# King County Sheriff's Office

**-internationally accredited law enforcement agency**

Deputy Dave Palus

Sound Transit PD & KCSO Recruiter

# KCSO: A Full Service Law Enforcement Agency

- 1,070 employees serving 2,100 sq. miles
  - 3rd largest agency/14th largest county in nation (pop)--twice as large as the average county in the USA ~ 2 million people
- 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

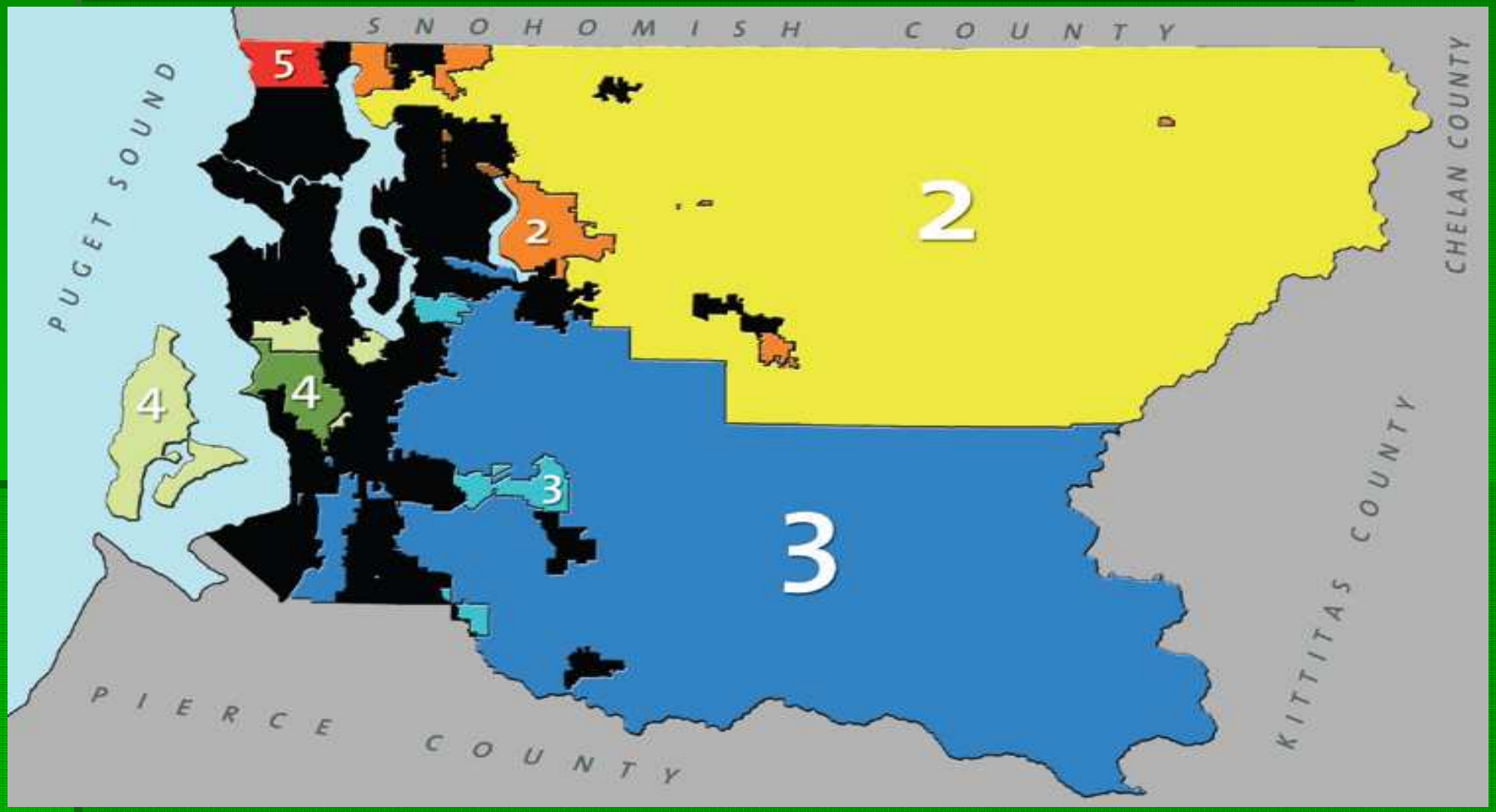
# KCSO Core Values

- ***LEADERSHIP***: We are the best!
- ***INTEGRITY:*** We do the right thing
- ***SERVICE:*** We listen and respond
- ***TEAMWORK:*** We work together
- *Oral Board questions might revolve around these principles

# Where we are…

Regional Services Only
Unincorporated Area
Contract City

# KCSO Precincts



# Precincts (by May 1st ) + Contracts

- **Headquarters** (Courthouse): Sheriff, Chief Deputy, Chiefs, Captains, & IIU
- Contract cities (12): Shoreline, Kenmore, Woodinville, Skykomish, North Bend, Newcastle, Sammamish, Covington, Maple Valley, Beaux Arts Village, Burien & SeaTac

# North

- From top of Lake Washington east to mountains, then south to I-90
- Includes: Woodinville, Skykomish, North Bend, & Sammamish

# Southeast

- From I-90 south to Mt. Rainier, east to mountains
- Includes Newcastle, Beaux Arts, Maple Valley, Covington, Muckleshoot Tribe
- Largest in area

# Southwest

- Burien & SeaTac
- Vashon Island, White Center & Skyway
- Busiest in number of calls/smallest in area

# Other Contracts

- Shoreline/Kenmore = precinct
- Metro=buses (largest) and Sound Transit (trains)

SHERIFF
KING COUNTY
STATE OF
WASHINGTON
1852
SHERIFF
1

# Is there a star in your future?

- KCSO has ~670 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
- Reserves – a stepping stone or no?

# Current Openings

- Hiring has begun!
- 9 in 2012; 5 in each CJTC Academy class from now until June (17 open total), then re-assess
- Projected 27-35 total by July 2013;  plus 10-15 by the end of the year.
- Includes entry and lateral entry
- Openings will be due to attrition, training failures, and terminations
- CJTC reserves 5 spots for KCSO hires per Academy class

# 2013 Wages (same as 2012)

- $60,275 (start) - $84,398 (after 5 years) + patrol/specialty unit, educational premiums + longevity. This includes + 5% increase on Jan 1, 2012
- Take home car after you complete probation (~$6000)
  - Laterals after PTO (no more than 15 miles out of KC)
- Ballistic vest, duty belt, uniforms, boots & equipment are provided
- Overtime in pay or comp time
- Option to participate in deferred compensation
  save up to $16,500 tax-free (deferred)/year

- What will our wages be ? =TBD

# Benefits package for 2013

- **Medical**: Choice of **AETNA**
  - Gold: $50 annual deductible (single), $150 (family), then 10%
    - no co-pay
    - $7-$12 prescriptions
  - or…**GROUP HEALTH**
  - Gold: No deductible/coinsurance, $7 co-pay, $5 prescriptions
- Wellness assessment & complete action plan for GOLD
- **Dental and vision** are covered for you & your dependents
- Retirement (LEOFF-2): http://drs.wa.gov

We are one of the State's highest paid agencies (total compensation)

# A day in the field….

- Work week (5/2, 5/3) / 8-hour shifts
- Shifts: 0600-1400 -- DAYS

  1000-1800 (power shift)

  1400-2200 -- SWINGS

  1800-0200 (power shift)

  2200-0600 -- GRAVES
- 4/10's: Shoreline, Kenmore, Woodinville, Metro and Sound Transit (fixed and rotating)
- Talk of all going to rotating 4/10s

# 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)
- ----------
- What may disqualify you: drugs, crimes, driving, domestic violence, dishonorable military discharge. *Includes dismissed & expunged records.*

# KCSO Hiring Process

- 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

Timeline of hire = 8-12 months or longer

# NTN Written Exam
## www.nationaltestingnetwork.com

- Administered by National Testing Network (NTN)
- Video-based scenarios (46)—scored (65% to pass)
  - 10 seconds to answer; average score is 72.5%
- 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
- $~40 (one agency); $ to add
- $23 for 6 video test sample questions, plus practice report writing test @ www.frontlinetest.com
- Entire written takes 2 ½ hours
- Written & physical same day~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 !
- Scores valid for 1 year
- Re-test? 60's-74%….probably….yes
- *If sending scores to KCSO after the fact—contact NTN Cust. Svc*

# TEST DATES

- NTN Test Dates:

  www.nationaltestingnetwork.com

  Weekly: Wed, Fri, Sat (2x day)– Everett, WA

  Testing also: Tacoma, WA; Yakima, WA; Olympia, WA; Salem, OR; Phoenix, AZ; . Monthly at WSCJTC.

# Physical test

- 300 meter sprint
- Push-ups
- Sit-ups
- 1.5 mile run/walk

# Physical Test

- 300 meter sprint
  - 56 seconds = 50 points
  - Must do in 71 seconds = 30 points
- Push-ups (untimed)
  - 4” foam block, rest UP position, body in straight line, feet together or up to 12” apart
    - 35 maximum = 50 points
    - 21 minimum = 30 points

# Physical Test (cont'd)

- Sit-ups (1 minute)
  - Knees 90 degree angle, fingers interlocked behind head, elbows to knees, rest UP position. No arching or bucking
    - 38 maximum = 50 points
    - 30 minimum = 30 points
- 1.5 mile run/walk
  - 13.35 minutes = 50 points
  - Must complete in 14.31 minutes = 30 points

160 points required to pass, 200 point maximum

(video)

# Physical test (cont'd)

- No extra credit for scores over max rate
- Dress appropriately for comfort and weather
- Headphones/Ipods are NOT permitted
- Can re-test PAT anytime if passed written test
  - 6-mo wait if fail any part of written
- You will have to pass the same physical test again prior to entering the academy, so STAY IN SHAPE!
- Repeat: …….you must STAY IN SHAPE!

# Background Packet
## (eSOPH Invite -- >75% on NTN video)

- Electronically sent to those who pass NTN test (eSOPH), along with references/other forms (not sent to those < 75%)
- We do not use or see the NTN questionnaire
- Must be completed to continue in process (honesty!)
- Review for completeness before submitting (ESSAYS!)
- If answer=YES, then explanation needed
- Once submitted, information will be screened for any 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-what is your video score??
- Check you "junk" email folder!

# Helpful Hints

- Address people by title/sir/ma'am until 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
- Leave toys in the car
- Park in a garage or parking lot or take Metro or ST.
- Know about your appointment…
- Outgoing phone calls (spell name on VM, repeat #)
- Your VM message (ID yourself or number)
- Emails: formal / what the address says about you

# Oral Boards

- April, then June (based on video score & test date)
- Interview with a 3-person panel
- Panel is comprised of deputies, detectives or sergeants
- 10-12 questions (the second half of your score)
- 8 criteria:
  - Background
  - Communication skills
  - Community involvement
  - Experience
  - Integrity
  - Interpersonal skills
  - Motivation
  - Problem solving
- <u>NTN Video & OB scores determine your ranking</u>

# Oral Boards

- This is a *formal* interview – dress appropriately
- 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)
- It's OK to ask the panelists to repeat the question. They may ask follow-up questions.
- Be mindful of your posture
- SELL yourself!

# Oral Boards

- What do you know about KCSO?
- Why law enforcement?  Why KCSO?
- Any special skills or experience?
- Have you considered all aspects of job?
- What is the most common sense response?
- Be honest and open regarding your past!
- FIRST IMPRESSIONS MATTER
- Search “Police Link tricky” = question sampling

# Oral Board/Eligibility Lists

- Who gets one and when? (scores and testing date), 4-5 weeks notice
- Veteran's preference points –DD214
- Civil Service sends results within 2 weeks of the Board including your total score and placement on the "CSEL".
- Should you opt for better placement?
  - Remove name, start again after 6 mos. (lateral hires have separate list)

# 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-possessions, collection agencies, garnished wages, bad checks, income tax issues, foreclosures
- Social networking (Facebook) pages

- *Currently only processing candidates~top 20% of list

# Mentoring Program

- Pass the OB and your total score is top 20%
- 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 facilitate ride-alongs
- Mentor stays with you through PTO

# Captain's Interview

- *Formal* interview – dress appropriately
- One-on-one question/answer
- B/G detective present
- 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 two hours – you're only "hooked up" for about 20 minutes (yes/no answers)
- Verbal 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 (cont'd)

- 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 (business casual)
- Written test – 600 bubbles
- 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 Dr. Wilson: 206-624-3651
- Again, we will not challenge the doctor's findings.

# The Road to HIRE

- Complete eSOPH documents (will you receive them?)
- Documents screened for automatic disqualifiers
- File placed with KCSO Personnel, who schedules the Oral Boards
- Oral Boards; option to opt into the Mentoring Program
- Backgrounds Investigation
- Captain's (Commander's) Interview. If a conditional offer of employment is given, then:
- Polygraph
- Psychological exam
- Medical exam
- Final offer of employment – complete the PAT (physical tests) one more time and start the CJTC Academy

# One more time …

- Within the week prior to entering WSCJTC, you repeat @ the Academy:

  -300 meter sprint

  -push-ups

  -sit-ups

  …. and the 1.5 mile run/walk

**If you do not pass, you will likely NOT be hired…you MUST stay in shape!**

# Congratulations!

You are offered the job!

Throw yourself a party, then it's Academy time.

# KCSO Training Program Overview

- $You are on the payroll ($60,275/yr)
- Pre-BLEA – 1 week
- Phase 1: Basic Law Enforcement Academy @ CJTC -- (4 ½ months)
- Post-BLEA Training -- (1 month)
- Phase 2: Field Training Program – 15 weeks, the Reno model, adult-based learning **(www.PSPBL.com)**

# Pre-BLEA, 1 week

- Academy review
- Stress Management/Study Skills
- Guild
- 3-day Glock School
- Computer issues
- PAT: Peer Assistance Team

# The Academy, 4 ½ months

- Taught using PTO Model
- Washington State Criminal Justice Training Commission (WSCJTC) in Burien, WA --“CJTC”
- Classes of 30-35, 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)
  - KCSO does *not* provide housing during the academy and you cannot self-sponsor.

# WSCJTC Start/End Dates 2013

- May 9 – September 17
- June 4 – October 10
- July 9 – November 13
- August 8 – December 17
- September 25 – February 6, 2014
- November 5 – March 20, 2014

- https://fortress.wa.gov/cjtc/www/

# Post-BLEA, 1 month

- 1 month following academy
  graduation is a formal, but fun day
- Choose the PCT for PTO
- Lays the foundation of KCSO policies & procedures:
  - PTO program overview, expectations/journaling
  - Paperwork system
  - Computer reporting system/basic report writing
  - Shotgun and taser training
  - EVOC/pursuit policy
  - Radio procedure/mock dispatched calls/orientation

# PTO

**www.pspbl.com , "Howard Gardner's *Multiple Intelligence Theory", "Reno Model PTO"***

- Provides new deputies hands-on training under constant, direct supervision (15 weeks long)
- 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
- Self-directed vs. behavior modification – teaches you how to learn. What type of learner are you? Emphasizes critical thinking / reinforces problem solving skills.

# PTO Results

- A more educated officer
- A more analytical officer
- A better communicator
- Empower citizens to work with you

- KCSO reputation (7% vs. 50%)

# Skills to develop/improve

- 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?
- Report writing: elements of the crime, relay the story, English, grammar/report writing skills
- Officer safety

## Complete PTO =

# Congratulations…

## You drive alone

You will be issued your take-home car after completion of probation (one year from WSCJTC graduation) Lateral probation 1-year from start of patrol.

# What is YOUR career path?

# Where will you wear your star? the possibilities are endless…..

- Patrol (rural/urban, contract/unincorporated)
- SRO, Traffic, Field Training Deputy [3]
- Investigations (Burglary/Larceny, Check/Fraud, 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)
- Can't decide? ARFF: Air Rescue Fire Fighting
- Promotional opportunities (Sgt's test after 5 yrs)
  - Start: $93,653 & after 18 months: $101,964 = 2012 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.
- 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—kill or be killed ---
- You CAN make a difference in others' lives!
- Motivated? Inspired? Or…?
- We welcome your application!

# Questions?

**The website to get you started:**

**www.kingcountysheriffjobs.com**

Dep. Dave Palus, Recruiter
david.palus@kingcounty.gov
206-255-8764 cell

*Handout/freebies*

*Sign-in sheet?*

*Good luck on Oral Boards!*