALTH** (soon to become **KAISER**)

Dental and vision are covered for you & your dependents

Retirement (LEOFF-2): <http://drs.wa.gov> (8.5%)

<http://www.kingcounty.gov/employees/benefits/YourKingCountyBenefits.aspx> , look under Deputy Sheriffs

We are one of the State's highest paid agencies (total compensation)

When do benefits start?

- Medical, dental and vision insurance start the 1st of the month following your hire date. If you start on the 1st, they begin that same day.
- Vacation: 8 hours per month through end year 5; then 15 days beginning year 6, then average +1/year
- Sick time: 96 hours/year

A day in the field....

- Work week (5/2, 5/3) / 8-hour shifts
- Shifts: 0600-1400 – DAYS
 1400-2200 -- SWINGS
 2200-0600 -- GRAVES
- 4/10's: fixed: (Sound) ; rotating: (Maple Valley, Shoreline, Kenmore, Woodinville, Newcastle, SeaTac, Burien, Covington& Metro)

Qualifications & Disqualifiers

- U.S. Citizen or naturalized
- 20 to apply, age 21 when hired; no upper age limit
- Read, speak and write English fluently
- High School diploma or GED
- WA State driver's license (or can obtain)
- See full list of Automatic Disqualifiers on web page
- What may disqualify you: drugs, crimes, driving, domestic violence, dishonorable military discharge.
Includes dismissed & expunged records.

Entry Hiring Process (laterals see me after session)

- Written exam and physical test
- Complete & screen PHS (DQ's)
- Oral Boards
- Background investigation
- Captain's interview (Conditional Offer)
- Polygraph test
- Psychological exam
- Medical exam
- Final Offer

Entry= 6-10 months

Laterals= expedited

NTN Written Exam

www.nationaltestingnetwork.com

- Administered by National Testing Network (NTN)
- Video-based scenarios (46)—scored
 - A score of 77% is needed to move forward to secure OB
 - 10 seconds to answer; average score is 72.5%
 - Laterals simply need a “pass” on reading & writing
- Reading —**70%** min to pass; 30 blanks [pass/fail]
- Writing (video: 2-parts)—**70%** min; [pass/fail]
 - Report writing then 15 multiple choice based on your report
- \$~45 (one agency); \$7-10 to add
- \$23 for 6 video test sample questions, plus practice report writing test @ www.frontlinetest.com
- Entire written takes 2 ½ hours; w/PAT ~4 hours

Written Test (cont'd)

- Video segment rates in following areas:
 - Judgment
 - Human interaction
 - Calm response to provocation
 - Unbiased enforcement
 - Ethics
 - Handling authority
 - Gaining cooperation
 - Observation & analysis
- No way to study: common sense / how you reason
- Do NOT read into the scenario, answer from the heart NOT by what you think we are looking for ! Do not over-analyze !
- **Video = 20% of final; scores valid for 1 year**
- Re-test-3 months No Boards for entry scores <77%

TEST DATES

- NTN Test Dates:

www.nationaltestingnetwork.com

Weekly: Wed, Fri, Sat (2x day)– Everett, WA

Testing also: Tacoma, WA; Yakima, WA; Kennewick, WA; Olympia, WA; monthly at WSCJTC + various other states (see NTN web site)

Physical test

- 300 meter sprint
- Push-ups
- Sit-ups
- 1.5 mile run/walk
- ****Not currently a KCSO requirement to be hired, BUT IT IS A REQUISITE TO GET INTO THE STATE ACADEMY!!!
TRAIN FOR IT!

Physical Test

- 300 meter sprint
 - Must do in 71 seconds
- Push-ups (untimed)
 - 4" foam block, rest UP position, body in straight line, feet together or up to 12" apart
 - 21 minimum

Physical Test (cont'd)

- Sit-ups (1 minute)
 - Knees 90 degree angle, fingers interlocked behind head, elbows to knees, rest UP position. No arching or bucking
 - 30 minimum
- 1.5 mile run/walk
 - Must complete in 14:31 minutes

Background Packet

(eSOPH Invite)

- NTN questionnaire: fill it out as Civil Service uses it as the initial application paperwork
- eSOPH electronically sent to those who pass NTN tests (not sent to those < 77%)
- Must be completed to continue in process (honesty!)
- Review for completeness before submitting (ESSAYS!)
If YES=then explanation needed.
- Explanations need to be DETAILED (specific dates, exactly what happened, and outcome)
- 10 years of employment; residence addresses last 5 years

eSOPH (Backgrounds) categories

- Personal Information
- Military
- Civil Service
- Financial
- Drug Use
- Arrest & Criminal History
- Traffic & Driving
- Use of Information Technology
- References and Relatives

eSOPH Packet (cont'd)

- Screened for any auto DQ's (listed on KCSO & NTN site). A message is sent when screened.
- Those who successfully pass this phase will be considered for Oral Boards
- Check you "junk" email folder
- Address/phone changes? You MUST keep both us and NTN updated!

Helpful Hints

- Address people by title/sir/ma'am unless told otherwise
- Arrive at every appointment at least 15 minutes early
- Grooming/Dress: no jeans, t-shirts, baseball caps
Remove any piercings (except ladies' appropriate sized earrings)
Trimmed mustaches OK. No beards/goatees or long sideburns.
No tattoos above neck or on hands; can be covered (hair/clothes)
- Leave toys in the car
- Park in a garage or parking lot or take Metro or ST.
Know about your appointment...
- Outgoing phone calls (spell name on VM, repeat #)
- Your voicemail message (ID yourself or number); VM set-up?/Is it full?
- Emails: formal / what the address says about you

Oral Boards

- Interview with a 3-person panel (Dep., Det., or Sgt)
- ~10-12 questions
- 9 criteria:
 - Experience/training
 - Communication skills
 - Diversity
 - Community involvement/awareness
 - Background
 - Integrity
 - Interest & Motivation
 - Problem solving
 - Essay Writing
- NTN Video (20%) & OB (80%) scores determine your entry ranking; **Laterals: 100% oral boards**

Oral Boards

- This is a *formal* interview – dress appropriately
- Essay is graded and interview timed: 50 mins
- The panelists want to get to know you. Don't be afraid to talk about yourself or explain your answers based on your experience.
- Listen carefully and answer completely (multi-part questions)
- They may ask follow-up questions.
- Be mindful of your posture
- SELL yourself! – you MUST!

Oral Boards

- What do you know about KCSO? Why LE?
 - Why KCSO?
- Any special skills or experience?
 - What do you do well/how can you improve?
- Have you considered all aspects of job?
- What skills do YOU think are important ?
- What is the most common sense response?
- Be honest and open regarding your past!

Veteran's Preference = 5-10% + extra points

- 10% if the candidate served during a period of war or armed conflict.
- 5% if the candidate did not serve during a period of war or armed conflict.
- For promotions, the preference is 5% only. It can be used even though you used preference to get hired. For promotions, only until your 1st promotion.
- (none of this applies if you are drawing a military retirement=no vet preference)
- **Second language fluency/Peace Corps service = +10% and ...no, you cannot stack % points**

Should you opt for better placement? Test or re-OB

- NTN scores valid for 1 year. Important to withdraw from list first, then have another OB or re-test with NTN
- Withdraw from the process: you must wait 6 months to re-oral board from your withdrawal date (not from your last OB). You do not have to submit a new NTN test scores if your previous scores are still valid
- Fail the OB: you must completely re-apply to the process. This means you must wait 6 months to oral board again, and also test again with NTN

Mentoring Program (entry)

- Pass the OB and your total score is top ~30% of the list, (including laterals)
- Participation is voluntary on both parts
- Pairs candidates with established deputies, detectives or sergeants
- Provides confidential resource and sounding board throughout the hiring process
- Mentors are NOT evaluators nor snitches
- Mentors will do a ride-along
- Mentor stays with you through PTO

Ride-alongs

- Contact ride coordinator

- MPO Ryan Mikulcik

- ryan.mikulcik@kingcounty.gov

- Advise days and times preferred

- Usually 4 hours

Background Investigation

- The longest part of the process...
 - Looks at your stability, maturity, ability and reliability
 - We will contact your 6 references as well as your current and past employers
 - Credit issues: bankruptcy, re-possession, collection agencies, garnished wages, bad checks, income tax issues, foreclosures
 - Social networking (Facebook) pages
-
- **Wonderlic exam: cognitive ability test: aptitude for learning and problem solving (Google it)->21 score

Military

- If you are still serving..., B/G's will request to see your military evaluations --
(Assemble them now to make it easier later--
before you are discharged)

Commander's Interview

- *Formal* interview – dress appropriately -- like the OB
- One-on-one question/answer
- B/G detective present
- Any red flags in your background will be addressed again

Upon successful completion of the background investigation and Commander's interview, you will be given a conditional offer of employment.

Polygraph Test

- Business casual dress
- Plan for two hours – you're only "hooked up" for about 20 minutes (yes/no answers)
- Initial interview will cover all questions previously answered in the background packet, as well as any red flags that may have arisen during the course of the background investigation
- If you are going to breakdown and "come clean" – now is the time (but it's a little late!)
- There are no surprise questions!

Polygraph (cont'd)

- Get sleep—do not OD on caffeine
- Do not minimize (# times/how long ago)
- Do not use web sites to beat the poly
- Pass vs. fail vs. inconclusive
- You will know before you go (16-20% fail the poly)... “If you had only disclosed...”
- Honesty – Honesty - Honesty

Psychological Exam

- Allow 3 hours (business casual)
- Written test – 500-600 bubbles
- Appointment with a clinical psychologist
- We will not challenge the results of the psych exam!

Medical Exam

- Administered by U.S.HealthWorks – 5 locations
- Basic health and fitness for duty
 - Blood work, including drug test
 - Cardiac Stress Test (on a treadmill)
 - X-rays
 - Vision & hearing tests
- If you feel you have a condition that may cause you to fail this exam:
 - contact US HealthWorks: 206-624-3651
- Again, we will not challenge the doctor's findings.

One more time: (entry)

- Within the week prior to entering WSCJTC, you repeat @ the Academy:
 - 300 meter sprint
 - push-ups
 - sit-ups

.... and the 1.5 mile run/walk

If you do not pass, you will NOT be hired...you MUST stay in shape!

Congratulations!

You are offered the job!

Throw yourself a party, then it's on to the Academy...

KCSO Training Program Overview

- You are on the payroll (\$62,710/yr)
- Pre-BLEA – 1 week
- Phase 1: Basic Law Enforcement Academy @ CJTC -- (4 ½ months)
- Post-BLEA Training -- (4 weeks)-laterals enter
- Phase 2: Field Training Program – 15 weeks, the Reno model, adult-based learning (**www.PSPBL.com**)

Pre-BLEA

- Academy review
- Stress Management/Study Skills
- Guild
- Issued computers
- PAT: Peer Assistance Team

Academy - 4 ½ months

- Taught using PTO Model
- Washington State Criminal Justice Training Commission (WSCJTC) in Burien, WA --“CJTC”
- Classes of 30-35, all agencies
- 720 hours of training in areas including criminal law, patrol procedures, traffic enforcement, defensive tactics, crisis intervention, emergency vehicle operations, firearms, criminal investigations, and OC spray day (jalapeno peppers is about 2,500-8,000 SHU on Scoville's scale. OC is at about 1,000,000 to 5,000,000 SHU)
- EVOC in Shelton, WA (3-4 days)
 - KCSO does *not* provide housing during the academy and you cannot self-sponsor.

Post-BLEA, 4 weeks (prior to field training)

- Out-of-state laterals complete a 2-week equivalency academy. All lateral hires go to Post-BLEA
- Choose the precinct for PTO (2, 3 or 4)
- Lays the foundation of KCSO policies & procedures:
 - PTO program overview, expectations/journaling
 - Paperwork system
 - Computer reporting system/basic report writing
 - taser training
 - EVOC/pursuit policy (*video)
 - Radio procedure/mock dispatched calls/orientation

PTO (Field Training)=Phase 2

www.pspbl.com -- 15 weeks long

- Provides new deputies hands-on training under constant, direct supervision
- Expectations of new deputy gradually increase
- Problem-based learning w/4 phases:
 - Non-emergency
 - Criminal Investigations, then Mid-term
 - Emergency
 - Patrol Activities, then Final exam
- **UPON COMPLETION OF PHASE 2, YOU DRIVE ALONE!!!**
- **Laterals : Car issued after being sworn in**
- Probation (1 year) starts day 1 of PT

What is YOUR career path?



How will you wear your star? ...the possibilities are endless....

- Patrol (rural/urban, partnership/unincorporated)
- SRO, Field Training Deputy [3]
- Investigations (Burglary/Larceny, Warrants/Fugitives, SAU, Major Crimes, undercover/plain clothes, Civil Process [3-5])
- Specialty Units: SWAT [4], Marine[4], K9[4], Air[3], Bomb Disposal [3], MARR, Metro 'Bees' [3], Hostage Negotiation, Search & Rescue, hazmat
- Can't decide? ARFF: Air Rescue Fire Fighting
- **Promotional opportunities (Sgt's test after 4 yrs)**
 - Start: \$97,437 & after 18 months: \$106,084 (2016 rates)

Have you considered all aspects of the job?

- Suicidal, mentally disturbed, homeless, drunk & deceased people. Crimes involving kids/elderly, domestic assaults, overdoses, collisions. Adrenaline surges. Get your buttons pushed: “Rivieri power trip”
- Driving 6-8 hours/day, shift work & holidays, documenting everything you do, being accountable on & off duty.
- This is a fun, exciting and rewarding, BUT inherently dangerous career
- You CAN make a difference in others' lives!

Skills to develop/improve

- www.popcenter.org – “problem oriented/community-oriented policing”; = research community policing
- Multi-tasking: face-to-face contacts, radio, surroundings, driving
- Geography
- Dealings w/a variety of personalities
- Officer presence—can you sometimes be a person you're not?
- Communication & customer service skills
- Report writing: elements of the crime, relay the story, English, grammar/report writing skills
- Officer safety

What can you do now?

- Research agencies; prepare for OBs (ammo)
- Practice the radio phonetic alphabet (a,b,c,d,e,f,g...)
 - (adam, boy, charlie, david, edward, frank, george...)
- Look at the geography where you want to work
- Talk to LE personnel -- ride-alongs
- Google 'RCW' (WA law)-lots to memorize
- <http://www.kingcounty.gov/safety/sheriff/about/manual.aspx>
- Motivated? Inspired? Or....??
- We welcome your application!
- Don't be discouraged if you fail the testing! Keep trying!

Questions??

This power point is online. The website to get you started: click Deputy Careers!

www.kingcountysheriffjobs.com

Sgt. Loi Dawkins: kcsorec@kingcounty.gov

206-391-1615 cell

Handout/freebies/sign-in sheet

Good luck on Oral Boards!