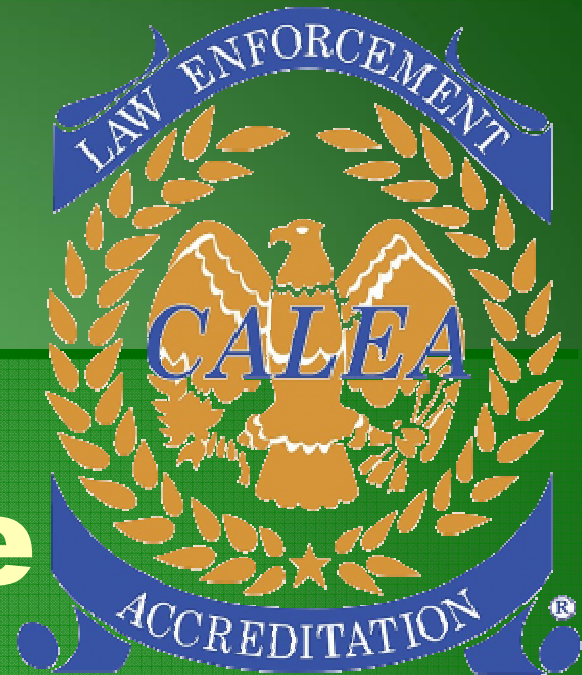


Welcome to the Deputy Information Session

- 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

KCSO Recruiting Team Members :
Sergeant Kelly Park

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

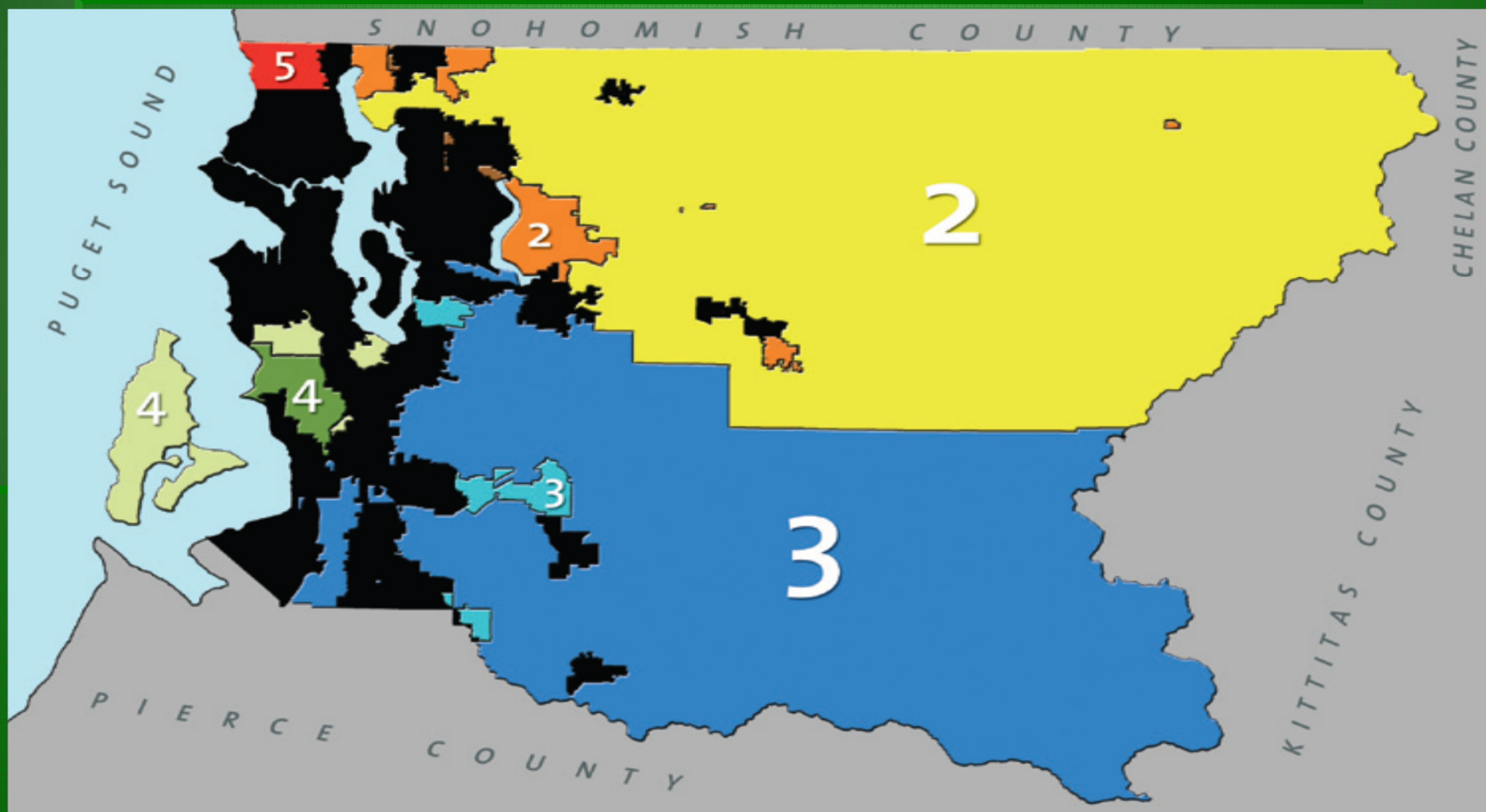
KCSO: A Full Service Law Enforcement Agency

- ~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 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

- [0] current openings as of TODAY
- 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)

- \$62,710.16 (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 2016

Medical: Choice of **PREMERA / 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!

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: 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 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
- \$49 (one agency); \$9.50 to add
- \$24.95 for video test sample questions, plus practice report writing test @ www.frontlinetest.com
- Entire written takes 2 ½ hours; w/PAT takes 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 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)

- 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
- 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
- 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 (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 will be given 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
- 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**)

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 -- 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**
- Probation (1 year) starts day 1 of PTO

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!
- If you fail like I did....OR, come back to us as a lateral!

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!