



King County
Human Resources Division
Civil Service Administration Unit

CIVIL SERVICE BULLETIN

Bulletin Number: 2019-CS02
Bulletin Issue Date: 11/1/2019
Effective Date: 12/01/2019
Rescind Date:

Civil Service Reinstatement of Physical Agility Testing for Deputy hiring

PURPOSE

This bulletin is to notify the public that effective 12/1/2019, the Civil Service Commission for the King County Sheriff's Office will reinstitute the PAT as a requirement for all entry-level Deputy candidates. An applicant will have to pass the PAT before the applicant will be invited to an oral board interview. The PAT is being reinstated during the application phase because too many applicants were failing the PAT at the academy, resulting in KCSO losing candidate slots at the Academy.

QUESTIONS/COMMENTS

Refer all questions or comments via e-mail to Mei Barker, Civil Service Manager at Mei.Barker@KingCounty.Gov.



King County


Department of Human Resources

King County Administration Building
500 Fourth Avenue, Room 553
Seattle, WA 98104
206-296-7340 TTY Relay: 711
www.kingcounty.gov

MEMORANDUM

DATE: November 1, 2019

TO: Civil Service File

FROM: Mei Barker 

SUBJECT: Civil Service Reinstatement of Physical Agility Testing for Deputy Hiring
(Bulletin:2019-CS02)

PURPOSE

The purpose of this memorandum is to set forth the reasons from reintroducing physical agility testing at the beginning of the application process for law enforcement officers in the King County Sheriff's Office (See Civil Service Bulletin: 2019-CS02).

BACKGROUND

Effective May 20, 2016, the Civil Service Commission discontinued the requirement of the Physical Agility Test (PAT) for all Entry Deputy candidates.

Prior to the discontinuation, all applicants were required to test and pass the PAT in conjunction with written examinations. Successful candidates were then invited to interview at an oral board. Those who passed the oral board were then referred to the Sheriff's Office for further testing. All entry-level law enforcement candidates were then required to pass the PAT (again) at the Washington State Criminal Justice Training Academy (CJTC) in order to be admitted into the academy. All candidates had to successfully complete the Academy to become a commissioned officer, this continues to be the requirement. The Sheriff's Office was provided with five (5) guaranteed academy slots per academy start date at the CJTC prior to the discontinuation.

Since the discontinuation of the PAT, the number of PAT failures (male and female) at the CJTC has increased significantly. Due to the consistent number of PAT failures, KCSO's number of guaranteed slots were reduced from five (5) to three (3); thereby reducing KCSO's ability to secure qualified candidates and fill vacancy needs.

The statistics below show the PAT fail rate at the academy, prior to discontinuation.

Year	2013	2014	2015	2016	2017	2018	2019
Total # of recruits given the PAT at the Academy	34	56	48	23	25	43	41
Total Failure %	5.88%	3.57%	10.42%	17.39%	12.00%	13.95%	17.07%
# Males Passed	30	53	41	15	20	32	28
# Males Failed	2	2	5	2	3	5	3
Male Failure %	6%	4%	11%	12%	13%	14%	10%
# Females Passed	2	1	2	4	2	5	6
# Females Failed	0	0	0	2	0	1	4
Female Failure %	0%	0%	0%	33%	0%	17%	40%

PAT REQUIRED

Total # of recruits given the PAT at the Academy	152
Total Failure %	7.24%
# Males Passed	134
# Males Failed	11
Male Failure %	8.21%
# Females Passed	7
# Females Failed	0
Female Failure %	0.00%

PAT DISCONTINUED

Total # of recruits given the PAT at the Academy	118
Total Failure %	11.02%
# Males Passed	85
# Males Failed	11
Male Failure %	12.94%
# Females Passed	19
# Females Failed	2
Female Failure %	10.53%

Given the above data and the undue impact on hiring, the Civil Service Commission hereby reinstates the requirement of the Physical Agility Testing at the vendor level. All entry-level deputy candidates are required to test and pass the PAT before they are invited to oral boards.