

# LAW ENFORCEMENT TRAINING AND COMMUNITY SAFETY ACT

## VIOLENCE DE-ESCALATION TRAINING - COMPLIANCE AND IMPLEMENTATION

Washington State  
Criminal Justice Training Commission



PREPARED BY:  
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## **VISION**

ADVANCE STANDARDS OF EXCELLENCE WITHIN CRIMINAL JUSTICE PROFESSIONS SO THE PEOPLE OF WASHINGTON STATE LIVE IN SAFE AND SECURE COMMUNITIES.

## **MISSION**

ESTABLISH CERTIFICATION AND TRAINING STANDARDS WHICH ARE LEGALLY DEFENSIBLE AND SCIENTIFICALLY VALID TO ENSURE CRIMINAL JUSTICE PROFESSIONALS IN WASHINGTON STATE HAVE THE KNOWLEDGE AND SKILLS TO SAFELY PROTECT THE COMMUNITIES THEY SERVE.

## **VALUES**

**LEADERSHIP** – WE LEAD IN CERTIFICATION AND TRAINING THROUGH CONTINUOUS EVALUATION, COLLABORATION, IMPROVEMENT, AND INNOVATION WITH THE GOAL OF MODELING BEST PRACTICES FOR CRIMINAL JUSTICE PROFESSIONALS.

**INTEGRITY** – WE DO THE RIGHT THING FOR THE RIGHT REASONS WITH TRANSPARENCY AND HONESTY.

**DIGNITY** – WE DEMONSTRATE RESPECT FOR EACH OTHER AND THE COMMUNITIES WE SERVE.

**ACCOUNTABILITY** – WE ARE DEDICATED STEWARDS OF THE RESOURCES AND RESPONSIBILITIES ENTRUSTED TO US BY THE COMMUNITIES WE SERVE.

## **MOTTO**

“TRAINING THE GUARDIANS OF DEMOCRACY”



# LEGISLATIVE MANDATE

During the 2021 legislative session, Washington lawmakers passed Engrossed Second Substitute House Bill 1310 (E2SHB 1310), a new law governing when and how law enforcement officers can use force against members of the public. The law expects law enforcement to de-escalate and exercise reasonable care in using physical force to reduce violence and prioritize the sanctity of life. RCW 43.101.450 and Chapter 4, Laws of 2019 (SHB 1064) are each amended to read as follows:

## ***No. 01***

Beginning one year after December 6, 2018, all law enforcement officers in the state of Washington must receive violence de-escalation training. Law enforcement officers beginning employment after December 6, 2018, must complete such training within the first 15 months of employment. All Peace officers must complete their first cycle of continuing de-escalation and mental health training by January 1, 2028. (WAC 139-11-020(2)).

## ***No. 02***

All law enforcement officers shall periodically receive continuing violence de-escalation training to practice their skills, update their knowledge and training, and learn about new legal requirements and violence de-escalation strategies.

## ***No. 03***

The commission shall set training requirements through the procedures in RCW 43.101.455.

## ***No. 04***

Violence de-escalation training provided under this section must be consistent with RCW 10.120.020 and the model policies established by the attorney general under RCW 10.120.030.

## ***No. 05***

The commission shall submit a report to the legislature and the governor by January 1st and July 1st of each year on the implementation of and compliance with subsections (1) and (2) of this section. The report must include data on compliance by agencies and officers. The report may also include recommendations for any changes to laws and policies necessary to improve compliance with this section's subsections (1) and (2).

Detailed in this report are the associated expenditures for training instructors and the implementation of regional training hubs which includes partnering with stakeholders to ensure our success.

This report contains past and present achievements, as well as future goals and steps taken to ensure we can reach our goal of providing this training to approximately 11,000 certified peace officers in Washington state.

This report also introduces the Washington State Criminal Justice Training Commission's (WSCJTC) implementation of two new less lethal programs, the Use of Force and The PreFlex First Program.



## Glossary of Terms

<b>BLEA</b>	-----	Basic Law Enforcement Academy
<b>BLEEA</b>	-----	Basic Law Enforcement Equivalency Academy
<b>PTI</b>	-----	Patrol Tactics Instructor
<b>PTIS</b>	-----	Patrol Tactics In-service
<b>PTIR</b>	-----	Patrol Tactics Instructor Recertification
<b>PPB</b>	-----	Patrol Procedures Basic (delivered in BLEA)
<b>UOF</b>	-----	Use of Force

## Definitions

**Patrol Tactics Regional Hub** – A regionally located venue that has qualified instructors and has been approved to host PTI, PTIS, and PTIR courses. Regional hubs are supplied with the needed training equipment by WSCJTC. The equipment is available for loan to smaller agencies located within the region that may need training materials to train their personnel.

**Regional 24-hour In-service** – Three consecutive days (24 hours) of in-service training that is open to all agencies. Must be delivered in a consecutive three-day period.

**Internal Only 24-hour In-Service Training** – Training provided by an agency specifically to their own personnel. Can be delivered in three consecutive days or spread out over a maximum of six months.

## Executive Summary

For the first six months of 2023, WSCJTC staff focused on implementing the new PTIR course. WSCJTC held one (1) pilot and one (1) beta session during which 21 instructors were trained on the new updated curriculum and their instructor certifications were renewed.

- Pasco pilot session - 8 instructors
  - The pilot session included confirmation of logistics, costs, and curricula review.
- Spokane beta session – 13 instructors
  - The beta session vetted the curricula and critical feedback was received from the instructors permitting the finalization of the course.
- As a result, the recertification course was ready for implementation in June. This curriculum will allow current instructors to begin recertifying officers who are reaching their three-year mark of certification expiration. Incumbent peace officers who attended a PTIS in 2020 are due for recertification and BLEA recruits who had PPB in their Basic Law Enforcement Academy session, after May 2020 are due for their first round of PTIS.
  - Certified peace officers that need recertification in 2023 - **232**.
  - BLEA Students who need round one of PTIS in 2023 – **329**.

As part of the agency's strategic planning, WSCJTC has created regional training hubs. The Regional training hub coordinators will manage training courses in collaboration with the Program Manager. The WSCJTC provides the training tools and materials required for each hub to conduct its PTI, PTIR, and PTIS sessions.

This strategy will increase the instructor cadre by offering more local opportunities for PTI courses and reducing travel expenses for agencies. Hubs also provide smaller agencies with access to essential tools to conduct internal training.

The selected regional hub coordinators were monitored during actual PTI courses, validating their processes, leadership, and task management; an important piece of managing a regional hub and training sessions. The regional training hubs are working on creating a training schedule for the remainder of 2023 and into 2024.

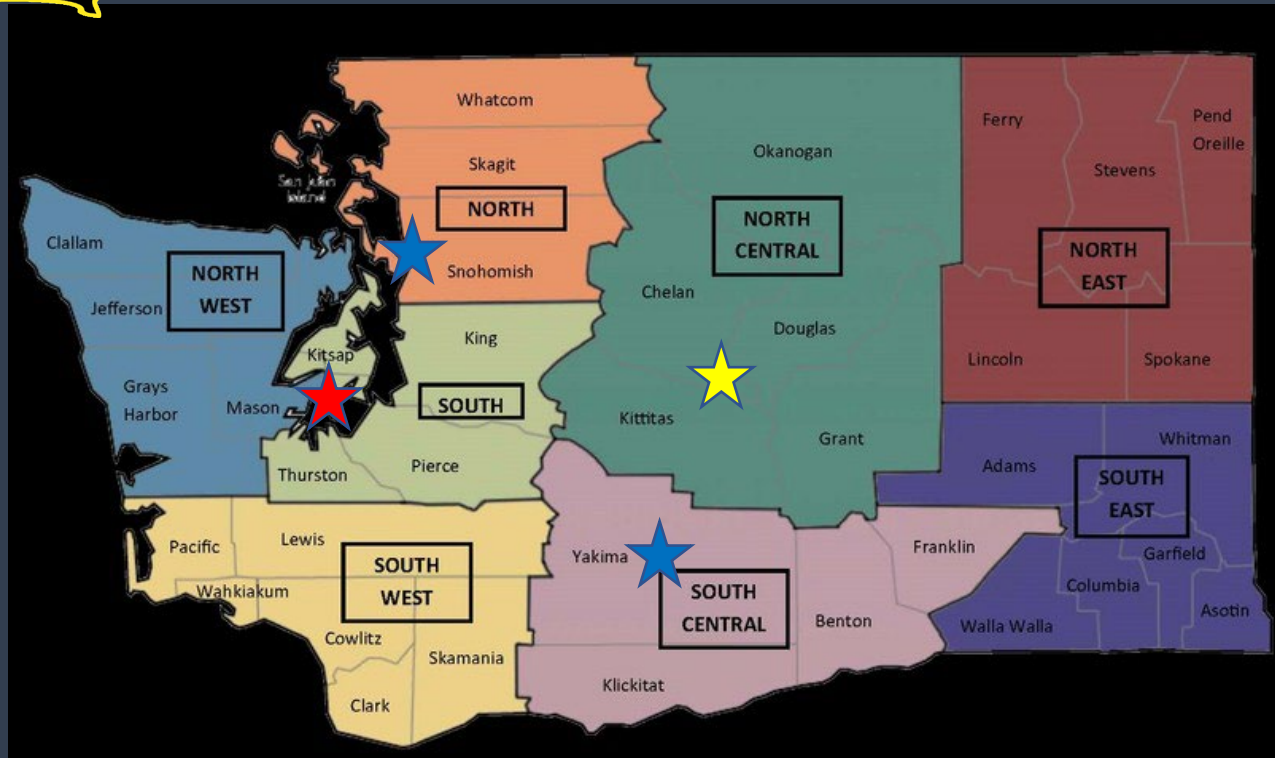
- Everett Regional Training Hub evaluation occurred during the Everett PTI course, April 2023.
- Yakima Regional Training Hub evaluation occurred during the Yakima PTI course, June 2023.

The WSCJTC traveling cadre conducted a PTI course in Kitsap – which is designated for assignment as a future hub in 2024. A proposed Wenatchee Training Hub is scheduled to utilize already certified regional hub trainers to offer an additional centrally located training venue.

- Kitsap PTI course, March 2023
- Wenatchee Regional Training Hub, end of 2023.



# REGIONS



## Currently established regional training hubs



- Everett
- Yakima



## Projected end of 2023 regional training hub

- Wenatchee



## Projected 2024 regional training hub

- Kitsap

## YEAR TO DATE NUMBERS

The data below details the number of certified peace officers trained in the various patrol tactics violence de-escalation courses from January 1 to July 1, 2023.

### PATROL TACTICS IN-SERVICE

Sessions	Completed
2192 - 26 - Kitsap County	8
2192 - 27 - Kitsap County	12
2192 - 28 - Kitsap County	19
2192 - 29 - Kitsap County	19
2192 - 31 - Tacoma	20
2192 - 32 - Tacoma	22
2192 - 58 - BLEEA 115	30
2192 - 59 - BLEEA 116	31
2192 - 60 - BLEEA 117	30
2192 - 62 - Longview	19
2192 - 65 - Spokane	22
2192 - 67 - Wenatchee	21
2192 - 69 - Yakima	5
2192 - 70 - College Place	1
2192 - 71 - Island County	8
2192 - 72 - Pend Oreille County	5
2192 - 73 - Pend Oreille County	5
2192 - 74 - Snohomish	8
2192 - 77 - Tacoma	7
2192 - 78 - Kirkland	13
2192 - 79 - Walla Walla County	1
2192 - 80 - Snohomish County	7
2192 - 83 - Oak Harbor	1
2192 - 84 - Yakima PD	20
2192 - 85 - Yakima PD	23
2192 - 86 - Snohomish County	8
2192 - 87 - Seattle	42
2192 - 88 - Seattle	8
2192 - 89 - Seattle	25
2192 - 90 - Seattle	26
<b>Grand Total</b>	<b>466</b>



## RECERTIFIED PATROL TACTICS INSTRUCTORS

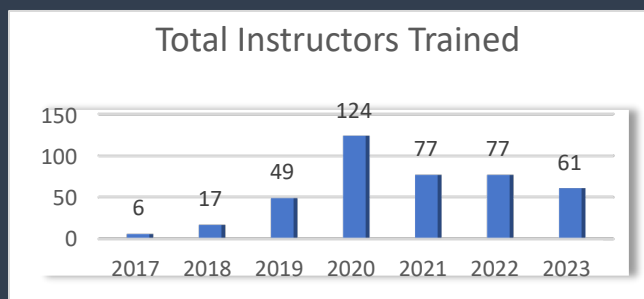
Sessions	Enrolled	Participated	Completed
2191 - 1 - Pasco, WA	8	8	8
2191 - 2 - Spokane, WA	13	13	13
<b>Grand Total</b>	<b>21</b>	<b>21</b>	<b>21</b>

## BLEA STUDENTS THAT RECEIVED PPB AS PART OF THEIR CURRICULUM

BLEA Session - 2023	Completed
BLEA 849 Burien	32
BLEA 850 Burien	27
BLEA 851 Burien	29
BLEA 852 Burien	31
BLEA 853 Burien	28
BLEA 854 Burien	30
BLEA 855 Burien	28
BLEA 856 Burien	25
BLEA 857 Burien	31
<b>Grand Total</b>	<b>261</b>

## TOTAL INSTRUCTORS TRAINED

Year	Instructors Trained
2017	6
2018	17
2019	49
2020	124
2021	77
2022	77
2023	61
<b>Grand Total</b>	<b>411</b>



## TOTAL PEACE OFFICERS TRAINED

Year	Peace Officers
2020	184
2021	1002
2022	1347
2023	525
<b>Grand Total</b>	<b>3058</b>



Based on the approximate number of 11,000 Certified Peace officers, this number reflects that 28% of the total number of peace officers have received PTIS training.

**NUMBER OF INCUMBENT OFFICERS WHO RECEIVED PTIS TRAINING IN 2020 \***

<b>Incumbent Certified Peace Officers - 2020</b>	
Thirty-five classes held in various locations across the state	
<b>Grand Total</b>	<b>232</b>

\*The above chart reflects officers who were trained in 2020, and who are now due for the recertification curriculum by the end of 2023.



**BLEA SESSIONS IN 2020 THAT NEED IN-SERVICE IN 2023**

<b>BLEA Sessions - 2020</b>	<b>Completed</b>
BLEA 800 Burien	34
BLEA 801 Burien	30
BLEA 802 Burien	30
BLEA 803 Burien	29
BLEA 804 Spokane	35
BLEA 805 Burien	30
BLEA 806 Burien	29
BLEA 807 Burien	27
BLEA 808 Burien	30
BLEA 809 Burien	29
BLEA 810 Spokane	26
<b>Grand Total</b>	<b>329</b>

## EXPENDITURES

To date, WSCJTC has held three PTI courses in 2023. Those trained will go on to instruct the 24hour PTIS curriculum either regionally or internally.

Building the instructor cadre around the state increases available opportunities for officers to receive training locally.

### PTI COURSE - AVERAGE COST PER 80-HOUR SESSION - \$38,000

- Kitsap - \$34,700
- Everett - \$32,450
- Yakima - \$46,800

The PTIR course introduces the next round of curriculum for incumbent officers who are reaching their three-year recertification mark. The recertification curriculum contains new material, legal updates, and new scenarios. PTIR courses will be provided at the regional training hub locations first, then to local agencies on an as-needed basis. Instructors who need to start training their personnel on the new curriculum can travel to one of the approved regional training hub locations to receive the updated and recertification curriculum.

### PTIR- AVERAGE COST PER SESSION - \$4,450

- Pasco - \$3,350
- Spokane - \$5560

### REGIONAL TRAINING HUBS - AVERAGE COST TO OUTFIT EACH HUB - \$55,000.00

- Yakima
- Everett

### CONSTRAINTS TO ACHIEVING THE GOAL OF TRAINING 11,000 PEACE OFFICERS BY JANUARY 1, 2028

- Agency staffing
- Travel - away from home agency
- Lack of training resources
- Training apprehension
  - As of the date of this report, 28% of all certified peace officers have completed the mandated training.

## LOOKING TO THE FUTURE

### ADDITION OF "PREFLEXFIRST" TO PTI

#### WHAT IS PREFLEXFIRST?

PreFlexFirst training was created by cognitive psychologist Dr. Jon Page, who has worked closely with law enforcement for the last 15 years to develop an effective training tool to train the non-conscious part of the brain that officers rely on in high-stress events. Through a partnership with an occupational research group, WSCJTC proved the efficacy of the PreFlexFirst training at the Basic Law Enforcement Academy. The research showed improved safety decisions, situational comprehension, and increased emotional intelligence. The data pulled from the research projects conducted at BLEA was so compelling that it prompted WSCJTC to request funding to expand the training to all incumbent officers in the field.

#### HISTORY OF PREFLEX IMPLEMENTATION IN BLEA

Since 2020, the Washington State Criminal Justice Training Commission (WSCJTC) has provided specific training to Basic Law Enforcement Academy (BLEA) students to build safe habits and improve communication and emotional intelligence. To better provide access to exemplary training in Washington state, the WSCJTC is proud to announce the release of PreFlexFirst training. PreFlexFirst, formally known as C2, is delivered through a web-based app using the concept of micro-training, exercises that are 5-10 minutes a day, several days a week. Over time, these exercises build habits that improve officer safety and professionalism.

#### PREFLEX FOR ALL OFFICERS

Recently, the Washington State Legislature approved funding in the state budget to pay for a subscription to PreFlexFirst for every certified peace officer in Washington State. Because this training is delivered using specific technology, WSCJTC intends to release this training in limited quantities to agencies. With the Governor's announcement of the intent to open WSCJTC regional academies, the first three agencies to be given access to PreFlexFirst training were selected based on their size and regional locations. The rollout will be bi-weekly until every agency can access this training. We will coordinate with the individual agency Training Sergeants or their designees.

How patrol tactics and Preflex work together

In 2024, all patrol tactics instructor courses, in-service courses, and recertification courses will utilize Preflexfirst in two fundamental ways. First, all users can utilize the training Dr. Page and his team provided. This training is tracked and measured.

Time spent on the app can be utilized toward the 24-hour mandatory training. Second, the app will house and be a repository for all patrol tactics videos and documents for students to review—a tremendous resource for all incumbent officers in the patrol tactics curriculum. WSCJTC will continually provide patrol tactics-related videos and information infused with Preflexfirst principles.

## ADDITIONAL REGIONAL TRAINING HUBS

- WSCJTC is currently in the process of identifying other areas in the state to establish regional training hubs.

## TRAVELING CADRE

- WSCJTC will maintain a cadre of instructors within each region that will travel to remote areas of the state to provide PTIS training.

## PARTNERSHIPS

- WSCJTC continuously builds partnerships with agencies throughout the state to provide training equipment, instructors, and venues to ensure ease of access and opportunities to receive in-service training.

## RECERTIFICATION COURSE

- The recertification curriculum has been vetted by Subject Matter Experts throughout the state and is currently available. The PTIR training has already begun. Officers who completed PTIS in 2020 will need recertification.

## IMPLEMENTATION OF WSCJTC USE OF FORCE COURSE

In 2022, Executive Director Monica Alexander implemented the WSCJTC Use of Force (UOF) Program. The primary objective of the UOF Program is to provide training that prepares law enforcement officers and administrators to understand and implement the UOF policy developed by the Washington State Office of the Attorney General (or consistent with department's UOF policy).

In recent years, law enforcement officers have refined training to prioritize de-escalation techniques as a primary response to force encounters. Best practices in de-escalation do not always translate into complete success or are not always feasible. For example, officers often deal with acute behavioral disturbances.

During the course, officers will be provided with the knowledge to help them quickly recognize:

- someone suffering from a possible medical condition; and
- when to intervene and successfully provide care when safe and feasible.

The course curriculum also includes the following concepts.

- Team tactics and techniques designed to apply the knowledge learned in the classroom previously.
- Drills that consist of force options selected to control and modulate force reasonably and necessary with proportionality appropriately.
- Review of UOF report writing including the importance of understanding human factors, decision-making, and memory issues affecting officers' reports or statements

As of April 2023, 61 officers have completed the UOF training from multiple agencies, to include Chelan County Sheriff's, East Wenatchee Police, Okanogan County Sheriff's, Omak Police, Quincy Police, Seattle Police, Spokane Police, Twisp Police, Tumwater Police, Washington State Patrol, and Wenatchee Police:

- Northwest - Washington State Patrol Academy (34)
- North Central - Wenatchee Valley Technical Skills Center (10)
- Northeast - WSCJTC BLEA Spokane. (13)

WSCJTC intends to provide one class to each remaining region by the end of 2023.

**UOF COURSE – AVERAGE COST PER SESSION - \$6,500.00**



## CONCLUSION

The WSCJTC continues to work aggressively, in partnership with stakeholders, towards the goal of successfully training approximately 11,000 certified peace officers in Washington state as required by the LETSCA mandate. This undertaking is being accomplished by three different training programs that work collaboratively to reach this goal.

1. **VIOLENCE DE-ESCALATION PROGRAM** – Includes PTI, PTIS, PTIR, PPB training sessions.
  - Managed by De-escalation Program Manager Don Arnold
2. **LETCSA PROGRAM** – Provides access to online training sessions for all certified peace officers, including new BLEA recruits, delivered over our ACADIS online training platform.
  - Managed by LETCSA Program Manager Alex Buijs
3. **USE OF FORCE PROGRAM** - Prepares law enforcement officers to understand and implement the use of force policy developed by the Washington State Office of the Attorney General (or consistent with the department's UOF policy).
  - Managed by Use of Force Program Manager Rich Peterson

In addition to the above programs, multiple agencies across Washington have partnered with WSCJTC to provide personnel who have been certified as instructors to teach the 24 hours of Patrol Tactics mandated in-service training. Not only to their own personnel, but through regional partnerships providing training venues in the same regions where those officers carry out their law enforcement duties.

As part of these partnerships, WSCJTC established two regional training hubs, equipped with the training gear and aids needed to provide the best training experience possible. The establishment of these hubs provides regionally located equipment and resources that can either be used at the regional training hub itself or borrowed by individual agencies to conduct their own in-house training.

The establishment of regional training hubs cannot be complete without the support of local communities across Washington state. Various groups and organizations have provided training locations that greatly help us achieve this goal. Some of the venues include churches, fire stations, unused commercial space, parking garages, and National Guard armories.

This program isn't only training 11,000 peace officers. This program is aimed to fundamentally change the way our officers interact with their communities, leadership, partners, and families. This program is created to inspire change in the relationship between law enforcement and the communities they serve.

## ACKNOWLEDGMENTS

The WSCJTC would like to acknowledge Governor Jay Inslee and the Washington State Legislature's support in funding this vital violence de-escalation program.

Additionally, we would like to thank our esteemed stakeholders and organizations that have contributed to the implementation and success of the LETCSA Violence de-escalation Regional Training Hubs and the Use of Force courses the first six months of 2023.

- Officer Jaban Brownell - Union Gap Police Department
- Deputy Tyrell Nielsen - Kittitas County Sheriff's Office
- Sergeant Matt Porter - Mountlake Terrace Police Department
- Commander David Machado - Edmonds Police Department
- Officer Travis Katzer and Sergeant Andrew Williams - Everett Police Department
- Assistant Chief Ryan Green - Washington State Parks
- Sergeant Brent Frank - Chelan County Sheriff's Office
- Sergeant Jason Hedstrom – Kitsap County Sheriff's Office
- Sergeant Stephen Russell – Kitsap County Sheriff's Office
- Steve Strachan and James McMahan - Washington Association of Sheriffs & Police Chiefs
- Teresa Taylor – Washington Council of Police & Sheriffs
- Chief James Schrimpsheer - Fraternal Order of Police
- Sergeant Spike Unruh – Washington State Patrol
- Kelly Richburg – Attorney General's Office
- Leslie Cushman - Washington Coalition for Police Accountability, and
- Enoka Herat American Civil Liberties Union