

## **SHERIFF'S BLUE RIBBON PANEL**

### **Agenda: Meeting #4**

***Wednesday, April 26, 2006, 6:00 – 9:00 pm***

Seattle City Council Chambers

600 - Fourth Avenue, Second Floor, Seattle

<b>Topic</b>	<b>Lead Presenter</b>	<b><i>Estimated Time</i></b>
• Introductions and agenda overview	Randy Revelle	6:00-6:05 pm
• Preliminary responses to prior panel questions; overview of materials	Morgan Shook	6:05-6:10 pm
• Presentation and discussion: King County Sheriff's 100-Day Plan	Sue Rahr, King County Sheriff	6:10-7:00 pm
• Presentation: Current training programs and hiring practices of the King County Sheriff's Office	Virginia Kirk, Human Resources Manager	7:00-7:30 pm
• Preliminary findings: model practices and programs research	Marty Wine, Morgan Shook, and Erica Natali	7:30-8:00 pm
• Panel discussion: preliminary identification of concerns	Randy Revelle	8:00-8:40 pm
• Discussion and approval of <b><i>revised</i></b> work program	Marty Wine	8:40-8:45 pm
• Public comment ( <b><i>as time permits</i></b> )	Randy Revelle	8:45-8:55 pm
• Summary and next meeting topics	Marty Wine	8:55-9:00 pm

### **Panel Members**

- Randy Revelle, chair
- Faith Ireland, vice chair
- Tony Anderson
- Dave Boerner
- Michael O'Mahony
- Wilson Edward Reed
- Jennifer Shaw
- Richard K. Smith
- Pat Stell
- D. Gene Wilson

### **Panel Staff**

- Berk & Associates (Marty Wine and Morgan Shook)
- Virginia Kirk, King County Sheriff's Office

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# **KING COUNTY SHERIFF'S BLUE RIBBON PANEL**

## **Panel Meeting Summary: April 12, 2006, 6-9 PM**

Seattle City Council Chambers

600 Fourth Avenue, Second Floor, Seattle, WA

**Panel Members Present:** Randy Revelle (chair), Faith Ireland (vice-chair), Tony Anderson Dave Boerner, Michael O'Mahony, Wilson Edward Reed, Jennifer Shaw, and Richard Smith

**Panel Members Absent:** Pat Stell and D. Gene Wilson

### **Proceedings:**

Meeting convened at 6:00 PM by Randy Revelle, chair.

#### ***Panel Introductions and Agenda Overview***

- Panel members introduced themselves. Panel chair presented an overview of the meeting agenda.

#### ***Preliminary Responses to March 22 Panel Questions***

- Morgan Shook (Berk & Associates) provided a brief description of the meeting materials, including responses to questions asked in the March 22 meeting.

#### ***Discussion and Approval of Major Factors***

- The Panel approved the list of nine major factors that influence misconduct and discipline processes. The factors were based on the March 22 panel meeting brainstorming session.

#### ***Presentation: Labor Environment, Union Representation, and Other Agency Roles***

- Susie Slonecker (King County Prosecutor's Office), Nancy Buonanno-Grennan and Rick Hays (King County Office of Human Resources Management), and Virginia Kirk (King County Sheriff's Office) presented on the general labor environment in Washington, union representation, and other agency roles related to misconduct and discipline systems in the King County Sheriff's Office.

#### ***Presentation: Role of King County Office of Citizen Complaints - Ombudsman***

- Amy Calderwood, Director of the Ombudsman Office, presented a brief overview of the King County's Office of Citizen Complaints (OCC). She described her office's relationship to the King County Sheriff's Office, complaint intake process, investigative procedures, and presented statistics highlighting the outcomes of investigations.

#### ***Update and Work Plan for Comparable Agencies for Research***

- Marty Wine and Morgan Shook (Berk & Associates) presented findings-to-date on the comparable agencies research.

Meeting adjourned at 9:00 PM by Randy Revelle, chair

**Summary:** Berk & Associates

OFFICE OF CITIZEN COMPLAINTS – OMBUDSMAN  
KCSO INVESTIGATIONS 2002-2006

**2006 INVESTIGATIONS**

Case	Allegation	Closing
2006-00181	Excessive force by Sheriff's officers.	Open.
2006-00152	Alleges unnecessary force by Sheriff's Deputy.	Open.
2006-00073	Excessive force.	Open.
2006-00070	Inmate alleges excessive force by Sheriff's deputy.	Open.
2006-00015	Complaint about KCSO IIU.	Open.

**2005 INVESTIGATIONS**

Case	Allegation	Closing
2005-01934	Requests change in Ombudsman findings in complaints alleging that the Sheriff's Office: (1) unjustifiably denied concealed pistol license; and (2) mishandled sexual assault case.	Unsupported. (1) Complainant filed notice of intention to file a tort claim related to the concealed pistol license. KCC 4.12.060(B) forbids county agencies from affecting the settlement of a claim against the county. We therefore could not act further in this case. (2) Ombudsman requested review of complainant's sexual assault case by San Diego County Sexual Assault Response Team, cited as a best practice model on victims' rights. As a courtesy the SART reviewed case and advised this Office that nothing was out of the ordinary in how case was handled by KCSO. Ombudsman upheld initial finding.
2005-01600	Objects to determination on previous complaint about Sheriff Deputy's response to report of custodial interference. Alleges Deputy coached child on avoiding visitation with parent.	Follow-up review of previous Ombudsman complaint indicated that Deputy responded appropriately to parent's attempt to report other parent for custodial interference. Witness testimony does not support allegation that Deputy provided child with coaching on how to avoid future visits with parent.
2005-01595	KCSO officer misconduct.	Open.
2005-01559	Employee use of county resources to support candidate for election.	Declined. Complainant did not provide sufficient information to investigate complaint.

OFFICE OF CITIZEN COMPLAINTS – OMBUDSMAN  
KSCO INVESTIGATIONS 2002-2006

2005-01497	Complainant alleges that a King County Sheriff's Officer was rude and refused to accept a complaint regarding a tenant in violation of the Landlord Tenant Act.	Unsupported. Complainant was advised that the Sheriff's Deputy has the authority to determine whether there is sufficient evidence of criminal activity to support charges and was further advised to seek legal counsel for legal advice and possible civil options.
2005-01429	Complainant alleges that an officer was guilty of custodial interference, refused to take a complaint, and hung up on the complainant.	Unsupported. Complainant was advised that based on the results of a review of file documentation, statements, department policies and procedures, and RCW, the allegations that an officer was guilty of custodial interference, refused to take a complaint, and hung up on the complainant were unsupported.
2005-01205	Internal Investigations will not investigate complaint of officer misconduct.	Unsupported. After complainant contacted IIU, complaint was referred to the deputy's sergeant who then appropriately followed-up with the deputy. Ombudsman staff reviewed the sergeant's investigation summary. The sergeant found no misconduct by the deputy. Ombudsman staff met with IIU sergeants to discuss the sergeant's investigation further. Based on available evidence, Ombudsman concluded complaint was appropriately handled by the Sheriff's Office.
2005-00807	Sheriff's Officer did not issue traffic citation to a Kent Police officer.	Open.
2005-00150	Excessive use of force.	Open.
2005-00124	Complainant alleged excessive force when a Deputy used pepper spray and a taser and false arrest.	Unsupported. Witnesses, file documentation and evidence did not support allegation that Deputy used excessive force by taser and pepper spray during the traffic stop incident.

OFFICE OF CITIZEN COMPLAINTS – OMBUDSMAN  
KSCO INVESTIGATIONS 2002-2006

**2004 INVESTIGATIONS**

Case	Allegation	Closing
2004-01480	Alleges use of county resources to support political campaign and conflict of interest in violation of ethics code. KCC 3.04.020(E) and 3.04.030(A)(9)(a).	Supported/Unsupported. Respondent's mention of superior's performance in primary election in official county press release constitutes a violation of KCC 3.04.020(E). Investigation did not disclose evidence of conflict of interest as alleged in complaint. Therefore, there is no reasonable cause to believe a violation of KCC 3.04.030(A)(9)(a) occurred.
2004-01461	Complainant alleges: (1) Unnecessary force involving use of taser and pepper spray; (2) Reckless driving; and (3) Racist remarks by Burien police officer.	Unsupported. (1) Based upon Ombudsman review of available evidence, we concluded that use of taser pepper spray and pepper spray was appropriate; (2) Evidence was insufficient to support complaint of reckless driving; (3) Evidence was insufficient to support complaint of racist remarks by officer.
2004-01460	Complainant alleges: (1) unnecessary force involving use of taser, pepper spray, and being kicked in head by officer which caused seizure; (2) reckless driving; and (3) racist remarks by Burien police officer.	Unsupported. (1) Based upon Ombudsman review of available evidence, we concluded that use of taser and pepper spray was appropriate. There was no evidence to support complaint that complainant was kicked in head by officer which caused a seizure. (2) Evidence was insufficient to support complaint of reckless driving. (3) Evidence was insufficient to support complaint of racist remarks by Burien officer.
2004-01417	Alleges Sheriff's Office press release constitutes use of county resources to advance congressional campaign constitutes a violation of Ethics Code KCC 3.04.020(E).	Unsupported. The Sheriff was aware that the subject press release would be issued; however, the Sheriff had no knowledge of the specific wording of the press release. Therefore, there is no reasonable cause to believe the Sheriff violated the Ethics Code when his office issued a press release that referenced his performance in the primary election.
2004-01374	Complainant alleges being assaulted by the arresting officer causing a hand injury and being refused medical treatment.	Unsupported. Complainant was advised that the allegations of being assaulted by the arresting officer causing a hand injury and being refused medical treatment were unsupported by witnesses and file documentation.

OFFICE OF CITIZEN COMPLAINTS – OMBUDSMAN  
KSCO INVESTIGATIONS 2002-2006

2004-01321	Inadequate investigation of crime report.	Unsupported. Reviewed KCSO investigative file. Discussed complaint and underlying facts with IIU personnel who reviewed ongoing criminal investigation. Concluded that criminal investigation is proceeding appropriately.
2004-01280	Rude and inadequate response from 911 operator.	Unsupported. Interviewed complainant. Obtained and reviewed 911 tape. Sent and received responses to interrogatories from relevant agencies. Analyzed applicable procedures and statutory provisions. 911 operator's tone was firm and unyielding but not rude. Operator made decisions within allowable discretion.
2004-01152	Racial profiling by King County sheriff's deputy.	Unsupported. Transmitted complaint to IIU, reviewed results of IIU preliminary investigation, and made phone calls to appropriate law enforcement personnel.
2004-01025	Inadequate KCSO IIU review of excessive force complaint.	Unsupported. Reviewed IIU case file including videotape of incident and determined that IIU investigation was proper and complete, and no excessive force was used.
2004-00945	Complainant alleges that the King County Sheriff's Office should have investigated report of perjury heard in a municipal court.	Unsupported. Complainant advised that Sheriff's Office does not have an inter-local agreement with municipality where alleged perjury occurred, and therefore had no jurisdiction in matter.
2004-00889	Polygraph examiner asked improper questions of applicant for volunteer internship.	Unsupported. Reviewed written materials sent by complainant. Reviewed complainant's KCSO pre-employment file. Interviewed complainant and appropriate KCSO officials. Conducted independent research. Found insufficient evidence of KCSO wrongdoing. Recommended that KCSO update its policies regarding questioning of applicants for employment.

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2004-00456	Complainant alleges IIU did not adequately investigate complaint.	Unsupported. Complainant was advised that witness statements and file documentation supported the officer's version of the arrest and necessary use of force; a review of the department's investigative file showed that proper investigative procedures were followed and it was determined that the officer's conduct was professional.
2004-00346	Internal Investigations did not investigate complaint about officer misconduct.	Unsupported. After Ombudsman review of the IIU file and meeting with the IIU Commander and two sergeants, we concluded that IIU's determination that the detective's actions and statements did not amount to misconduct was appropriate.
2004-00328	Complainant is alleging that the Sheriff's Office has not responded to complaint.	Discontinued.
2004-00137	Complainant alleges \$100 administrative fee charged by Sammamish Police before tow company will release vehicle is in violation of authority allowed in contract agreement with Sheriff.	Unsupported. RCW 46.55.113(1) authorizes impounds for a DWLS/DUI arrest subject to terms and conditions of an applicable local ordinance. The City of Sammamish ordinance provides for the \$100 administrative fee.

OFFICE OF CITIZEN COMPLAINTS – OMBUDSMAN  
KSCO INVESTIGATIONS 2002-2006

**2003 INVESTIGATIONS**

Case	Allegation	Closing
2003-01349	Documents requested under public disclosure were withheld.	Unsupported. Complainant's public disclosure requests are ongoing. We reviewed Sheriff's Office response and documents provided to complainant. We recommended to complainant to continue working with the Sheriff's Office with disclosure requests. If complainant remains dissatisfied, we referred complainant to seek available remedy through the courts.
2003-01338	Concealed pistol license was unjustifiably denied.	Unsupported. Although the initial decision to deny concealed pistol license was unsupported in law, decision was based on Sheriff's Office's safety concerns. After complainant's therapist confirmed that complainant was not suicidal, complainant received concealed pistol license. In the future, if similar circumstances occur in the Sheriff's Office has safety concerns with an applicant without a criminal or involuntary commitment history, the Sheriff's Office will seek judicial review of the application.
2003-01320	Alleges use of county resources for opposition of ballot measure in violation of ethics code (KCC 3.04.020(E)).	Unsupported. Use was consistent with the normal and regular conduct of respondent's official duties. No reasonable cause to believe respondent violated ethics code.
2003-00894	Alleges: (1) mishandling of sexual assault case; (2) failure of IIU to investigate complaint of officer conduct; and (3) incorrect information is provided to victims of sexual assault.	Unsupported. (1) Based upon our review of the Sheriff's Office file on this case, and response from Sheriff's Office, we determined that case was appropriately handled; (2) it was within IIU's discretion to determine whether complaint met definition of misconduct and appropriate for investigation by IIU; (3) effort by Sheriff's Office to provide information to victims of sexual assault is consistent with RCW 7.69.030.
2003-00882	Complainant alleges that the Sheriff's office is not enforcing an anti-harassment order.	Complainant was advised that the one anti-harassment order had been served but a court order to enforce it had not been issued and the second anti-harassment order had not been served at this time.



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2003-00837	Complainant alleges excessive force and Taser use by Sheriff's Deputies.	Unsupported. Evidence, which included medical records, crime scene photographs, and witness statements, did not support claim of excessive force or excessive application of taser by Sheriff's Deputies.
2003-00243	Alleges inadequate investigation of sibling's death. Alleges detective used rude and disrespectful language when referring to the deceased.	Unsupported. Sheriff's Officers initially investigated crime as "suspicious circumstances" but found no probable cause to arrest anyone for murder. Medical Examiner's report and the Pathologist's autopsy deemed the death as accidental. The Sheriff issued an apology for the rude and disrespectful comments by a detective and appropriate personnel action has been taken.

**2002 INVESTIGATIONS**

Case	Allegation	Closing
2002-01605	Alleges misconduct by Sheriff's officer working out of Southwest Precinct.	Discontinued. Complainant did not respond to requests for additional information.
2002-01408	Alleges Internal Investigations Unit failed to adequately investigate multiple reports of police misconduct. Questions whether state law requires that Civil Service Commission conduct initial investigation of citizen complaints made against Sheriff deputies.	Unsupported. IIU investigation was performed in conformance with Sheriff's adopted internal investigation procedures. Civil Service Commission is set by state law as the appellate body for officers who choose to appeal discipline imposed by the Sheriff.
2002-01084	Complainant is not satisfied with the response regarding inappropriate behavior by a security officer and being detained unnecessarily.	Unsupported. Complainant's allegations were unsupported as the security measures taken are considered essential to public safety and directed by court order as well as by standard operating procedures and RCW.
2002-00736	Contrary to law or regulation: Questions reporting relationship of Sheriff Deputy School Resource Officer to school principal.	Unsupported. Reporting relationship of Sheriff Deputy School Resource officer is covered by the Interlocal Agreement between King County and City of Sammamish. The SRO is an employee of the Sheriff's Office who is assigned to the City of Sammamish and the Issaquah School District.

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2002-00411	Questions whether hiring of Sheriff's Deputy as School Resource Officer is a conflict of interest. Also questions access of SRO to student information and need for SRO program.	Unsupported. Complainant alleged that the Sheriff's Office as a whole was in violation of the Ethics Code. Ethics Code applies to County employees as individuals. Complaint did not meet requirements of Ethics Code. State code authorizes participation of school districts and law enforcement in the exchange of information. Policy decision of School District to contract for SRO services is not within Ombudsman's jurisdiction.
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OFFICE OF CITIZEN COMPLAINTS – OMBUDSMAN  
KSCO INVESTIGATIONS 2002-2006

**OCC INVESTIGATIONS OF KSCO**

	2002	2003	2004	2005
Information	40	35	68	58
Assistance	26	17	22	22
Investigation	4	7	15	10
Total	70	59	105	90

# **SHERIFF**

## **KING COUNTY**

KING COUNTY SHERIFF'S OFFICE  
516 Third Avenue, W-116  
Seattle, WA 98104-2312  
Tel: 206-296-4155 • Fax: 206-296-0168

Susan L. Rahr  
Sheriff

April 26, 2006  
Sheriff Sue Rahr

### **Blue Ribbon Panel Presentation**

#### **Accomplishments as Sheriff:**

##### Changes to Management Structure

- Hired new Chief Financial Office

- Hired new Personnel Manager

- Hired new Training Manager

##### Operation Master Plan

- Long-range vision over the next 10 years

- Will improve business practices and our service to the community

##### T-5 Training Program

- Uses wireless technology to provide daily training to employees

- More efficient use of time, and provides more reliable, consistent training.

#### **100-Day Plan:**

##### Neighborhood Safety

- Crime Stats meeting monthly to look at crime trends and solutions.

##### Accountability

- Evaluations

- Performance Standards

- Performance Measures

- Inspectional Services Unit

- Lexipol for state-of-the-art model policies and procedures

- Decentralized cost management

##### Professionalism

- Rotation of personnel assigned to specialty units

- Improved communication within the Sheriff's Office

- Improvements to Hiring and Recruiting

## Selection, Promotion and Training

King County Sheriff's Office  
April 26, 2006

## Department Profile

- ◆ 1083 authorized employees
  - 365 professional and specially commissioned
  - 718 fully commissioned
- ◆ There are 29 vacancies in commissioned staff and 20 vacancies in professional staff
- ◆ 51 Deputies are eligible to retire in 2006

## Department Profile - Commissioned

- ◆ 1 Sheriff
- ◆ 4 Chiefs
- ◆ 5 Majors
- ◆ 21 Captains
- ◆ 97 Sergeants
- ◆ 590 Deputies
- ◆ 24 Specially Commissioned Court Deputies

## Department Profile - Chiefs

- ◆ 1 Operations (Patrol)
- ◆ 1 Special Operations (SWAT, Advanced Training, K9, Boat, Air Support, Metro)
- ◆ 1 Criminal Investigative Division
- ◆ 1 Technical Services (IT, Fleet, Personnel, E-911, Contracting, Grants, Fiscal, AFIS)

## Department Profile - Majors

- ◆ 4 in Patrol
  - 1 – Precinct 2 (South - SeaTac, Burien, Vashon)
  - 1 – Precinct 3 (Southeast - Maple Valley, Covington, Muckleshoot area)
  - 1 – Precinct 4 (North – Woodinville, Kenmore, North Bend area)
  - 1 – Precinct 5 (City of Shoreline)
- ◆ 1 – Special Operations, Metro Transit

## Department Profile - Captains

- ◆ 1 – Admin Services (Facilities, Fleet, Civil)
- ◆ 4 – Special Operations (SWAT, K9, Metro.)
- ◆ 1 - E-911 Center
- ◆ 2 - Criminal Investigations Division
- ◆ 1 – Contracting/Records/Information Services
- ◆ 10 – Patrol (Includes 2 contract chiefs)
- ◆ 1 – Internal Investigations Unit
- ◆ 1 – Training Academy Commander (on loan)

## Department Profile - Sergeants

- ◆ 2 Administrative Services
- ◆ 10 Special Operations (SWAT, K9, Advanced Training, Metro, Boat etc.)
- ◆ 13 Criminal Investigations Division
- ◆ 1 Media Officer
- ◆ 69 Patrol (includes 7 contract chiefs)
- ◆ 2 Internal Investigations Unit

## Department Profile Professional Staff

- ◆ 89 E911 Center
- ◆ 15 Budget & Accounting
- ◆ 25 Records & Data
- ◆ 3 Legal Staff (1 lawyer, 2 assistants)
- ◆ 15 IT Staff
- ◆ 6 Personnel
- ◆ 94 Other Support Staff (Crime analysis, grants, clerical, supply, photo lab)
- ◆ 93 AFIS (Regional Fingerprinting)

## Hiring in the Spirit of Service

- ♦ COPS grant to KCSO to examine recruiting, hiring and selection processes
- ♦ Study recommended changes to recruiting and testing processes. Many are being incorporated into current hiring practices

## Hiring in the Spirit of Service Summary

- ♦ First Step - determine desired characteristics for deputies
- ♦ Use these characteristics for:
  - Advertising and recruiting deputies
  - Testing
  - Background investigation
  - Final selection

## Desired Characteristics

- ♦ Communication Skills
- ♦ Teamwork
- ♦ Stress Tolerance
- ♦ Self Control
- ♦ Integrity
- ♦ Conscientiousness
- ♦ Impulse Control/Attention to Safety
- ♦ Confronting and Overcoming Problems
- ♦ Interpersonal Skills
- ♦ Learning Ability

## Recruiting

- ♦ Community outreach
- ♦ Promote KCSO in a way that reflects our values and a realistic view of our work
- ♦ Reach into non-traditional communities for recruiting

## Civil Service

- ♦ Testing and selection process must comply with civil service rules and receive civil service approval
- ♦ Civil Service processes are managed by King County's Office of Human Resources in the Department of Executive Services

## Civil Service

- ♦ KCSO works collaboratively with Civil Service to select tests for initial hire and promotion
- ♦ Civil Service rules are undergoing an update

## Testing

- ♦ Eliminate unnecessary barriers to testing
  - Simplify application process
  - Give a variety of times and dates of testing
  - Provide various locations for testing
  - Minimize delays in testing
  - Increase frequency of testing

## Testing - Changes

- ♦ Using regional testing service with a wider variety of testing locations, dates and times
- ♦ Applications can be received up to one or two days prior to test
- ♦ Test takes one day
- ♦ Applicants can apply on-line
- ♦ Oral Board portion of the test is being streamlined and focused on measuring the desired characteristics



## Background Process

- ♦ Applicants scoring at the top of the list after testing completed are referred for background investigation
- ♦ Backgrounds are conducted by KCSO detectives
- ♦ Background focuses on information that relates to the selected characteristics

## Background Process

- ♦ After non-medical information is reviewed, applicants who meet KCSO standards are given a conditional offer of employment
- ♦ After conditional offer, applicant is given psychological, polygraph and physical tests

## Selection

- ♦ If candidate passes the psychological, polygraph and medical tests, he or she is placed on the list of eligible candidates
- ♦ Per civil service rules, KCSO must select from the top three applicants on the list "Rule of 3"
- ♦ It takes approximately one year from testing to academy graduation.

## Academy Training

- ♦ Entry level deputies attend the 720-hour Basic Law Enforcement Academy taught by the Washington State Criminal Justice Training Commission
- ♦ Lateral Deputies from other states attend an 80-hour Equivalency Academy
- ♦ Lateral Deputies from Washington State go through in-house training

## Post-Academy Training

- ♦ Upon graduation from the academy, the deputy goes through a Field Training Program.
- ♦ The deputy is on probation for 12 months after graduating from the academy.

## Field Training Program

- ♦ The Field Training Program pairs each recruit with a Field Training Officer (FTO)
- ♦ The first 3 months the FTO and recruit work together side by side. The recruit receives daily reviews. A new FTO is assigned each month.
- ♦ The next 9 months the recruit is reviewed monthly and is under close supervision of a Master Police Officer.

## Promotional Process – Sergeants and Captains

- ♦ Deputy-to-Sergeant and Sergeant-to-Captain promotions are governed by civil service rules
- ♦ Promotional testing is done by assessment center using outside assessors
- ♦ Sheriff must choose from top 3 candidates on the list
- ♦ Promotional lists last for 2 years

## Promotional Process – Majors and Chiefs

- ♦ Major and Chief promotions are by Sheriff's appointment and not governed by civil service
- ♦ Majors and Chiefs are not in a union or guild but may retain their civil service position in case of demotion or reduction in force

## Probationary Reviews

- ♦ All promotions carry a 12 month probationary period
- ♦ Sergeants, Captains, Majors and Chiefs are reviewed at 3, 6, 9 and 11 months during their 12-month probationary period
- ♦ After probation, Majors and Chiefs are reviewed annually in conjunction with merit pay review

## Appointed Positions

- ♦ Chiefs
- ♦ Majors
- ♦ Legal Advisor
- ♦ Chief of Staff
- ♦ Chief Financial Officer

## Transfers of Positions

- ♦ Sheriff may move Captains, Majors and Chiefs to any position within that rank.
- ♦ Sheriff may only move sergeants and deputies in compliance with the collective bargaining agreement.

## Training - General

- ♦ All commissioned personnel must have 24 hours of in service training each year. WAC 139-05-300.
- ♦ All supervisors participate in King County supervisor training.

## Training - Mandatory

- ♦ Blood borne Pathogens and First Aid
- ♦ Defensive Tactics
- ♦ Emergency Vehicle Operations & Pursuits
- ♦ Biased Based Policing (Racial Profiling)
- ♦ Officer Involved Domestic Violence
- ♦ Firearms & Tasers
- ♦ Career Level Training
  - Sergeants, Captains and Majors

## Training – Daily “Take - 5”

- ♦ KCSO is implementing a training program with a 5 minute training the pops-up on a deputy’s computer upon log-in
- ♦ Training is reviewed (and questions answered) each day
- ♦ Training is tracked
- ♦ Topics: New laws, safety, important KCSO policies

## Training – Specialty

- ♦ Most specialty units have a unique training program for that unit, e.g. SWAT, Marine, Detectives, Bomb Disposal, Air Support, Domestic Violence, School Resource Officers

## Training – Command

- ♦ Command Level Officers (Captains and above) have options available for executive level training through organizations such as the FBI National Academy and the Northwest School of Staff and Command.

## Training - Disciplinary

- ♦ IIU and Personnel section are giving a day-long training to supervisors in the IIU process and disciplinary procedures
- ♦ Target audience is first line supervisors
- ♦ Core message – regular, consistent, and fair discipline is important for rule infractions at all levels
- ♦ 75 supervisors have been trained, more are signed up for future classes

## Training - Labor

- ♦ Supervisor training is being developed to help supervisors understand provisions of the various collective bargaining agreements that cover the staff they supervise
- ♦ Similar training is being developed for payroll and other units