


# Washington State Criminal Justice Training Commission

Civil Service Conference - September 2015

# Governor Appointed Commission


Name	Rank	Agency	Position
Jeff Myers	Chief	Hoquiam Police Dept	(Chair) Chief
Bill Elfo	Sheriff	Whatcom County SO	(Vice Chair) Sheriff
Laura Wells	Director	Fight Crime Invest in Kids	Citizen at Large
Julie Anderson	Auditor	Pierce County	Government Official
John Batiste	Chief	Washington State Patrol	WSP Chief
Frank Montoya	SAC	Seattle FBI	FBI
Bob Ferguson	AG	Attorney General's Office	Attorney General
Dan Satterberg	Prosecutor	King County	Prosecuting Attorney
Ned Newlin	Chief	Kitsap County Corrections	County Corrections
Bernard Warner	Secretary	Dept of Corrections	State Corrections
Joshua Kelsey	Officer	Lynnwood Police Dept	City Line Level
Darell Stidham	Deputy	Spokane County	County Line Level
Ken Hohenberg	Chief	Kennewick Police Dept	Chief
John Turner	Sheriff	Walla Walla County SO	Sheriff



Seattle-Tacoma International Airport 

Des Moines Memorial

Normandy Park

Criminal Justice Training Center 

8th Ave



# Facility

- 220,000 sq. ft. on 37 acres
- Nine buildings
  - 18 Classrooms
  - 1,500 seat Auditorium
  - Three dormitories (one uninhabitable)
  - Firing Range
  - 2 Gymnasiums
  - Track
  - Cafeteria

## **Vision:**

- The people of Washington State enjoy life and liberty in safe and secure communities.

## **Mission:**

- Establish high standards and exceptional training to ensure that criminal justice professionals in Washington State have the knowledge and skills to safely and effectively protect the life, liberty, and property of the people they serve.

## **Values:**

- **Leadership** – We strive to provide the best training in the nation through continuous evaluation, improvement, and innovation.
- **Integrity** – We do the right thing for the right reason with transparency and honesty.
- **Dignity** – We demonstrate respect for each other and the people we serve.
- **Accountability** – We are dedicated stewards of the resources and responsibilities entrusted to us by the people we serve.

***“Training the Guardians of Democracy”***

# Training the Guardians of Democracy

- Peace officer certification mandated by law
- Single, state-wide academy for all city, county, and tribal police
  - 10,000 officers
  - 285 agencies
  - 500-600 new officers trained per year

# Basic Training Division

Rick Bowen, Commander

## Law Enforcement Academies

Assistant Commander, Sgt. Shanon Anderson, Seattle PD

- Basic Law Enforcement Academy (BLEA)
  - 720 course hours
  - \$3,187 agency cost per officer
  - \$10,000 state cost per officer
- Basic Law Enforcement **Reserve** Academy
  - 246 course hours - The course is hosted by local agencies using WSCJTC approved curricula
- Basic Law Enforcement **Equivalency** Academy
  - 80 course hours in seat

# Corrections Academies

Assistant Commander, Mr. Brandon Rogel, WSCJTC

- Corrections Officer Academy (COA)
  - Four-week course for corrections officers in county and city jails
    - Cost: \$985
- Juvenile Services Academy (JSA)
  - Two-week course for juvenile court probation counselors
    - Cost: \$425
- Juvenile Corrections Officers Academy (JCOA)
  - Two-week course for security/custody officers in juvenile detention facilities at the county level
    - Cost: \$639
- Corrections Officer Equivalency Academy (COA)
  - 40 course hours in seat



# Corrections Academies (cont.)

- Misdemeanant Probation Counselor Academy (MPCA)
  - Two-week course for county and city probation officers supervising misdemeanor offenders who have been placed on probation supervision
    - Cost: \$502
- Juvenile Rehabilitation Administration Academy (JRAA)
  - Two-week course for juvenile probation officers supervising juvenile offenders who have been placed on probation supervision
    - Cost \$383

# Advanced Training Division

Samantha Daly, Division Manager

- Provides/coordinates statewide training and education to develop additional technical skills and knowledge beyond basic academy levels and refresh perishable skills. (specialized investigations, advanced firearms, instructor development, procedural justice, etc...)
- Leadership and supervision training and certification
- Crisis Intervention Team (CIT) training for law enforcement and mental health personnel together
- County team training in domestic violence for law enforcement, prosecutors, and DV advocates
- Individual training in child abuse interviewing and investigation

# Telecommunicator Program

Cory Ahrens, Program Manager

- Project supported by the WA State Dept. of Military, State E-911 Office
- Offers two core classes:
  - Telecommunicator I – Basic Call Receiver
  - Telecommunicator II – Basic Law Enforcement and Fire Dispatcher
- Voluntary certification upon successful completion
  - Voluntary certification may be renewed
    - every two years with 24-hours of in-service
    - training or continuing education for each
    - two-year period

# Peace Officer Certification

Tisha Jones, Program Manager

- RCW 43.101.095
  - Requires all fully commissioned peace officers to attain Peace Officer Certification
  - Each time a peace officer moves from one agency to another, they are required to complete:
    - Background Investigation
    - Psychological Examination
    - Polygraph or similar assessment
- RCW 43.101.105
  - Denial or Revocation
    - Agency's must submit a Notice of Officer Separation to us within 15 days of separation
    - Commission may revoke certification if:
      - Disqualifying Misconduct lead to the termination or resignation

# Lapse in Peace Officer Certification

- RCW 43.101.125
  - Certification lapses automatically when there is a break of more than twenty-four consecutive months in the officer's service as a full-time law enforcement officer
    - Individuals that leave law enforcement, in good standing
      - 24-60 months: Equivalency Academy
      - 60+ months: Full 720-hour academy
    - Veterans returning from active duty
      - We know that, as employers, the Uniformed Services Employment and Reemployment Rights Act (USERRA) requires you to restore returning military veterans to duty as quickly as public safety allows
        - 24-60 months: Equivalency Academy
        - 60+ months: Full 720-hour academy

# Definitions

## RCW 10.93.020

- General Authority Peace Officer
  - Works for a PD, County Sheriff, or other unit of local government having as its primary function the detection and apprehension of persons committing infractions or violating the traffic or criminal laws in general
- Specially Commissioned Peace Officer
  - Any officer, whether part-time or full-time, compensated or not, commissioned by a general authority Washington law enforcement agency to enforce some or all of the criminal laws of the state of Washington
    - For example, Reserve Officers
- Limited Authority Peace Officer
  - Works for a limited authority agency empowered by that agency to detect or apprehend violators of the laws in some or all of the limited subject areas for which that agency is responsible
  - For example, Gambling Commission, Liquor and Cannabis Board, DNR

# CALEA Accreditation

Marisa O'Neill, Policy & Accreditation Manager

- Better trained public safety personnel
- Greater accountability
- Verification of excellence
- To promote superior public safety training services
- Helping direct the future accreditation process for independently run training academies by being one of the first to become accredited.
- To assist stakeholder agencies with proofs for their law enforcement accreditations
  - Accredited law enforcement agencies may qualify for lower insurance rates
  - Accredited law enforcement agencies earn greater public trust

**Our goal is to complete the CALEA process and be accredited in 2016!**

# President's Task Force on 21<sup>st</sup> Century Policing

- Creation and resulting recommendations
- Guardian philosophy is foundational to the report
- Recommendation 1.8 most relevant to civil service
- “From Warriors to Guardians” - Washington State in the national spotlight  
<https://www.ncjrs.gov/pdffiles1/nij/248654.pdf>
- Task Force Report:  
[http://www.cops.usdoj.gov/pdf/taskforce/TaskForce\\_FinalReport.pdf](http://www.cops.usdoj.gov/pdf/taskforce/TaskForce_FinalReport.pdf)



# Questions?

- Executive Director
  - Sue Rahr, [maoneill@cjtc.state.wa.us](mailto:maoneill@cjtc.state.wa.us) or 206.835.7372
- Deputy Director
  - David Bales, [dbales@cjtc.state.wa.us](mailto:dbales@cjtc.state.wa.us) or 206.835.7289
- Peace Officer Certification
  - Tisha Jones, [tjones@cjtc.state.wa.us](mailto:tjones@cjtc.state.wa.us) or 206.835.7332

# EXECUTIVE SUMMARY

Trust between law enforcement agencies and the people they protect and serve is essential in a democracy. It is key to the stability of our communities, the integrity of our criminal justice system, and the safe and effective delivery of policing services.

In light of recent events that have exposed rifts in the relationships between local police and the communities they protect and serve, on December 18, 2014, President Barack Obama signed an executive order establishing the Task Force on 21st Century Policing. The President charged the task force with identifying best practices and offering recommendations on how policing practices can promote effective crime reduction while building public trust.

This executive summary provides an overview of the recommendations of the task force, which met seven times in January and February of 2015. These listening sessions, held in Washington, D.C.; Phoenix, Arizona; and Cincinnati, Ohio, brought the 11 members of the task force together with more than 100 individuals from diverse stakeholder groups—law enforcement officers and executives, community members, civic leaders, advocates, researchers, academics, and others—in addition to many others who submitted written testimony to study the problems from all perspectives.

The task force recommendations, each with action items, are organized around six main topic areas or “pillars:” Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness.

The task force also offered two overarching recommendations: the President should support the creation of a National Crime and Justice Task Force to examine all areas of criminal justice and pro-

pose reforms; as a corollary to this effort, the task force also recommends that the President support programs that take a comprehensive and inclusive look at community-based initiatives addressing core issues such as poverty, education, and health and safety.

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## Pillar One: Building Trust and Legitimacy

Building trust and nurturing legitimacy on both sides of the police/citizen divide is the foundational principle underlying the nature of relations between law enforcement agencies and the communities they serve. Decades of research and practice support the premise that people are more likely to obey the law when they believe that those who are enforcing it have authority that is perceived as legitimate by those subject to the authority. The public confers legitimacy only on those whom they believe are acting in procedurally just ways. In addition, law enforcement cannot build community trust if it is seen as an occupying force coming in from outside to impose control on the community. Pillar one seeks to provide focused recommendations on building this relationship.

Law enforcement culture should embrace a guardian—rather than a warrior—mindset to build trust and legitimacy both within agencies and with the public. Toward that end, law enforcement agencies should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with rank and file officers and with the citizens they serve. Law enforcement agencies should also establish a culture of transparency and accountability to build public trust and legitimacy. This is critical to ensuring decision making is understood and in accord with stated policy.

Law enforcement agencies should also proactively promote public trust by initiating positive non-enforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies. Law enforcement agencies should also track and analyze the level of trust communities have in police just as they measure changes in crime. This can be accomplished through consistent annual community surveys. Finally, law enforcement agencies should strive to create a workforce that encompasses a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.

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### **Pillar Two: Policy and Oversight**

Pillar two emphasizes that if police are to carry out their responsibilities according to established policies, those policies must reflect community values. Law enforcement agencies should collaborate with community members, especially in communities and neighborhoods disproportionately affected by crime, to develop policies and strategies for deploying resources that aim to reduce crime by improving relationships, increasing community engagement, and fostering cooperation.

To achieve this end, law enforcement agencies should have clear and comprehensive policies on the use of force (including training on the importance of de-escalation), mass demonstrations (including the appropriate use of equipment, particularly rifles and armored personnel carriers), consent before searches, gender identification, racial profiling, and performance measures—among others such as external and independent investigations and prosecutions of officer-involved shootings and other use of force situations and in-custody deaths. These policies should also include provisions for the collection of demographic

data on all parties involved. All policies and aggregate data should be made publicly available to ensure transparency.

To ensure policies are maintained and current, law enforcement agencies are encouraged to periodically review policies and procedures, conduct nonpunitive peer reviews of critical incidents separate from criminal and administrative investigations, and establish civilian oversight mechanisms with their communities.

Finally, to assist law enforcement and the community achieve the elements of pillar two, the U.S. Department of Justice, through the Office of Community Oriented Policing Services (COPS Office) and Office of Justice Programs (OJP), should provide technical assistance and incentive funding to jurisdictions with small police agencies that take steps toward interagency collaboration, shared services, and regional training. They should also partner with the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to expand its National Decertification Index to serve as the National Register of Decertified Officers with the goal of covering all agencies within the United States and its territories.

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### **Pillar Three: Technology & Social Media**

The use of technology can improve policing practices and build community trust and legitimacy, but its implementation must be built on a defined policy framework with its purposes and goals clearly delineated. Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy. But technology changes quickly in terms of new hardware, software, and other options. Law enforcement agencies and leaders need to be able

to identify, assess, and evaluate new technology for adoption and do so in ways that improve their effectiveness, efficiency, and evolution without infringing on individual rights.

Pillar three guides the implementation, use, and evaluation of technology and social media by law enforcement agencies. To build a solid foundation for law enforcement agencies in this field, the U.S. Department of Justice, in consultation with the law enforcement field, should establish national standards for the research and development of new technology including auditory, visual, and biometric data, “less than lethal” technology, and the development of segregated radio spectrum such as FirstNet. These standards should also address compatibility, interoperability, and implementation needs both within local law enforcement agencies and across agencies and jurisdictions and should maintain civil and human rights protections. Law enforcement implementation of technology should be designed considering local needs and aligned with these national standards. Finally, law enforcement agencies should adopt model policies and best practices for technology-based community engagement that increases community trust and access.

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### **Pillar Four: Community Policing & Crime Reduction**

Pillar four focuses on the importance of community policing as a guiding philosophy for all stakeholders. Community policing emphasizes working with neighborhood residents to co-produce public safety. Law enforcement agencies should, therefore, work with community residents to identify problems and collaborate on implementing solutions that produce meaningful results for the community. Specifically, law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of com-

munity engagement in managing public safety. Law enforcement agencies should also engage in multidisciplinary, community team approaches for planning, implementing, and responding to crisis situations with complex causal factors.

Communities should support a culture and practice of policing that reflects the values of protection and promotion of the dignity of all—especially the most vulnerable, such as children and youth most at risk for crime or violence. Law enforcement agencies should avoid using law enforcement tactics that unnecessarily stigmatize youth and marginalize their participation in schools (where law enforcement officers should have limited involvement in discipline) and communities. In addition, communities need to affirm and recognize the voices of youth in community decision making, facilitate youth participation in research and problem solving, and develop and fund youth leadership training and life skills through positive youth/police collaboration and interactions.

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### **Pillar Five: Training & Education**

As our nation becomes more pluralistic and the scope of law enforcement’s responsibilities expands, the need for expanded and more effective training has become critical. Today’s line officers and leaders must be trained and capable to address a wide variety of challenges including international terrorism, evolving technologies, rising immigration, changing laws, new cultural mores, and a growing mental health crisis.

Pillar five focuses on the training and education needs of law enforcement. To ensure the high quality and effectiveness of training and education, law enforcement agencies should engage community members, particularly those with special expertise, in the training process and provide leadership training to all personnel throughout their careers.

To further assist the training and educational needs of law enforcement, the Federal Government should support the development of partnerships with training facilities across the country to promote consistent standards for high quality training and establish training innovation hubs involving universities and police academies. A national postgraduate institute of policing for senior executives should be created with a standardized curriculum preparing participants to lead agencies in the 21st century.

One specific method of increasing the quality of training would be to ensure that Peace Officer and Standards Training (POST) boards include mandatory Crisis Intervention Training (CIT), which equips officers to deal with individuals in crisis or living with mental disabilities, as part of both basic recruit and in-service officer training—as well as instruction in disease of addiction, implicit bias and cultural responsiveness, policing in a democratic society, procedural justice, and effective social interaction and tactical skills.

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### **Pillar Six: Officer Wellness & Safety**

The wellness and safety of law enforcement officers is critical not only for the officers, their colleagues, and their agencies but also to public safety. Pillar six emphasizes the support and proper implementation of officer wellness and safety as a multi-partner effort.

The U.S. Department of Justice should enhance and further promote its multi-faceted officer safety and wellness initiative. Two specific strategies recommended for the U.S. Department of Justice include (1) encouraging and assisting departments in the implementation of scientifically supported shift lengths by law enforcement and (2) expanding efforts to collect and analyze data not only on officer deaths but also on injuries and “near misses.”

Law enforcement agencies should also promote wellness and safety at every level of the organization. For instance, every law enforcement officer should be provided with individual tactical first aid kits and training as well as anti-ballistic vests. In addition, law enforcement agencies should adopt policies that require officers to wear seat belts and bullet-proof vests and provide training to raise awareness of the consequences of failure to do so. Internal procedural justice principles should be adopted for all internal policies and interactions. The Federal Government should develop programs to provide financial support for law enforcement officers to continue to pursue educational opportunities. Finally, Congress should develop and enact peer review error management legislation.

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### **Implementation Recommendations**

The administration, through policies and practices already in place, can start right now to move forward on the recommendations contained in this report. The President should direct all federal law enforcement agencies to implement the task force recommendations to the extent practicable, and the U.S. Department of Justice should explore public-private partnership opportunities with foundations to advance implementation of the recommendations. Finally, the COPS Office and OJP should take a series of targeted actions to assist the law enforcement field in addressing current and future challenges.

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### **Conclusion**

The members of the Task Force on 21st Century Policing are convinced that the concrete recommendations contained in this publication will bring long-term improvements to the ways in which law enforcement agencies interact with and bring positive change to their communities.



**Executive Director Susan L. Rahr**

**Washington State  
Criminal Justice Training Commission**

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Sue Rahr joined the King County Sheriff’s Office as a patrol deputy in 1979 and for 25 years worked her way up through the ranks until she was elected Sheriff in 2005. She served as Sheriff for seven years, leading an agency of more than one thousand employees providing law enforcement services to over 500,000 people in 12 cities and the unincorporated neighborhoods of metropolitan Seattle.

As Executive Director of the Washington State Criminal Justice Training Commission since 2012 she is responsible for training all city and county law enforcement and corrections officers in the state. She is the architect of the cultural transformation of police training in Washington State “From Warriors to Guardians” described in the paper referenced below.

She has served on many community and professional boards and organizations including:

- President - Washington Association of Sheriffs and Police Chiefs
- Executive Board - National Sheriffs Association
- The “Executive Session on Policing” at the Harvard Kennedy School.” (As a member she co-authored a paper titled, “*From Warriors to Guardians – Recommitting American Law Enforcement to Democratic Ideals*” – Published April 2015) Executive Fellow – “The Police Foundation”
- The “President’s Task Force on 21<sup>st</sup> Century Policing”

She graduated Cum Laude from Washington State University (1979) and is a graduate of the National Sheriff’s Institute and the FBI National Executive Institute.