

2009 Innovations Awards Program APPLICATION

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ID # (assigned by CSG): 09-W-13WA

Please provide the following information, adding space as necessary:

State: Washington

Assign Program Category (applicant): Public Safety (Use list at end of application)

1. Program Name: Basic Law Enforcement Academy for Limited Authority
2. Administering Agency: Washington State Liquor Control Board and Criminal Justice Training Commission
3. Contact Person (Name and Title): Pat Wilson Parmer, Chief, Enforcement and Education Division, Washington State Liquor Control Board
4. Address: Washington State Liquor Control Board, 3000 Pacific Ave. SE, Olympia, WA 98504-3094
5. Telephone Number: 360-664-1726
6. FAX Number: 360-664-001
7. E-mail Address: PWP@liq.wa.gov
8. Web site Address: www.liq.wa.gov
9. Please provide a two-sentence description of the program. To provide training to new and current Liquor Control Board officers, the Liquor Control Board (LCB) established an LCB officer training program at the Criminal Justice Training Commission (CJTC) Basic Law Enforcement Academy (BLEA). This Liquor Enforcement Officer Limited Authority Academy (BLEALA) utilizes a specifically structured curriculum that addresses two major areas of competency: basic law enforcement skills that relate directly to LCB officers' duties and specialized knowledge and skills based on requirements and job duties unique to these officers.

10. How long has this program been operational (month and year)? Note: the program must be between 9 months and 5 years old on March 2, 2009 to be considered. February 2008

11. Why was the program created? What problem[s] or issue[s] was it designed to address? At the time of the program's inception, recruitment and retention of LCB officers had been a critical problem over the past 5 years, with a turnover rate during that period of 43 officers. Recognizing this problem, the Legislature in 2000 provided proviso funding to send LCB officer candidates to the BLEA. Since this funding became available, the division sent 9 candidates to the academy, but with full law enforcement credentials, 7 of these candidates have left the agency for higher paying jobs in other law enforcement agencies.

Over the past several years, due to demand for academy training by mandated law enforcement agencies, the division has been unable to place candidates in the academy. One of our officers had waited to attend the academy for over 23 months. Academy officials did not anticipate placing LCB officer candidates for the foreseeable, until more funding and more academy classes were available. To provide the necessary training, the division sent its new candidates to the Idaho Post Academy to

obtain the necessary law enforcement training. The academy tuition, combined with travel and per diem costs, made this training very expensive.

By training candidates to be LCB officers, but not providing full law enforcement credentials, the division is now able to recruit and retain a much higher number of new officers. With this unique BLEA/LCB training, combined with agency training in LCB operations and intensive Field Officer Training (FTO), the division will have the best trained officers in its history, officers who can bring a special brand of expertise to their work with state and local law enforcement agencies, communities, schools, and other civic and professional organizations.

12. Describe the specific activities and operations of the program in chronological order.

- Recruitment, current officers participate in recruitment fairs, job fairs and career days through out the state.
- Hiring list of LEO 1 (Liquor Enforcement Officer) candidates is established.
- Candidates are invited to participate in a PAT test (Physical Agility Test). Test is structured along same lines as academy entrance PAT.
- Passing PAT leads to further testing for hiring, (oral interview, written test, polygraph, psychological and background investigation)
- Qualified candidates are hired and sworn in as probationary (1 year) LEO 1's.
- Officers attend academy (class starts within 30 days of first day of hire).
- BLEALA (Basic Law Enforcement Academy Limited Authority) 440 hr's (11 weeks) of training consisting of basic law enforcement training. (Criminal law, criminal procedure, firearms, defensive tactics, crisis intervention). This training is conducted by Washington State Criminal Justice Commission instructors from the Basic Law Enforcement Academy Staff in Burien. Academy class is on site in Burien and functions as does any other BLEA class in the academy setting.
- FTO program after graduation. 14 weeks with senior officer for practical application of training.
- LEO 1 on their own in the field for the balance of the probationary period (approximately 26 weeks).
- Successful completion of academy and FTO leads to promotion to LEO 2.

13. Why is the program a new and creative approach or method? This is the first limited authority academy in history in the State of Washington. It is available to all limited authority law enforcement agencies in the state and as far as I know, is unique in the nation.

14. What were the program's start-up costs? (Provide details about specific purchases for this program, staffing needs and other financial expenditures, as well as existing materials, technology and staff already in place.) The start up cost for the install of a portable classroom, landscaping, video/audio/Computer, furniture, internet/network line, curriculum selection, planning meetings totaled \$204,000. The cost for the administrative overhead, instructor cost, and driving course was \$53,250. (See Attachment for details)

15. What are the program's annual operational costs? Based on the 11 week academy with 25 students the variable cost for firearms, printed materials, housing and food is estimated at \$88,575.00.

16. How is the program funded? New funding through a budget request approved by the Legislature and signed by the Governor.

17. Did this program require the passage of legislation, executive order or regulations? If YES, please indicate the citation number. No, only the budget request

18. What equipment, technology and software are used to operate and administer this program?

19. To the best of your knowledge, did this program originate in your state? If YES, please indicate the innovator's name, present address, telephone number and e-mail address. Yes. Pat Wilson Parmer, Washington State Liquor Control Board, 3000 Pacific Ave. SE, Olympia, WA 98504-3094. Parmer: 360-664-1726,

20. Are you aware of similar programs in other states? If YES, which ones and how does this program differ? No

21. Has the program been fully implemented? If NO, what actions remain to be taken? Yes

22. Briefly evaluate (pro and con) the program's effectiveness in addressing the defined problem[s] or issue[s]. Provide tangible examples.

- **PROS**

- Standardized professional law enforcement training. All new LEO 1's now have the same training. It is standardized with the current training standards of fully commissioned law enforcement officers in the State of Washington.

- LEO's now have excellent credibility with fully commissioned law enforcement and are able to work much more seamlessly with local law enforcement to achieve greater public safety (Mardi Gras, Sea Fair, special community events).

- Retention. Only one officer who was trained and hired using the current process has left for other employment.

- **CONS**

- Costs. As a "Non-Mandated" law enforcement agency, the training is not funded by the Washington State Criminal Justice Training Commission. It is apparent though that the quality of the training and the benefits to the agency outweigh this. Changing legislation to mandate this training for limited commission agency's could alleviate this issue.

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23. How has the program grown and/or changed since its inception?

24. What limitations or obstacles might other states expect to encounter if they attempt to adopt this program?

2009 Innovations Awards Program Program Categories and Subcategories

Use these as guidelines to determine the appropriate Program Category for your state's submission and list that program category on page one of this application. Choose only one.

Infrastructure and Economic Development

- Business/Commerce
- Economic Development
- Transportation

Government Operations

- Administration
- Elections
- Public Information
- Revenue

Health & Human Services

- Aging
- Children & Families
- Health Services
- Housing
- Human Services

Human Resources/Education

- Education
- Labor
- Management
- Personnel
- Training and Development
- Workforce Development

Natural Resources

- Agriculture
- Energy
- Environment
- Environmental Protection
- Natural Resources
- Parks & Recreation
- Water Resources

Public Safety/Corrections

- Corrections
- Courts
- Criminal Justice
- Drugs
- Emergency Management
- Public Safety

Save in .doc or rtf. Return completed application electronically to innovations@csg.org or mail to:

CSG Innovations Awards 2009
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This application is also available at www.csg.org, in the Programs section.

Deadline: March 2, 2009