



Legislative Report

January 2011

Our Mission:

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

www.cjtc.state.wa.us

Table of Contents

A Message from the Executive Director	3
Preface	4
Satisfaction of Service	7
State of the Art Training	10
Current and Future Funding Requirements	13
WSCJTC Budget Comparison by Biennium	16-20

A Message from the Executive Director

This report is in compliance with RCW 43.101.360 regarding a report to the Legislature. The past two years have been challenging financially for the state of Washington and, therefore, the budget of the Washington State Criminal Justice Commission (WSCJTC). While the financing of the WSCJTC has decreased significantly during this time period, and the services provided have also decreased, the WSCJTC has still maintained the quality of training and the satisfaction of the customers. It is paramount in difficult economic times that training continues to be provided to develop the skills of the law enforcement community and to ensure that the officers that are served have the best training possible.

One of the key efforts of the WSCJTC during the next several months and biennium will be to increase the collaboration with other law enforcement agencies to provide quality training. By working in partnerships with city, county, state, and federal law enforcement agencies it is anticipated that there will be a better utilization of limited existing resources. It has always been incumbent upon the WSCJTC to use the resources provided to it as wisely as possible. To continue to do that by reaching out to others within the law enforcement community will allow the WSCJTC to continue to provide training to meet the mission of the agency.

Sincerely,



Joe Hawe

Preface

Statutory Authority Reference:

Established in 1974, the Washington State Criminal Justice Training Commission was created by RCW 43.101.020 to provide training and set standards for criminal justice personnel. Additional statutes have been modified to expand the scope and responsibility of the Commission. Those include:

- The agency is overseen by 14 Commissioners as articulated in RCW 43.101.030.
- The powers and duties of the Commission are detailed under RCW 43.101.080.
- In 2001, RCW 43.101.095 enacted Peace Officer Certification.
- Basic Academy training for law enforcement personnel was established through RCW 43.101.200.
- The requirement for training of corrections officers was established in RCW 43.101.220.
- The Commission is also responsible for firearms certificates for private detectives (RCW 43.101.250), security guards (RCW 43.101.260), and bail recovery agents (RCW 18.185.260).
- In addition to basic training, several specialized training courses for law enforcement have been developed through mandate. Those courses include: RCW 43.101.270 (Sexual Assault training), RCW 43.101.370 (Child Abuse), and RCW 43.101.410 (Racial Profiling).
- The requirement for supervisory and management training was established through RCW 43.101.350.
- During the 2006 legislative session a new chapter was added in RCW 43.101.157 creating a voluntary certification process for tribal law enforcement.

Mission

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

Vision

As an organization, the Washington State Criminal Justice Training Commission has set forth a vision to be recognized nationally as a model of criminal justice training. Our vision will be achieved through a safe, positive community environment that is innovative and interactive and by providing a resource center responsive to the professional development needs of criminal justice personnel.

Values

The values of the Washington State Criminal Justice Training Commission support the mission, statutory mandates and vision of the organization. Our values summarize the commitment to staff, criminal justice professionals, and communities in Washington State. The values of the WSCJTC are professionalism, accountability, and integrity.

PROFESSIONALISM

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

- Display appropriate conduct, image, and behavior.
- Engage in lifelong learning.
- Understand the total agency mission.
- Provide excellent service to our community.

ACCOUNTABILITY

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

- Communicate openly.
- Perform at the highest standards.
- Use resources effectively.
- Admit and correct mistakes.

INTEGRITY

We value candor, honesty, and ethical behavior, and we are committed to doing the right thing for the right reason.

- Demonstrate trustworthiness, confidentiality, and sound decision-making.

2011 Report to the Legislature
Washington State Criminal Justice Training Commission

- Create and maintain ethical behavior.
- Embrace and uphold the highest standards, values, and principles.
- Display courage to withstand adversity.
- Accept and respect differences in the workplace.

STATUS AND SATISFACTION OF SERVICE TO CLIENTS

The WSCJTC has three divisions which provide training to its customers while the remaining staff provides support and administrative functions. The three divisions are: Basic Law Enforcement Academy (BLEA); Corrections Division; and the Development, Training, and Standards (DTS) Division. Each of these divisions is concerned with the quality of the training which is provided to the clients. In addition to visits with chiefs, sheriffs, training officers, and correctional managers, there are several formal means by which satisfaction to customers is determined.

BLEA

The BLEA currently uses three means to obtain feedback on training. First, the BLEA uses post-class survey form CJT 301 to measure student evaluation of instructor and content. These surveys are used to provide feedback to instructors to improve presentations and curriculum.

Secondly, the BLEA uses end of session evaluation memorandum from students to evaluate all aspects of the program. These comments/feedback are used to evaluate instructors, facilities, curriculum, and infrastructure.

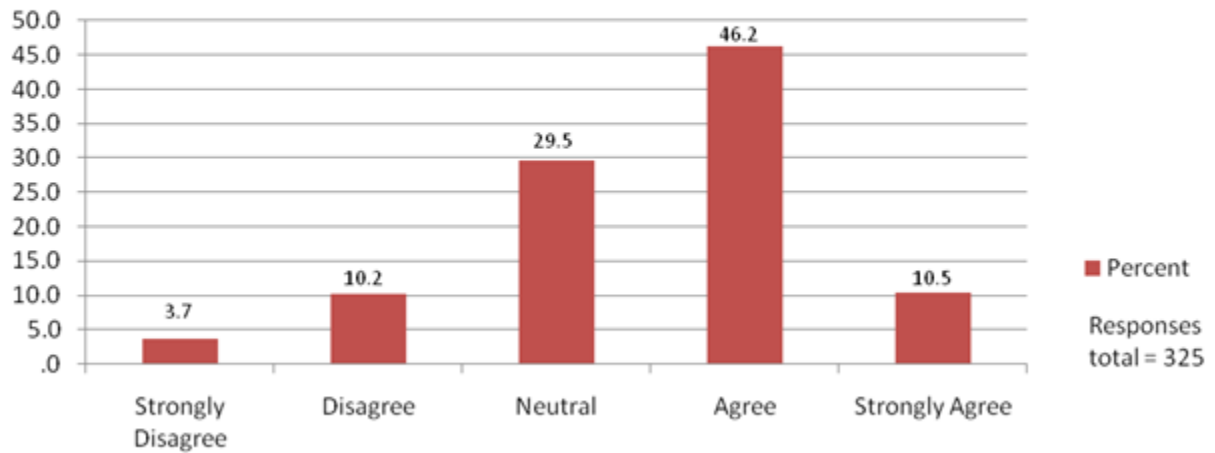
The final evaluation, and the most objective and independent, is conducted by Washington State University. The BLEA works with Washington State University to perform on-going BLEA graduate surveys measuring satisfaction in the areas of curriculum content, presentation, and instructors.

Early results from the Basic Law Enforcement Academy Graduate Survey (WSU) consisted of many questions designed to gauge the level of satisfaction among recent graduates of the training program. Overall, graduates seem pleased with the curriculum and its ability to immediately shape their success in law enforcement. When asked how well the course was tailored to their future in patrol, 46.2% agreed that it was well tailored and 10.5% strongly agreed with this statement. Only 13.9% of respondents disagreed or strongly disagreed with this question while 29.5% provided a neutral response.

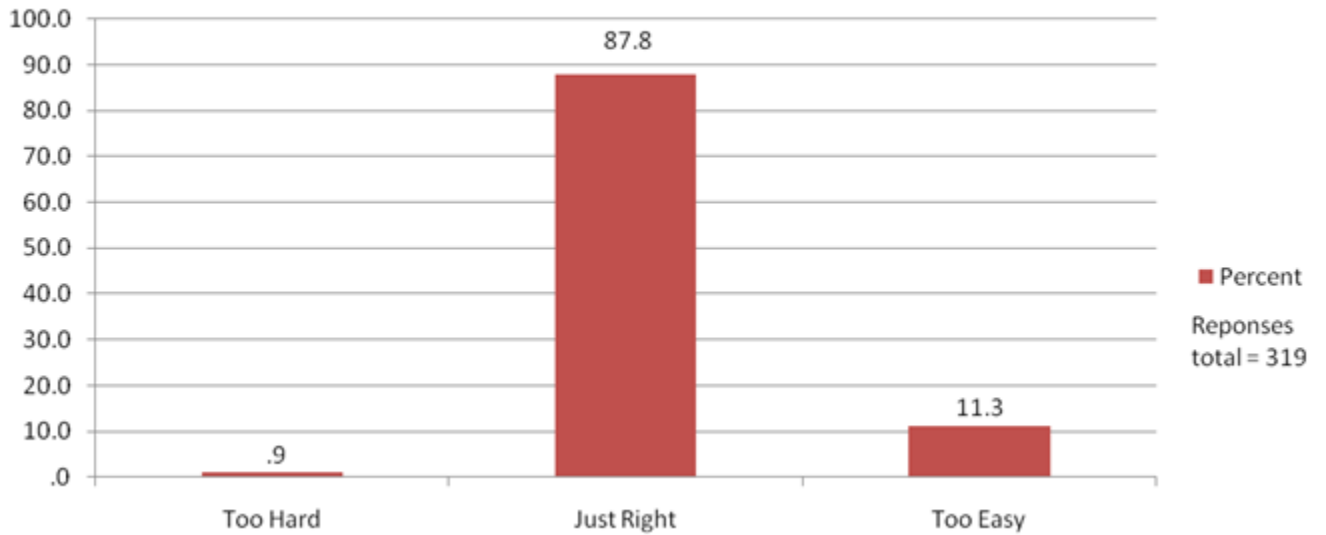
Recent graduates of the academy were also asked to judge how challenging the program was. Per the survey, 87.8% of survey takers found the program to be "just right," while 11.3% found it to be "too easy," and only 0.9% found the academy to be "too hard."

This information is noted below in two bar graphs. Although this is preliminary information, it is positive and does provide information for BLEA in its ongoing work to meet client's expectations.

The Curriculum as a Whole was Well Tailored to my Immediate Future in Patrol



Overall, the Academy was:



Corrections

During 2009-2010, the Corrections Division, as part of their strategic planning process, made client service a number one priority. This was accomplished through on-site visits to a variety of stakeholders in juvenile and adult corrections across the state. The Corrections Division became very engaged with their stakeholders resulting in a working knowledge of emerging issues and a better understanding of the client's unique training needs. This outreach became even more important when the Board on Correctional Training Standards & Education was eliminated in 2010. The Corrections Division has been working with the new multijurisdictional jail, SCORE, which will serve southwest Washington. In preparation for a large recruitment of corrections officers for the SCORE Jail, the Corrections Division has been collaborating to conduct a Corrections Officer Academy for the new jail. The current TAC Officer will be the primary trainer and upon completion of the academy will be the recruits FTO at SCORE. This continuum of training from the academy to the jail will result in better trained officers.

Development, Training, and Standards Division

The DTS Division is using available technology to electronically survey its customers and participants of overall satisfaction in its courses. This is collected and analyzed to find gaps in performance as well as return on investment. The DTS division then follows up with in person surveys as needed. To date, the satisfaction reported has been "high."

STATE-OF-THE-ART TRAINING MODELS, DELIVERY COST-EFFECTIVE, EFFICIENCY

How will the WSCJTC maintain current training models, and how will the WSCJTC continue to deliver in the most cost-effective and efficient manner? This area will be addressed in two primary ways: outside agencies/organizations and benchmarking on the best of the best training organizations and research.

There are many organizations that interface with the WSCJTC including, but not limited to, the following:

1. American Correctional Association (ACA)
2. Bureau of Justice Statistics (BJS)
3. International Association of Correctional Training Personnel (IACTP)
4. International Association of Directors of Law Enforcement Standards and Training (IADLEST)
5. National Institute of Justice (NIJ)
6. State and Local Office of the Federal Law Enforcement Training Center (FLETC)
7. The International Association of Chiefs of Police (IACP)
8. The National Sheriffs Association (NSA)
9. The Washington Association of Sheriffs and Police Chiefs (WASPC)
10. The Washington Council of Police and Sheriffs (WACOPS)

All of the above, with two exceptions, are national organizations who represent various aspects of the law enforcement community. Through dialogue, visitation, and extended communication, the WSCJTC ensures that it is at the forefront of current state of the art training. These organizations represent virtually the totality of law enforcement professionals and a significant amount of training is conducted at their conferences and other meetings. The WSCJTC has been involved in working with each of these entities to ensure that the training which is provided is equal to if not better than that which is provided in other law enforcement training environments.

In BLEA, programmatic change needs are determined through examination of customer satisfaction surveys. In BLEA cost effective delivery of services is foremost in planning. Staff members are utilized across multiple areas of presentation and testing to minimize instructor numbers thus ensuring a more efficient utilization of staff resources. Contracted employees are used to supplement full-time staff in order to keep overall FTE count as low as possible.

During 2009-2010, the Corrections Division completed a lengthy academy redevelopment process as part of their strategic plan. Stakeholder work groups identified job competencies, key duties, and job tasks for newly hired correctional employees with revised performance objectives. Problem Based Learning (PBL) was also implemented into the corrections academies. The resulting corrections division Problem based learning instruction method better utilized the allotted academy training hours through team based activities. These PBL

academies are unique in the corrections industry. At this time all the Corrections Division academies have been redeveloped with one successfully piloted. The remaining academies will be piloted in 2011. In 2010 the Corrections Division also distributed a survey to 18 local jails which compared graduates from the newly developed PBL corrections officer academy to former graduates. The survey focused on professionalism, communication, problem solving, teamwork, and performance. The survey results showed an overall satisfaction with the PBL teaching method which often exceeded previous training standards.

The DTS Division maintains contact with industry leaders in training and development and regularly benchmarks with other academies throughout the nation to ensure that it is using the best available technology to enhance retention and learning while being fiscally responsible. These efforts have resulted in the creation of an eLearning effort, hybrid equivalency academy, and electronic survey tool. These programs have resulted in increased efficiencies as well as cost savings.

Peace Officer Certification

One of the many ways in which the WSCJTC maintains the integrity of its training and ensures that officers will be the quality needed for the state of Washington is through the Peace Officer Certification program. The requirement that Washington State peace officers be certified is defined in RCW 43.101.010(11), which was effective January 1, 2002. This requirement granted a new enforcement authority to the Commission requiring them to certify ensure certain standards were met and to monitor the reasons officers were terminated and to revoke or deny certification of officers who failed to meet those standards. This program helps to insure that officers with inappropriate backgrounds do not become law enforcement officers in Washington State. This is important since the WSCJTC is required to train individuals referred to them by agencies.

Since January 1, 2002, there have been 368 cases forwarded to the Commission concerning the certification of WA peace officers.

In the year 2008, 80 cases were received:

- 8 resulted in revocation
- 45 were denied certification based upon failure to meet the standards
- 15 of the cases the Commission declined to take action on due to lack of probable cause
- 12 cases were either handled the following calendar year or are still pending action.

In the year 2009, 33 cases were received:

- 3 resulted in revocation
- 14 were denied certification
- 11 were declined action by the Commission
- 4 cases were either handled the next year or are still pending action

2011 Report to the Legislature
Washington State Criminal Justice Training Commission

In the year 2010, 24 cases were received:

- 1 resulted in a revocation
- 6 were denied certification
- 3 cases were declined to take action
- 14 are still pending action

Overall, there are 32 certification cases that are being actively investigated as of this date. All cases are handled through the Office of the Attorney General, Civil Division.

FISCAL DATA PROJECTING CURRENT AND FUTURE FUNDING REQUIREMENTS

The WSCJTC works with the Office of Fiscal Management to forecast future training needs for levels of anticipated students entering the police services statewide. This includes determining needs for entry level classes at both the Burien campus and Spokane Police Department facility as well as lateral entry classes.

The WSCJTC implements best practices to keep costs as low as possible and maintain financial sustainability. Through these efforts, the agency has been able to maintain services with the current reductions in funding. Though the agency has performed well in limiting the need to request additional funding for minor expenditure increases, it is difficult to absorb some anticipated expenditure increases through savings in other areas. These cost pressures include: electricity, natural gas, vehicle fuel rate increases, and increased salary and benefit rates reimbursed to local law enforcement agencies to provide training officers at the mandated academies.

Overall, the agency is in good financial health considering all of the reductions in the budget due to the funding problems of the state. The WSCJTC expects to sustain current services provided by the agency into the forthcoming biennium with a few cost pressures noted above.

The future funding requirements that have been requested are:

1. \$1,057,000 for four additional BLEA classes in FY 2013 in response to the OFM BLEA forecast.
2. \$145,000 for replacement computers and servers in FY 2013.
3. \$246,000 for operating expenses to offer emergency vehicle driving simulator training. Funding has been provided for the purchase of the simulators but not the maintenance and instructor funds to offer training to local law enforcement agencies. This funding will be ongoing.
4. \$33,000 has been requested for a vendor rate increase for the agency food vendor who prepares and provides the meals to mandated academy students who live on campus during their training.

It is also anticipated when economic conditions improve, there will be a large increase in hiring by local police agencies as officers eligible to retire actually retire and agencies fill vacancies that have been left unfilled due to budget constraints. When this hiring increase occurs, the WSCJTC will need to be ready and have sufficient funding in order to meet this increased demand.

In the 2007-2009 Biennium the agency started with \$22,334,000 and ended with \$23,636,000. This was an increase of \$1,302,000. Whereas in the 2009-2011 Biennium WSCJTC

started with \$23,401,000 and as of this date the budget has been reduced to \$19,407,000. This is a \$3,994,000 reduction. Reducing the pass-through funding and Critical Incident Training (CIT) funding from King County in the FY2010 supplemental budget increases the reduction by \$1,311,000 for a total of \$5,305,000.

The \$5,305,000 reduction includes administration reductions, layoffs, BLEA class reductions, DTS division reductions, and 6.287% budget reductions. This amount does not reflect any changes in the WASPC pass-through funding as that amount would skew the figures representing the WSCJTC budget.

One example of the way in which the WSCJTC has been able to work with the reductions can be found in the 2010 budget for the Corrections Division. They have maintained academies with less contract staff while maintaining state-of-the-art training. This was accomplished by utilizing in-house staff to include BLEA TACs (Teacher, Administrator, and Coach) for various kinds of expertise. They have also utilized corrections personnel from local agencies to contribute to their teaching cadre. Additionally, they partner with the Basic Law Enforcement Academy in various training activities. There is a consolidation of teams from both academies to work together to conduct mock scenario exercises.

To compensate for this reduction in funding while at the same time ensuring that the quality of training is still consistent, it has been necessary to take make several budgetary modifications. There has been a reduction in the number of classes offered in BLEA and in the Corrections Division. A reduction in the number of staff in both of those divisions as well as DTS has led not only to a reduction in classes in BLEA and Corrections but also DTS. Many discretionary classes have been eliminated due to the funding loss and the total number of classes being offered has been reduced.

Through the use of technology, reallocation of resources, and assistance from the various customers, the WSCJTC has been able to continue the quality training and will do so in the future. The future funding requirements will be predicated upon the number of individuals needing to be trained. The OFM has made it clear, through their forecast, that the number of individuals needing to be trained in the BLEA will increase significantly in the very near future. The WSCJTC is aware of these projections and will seek funding based upon those numbers from OFM, as the forecast is continually updated. With the focus continuously being upon the customer and the quality of training being provided, the WSCJTC will be very circumspect in making sure that the resources provided to it are used as efficiently and effectively as possible.

In the appendix there is one attachment which shows the budget comparisons of the WSCJTC for the following three biennia: FY 07-09, FY09-11, and FY11-13. It is clear that if the funding for WASPC is removed from the bottom line, the WSCJTC has lost a proportionate amount of funding as reflected in above discussion of the budget. It must also be reiterated one more time

that the WSCJTC is doing what it needs to do to make quality training available and to plan for the future through collaborative relationships and wise usage of resources.

WSCJTC Budget Comparison By Biennium

*Please note that these are the enacted budget figures.

	2007- 2009 Biennium Budget	2009- 2011 Biennium Budget	2011-2013 Biennium Budget- Carry Forward
100 BLEA			
01 Burien	8,857,094	5,677,594	5,993,060
02 Spokane	555,000	500	500
08 Chief for a Day			
100 BLEA Totals	9,412,094	5,678,094	5,993,560
200 Corrections			
01 Corrections Officers	908,868	916,432	936,432
02 CCOA/ICCA	28,800	14,400	14,400
03 MPCCA	67,560	75,300	77,800
04 JCOA	100,752	102,596	105,096
05 JRCA	70,080	62,180	64,680
06 JSA	59,280	80,012	82,512
07 Support Svs	23,040	-	
08 Work Release Acad	17,040	-	
09 Correct. Admin	521,672	485,002	497,561
11 Correction Worker Core			-
12 COA Assessment	80,000		-
200 Corrections Totals	1,877,092	1,735,922	1,778,481

2011 Report to the Legislature
Washington State Criminal Justice Training Commission

300 Budget Reduction

01 Budget Reduction	530,310	-	-
	-		

300 Budget Reduction

	530,310	-	-
--	---------	---	---

400 Course Reimbursements

01 Course Reimbursement	300,000	500,000	500,000	
-------------------------	---------	---------	---------	--

* Local Funds

400 Course Reimbursements Totals

	300,000	500,000	500,000
--	---------	---------	---------

500 CED

01 CED Admin	1,565,209	1,773,120	1,788,570	
02 CED Training	193,800	126,268	138,268	
03 Instructor Certification	113,520	113,520	113,520	
04 King County CIT	-	930,050	932,000	* Local Funds
05 Crisis Intervention Training	306,000	20,000	36,000	
06 Child Welfare Trng	300,000	107,000	142,000	
07 Child Abuse Training	107,390	107,390	107,390	
08 Missing Persons Trng	28,000	-	-	
11 Reserve Academy	3,600	3,600	3,600	
12 Firearms Certification	74,048	82,000	82,000	
16 PTO/FTO	39,600	39,600	39,600	
18 Advanced Corrections Trng	10,000	10,000	10,000	
20 WASPC Conf	10,000	10,000	10,000	
21 Domestic Violence-911	50,160	50,160	50,160	
23 Meth Trng	200,000	110,000	100,000	
50 First Level Supervision	310,872	278,872	246,872	

2011 Report to the Legislature
Washington State Criminal Justice Training Commission

51 Middle Mngt	159,984	151,984	143,984	
52 Executive Leadership			-	
53 Command College			-	
55 Sheriff Training	14,040	14,040	14,040	
<hr/>				
500 CED Totals	3,486,223	3,927,604	3,958,004	
<hr/>				
600 Pass Through Funds				
01 Prosecutors	464,491	449,891	464,491	
02 Defense Attorneys	91,000	88,100	91,000	
03 Municipal Attorneys	19,790	19,190	19,790	
04 Coroners	148,000	148,000	148,000	
07 Manpower Replacement	460,000	460,000	460,000	
08 Drug Prosecution Assistance		- 221,100	472,000	
09 Project Safe Neighborhoods		143,000	456,000	* Federal Funds
10 Major Crimes Task Force	200,000	97,000	100,000	
<hr/>				
600 Pass Through Funds Total	1,383,281	1,626,281	2,211,281	
<hr/>				
800 Administration				
01 Executive Office	1,135,644	907,153	938,932	
02 Technology	534,616	534,356	542,652	
03 Human Resources	252,390	234,020	259,123	
04 Fiscal	1,019,371	929,961	952,575	
05 Commission	14,400	14,400	14,400	
06 LE Board	13,600	7,000	200	
07 Corrections Board	4,800	2,400	200	
09 Undistributed Charge				

2011 Report to the Legislature
Washington State Criminal Justice Training Commission

	50,000	50,000	50,000
10 Facility Operation	2,301,385	2,196,595	2,165,516
12 Peace Officer Cert. 13 RCW's	628,918	537,988	538,640
800 Administration Totals	<u>5,955,124</u>	<u>5,413,873</u>	<u>5,462,238</u>
900 Advanced Skills			
01 Tactical Firearms	347,758	229,318	109,318
02 Defensive Tactics	304,118	275,908	304,118
03 Driving	40,000	20,000	40,000
	<u>691,876</u>	<u>525,226</u>	<u>453,436</u>
TOTAL CJTC	<u>23,636,000</u>	<u>19,407,000</u>	<u>20,357,000</u>
<u>020 WASPC</u>			
200 WASPC			
01 Administration	669,887	569,887	569,887
02 UCR	761,113	761,113	761,113
03 Retention of Records	122,000	122,000	122,000
05 Sex Offender Web Site	250,000	250,000	250,000
06 Missing Persons	96,000	96,000	96,000
07 Victim Information sys	822,000	822,000	822,000
08 Sex Offender Information		-	-
09 Controlled Substances	3,150,000	-	-
30 Forest Fire Property Access	20,000	-	
31 JBRS and SAVIN	2,235,000	2,382,000	2,382,000
32 Gang-Related offenses Workgroup		-	

2011 Report to the Legislature
Washington State Criminal Justice Training Commission

	25,000		-
33 Sex Offender Address Verification	5,000,000	10,000,000	10,000,000
34 Offender Watch System	321,000	642,000	642,000
35 Sex Offender Crackdown	200,000		
36 Criminal Street Gangs	750,000		
37 Developmentally Disabled Offenders		30,000	
38 Natl Incident based Rept.		54,000	56,000
39 Rural Drug Task Force		912,000	
40 Auto Theft	12,322,000	5,844,000	13,844,000
200 WASPC Totals	<u>26,744,000</u>	<u>22,485,000</u>	<u>29,545,000</u>
TOTAL CJTC & WASPC	<u>50,380,000</u>	<u>41,892,000</u>	<u>49,902,000</u>