



Clark County Sheriff's Office

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Chuck E. Atkins, Sheriff

Reserve Unit 2018 Annual Report



Reserve Deputy Darrell Benton directs traffic at the 2018 4th of July parade in Yacolt, WA.

Reserve Unit Overview:

The Reserve Deputy Sheriff program began in 1952 and continues the long tradition of citizen volunteers in service to our community.

The Reserve Unit is a “force multiplier” for the Sheriff’s Office, providing a cadre of sworn volunteers for patrol, community events, and emergency call outs. The deputies of the Clark County Sheriff’s Reserve serve at the discretion of the Sheriff. Reserve Deputies are commissioned and sworn with law enforcement powers equivalent to a full-time deputy.

The Reserve program is also a significant recruiting source. Over the years, at least 67 Reserves have been hired as regular CCSO deputies.



Reserve recruits taking the Physical Ability Test, March 2018.

Roles:

Reserve Deputy roles include:

- **Patrol** – Partnering with a regular or reserve deputy, or solo patrol if qualified, to enforce the law, respond to 911 calls, conduct Community-Oriented Policing, etc.
- **Traffic Enforcement** – Enforcing the Washington Vehicle Code, focusing on school zones, citizen complaints, Target Zero traffic safety emphasis patrols, and dangerous roads, as well as responding to traffic collisions and hazards.
- **Community Events** – Security and traffic control for parades, runs, school events, etc.
- **Tactical Emergency Medic** – Reserves with EMT/Paramedic certification may qualify to serve as a medic on the Regional Special Weapons and Tactics (SWAT) Team.

- **Search and Rescue (SAR)** – Reserves with advanced training support the Sheriff’s SAR mission.
- **Marine Patrol** – Specially-trained Reserves work with the Sheriff’s Marine Unit to patrol the County’s waterways.
- **Call-Outs** – No-notice, emergency situations such as crime scene security, natural disasters, containment, missing endangered subjects, evidentiary searches, and crowd or traffic control.
- **Bicycle Patrol** – Specially-trained Reserves patrol on bikes, primarily in the County’s parks, and at community events.



Reserve Deputy Jerad Coine patrols the Kline Line Fishing Derby, a free annual community event where hundreds of kids are taught to fish, April 14, 2018.

Patrol



Reserve Deputies Darrell Benton and Bob Byrd on patrol in January 2018

In 2018 Reserve Deputies volunteered 2,861 hours on patrol. Included in this total:

- Reserve Deputies served 1,261 hours on patrol while partnered with full-time deputies.
- Reserves volunteered 665 hours of traffic patrol, focusing on school zones, citizen complaints, and high risk locations. They also worked several multi-agency Target Zero emphasis patrols. Reserves made 700 traffic stops, and issued tickets or warnings as appropriate.
- Additionally, Reserves served 632 hours on patrol in Clark County while partnered with another Reserve Deputy, putting an extra 2-person car on the road for any emergency that might arise.

Call-Outs

During call-outs, Reserve Deputies are called into service to help with an unforeseen emergency, such as crime scene protection and disaster response. Call-outs often occur in the middle of the night, requiring volunteers to gear up and respond on short notice.



Screenshot from KGW Channel 8 TV news story of Res. Deputy Bob Byrd (left) assisting with security at the scene of a murder in Camas, WA.

In 2018, members volunteered 131 hours of call-out service. Significant Reserve call-outs included:

- Security at the scene of a home invasion/arson/attempted murder.
- Crime scene security for a robbery and Vancouver Police Officer Involved Shooting.
- Multiple days guarding a prisoner at PeaceHealth Southwest Hospital.
- Security for the scene of a deputy-involved shooting.
- Within an hour of being called, four Reserves responded to the scene of a murder in a busy Hazel Dell parking lot, to provide security at that hectic site.

Community Events

Reserve Deputy support is key to the success of community events across Clark County. In 2018, the Reserve Deputies volunteered 450 hours of service to a wide range of community events, such as parades, runs, memorials, and charity and outreach activities.

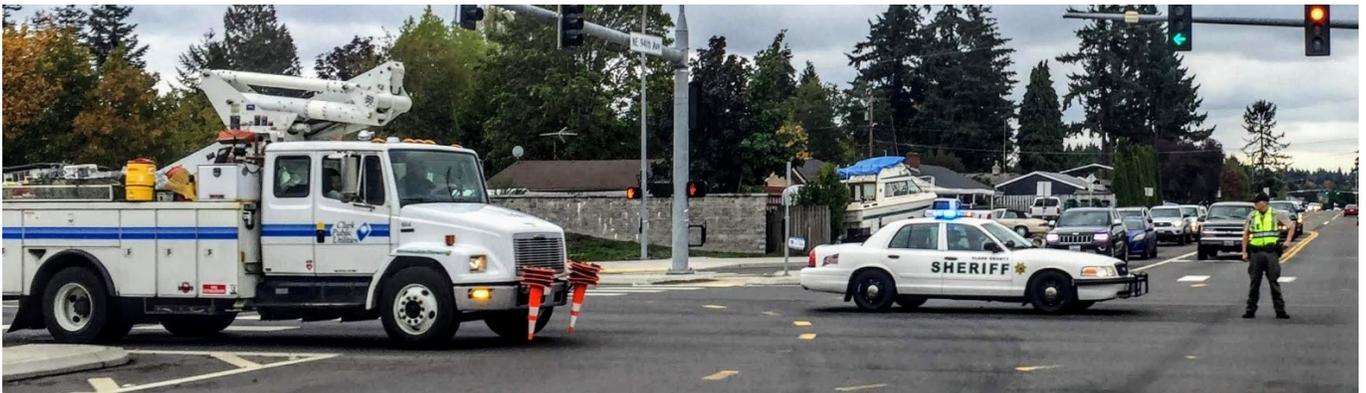


Reserve Deputies Darrell Benton and Bob Byrd, with Sgt. Dave Nelson, supporting the Homes for Our Troops event that presented a new, handicapped accessible home to a wounded warrior near Washougal, WA, in May 2018.

Community Service events supported by the Reserves in 2018 included:

- Kline Pond kid's fishing derby
- Escort for Key Ceremony presenting a new home to a disabled vet (photo above)
- Lion's Club bike rodeo
- Hazel Dell Parade
- Hockinson Parade

- Yacolt Big Foot Run and Parade
- Fireworks enforcement patrol support to County Fire Marshal
- Felida July 4th Kids Parade
- Amboy Territorial Days Parade
- Costco First-Responder and Military Appreciation event:
- Children's cancer fundraiser and bone marrow donor awareness
- Staffing the Sheriff's Booth at Clark County Fair
- Escort for procession of over 100 utility vehicles to the memorial honoring a Public Utilities Department employee
- Marine Cadet tour of West Precinct
- Security for the 15th anniversary of the Chabad Jewish Center of Clark County
- Security for all five performances of the Vancouver Church Singing Christmas Tree
- Police Activities League's Christmas Round-Up for under-privileged children
- Traffic control for Santa's Posse gift wrapping
- Christmas with Kids at City Bible Church



Reserve Deputy Sergeant Bob Christian clears traffic for procession of Public Utilities Department vehicles honoring a PUD worker killed in a traffic collision, in October 2018.

Training:

In 2018, Reserve Deputies received 1,016 hours of training. Every Reserve Deputy exceeded the state requirement for 24 hours of training during the year; averaging over 67 hours of training each.

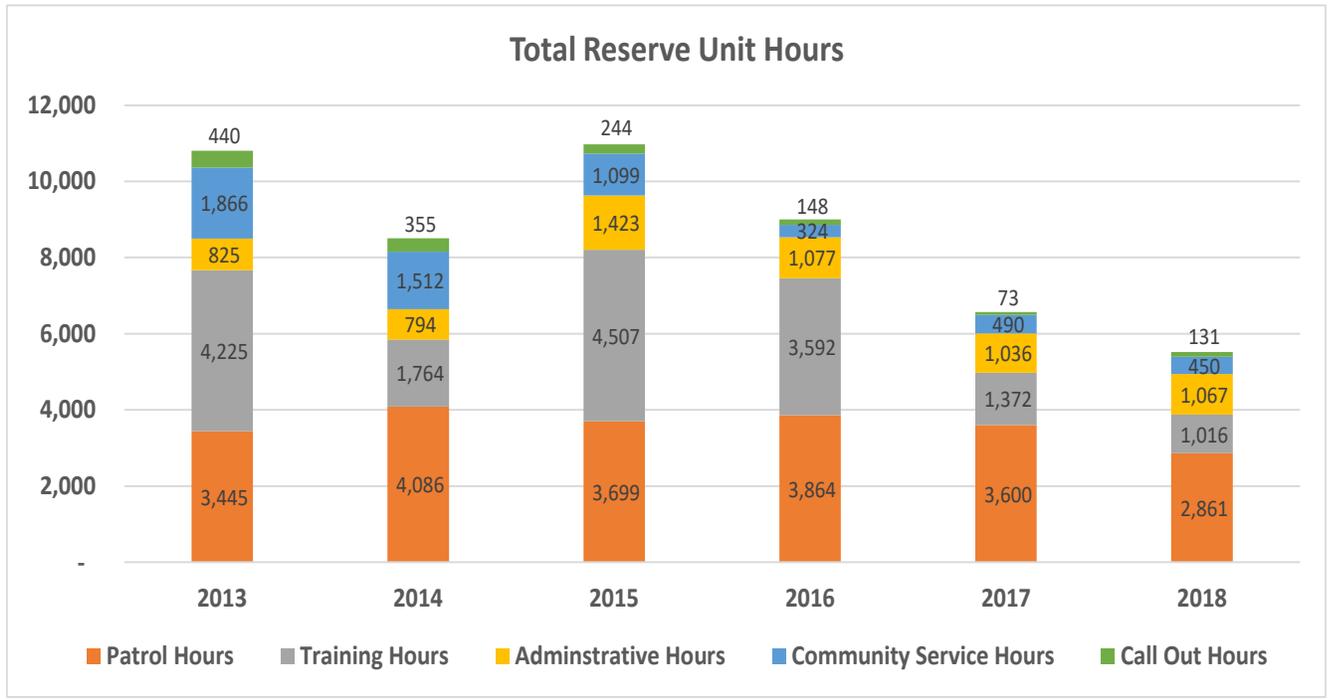


Reserve Deputies practice shooting with a ballistic shield, August 2018.

Administrative Hours:

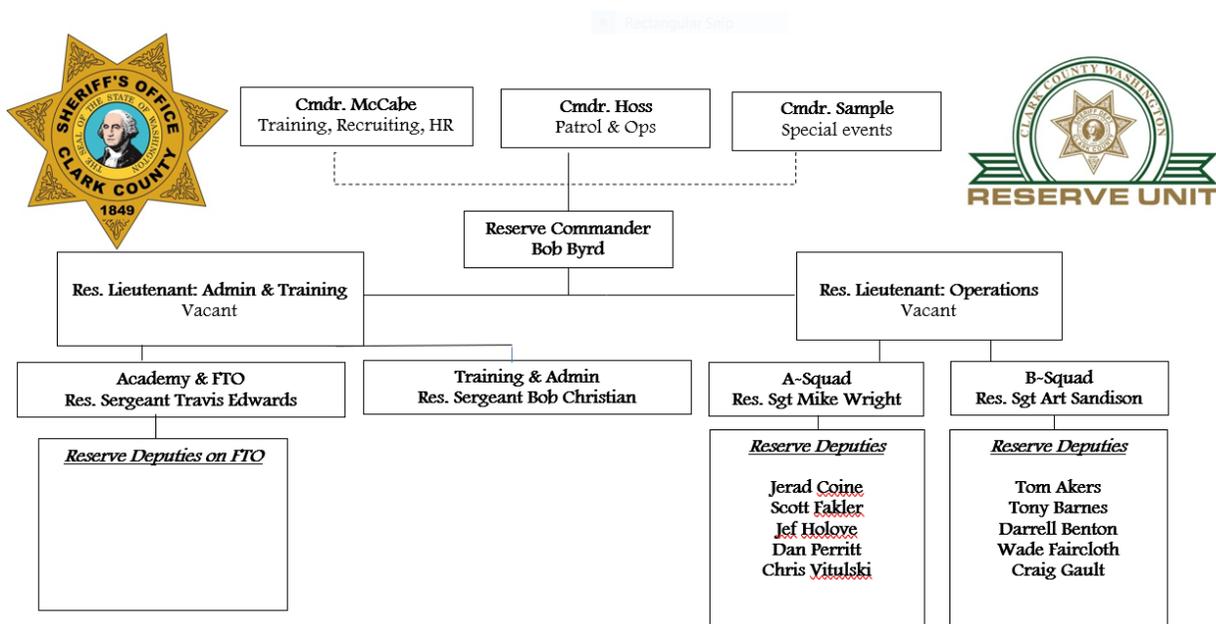
The five members of the Reserve command staff served additional hours to lead and manage the Reserve program. They contributed 1,067 administrative hours in 2018.

Total Reserve Unit Volunteer Hours



Staffing

Reserve Unit organization chart as of January 1st, 2019



Outstanding Performers

- **Reserve level certifications**
 - Res. Sergeant Bob Christian was certified as a R5 for solo law enforcement patrol on August 1, 2018. Building on hundreds of hours of training and years of experience, Bob earned this certification by completing the intense 125-hour R-5 field training program. He is the first Reserve Deputy to certify at this level in many years.
 - Res. Deputy Darrell Benton was certified as a R4 for solo traffic patrol on September 1, 2018, after completing specialized training on traffic enforcement; collision reporting; traffic court; and RADAR/LIDAR.
- **Promotions**
 - Bob Byrd was promoted to Reserve Unit Commander on Jan. 1, 2018.
 - Travis Edwards was promoted to Reserve Sergeant on June 1, 2018.
- **Other recognition**
 - Retiring Reserve Lieutenant Perry Fladager was awarded the Distinguished Service Medal by Sheriff Atkins in February 2018.
 - In December, Reserve Unit Commander Bob Byrd was awarded the 2018 Traffic Safety Volunteer Award by the Clark County Target Zero Task Force, Washington Traffic Safety Commission.

Top Hours Volunteered in 2018:

R-3 (patrol w/full-time deputy)	Dan Perritt – 148	Bob Byrd – 139	Darrell Benton - 138
RR-3 (patrol w/ Reserve partner)	Mike Wright – 162	Tom Akers – 137	Darrell Benton - 137
R-4 (solo traffic patrol)	Bob Byrd – 398	Darrell Benton – 148	Bob Christian - 75
R-5/R-6 (solo beat patrol)	Tony Barnes – 223	Bob Christian - 80	
Callout	Bob Byrd – 42	Darrell Benton – 39	Tony Barnes - 12
Training	Jef Holove – 123	Darrell Benton – 110	Craig Gault - 80
Community Service	Darrell Benton – 89	Bob Byrd – 60	Dan Perritt – 46
Total hours	Bob Byrd – 1719	Darrell Benton - 682	Bob Christian – 460

Bob Winsor Scholarship

Since 2012, the Reserve Association has awarded an annual scholarship to a Cadet working for the Clark County Sheriff's Office. The cadet program provides rewarding work and experience for college students pursuing a career in law enforcement by giving them part-time employment in law enforcement support activities. Cadets must major in Criminal Justice or related field, with at least 9 credit hours per quarter/semester and keep a minimum grade point average of 2.5.

The scholarship is named for Bob Winsor, who served as a Reserve Deputy for over 42 years, including many years as the unit Commander. He retired in 2015 and passed away in November 2017. Among the many ways his legacy lives on is through this scholarship.

Cadet Baillie Duncan is the recipient of the 2018 Bob Winsor Annual Scholarship. Baillie got an early start on a Criminal Justice education by participating in the Running Start program through Clark College, then the Cascadia Tech Academy, and is now working on an Associate's Degree in Criminal Justice.

Reserve Deputy of the Year for 2018 -- Reserve Sergeant Michael Wright

Mike Wright has expertly served as a Reserve Deputy with the Clark County Sheriff's Office for a total of 12 years. He was first commissioned as a Reserve Deputy in January 1997. He served with distinction for 9 years, and then took a break in service to focus on his work and family. He returned to duty as a Reserve Deputy in June 2015. With his wealth of experience, leadership, and professional skill, Mike was promoted to Reserve Deputy Sergeant in July 2017.

As the Reserve Training Sergeant, he led the development of the Reserve Unit's annual training plan. He ensured all Reserve Deputies received annual mandatory training, including the state requirement for 24 hours of continuing training. With his support, Reserve Deputies averaged over 67 hours of training in 2018.

In addition to his leadership role, during 2018, Mike volunteered over 200 hours of patrol to serve and protect the citizens of Clark County. During one exemplary shift in January 2018, he and his Reserve Deputy partner responded to the scene of a triple stabbing and carjacking at an apartment complex. Mike was singled out for praise for selflessly climbing down into a deep ditch to clear the carjacked van. Mike then collected important information from a witness to the attack. During that same patrol shift, Mike located and arrested a suspect who was wanted for domestic violence assault.

Additionally, he volunteered 23 hours supporting parades and runs in Yacolt, Hockinson, and Hazel Dell. It is for all these reasons and more that Mike Wright deserves recognition as the Reserve Deputy of the Year for 2018.

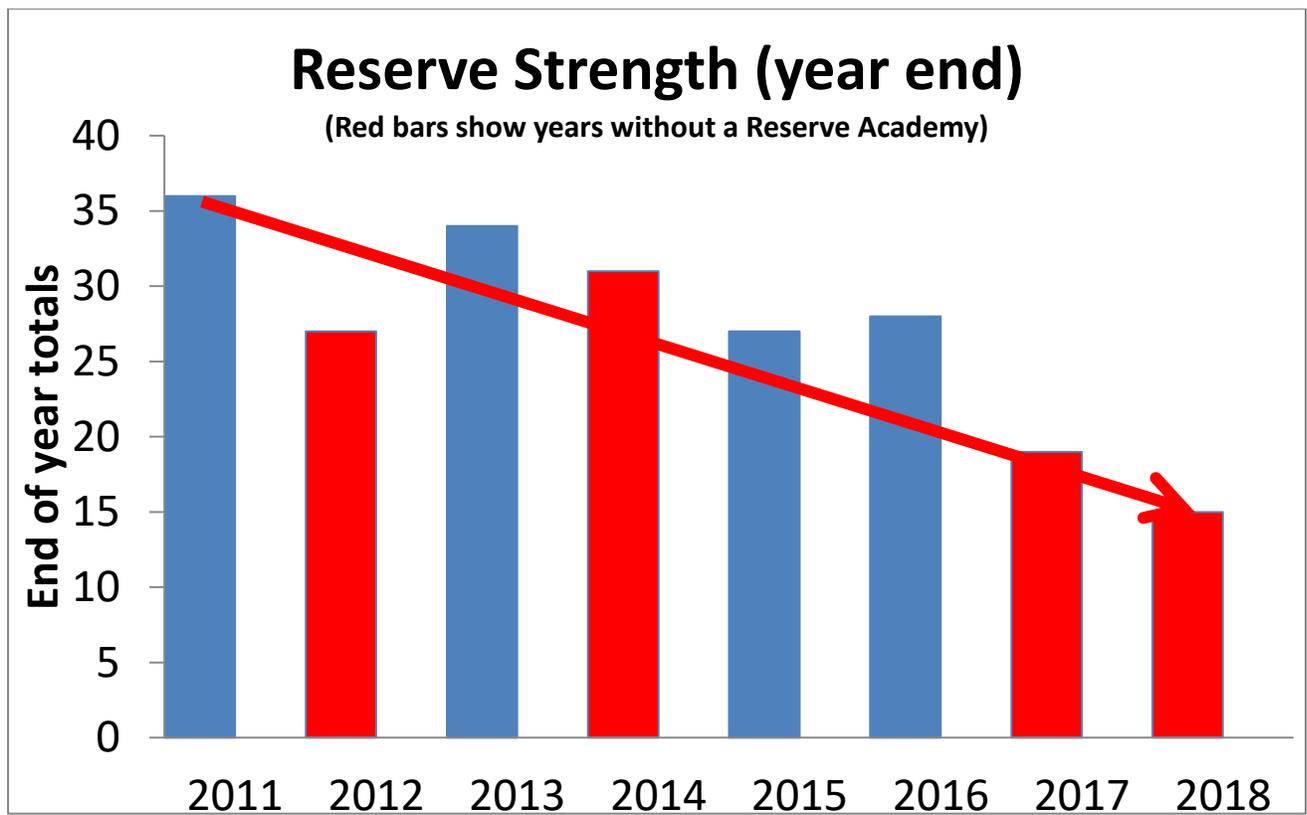


Sheriff Atkins presents the “2018 Reserve Deputy of the Year” award to Reserve Deputy Sgt. Mike Wright

Reserve Unit Commander's Assessment:

The dedicated Reserve Deputies of the Clark County Sheriff's Office have provided another year of exemplary volunteer service to our community.

However, the Reserve Unit continued its steady decline in membership, dropping to 15 Deputies at the end of 2018.



The Reserve Unit needs help to turn this trend around. Here are recommendations to rebuild our program:

Commit to a Reserve Academy in 2020.

It is vital to hold a Reserve Academy every year in southwest Washington. The Academy is the lifeblood of the Reserve program. New Reserves must be recruited and trained every year to replace our volunteers, many of whom are hired on as full-time deputies or officers with other departments.

In 2019, for the first time in three years, a Reserve Academy is being held in southwest Washington. The Cowlitz County Sheriff's Office is sponsoring the region's Reserve Academy. Two Clark County Reserve recruits have volunteered to attend that Academy. They will make the long drive to Kelso, three times a week for six months.

For years, the Clark County Sheriff's Office excelled at running the Reserve Academy for southwest Washington. However, the CCSO cancelled the academies in 2012, 2014, 2017, and 2018, to the detriment of Clark County, as well as the other Reserve programs in the region.

A Reserve Academy is an investment that pays for itself many times over. The 2016 Reserve Academy cost the Clark County Sheriff's Office about \$80,000, primarily in overtime hours for instructors. In return, this initial investment generated thousands of commissioned deputy volunteer hours.

I urge the Clark County Sheriff's Office to commit now to hosting the Reserve Academy in January 2020. For future years, close coordination is needed with the Cowlitz County Sheriff to ensure an Academy is held in southwest Washington every year.

Set a goal of 12 CCSO recruits in the 2020 Reserve Academy:

We had 8 to 13 trainees in the Academies from 2011 to 2016. Aiming for a dozen in 2020 is a realistic and achievable goal. Other agencies also typically send another 10 to 12 trainees to our Academy. To reduce the impact of Reserve recruits on the overworked Background Investigations team, we should require that our applicants agree not to pursue full-time law enforcement positions until they graduate from FTO.

Augment the Background Investigators to help process Reserve recruits:

We have consistently done a good job of attracting interested citizens to apply to become Reserve Deputies. Over the last couple of years, we have especially benefited from the strong support of CCSO Recruiting Sergeant Fred Neiman (who started his law enforcement career as a Reserve Deputy).

However, the small Background Investigations unit is maxed out with the challenge of vetting new full-time staff. Here are some additional proposals to give

the background investigators the help they need to process Reserve Deputy applications this summer:

- Hire a contractor for Reserve investigations
- Authorize overtime to work on Reserve applications
- Hire a temporary detective for backgrounds, perhaps using SRO manpower while school is out for the summer
- Use Reserve Deputies to help with Reserve investigations, as was done several years ago

- Track recruits along each step in the hiring process, with a shared database for the leadership of the CCSO, Reserve Unit, and Human Resources. This database can:

-- Record initial testing: Some volunteers start the process of becoming a Reserve Deputy by taking a written exam from the CCSO. Others take the exam through Public Safety Testing. Still others apply as lateral transfers from other departments. We need a common database to help ensure no one falls through the cracks and each of our recruits is supported and moved forward to the next steps in the hiring process.

-- Help planning for the Academy: Currently, after recruits pass the oral board it's difficult to get an update on where they stand in the subsequent steps. This greatly complicates planning for the next Reserve Academy. A shared tracking database would show how our recruits are doing in the vetting process. As a reminder, Reserve volunteers are not bound by Civil Service hiring rules. We can be much more open with Reserve vetting than full-time hires.

-- Show bottlenecks and causes of delays and attrition: With a simple chart that shows when a recruit completes each of the many steps of vetting, bottlenecks can be spotted. Additionally, the chart could show the points at which losses are occurring, and give us a better understanding of how to improve our recruiting efforts.

-- Hold monthly oral boards: Summer is a busy time for everyone. Creating a schedule for at least monthly Reserve oral boards would help our recruits get that done right after the Physical Ability Test, so they can then quickly move on to backgrounds.

-- **Engage with recruits waiting for the next Academy:** In 2018, the General Order for Reserves was revised to allow us to better engage with recruits who have been vetted and are waiting for the next academy. Now, these vetted recruits are authorized to attend the monthly Reserve training meetings and observe other activities. This will keep them engaged with the Sheriff's Office and help prepare them for success in the academy. Hopefully we can implement this with our new recruits in 2019.

In 2018, the opportunity for Reserve Deputies to be paid for some special events was restored -- a welcome enhancement!

In July 2018, for the first time since 2012, Reserve Deputies again became eligible to be paid for working certain special events, such as the Clark County Fair, Amphitheater, and Washougal MotoCross.

This benefit gives Reserve Deputies a few opportunities during the year to earn some compensation for their unreimbursed expenses. While the Sheriff provides all basic uniforms and equipment required for duty, Reserve Deputies still have significant out-of-pocket expenses. These include mandatory dues to the legal defense fund; gas money and travel costs; and purchasing extra professional gear, such as back-up weapons, flashlights, etc.

We appreciate the hard work, led by Chief Chapman and CCSO Human Resources, in restoring the opportunity for Reserves to work paid jobs.

Additionally, we appreciate the support of the Deputy Sheriff's Guild, whose members agreed that Reserve Deputies can work paid jobs that remain unfilled by a regular deputy within 5 days of the event. This is a "win-win" for all, since it will reduce the times regular deputies are ordered to work an event on their days off.

Reserve Unit leadership was rebuilt in 2018:

The Reserve Unit worked to rebuild its leadership team in 2018, after the loss of its Commander and both Lieutenants to retirements and relocations in the second half of 2017.

As shown in the organization chart above, the Reserve Unit is leaving vacant its positions for two Lieutenant and a fifth Sergeant. With only 15 Reserves Deputies, we can reliably lead the Unit with four Reserve Sergeants and the Unit Commander.

New points of contact for the Reserve Commander:

In September 2018, the three Enforcement Commanders below were designated as “direct points of contact” for the Reserve Unit Commander. This has streamlined communication and support for the Reserve program.

- **Patrol Commander:** Oversees Reserve patrol operations and general Reserve program issues. (The Patrol Commander writes the Reserve Unit Commander’s volunteer performance evaluation.)

- **Special Events Commander:** Extra duty, special events and paid jobs.

- **Headquarters Commander:** Other vital support, such as recruitment, backgrounds, selections, training, policy development and equipment needs.

Reserves appreciate the great support of Clark County Sheriff’s Employees’ Association (CCSEA): In August 2018, the CCSEA picked the Reserve Unit as a recipient of the profits the Association raised by selling K-9 stuffed animals. The \$585 donation to the Reserve Unit was used to offset the cost of the legal defense fund dues each Reserve Deputy pays out-of-pocket every year.

Breaking news: In early January 2019, the Sheriff’s Office upgraded the Reserve Unit’s assigned Chevrolet Tahoe to a 2017 model, equipped with LoJack, an AED, and a vehicle-mounted RADAR. We are grateful for the first-rate equipment entrusted to the Reserves.

The Reserves appreciate the support of Sheriff Atkins and his leadership team. We look forward to continuing to contribute to the great quality of life in Clark County and the exemplary performance of the Sheriff’s Office.

/// signed 3-1-2019 ///

**Robert Byrd, Reserve Deputy
Reserve Unit Commander
Clark County Sheriff’s Office**

"America has a long tradition of citizens volunteering to serve their community. The Clark County Sheriff Reserves continue that tradition of volunteer service by volunteering thousands of hours of law enforcement services annually to our citizens. I could not be more proud of these dedicated men and women."

-Sheriff Chuck Atkins



The Reserve Unit Tahoe takes center stage for KGW8 TV news reporting on the Felida 2018 4th of July Kid's Parade.

For more information about the Clark County Sheriff's Reserve Unit, please go to <https://www.clark.wa.gov/sheriff/reserve-unit> or email ReserveDeputy@clark.wa.gov

For other formats: Clark County ADA Office, Voice (360) 397-2000, Relay (800) 833-6384, E-mail ADA@clark.wa.gov