



Washington State Criminal Justice Training Commission 2012 Annual Report



Training the Guardians of Democracy

Message from the Chair

Jeff Myers

What a year for change! It is doubtful there has been another year with such significant positive change for the WSCJTC as the year 2012.

While the day-to-day business of training our criminal justice professionals continued unabated, changes at the upper levels of the organization were sweeping and decisive. On April 1, a new Executive Director came aboard to steer the ship in a new direction; a direction congruent with the expectations of the Commissioners. Her decision to start on “April Fools” was not of ominous superstition, but of confidence.

Sheriff Sue Rahr capped her 32-year career with the King County Sheriff’s Office to take the helm of the WSCJTC. Her experience, tenacity, dedication, communication skills, and political contacts proved her to be just the person to lead as executive director. There was no doubt she battled on the streets and in the political trenches and remained standing to tell the tale. Her scars now lend credibility to our mission amongst our recruits, stakeholders, politicians, and citizens.

The Commission recognized that Director Rahr, in partner with Deputy Director Debbie Mealy, made a great team; certainly more than the sum of the parts. The transition has been smooth and much was accomplished in the balance of the year, including building teamwork amongst staff, reassigning workloads, and providing clear direction while creating an environment of accountability and accomplishment.

The organization embraced justice in policing as guardians of our communities; with roots of strength, dedication, and public service.

During this year, several faces on the Commission also changed. The term of long time prosecutor appointee, Tom Metzger of Pend Oreille County, ended to be replaced by King County Prosecutor Dan Satterberg. Bill Boyce, one of the longest serving Commissioners, was elected to the Kent City Council, making him an elected official instead of citizen-at-large, thus creating an opening for his replacement, Laura Wells.

However, what did not change during the year was the dedication and professionalism of the staff at the WSCJTC. Academies were instructed, recruits were challenged, and learning was accomplished. Sonja Hirsch organized yet another outstanding “Chief For a Day” to celebrate the lives of 27 children, each battling medical conditions beyond fairness in life.

As we look forward to 2013, I have no doubt we will continue to implement the expectations and goals outlined by the Commissioners as representatives of our stakeholders. We will work to reeducate our legislators as to why the WSCJTC was created in 1974 as well as how it has been and should continue to be funded.

It has been my distinct pleasure to Chair the Commission during this exciting period of change and accomplishment. I have no doubt the future will bring more of the same.

Jeff Myers, Hoquiam Chief of Police

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Term: 07/16/09—06/30/16

Message from the Director

Susan L. Rahr

It is my pleasure to share with you the progress and accomplishments of the talented and dedicated staff of the Washington State Criminal Justice Training Commission during the year 2012. It has been another year marked by great change and many challenges. In spite of that the men and women of the WSCJTC have persevered and continued to maintain high quality training and standards for the criminal justice professionals serving the communities of Washington State.

This report will highlight just a few of the exciting and effective programs that are provided on our campus and some that are delivered online and in the various training regions. I encourage you to check our website for our monthly newsletter, *The Dispatcher*, which contains in-depth stories about our staff as well as the criminal justice professionals we serve.

As the new leader of this vitally important organization, it has been my honor to establish a clear direction and foster a culture that will positively influence thousands of criminal justice professionals that are trained here and will carry those lessons to every city and county across the state. The culture that we are building focuses on our role as “Guardians” in our democracy, the protectors of our community. Sometimes we fulfill that role through enforcement - often it is achieved through service. The two are not mutually exclusive and our training methodology concentrates on using a problem solving approach to teach the most appropriate and effective balance.

I am very proud of the staff of the Washington State Criminal Justice Training Commission, and I invite you to witness extraordinary work that is done every day on our campus. We will resume our monthly tours in the summer. Thank you for your interest and support!



Director Sue Rahr was appointed by the WSCJTC Commissioners on April 1, 2012.

On March 31, 2012, she retired from the King County Sheriff's Office after 32 years of service. She was the Sheriff of King County, in Seattle, from 2005-2012. She was responsible for over 1,000 employees, a \$150 million budget, and provided contract services to 12 cities and transit policing for the Seattle/Puget Sound region. She has worked tirelessly at the local, state, and national level on issues related to mentally ill offenders. She is the architect of the “Washington State Justice Based Policing Initiative,” which will transform police officer training across the state.

She graduated Cum Laude with a BA in Criminal Justice from Washington State University and is a graduate of the National Sheriffs' Institute and the FBI National Executive Institute.



Dan Satterberg, Prosecuting Attorney: King County



Laura Wells, Citizen at Large:
Fight Crime: Invest in Kids

WSCJTC Commissioners

Jeff Myers, Chief (Chair): Hoquiam Police Department

William Elfo, Sheriff (Vice-Chair): Whatcom County Sheriff's Office

Julie Anderson, Auditor: Pierce County

John Batiste, Chief: Washington State Patrol

Bill Boyce, Citizen at Large: Boeing Corporation*

Kenneth Hohenberg, Chief: Kennewick Police Department

Joshua Kelsey, Officer: Lynnwood Police Department

Laura Laughlin, SAC: Federal Bureau of Investigation (Seattle)

Garry Lucas, Sheriff: Clark County Sheriff's Office

Robert McKenna, Attorney General: Attorney General's Office

Thomas Metzger, Prosecuting Attorney: Pend Oreille County*

Ned Newlin, Chief of Corrections: Kitsap County Sheriff's Office

Darell Stidham, Deputy: Spokane County Sheriff's Office

Bernard Warner, Secretary: Department of Corrections

* Indicates the Commissioner was replaced during 2012

Terms of Members: All members appointed to the Commission by the Governor shall be appointed for terms of six years.

Annual Meetings: The Commission meets on the second Wednesday of every March, June, September, and December.

Quorum: Seven members of the Commission shall constitute a quorum.

Mission

The Washington State Criminal Justice Training Commission enhances public safety by establishing standards and providing education and training.

Vision

Lead the nation in developing a 21st century criminal justice workforce.

Values

Professionalism: We commit to service while demonstrating a positive attitude and mastery of the knowledge, skills, and abilities within our roles.

Accountability: We acknowledge that we are accountable to everyone we serve and to each other for our actions and decisions. We welcome that responsibility.

Integrity: We value candor, honesty, and ethical behavior, and we are committed to doing the right thing for the right reason. We demonstrate trustworthiness, confidentiality, and sound decision-making.

Criminal Justice Training Commission Budget Summary

Mandated Training **\$3.3 million**

- BLEA (.8 million local funding) \$2.6 million
- COA and other training \$.7 million

Non-Mandated Training **\$2.2 million**

- General Fund supported \$1.4 million
- COA and other corrections training \$.8 million

Administration (certification, curriculum development, and operations) **\$2.9 million**

TOTAL—WSCJTC Training **\$8.4 million**

- General Fund supported \$6.8 million
- Local and other funding \$1.6 million

“Pass Through” For Outside Miscellaneous Training **\$.9 million**

“Pass Through” For WASPC Programs **\$11.7 million**

- General Fund supported \$7.4 million
- WA Auto Theft Prevention Authority \$4.3 million

Total Annual Budget for the WSCJTC and WASPC **\$21 million**

Average Cost Breakdown

- **BLEA** cost per class (30 students/5 months) **\$300,000**
- * Cost per student (25% match plus ammo = \$3,000 per student) \$10,000
- **COA** cost per class (30 students/1 month) **\$103,000**
- * Cost per student \$3,600
- **First Level Supervision** cost per class (20 students) **\$6,000**
- * Cost per student \$300
- **Middle Management** cost per class (20 students) **\$5,000**
- * Cost per student \$250

The WSCJTC provides state mandated (M) and non-mandated (NM) basic training to the following criminal justice professionals:

- Police officers and deputy sheriffs (M)
- Local city and county corrections and probation officers (M)
- State and county juvenile corrections and parole and probation officers (M)
- Supervisors and mid-managers (M)
- State enforcement officers including Fish and Wildlife (M), Liquor Control (NM), and Gambling (NM)
- Tribal law enforcement officers (NM)
- 9-1-1 dispatchers and call receivers (NM)

We provide advanced and specialized training in many areas, including:

- Leadership
- Criminal Investigations
- School safety
- Firearms
- Defensive tactics
- Emergency vehicle operations course
- Crisis Intervention Training (CIT) for dealing with people in mental health crisis
- Child abuse and many other specialized investigations

Who We Train

Basic Law Enforcement Academy



Above Photo Courtesy Bill Wagner, The Daily News

Firearms Instructor Kirk Wiper



Mock Scene Training



OC Spray Training

RCW 43.101.200 mandates all law enforcement personnel, except volunteers, to complete basic law enforcement training during the first six months of employment. In accordance with WAC 139-05-250, the 720-hour academy consists of the following core subject areas with common threads of communications, community policing, and professional ethics throughout: (1) Orientation and history of policing; (2) Criminal law; (3) Criminal procedures; (4) Patrol procedures; (5) Crisis intervention; (6) Emergency vehicle operations course; (7) Report writing; (8) Traffic law; (9) Firearms; (10) Defensive tactics; and (11) Criminal investigations.

The WSCJTC is responsible for providing not only certified training personnel, but also the necessary facilities, supplies, materials, and the room and board of non-commuting attendees. Until 2009, this mandate was fully funded by the Public Safety and Education Account (PSEA). Those funds came from a surcharge on all local traffic tickets, specifically levied for this purpose. That surcharge is still collected, but since 2009 is deposited directly into the general fund. Local jurisdictions not only still collect the surcharge and send it to the state, but since 2011 are also required to pay an additional 25% “match” for the average cost of a BLEA recruit.

Demand for training in the Basic Law Enforcement Academy: In Fiscal Year 2012, the WSCJTC provided six BLEA sessions with 161 students successfully completing the rigorous training. (One session had to be cut to meet a mandatory budget reduction.)

In the fall of 2012 we started to experience a predicted increase in demand for BLEA training. Two factors contribute to this increased demand. First, local agency budgets are starting to recover from the economic downturn, and long-held vacancies are finally being filled. The second, and likely the larger contributing factor, is the demand created by the “exodus” of retirements of peace officers hired between 1978 and 1988. As a result, we are projecting the need for seven BLEA sessions in Fiscal Year 2013 and nine BLEA sessions in Fiscal Year 2014.

Updating the BLEA Curriculum — Beginning the Process: We have begun the careful and methodical process of updating the curriculum for the Basic Law Enforcement Academy. This first step of this process is to conduct a Basic Law Enforcement Officer Job Task Analysis (JTA).

We have engaged our stakeholders and community to gather information relevant to our curriculum. We facilitated workshops, focus groups, police ride-a-longs, and surveys reaching out to over 640 officers and deputies from multiple agencies across the state. From the information gathered in 2012 and into 2013, and a thorough review of current research on police training and best practices, we will begin updating our curriculum so that it is in line with best practices identified from across the nation.



Basic Law Enforcement Academy

DARPA Partnership: During this past year we have continued our partnership with the Defense Advanced Research Projects Agency (DARPA) on an exciting project. This partnership is fully funded by the federal government and has exciting benefits to the law enforcement community. The project is the development of the Strategic Social Interaction Model (SSIM) or “Good Stranger” Program. The training and technology being developed is designed to assist law enforcement and service members in approaching and engaging strangers in unfamiliar, high-risk/high-consequence social environments. It is designed to train law enforcement and military on how to successfully handle social encounters regardless of the culture, language, or context. The goal is to help make the social interaction as safe and as positive an encounter as possible. DARPA contacted the WSCJTC because they feel that we have a unique perspective on how we train our officers in dealing with social interactions. As a result of this partnership, new and exciting technology is being developed by DARPA which we will be given to test and use throughout our training programs.



Corrections



Corrections students practicing defensive tactics.

The Corrections Division is responsible for mandated corrections academies as outlined in RCW 43.101.220 which requires corrections personnel to complete basic training according to standards as outlined in WAC 139-10-210. Our core academies include Juvenile Corrections Officers Academy (80 hrs); Juvenile Services Academy (80 hrs); Corrections Officers Academy (160 hrs); Misdemeanor Probation Counselor Academy (80 hrs); and Juvenile Rehabilitation Administration Academy (80 hrs). WAC 139-10-210 outlines these job classifications as a requirement for basic corrections training.

Demand for training in Corrections Academies has increased: There are many factors contributing to the increased demand. The greatest in 2012 was the opening of the South Correctional Entity (SCORE) in Des Moines. We were able to accommodate an increase of students while maintaining the same number of academies (eight) with a total of 137 students for Fiscal Year 2012, up from 109 students for Fiscal Year 2011. We are projecting the increase to continue for 2013.

Technology improves efficiency: After decades of juggling hundreds of pages of scores from the Physical Abilities Test (PAT) and double data entry, our IT staff developed an application that allows us to more accurately and efficiently gather and record the information from our PAT tests. In addition to improving the efficiency of conducting the test, it improves our ability to give immediate results to our stakeholders to assist them in managing their hiring processes. Both Corrections and the Basic Law Enforcement Academy have adopted the new paperless PAT.

Stakeholder Outreach: The Corrections Division continues to be very engaged with our stakeholders by traveling around the state visiting approximately 30 jails, juvenile facilities, and probation departments to obtain first-hand knowledge of emerging corrections issues and their training needs. As a result of our visit to the Kittitas County Sheriff's Office we developed and provided specific training to prepare their personnel for the opening of their new jail addition. We also visited the Idaho Post Academy to review their juvenile and adult training programs and glean new ideas from them.

WSCJTC's Child Forensic Interview

Training: 2012 was a busy year for the WSCJTC's child abuse program and for Program Manager Patti Toth, with both national and international recognition.

In February, Ms. Toth traveled to Singapore to lead training for 200 professionals on child forensic interviewing. Ms. Toth has managed the Child Forensic Interview Clinic for the American Professional Society on the Abuse of Children (APSAC) since 2005, and the invitation to organize and conduct the training in Singapore followed attendance by several people from Singapore at recent APSAC Clinics. "Though it was exhausting," Ms. Toth said, "it was one of the most rewarding experiences of my career and gratifying to see that the training we have worked so hard to develop here in WA State has value in other countries and cultures."



*Attendees at Singapore's Forensic Interview Clinic
Patti Toth (Front: Fourth from the left)*

Ms. Toth was also busy this year as Co-Chair of the APSAC Forensic Interviewing Practice Guidelines Committee, and served as primary author and editor of APSAC's Practice Guidelines on *Forensic Interviewing in Cases of Suspected Child Abuse* which were published in June 2012. The APSAC Guidelines are the only national standards published to guide forensic interviewers. More information about the APSAC Guidelines is available at: <http://www.apsac.org/practice-guidelines>.

In September, Ms. Toth was honored to lead a series of three workshops dealing with "Understanding Best Practice Forensic Interview Components and Techniques" at the bi-annual International Congress on Child Abuse and Neglect held in Istanbul, Turkey, and sponsored by the International Society for the Prevention and Treatment of Child Abuse (ISPCAN).

Private Security Armed Certification Program: The instructors program developed new policies and updated training documents to coincide further with the WSCJTC law enforcement firearms instructor curriculum. The program added 10 new instructors to the cadre of Private Security Certified Firearms Instructors and currently has the following numbers: Alaska (1), Idaho (1), Montana (1), In-house Agency (7), Oregon (11), and Washington (80).

The Private Security program hosted its first blended Level 1 Scoped Rifle Instructor (LE/PS) class in August 2012. Special thanks to the program partnerships developed with Tacoma Police Department and Cascade Shooting Facilities to make this training possible.

Armed Certifications Processed	CY 2012
Private Security/Private Investigator	516
Bail Bond Recovery Agent	30
Total	546

The program will be conducting a rewrite of the Private Security Handgun Instructors Manual in the summer of 2013. We look forward to making the program grow in the future.



**Students shooting at Cascade Shooting Facilities,
Ravensdale, WA**

Driving Simulator: What is the driving simulator and what does it do? The driving simulator is a tool we use to teach drivers correct decision making and then make these decisions instinctive. We use it to reduce crashes by giving the driver a schema, a mindset that becomes repetitive and predictable. It works great to build muscle memory. The average retention rate is 75% when “doing” a task and the simulator allows us to get a driver through several scenarios in a very short time frame. It has not replaced real-time drive training, but merely supplemented it during in-service training throughout the state.



The driving simulator was highly utilized in 2012. We trained 36 new simulator instructors throughout the state, and combined with the already established 44 instructors, over 459 officers were trained in 2012, involving 36 agencies. The equipment has been used by over 49 police departments and sheriff departments in the state over the last year and half. It was used to train three Basic Law Enforcement classes (BLEA) in multitasking, decision making, situational awareness, and reference points. The simulators were demonstrated to and used by several agencies besides law enforcement organizations. Several risk pools were introduced to the driving simulators and contracted to have their cities’ employees, fire personnel (eight fire departments), managers, and staff put through training using the simulator. The equipment was used to introduce a Mexican Delegation to pursuit driving on their visit to the WSCJTC campus.

Crisis Intervention Team (CIT) Training: The CIT training program continues to enhance and expand this specialized training. Because all statewide funding for CIT was eliminated, the majority of this training is spent fulfilling the contract with King County Mental Health, Chemical Abuse and Dependency Services Division. (Note – when there is extra space in these classes, first responders from any agency in the state are encouraged to attend.) The CIT program exceeded King County’s goals for the number of students trained and classes held. They also increased many evaluation scores at the same time. For example students recommending the course rose from 82% to 95%.

In December, Major Sam Cochran (Ret.) and Dr. Randy Dupont from the University of Memphis’ CIT Institute audited all the CIT training and gave the program outstanding marks. TAC Sergeant Gulla added a “CIT Force Options” course that was offered statewide. Major Cochran commented “The concept of integrating force options and CIT as an advanced CIT training topic is a very innovating reflection of the CIT King County Training Program, and sets a national example where other CIT programs should and will follow.” The CIT training team looks forward to implementing two new courses and making suggested improvements to the existing courses within the coming year.

CIT-King County Program 2012 Statistics

Class Name	Classes Held	Completed Student Count
CIT-King CO 40-HR Basic	11	228
CIT-King CO 8-HR In-Service	8	235
CIT-Force Options 8-HR	9	111
CIT-Youth 8-HR	4	57
CIT Executive Roundtable 3-HR	1	15
CIT-Youth Train-the-Trainer 12-HR	1	16
Total	34	662



Between October 10, 2011, and September 27, 2012, the CIT program offered a total of 34 training opportunities as shown in the graphic.

Peace Officer Certification

Certification Manager Tisha Jones is responsible for enforcement of sections of Chapter 43.101 RCW that pertain to the certification and revocation of WA State Peace Officers. This includes the monitoring of the hiring, discipline, and termination of all certified peace officers. She investigates the reasons a certified law enforcement officer is terminated or resigns from an agency and determines if actions should be taken to suspend or revoke the officer’s Peace Officer Certification. As the sole investigator for the state of Washington, she has the responsibility to determine probable cause that the misconduct leading to the termination qualifies under the law defining disqualifying misconduct.

Law Enforcement Officers

During the 2012 Calendar Year, 302 Washington law enforcement officers were certified:

Basic Law Enforcement Academy graduates	106
Equivalency Academy graduates	77
Washington State Patrol	82
Tribal Police Officers	28
Other (e.g. switched from tribal to peace officer and vice versa)	9

Reserve Law Enforcement Officers

The WSCJTC provides the training curriculum (minimum 249-hour academy) and testing for reserve law enforcement officers.

Academies held	7
Graduates	77
Reserve Equivalency graduates	10



K-9 Certifications

This year Initiative 502 passed, decriminalizing simple possession of one ounce or less of marijuana by an individual aged 21 or older. Therefore, officers will no longer be able to rely solely upon an alert by any narcotic canine currently on patrol. For further questions regarding the passage of I-502 and its effect on canine teams, we ask that you visit the WSCJTC website, click on “Certification” then “K9 Certification” to view the document provided by Pam Loginsky, WAPA.

Certification of canine teams became mandatory in 2004. In 2012, there were 49 teams certified:

Explosive Detection	6
Narcotic Detection	13
Patrol	26
Combination of Patrol and Narcotics	4



Telecommunications

The Telecommunicator Program trains 9-1-1 operators, law enforcement, fire and EMS dispatchers statewide. The Program is exclusively funded by the State E9-1-1 Office, State Department of the Military, with the use of 9-1-1 tax monies collected by the state. The State E9-1-1 Office has funded this training since approximately 1993.

The Telecom Program offers training to approximately 1,600 public safety communications personnel. Under current budget support the Program offers the following courses:

- Basic 9-1-1 Calltaker
- Basic Law Enforcement & Fire Dispatcher
- Survival Communications-Conflict Resolution
- Communications Center Supervisor
- Communications Training Officer
- Advanced Communications Training Officer
- Communications Training Officer 2 (alternate training method)

In 2012 the Program trained 470 telecommunicators.

Program Manager Cory Ahrens works on the national level with the Association of Public Safety Communications Officials, Inc. (APCO International) to develop multiple national minimum training standards for the public safety communications industry.



Chief For a Day



On August 16, the lives of 27 children were celebrated during the bi-annual Chief For a Day event. The children, with life-threatening and chronic illnesses (e.g. cancer, cystic fibrosis, blindness, heart conditions, spina bifida, Down Syndrome, juvenile diabetes, juvenile arthritis, Renal Syndrome), were each sponsored by a local law enforcement agency, given a hand-tailored uniform, rode in a motorcade, were sworn in as chief or sheriff for the day, participated in outside demonstrations, and were showered with gifts.

There was one exception this year, as one of our little Sheriffs had no illness at all, as he served in memory of his twin sister who passed away from cancer four months before the event.

Sponsoring agencies: Arlington PD, Bainbridge Island PD, Black Diamond PD, Bonney Lake PD, Clark County SO, Ferndale PD, Fircrest PD, Forks PD, Kelso PD, Kent PD, Kitsap County SO, Lacey PD, Mukilteo PD, Olympia PD, Pierce County SO, Port of Seattle PD, Puyallup PD, Redmond PD, Stillaguamish Tribal PD, Sumner PD, Swinomish Tribal PD, Tacoma PD, Thurston County SO, Tulalip Tribal PD, University of Washington PD, and Washington State Patrol.

The law enforcement agencies volunteer to sponsor a child and find a child within their community.

The event was made possible by fundraisers and donations. The next event will be held on August 21, 2014.