



## Lacey Police Department Training

The Lacey Police Department is a progressive law enforcement agency dedicated to embracing all six pillars of 21st Century Policing:

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Training and Education
6. Officer Wellness and Safety

The 5<sup>th</sup> pillar, Training and Education is an important component of our Accountability Measures. Per Washington State Law, police officers are required to complete at least 24 hours of training each year. Over the past five years, Lacey Police Officers have completed nearly 4000 hours of training in the following topics:

- **Crisis Intervention Training** (To identify persons experiencing mental health crisis, and reducing the potential for violent encounters, and exploring alternatives to jail for those in crisis.)
- **Critical Incident Response** (Incidents with a high risk from injury or loss of life and ways to reduce that risk)
- **De-Escalation of Conflicts and Potentially Violent Encounters**
- **Diversity Training and Fair and Impartial Policing Training**
- **Excited Delirium** (Identification of persons in medical crisis and coordination of emergency medical response)
- **First Aid, CPR, AED, and Traumatic Wound Care**
- **Harassment** (Identification and prevention)
- **Implicit Bias, Recognition and Response**
- **Less-Lethal Tools and Tactics** (reducing the frequency of occurrence and the amount of force applied)
- **Use of Force Training, Defensive Tactics, Legal Requirements, Documentation**

The Lacey Police Department dedicates more than half of its training resources to topics that promote greater recognition and understanding of persons in crisis, reducing the potential for violent encounters, options to the use of force and minimizing the amount of force used when it is necessary. Use of force training includes the use of scenario based learning to educate on critical decision making skills, not just tactical proficiency. The Lacey Police Department has dedicated an officer to instruct fulltime at the Basic Law Enforcement Academy at the Washington Criminal Justice Training Center in Burien. This ensures that we have immediate access to the most contemporary and updated training available.

Thank you for being engaged with your Lacey Police Department. We are committed to public safety, social justice, and accountability of our personnel.



***Robert Almada***  
Chief of Police  
Lacey Police Department