

From: [Jacobs, Deborah](#)
To: [Bowman, Nick](#)
Subject: OLEO Review of Efficacy of KCSO 2019/2020 In-Service
Date: Monday, July 15, 2019 3:17:56 PM

Greetings Nick,

It's my understanding that the Sheriff's Office did not provide information within its Budget Proviso response on training with respect to OLEO's review of the training efficacy. OLEO worked closely with Sheriff's Office training personnel as they developed the proposed training, and OLEO provided significant input to ensure that the training is consistent with the stated intent and spirit of the budget request.

As presented, the training now includes three key components:

1. **Anti-bias.** The anti-bias trainer, Dr. Bryant Marks of Morehouse College, was recommended by OLEO and we have confidence in the quality and suitability of that training.
2. **Defensive and Patrol Tactics.** OLEO only reviewed a basic written outline of the defensive and patrol tactics, but based on prior observation of similar training in 2017/2018, we have confidence that it will be well-delivered, with a goal of building confidence and knowledge for officers going hands-on with suspects.
3. **De-escalation.** OLEO attended two initial test-runs of the planned de-escalation training, which resulted in significant feedback. OLEO made a number of recommendations for improvement, including devoting more time to de-escalation training; including more scenario-based training that allowed for successful de-escalation; and removing firearms training until a future opportunity.

OLEO provided its most recent feedback to the Sheriff's Office in March. Since then, the de-escalation training has been further developed and refined, with the most current version provided to OLEO on June 26. The plan looks very strong on paper, and reflects OLEO's input, but we have not had a chance to observe any test runs yet. The need for further refining may emerge through

the live test runs.

Also, it's my understanding that this training may be held up by a needed policy change (clarifying that pointing a weapon is a use of force), and that change may require bargaining with the King County Police Officer's Guild.

Finally, I would like to share that having this budget proviso has provided OLEO and the Sheriff's Office an important opportunity to work together that would not otherwise have existed. OLEO's influence on the training has been important, and helped shape it into something that reflects the original budget request, and the interests of the public. Through this experience, it's become evident that the Sheriff's Office will benefit from a longer-term training plan, especially in light of new state training mandates from I-940. By taking a comprehensive 10-15 year look at what is needed, the Sheriff's Office and King County Council will be better poised to train personnel to the expectations of the public as well as of Sheriff's Office leadership. For this reason I have volunteered to work with the Sheriff's Office's training Sergeant to develop a long-term training plan and cost estimates, which is currently underway.

Please let me know if you have any questions or concerns!

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