

# 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](http://www.kingcountysheriffjobs.com), click DEPUTY  
CAREERS, look for the link

# KING COUNTY SHERIFF'S OFFICE

—INTERNATIONALLY ACCREDITED LAW  
ENFORCEMENT AGENCY



- Deputy Jessy Bailey

# WHO & WHY?



Attended DIS before? (PowerPoint online)

[www.kingcountysheriffjobs.com](http://www.kingcountysheriffjobs.com) 'DEPUTY CAREERS'

Laterals?

About me

About you—are you a lifer?

Already tested?

Oral Boards- Currently being held once a month

Law Enforcement v. KCSO

# KCSO: A FULL SERVICE LAW ENFORCEMENT AGENCY



- ~1,100 employees serving 2,100 sq. miles
  - 3<sup>rd</sup> largest agency/13<sup>th</sup> largest county in nation (pop)--twice as large as the average county in the USA ~ 2 million people
- 23<sup>rd</sup> 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!!!

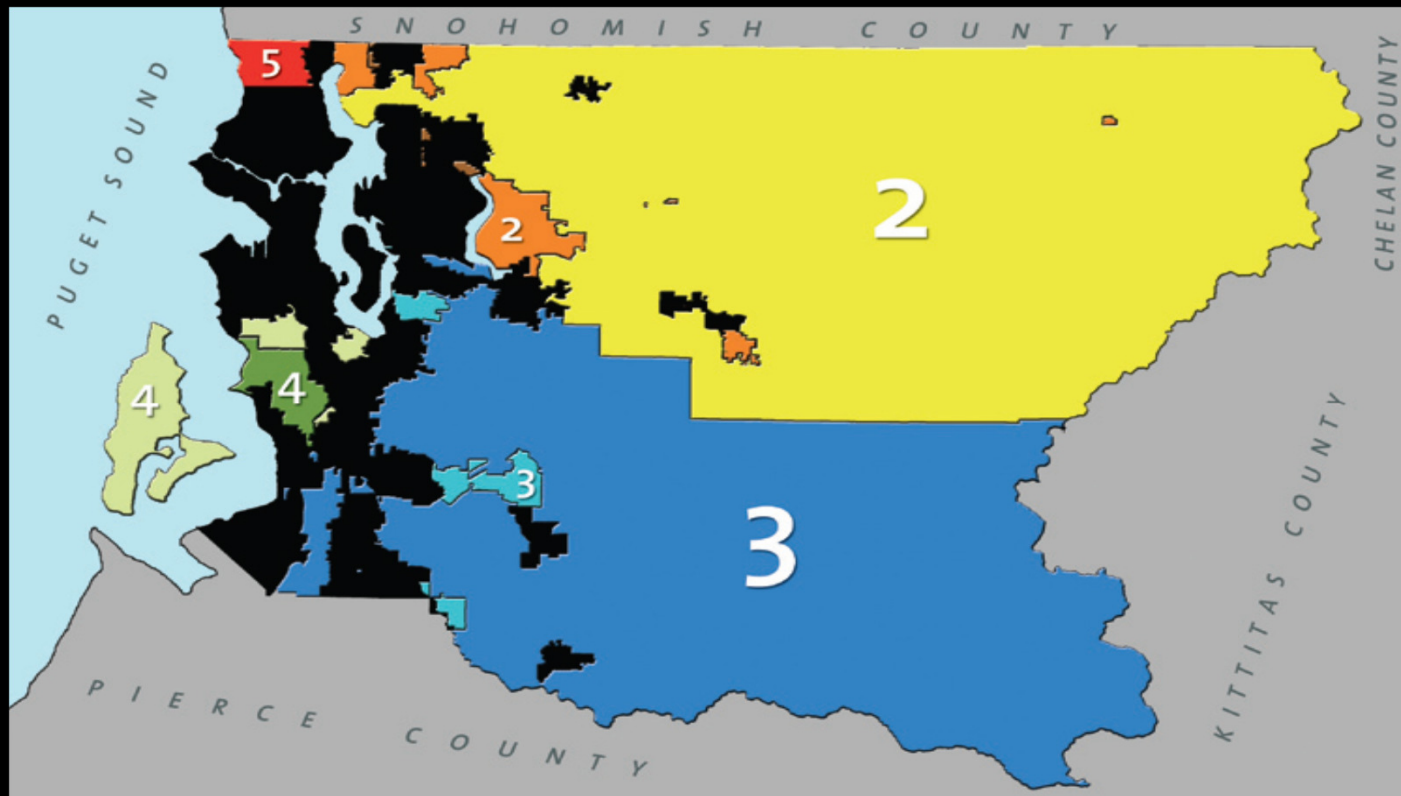


# KCSO CORE VALUES



- **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 724 commissioned deputies and 410 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



- We are currently hiring both Entry Level and Lateral Applicants
- Upcoming contract expansions (metro)
- More retirements coming
- Mostly dependent on retirees & attrition
- **CJTC (Academy) reserves at least 3-5 spots for KCSO hires per Academy class**



# WAGES (4-YR CONTRACT: 2013-2016)



- \$62,710.16 (starting) - \$87,807.50 (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**
  - **(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 2018



**Medical**: Choice of **REGENCE / 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> ,

We are one of the State's highest paid agencies!

# WHEN DO BENEFITS START?



- Medical, dental and vision insurance start the 1<sup>st</sup> of the month following your hire date. If you start on the 1<sup>st</sup>, they begin that same day.
- Vacation: 12 days 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 Legal Permanent Resident
- 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
- Complete & screen PHQ for DQs
- Oral Boards
- Background investigation
- Command interview
- Polygraph test
- Psychological exam
- Medical exam
- PAT to get into WSCJTC (academy)

Entry= 6-10 months    ////    Laterals= expedited

# PUBLIC SAFETY TESTING (PST)

[HTTPS://WWW.PUBLICSAFETYTESTING.COM/](https://www.publicsafetytesting.com/)



- Administered by Public Safety Testing (PST)
- Written Exam
  - Entries require a score of 75% is needed to move forward to secure OB
  - Laterals require a score of 70%
- \$50 (one agency); \$15.00 for every 2 agencies added
- Entire written takes 2 ½ hours; w/PAT takes 4 hours

# TEST DATES



- PST Test Dates:

<https://www.publicsafetytesting.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 PST web site)

The practice test and prep guides can be found at: <https://www.publicsafetytesting.com/store-front.html>



# PHYSICAL TEST



- 300 meter sprint
- Push-ups
- Sit-ups
- 1.5 mile run/walk
- \*\*\*\*\*Not currently a KCSO requirement to be interviewed, 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 in the "UP" position
  - No arching or bucking
  - 30 minimum
- **1.5 mile run/walk**
  - Must complete in 14:31 minutes

# BACKGROUND PACKET (ESOPH INVITE)



- **PST questionnaire: fill it out as Civil Service uses it as the initial application paperwork**
- eSOPH electronically sent to those who pass oral boards
- 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
- 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.
- Check your "junk" email folder
- **Address/phone changes? You MUST keep both us and PST updated!**

# HELPFUL HINTS



- Address people by title/sir/ma'am unless told otherwise
- Arrive at every appointment at least 15 minutes early
- Grooming/Dress
  - Formal business attire
  - 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)
- Park in a garage or parking lot or take Metro or ST
- 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 dimensions:
  - Experience/training
  - Communication skills
  - Diversity
  - Community involvement/awareness
  - Background
  - Integrity
  - Interest & Motivation
  - Problem solving
  - Essay Writing
- PST Video (20%) & OB (80%) scores determine your entry ranking; **Laterals: 100% oral boards**

# ORAL BOARDS (CONT)



- 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 1<sup>st</sup> 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



- PST scores valid for 1 year: Important to withdraw from list first, then have another OB or re-test with PST
- 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 PST 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 PST

# 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 will do a ride-along
- Mentor stays with you through PTO

# 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, Instagram, Snapchat, etc.) 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 (CAPTAIN'S) INTERVIEW



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



UPON SUCCESSFUL COMPLETION OF THE  
BACKGROUND INVESTIGATION AND CAPTAIN'S  
INTERVIEW, YOU ARE CLOSE TO A CONDITIONAL  
OFFER OF EMPLOYMENT.

# POLYGRAPH TEST



- Business casual dress
- Plan for 2 hours – You are 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



- Get sleep
- Do not OD on caffeine!
- Do not minimize (# times/how long ago)
- Do not use web sites to beat the poly they will know I promise
- 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
- Dress is business casual
- 500-600 question bubble test
- 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 HealthWorks: 206-624-3651
- 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
  - 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 (\$62,710.16/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](http://www.PSPBL.com))

# PRE-BLEA



- Academy (**B**asic **L**aw **E**nforcement **A**cademy) 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 recruits from 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
- EVOC in Shelton, WA (3-4 days) **or** with KCSO
- **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
- Bid for your PTO precinct
- Lays the foundation of KCSO policies & procedures:
  - PTO program overview, expectations/journaling
  - RMS and police report writing
  - Taser training
  - Defensive Tactics
  - Patrol Procedures
  - Care Under Fire
  - EVOC- pursuit policy and legal intervention
  - Radio procedure/mock dispatched calls/orientation

# PTO (FIELD TRAINING)=PHASE 2

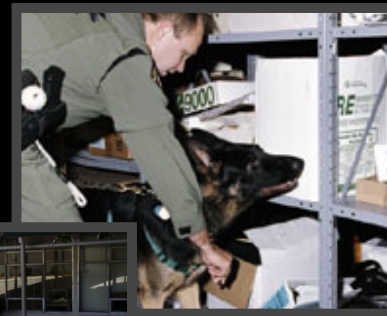
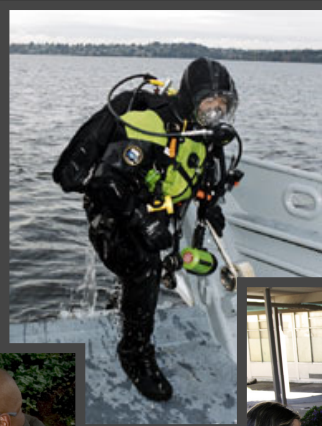
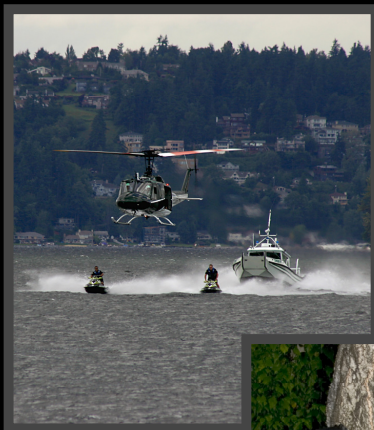
[WWW.PSPBL.COM](http://WWW.PSPBL.COM) -- 15 WEEKS LONG



- Provides new deputies with 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**



# 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](http://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!

# QUESTIONS??

THIS POWER POINT IS ONLINE. THE WEBSITE TO GET YOU  
STARTED: CLICK DEPUTY CAREERS!

[WWW.KINGCOUNTYSHERIFFJOBS.COM](http://WWW.KINGCOUNTYSHERIFFJOBS.COM)

[kcsorec@kingcounty.gov](mailto:kcsorec@kingcounty.gov)

- 206-795-1150 cell
- *Handout/freebies/sign-in sheet*
- *Good luck on Oral Boards!*

