



# International Association of Directors of Enforcement Standards and Training

## 2013 MINI-REPORTS

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## International Association of Directors of Enforcement Standards and Training

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### 2013 MINI REPORT

AGENCY NAME: <b>Colorado POST</b>	
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TOPIC: 2012/2013 Report	

A number of staff changes were made during this period. The most recent was the hiring of a new Director in October. The new Director, Pete Dunbar, spent over thirty years in law enforcement in California, twenty-four with Oakland PD and six as the Chief of Pleasant Hill PD. He has been involved in training for over 25 years in a variety of roles.

With the recent staff changes, POST conducted an assessment. This entailed two internet surveys, meetings, interviews and research, using the Strengths, Weaknesses, Opportunities and Threats (SWOT) model. Conclusions from the assessment focused on communication, technology, developing an in-service training mandate and focus on basic academy curriculum. The assessment recommends that the POST Board develop a strategic plan at its quarterly meeting in September.

As part of the assessment, POST is looking to develop a database that will reduce data entry and provide real-time data to agencies. POST is working with other IADLEST members who have a database and determining next steps.

POST contracted with a vendor in 2011 to develop a new certification test that would be online. This project has moved slowly with several revisions to the items and field testing prior to using the new items. The new test is a result of a compromise to test security. POST hopes to go live in the fall with this project.

Colorado legalized marijuana in the November 2012 general election. The legislature recently passed several bills to regulate and enforce the new laws. It's expected that this will be an ongoing work-in-progress for several years. POST has been tasked with providing funding for Advanced Roadside Impaired Driving (ARIDE) and has been asked to incorporate that topic in the basic academy curriculum.

POST distributed approximately \$2 million in grant money for training. These funds come from vehicle registration and is how POST reimburses presenters and agencies for training.



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## 2013 MINI REPORT

DIRECTOR: <b>Delaware</b> Council on Police Training (COPT)	TELEPHONE: (302) 672-5455
WEB SITE ADDRESS: Robert Hawkins	
TOPIC: 2012 Delaware Council on Police Training (COPT) POST Report	

During 2012, Delaware COPT, voted to allow second year Delaware Technical and Community College Criminal Justice students to be taught eight weeks of the academic courses at the Delaware State Police Academy by certified police instructors. The students that complete this course of instruction will be eligible for a 15 week academy instead of the traditional 22 week academy format.

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### 2013 MINI REPORT

AGENCY NAME: Federal Law Enforcement Training Accreditation	
DIRECTOR: Dr. Gary B. Mitchell	TELEPHONE: 912-267-2586
WEB SITE ADDRESS: <a href="http://www.FLETA.gov">www.FLETA.gov</a>	
TOPIC: FLETA 10 <sup>th</sup> Anniversary	

2012 marked the 10th anniversary of the Federal Law Enforcement Training Accreditation (FLETA) Board. The FLETA Board began the year-long celebration at the July (2012) Board meeting in Glynco, Georgia where a message of congratulations from the Honorable Barack H. Obama, President of the United States of America was read, launching the anniversary. In addition, the Congressional Record from the House of Representatives by Congressman Jack Kingston of Georgia was read to the attendees paying tribute to the FLETA's accomplishments and mission. "FLETA is about standards that all federal law enforcement training is evaluated against, meeting those standards, and improving how our federal agents, officers, and other personnel perform," stated Donald R. Webb, FLETA Board Chairperson.

The FLETA Board awarded the first accreditation in 2005 to the Department of State. Since then, more than 60 federal law enforcement training programs and 15 federal law enforcement academies have achieved FLETA accreditation.

Currently 15 federal academies have achieved academy accreditation:

- U.S. Air Force Special Investigations Academy
- U.S. Army Military Police School
- U.S. Coast Guard Maritime Law Enforcement Academy
- U.S. Customs and Border Protection Field Operations Academy
- U.S. Department of State, Diplomatic Security Service, Office of Training and Performance Standards
- U.S. Department of Veterans Affairs Law Enforcement Training Center
- The Drug Enforcement Administration Office of Training
- The Federal Bureau of Investigation Academy
- The Federal Law Enforcement Training Centers
- The Internal Revenue Service National Criminal Investigation Training Academy
- The Naval Criminal Investigative Service Training Academy
- U.S. Postal Inspection Service Career Development Unit
- U.S. Secret Service James J. Rowley Training Center
- The Transportation Security Administration Federal Air Marshal Service Training Center
- U.S. Treasury Inspector General for Tax Administration Training Academy

A full listing of FLETA accredited programs is available by visiting the FLETA website. The Office of Management and Budget directed the establishment of FLETA as the accrediting body for all federal law enforcement training. More information on the FLETA process and benefits is available at [www.FLETA.gov](http://www.FLETA.gov), or by calling the FLETA Office of Accreditation (912) 261-3684.

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## International Association of Directors of Law Enforcement Standards and Training

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### 2013 MINI REPORT

AGENCY NAME: Florida Department of Law Enforcement	
DIRECTOR Jennifer Cook Pritt	TELEPHONE: (850) 410-8611
WEB SITE ADDRESS: <a href="http://www.fdle.state.fl.us">http://www.fdle.state.fl.us</a>	
TOPIC: <b>Physical Fitness Standards</b>	

In the fall of 2012, FDLE began reviewing information about physical fitness standards for entry-level criminal justice officers. FDLE's intent is to create a best practices model for Florida criminal justice officers whereby a minimum level of physical fitness is required to reduce the amount of training injuries and maximize readiness for duty. When implemented, FDLE will require candidates meet specific physical fitness standards prior to certification and employment as criminal justice officers.

FDLE's review includes current practices by POST organizations in the U.S., academic research, research and white papers by the fitness training industry, and litigation stemming from the use of physical fitness standards for employment. FDLE is also analyzing data from recent job analyses of criminal justice officer occupations as well as physical fitness data from Florida's criminal justice training centers. Focal research topics include types of tests (e.g. fitness tests vs. simulations), types of standards (e.g. single standard vs. sex/age related standards), standard setting methods, etc. The emerging model will specify measurements to use in assessing physical fitness, a validation strategy for the selected measurements, a method for setting standards, timing of the assessment, legal strategy and risk assessment, etc.

The current focus of this project is to establish job-related performance criteria against which physical fitness measurements can be validated.

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WEB SITE ADDRESS: <a href="http://www.fdle.state.fl.us">http://www.fdle.state.fl.us</a>	
TOPIC: <b>Computer Based Testing</b>	

Pursuant to chapter 943.1397, Florida Statutes, all individuals must achieve a passing score on a State Officer Certification Exam (SOCE) to be eligible for certification as law enforcement, corrections, or correctional probation officers in the State of Florida. The Florida Department of Law Enforcement (FDLE) develops and administers the SOCE.

FDLE is transitioning to computer based administration of the SOCE and has selected Pearson VUE as the vendor to deliver the examinations. Once computer based testing (CBT) is fully implemented, the SOCE will be administered in three types of facilities: ad-hoc testing labs (approved computer labs) at the training centers, college test centers at the parent institutions of the training centers, and Pearson VUE wholly owned test centers.

Pearson VUE will manage the entire examination process from payment and registration to administration and results processing. Candidate eligibility will be verified prior to registration through an automated data interchange between FDLE and Pearson VUE. Pearson VUE will also enforce FDLE's rules for retaking the SOCE. Each night, Pearson VUE will transmit test results for automatic upload into FDLE's official training and certification database.

Computer based testing will benefit both FDLE and external stakeholders in several ways:

- Greater flexibility for training centers and candidates as the SOCE can be administered on demand at or near each criminal justice training center.
- Failing candidates can retake the exam the next day (using a different version of the exam).
- The need for local proctors will be eliminated, allowing proctoring officers to remain on regular duty at their agencies.
- The need to rent exam facilities will be eliminated.
- FDLE staff travel to administer the SOCE will be eliminated.
- Printing and destruction costs for the test booklets will be eliminated.
- Candidates will receive unofficial results immediately after the exam event.
- Official exam results will be entered into FDLE's automated training management system at near real-time, shortening the certification process for new officers.

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<b>DIRECTOR Jennifer Cook Pritt</b>	<b>TELEPHONE: 850-410-8611</b>
<b>WEB SITE ADDRESS: <a href="http://www.fdle.state.fl.us">www.fdle.state.fl.us</a></b>	
<b>TOPIC: Florida Criminal Justice Executive Institute, Leadership Courses, New Courses and Online Training</b>	

### **Florida Criminal Justice Executive Institute: Leadership Programs**

In 1990, the Florida Legislature created the Florida Criminal Justice Executive Institute (FCJEI) for the purpose of providing such training as is deemed necessary to prepare the state's present and future criminal justice executives to deal with the complex issues facing the state (FSS 943.1755). The FCJEI was established within the Florida Department of Law Enforcement, Bureau of Professional Development (BPD), and is guided by a policy board made up of 12 persons (specified in statute). The professional staff within BPD coordinates the delivery of this external training for Florida's high-level criminal justice executives, as well as law enforcement officers and criminal justice professionals throughout Florida.

Three of the major programs offered by the FCJEI are the Chief Executive Seminar (CES), designed for chief executives within criminal justice agencies, meeting for three separate sessions, each one emphasizing the role of a leader; the Senior Leadership Program (SLP), a seven month leadership and management course designed for mid-level managers; and the Florida Leadership Academy (FLA), created to meet the need for formal training for front-line supervisors.

In 2012, approximately 390 law enforcement executives and criminal justice professionals graduated from FCJEI leadership courses. In April 2013, the CES graduated Class 47, and each of the other leadership courses are scheduled to graduate classes in both the summer and fall of 2013.

The FCJEI also offers a series of workshops and seminars for Continuing Executive Development (CED), on contemporary issues in leadership for criminal justice executives and managers. These classes range in length from 1-3 days and are offered at various locations in Florida. Approximately 200 criminal justice professionals completed one or more Continued Executive Development courses in 2012.

### **New Courses: In-Custody Death or Serious Life-Threatening Injury Investigation; Deadly Force Investigation and Supervision**

In January 2013, the Florida Department of Law Enforcement (FDLE), in partnership with the Florida Department of Corrections (DOC), Office of Inspector General (IG), developed curriculum for a specialized class titled: In-Custody Death or Serious Life-Threatening Injury Investigation. The 16-hour, invitation only course, was designed to train both the DOC IG Inspectors and FDLE Special



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WEB SITE ADDRESS: <a href="http://www.fdle.state.fl.us">www.fdle.state.fl.us</a>	
TOPIC: <b>Disciplinary Guidelines for Misuse of Electronic Databases</b>	

Florida's Criminal Justice Standards and Training Commission (Commission) certifies all law enforcement, corrections, and correctional probations officers in the state. By virtue of the certification function, the Commission can administer administrative discipline against an officer's certification. The Commission's administrative rules outline the offenses for which an officer can receive discipline. These include any felony offense, whether criminally prosecuted or not, 58 misdemeanor offenses, whether criminally prosecuted or not, thirteen non-criminal offenses, and positive drug tests. Each offense carries a guideline penalty which may range from a written reprimand up to revocation of certification. Florida Statutes mandate that the Commission convene a workshop every odd year to evaluate the disciplinary guidelines and penalties. During the 2013 meeting, the members of this workshop focused on charges and penalties related to the misuse of various electronic databases available to law enforcement.

Like other states, Florida has seen an increase in officers misusing databases provided for official purposes. In many instances, these improper queries involved an officer's curiosity to view photographs available through the Driver and Vehicle Information Database administered by the Florida Department of Highway Safety and Motor Vehicles. A spike of misuse occurred in 2011 following the release of a dash-cam recording of a law enforcement officer affecting a felony traffic stop on another officer in a marked unit.

Some inconsistencies existed among agencies when determining if the officer's actions were mere curiosity, or if more serious factors were present, such as the release of information to another individual or the use of the information in commission of another offense. In an effort to provide clarity to employing agencies and more consistent discipline by the Commission, the 2013 workshop sought to create a new rule related to these offenses. The outcome was the creation of a new offense Misuse of an Electronic Database, which carries a recommended penalty of written reprimand to suspension of certification. In crafting this new language, the Commission sought out to differentiate between an officer's mere curiosity and an officer's bad intent.



## International Association of Directors of Enforcement Standards and Training

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### 2013 MINI REPORT

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TOPIC: <a href="#">Training Highlights</a>	

The on-going training of new recruits and incumbent officers is a major function and responsibility of the Honolulu Police Department's Training Division. The 172<sup>nd</sup> Recruit Class started in 2012 and continued into 2013. On March 15, 2013, there were 32 new officers who graduated from the 172<sup>nd</sup>. The 173<sup>rd</sup> and the 174<sup>th</sup> Recruit Classes began in 2013. The 173<sup>rd</sup> is projected to graduate 49 new officers in July 2013. The 174<sup>th</sup> Recruit Class currently has a class of 40 and they are projected to graduate in October 2013.

In 2013, the department continued with Annual Recall Training. All officers are required to attend a three-day session. The topics covered during each session include firearms, control and arrest tactics, dealing with the mentally ill, hazardous material, police officer safety, emergency vehicle operations, and TASER recertification.

At the start of this year, the Honolulu Police Department began an Executive Leadership Training for both captains and majors. This training provided courses that would assist newly promoted executive officers with day-to-day operations. The feedback was positive and other topics will be added for next year's training.

In December 2012, Mr. Randy Means, a partner in the Thomas and Means Law Firm, provided training in Risk Management for both our executive officers and front-line supervisors.

In order to better educate our employees and supervisors about the stress that comes with our occupation and the negative impact it can have on our personnel and their families, the Training Division contracted two outstanding presenters in this field. In January 2013, approximately 160 officers attended Dr. Kevin Gilmartin's presentation, "Emotional Survival for Law Enforcement." In February 2013, Mr. Clarke Paris provided his "Winning the Battle" training. Both of these presentations were very well received by those who attended.

This year one of the goals for the Honolulu Police Department is to have every patrol officer receive Active Shooter training. The training started in March and will continue until all our patrol officers are trained. This training is being provided by instructors from our Major Events Division and Rapid Deployment Force.

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### 2013 MINI REPORT

AGENCY NAME: Idaho Peace Officer Standards and Training	
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WEB SITE ADDRESS: <a href="http://www.post.idaho.gov">www.post.idaho.gov</a>	
TOPIC: Curricula	

Idaho POST has also completed a Juvenile Detention Officer and Juvenile Probation Officer Job Task Analysis (JTA) with the assistance of Val Lubans of Systems, Inc. The curriculum has been modified and we expect to begin teaching the new curriculum in the Fall of 2013.

Idaho POST also completed the statistical analysis of our new Patrol Officer Job Task Analysis (JTA) in March 2013. Again, this was conducted with the assistance of Val Lubans of Systems, Inc. This was a full JTA, including curriculum, physical standards data and medical standards data. The Executive Summary has been presented to the POST Council and we are engaged in the curriculum review at the present time. The Patrol Officer JTA also included a CORE analysis of our Detention (Jail) Officers and Felony Probation and Parole Officers. The Core Analysis analyzed topics from the Detention Academy and Probation and Parole Academy which are similar to what is taught in the Patrol Academy for performance and learning content outcomes. From the Core Analysis, POST validated enough information to statistically validate our CORE Academy which could include Patrol, Detention and Parole and Probation officers in training together for three to four weeks before going into their separate Academies. This concept is expected to save the State of Idaho considerable amount of training funds in the future, and increase the personal communications between the different categories of officers for knowledge of duties and assistance between local and state agencies.

POST has purchased a sixth skid car POST Academy use, three of the skid cars were provided earlier to the college law enforcement training programs.

The Idaho Legislature approved funds and spending authority for high-risk/high threat firearms range (Hogan's Alley) at the current firearms range. They also approved spending authority for purchase of land for POST to develop a large practical exercise training area and a new dormitory.



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WEB SITE ADDRESS: <a href="http://www.post.idaho.gov">www.post.idaho.gov</a>	
TOPIC: Distance Learning	

The POST Council worked very hard this year to pass emergency rulemaking and acquire Legislative approval for our new decertification cause of action rules and due process rules.

The new rules allow POST to expedite the due process in decertification actions by starting with a Loudermill-type meeting between the officer facing decertification and the OST Administrator. This action has allowed POST to disengage from the attorney-based, full evidentiary hearing process to a process that allows the POST Administrator and officer to discuss the merits of the POST investigation, hear mitigating information and hear the officer's appeal for POST not to proceed with intended POST action. It has proven to be very effective in reducing the time it takes for POST to reach a decision. If decertification is rendered after the meeting, the POST Administrator's decision is the only factor to appeal – if the Administrator is not found to have cause to reach a decertification action, or, if there is a defect in the procedural aspects that ended in a decertification decision.

The POST Council also approved POST Decertification Investigation Procedures which allow for employing agency due process, should POST decide to investigate or move for decertification of an employed officer. This is only if the officer is still employed with the agency where the cause of action occurred. The procedure allow the employing agency who wishes to contest POST investigation action to bring their claim for no investigation, and later for no decertification action. It allows POST to entertain the agency's objection to investigation or decertification action, and in either case allows the agency an ultimate opportunity to have their claims heard by an independent body of three agency administrators for final determination as to whether the POST investigation should be initiated or if POST decertification action should occur. This procedure only applies if the officer is still employed with the agency, and only if the employing agency contests the POST investigation and/or decertification.

So far, Idaho's new procedures are working very well.

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TOPIC: Distance Learning and Dashboard	

POST has been heavily involved with Distance Learning during the past year. We have rebuilt a Production Studio in our facility which gives us the opportunity to film and record our distance learning programs.

Within the past two years, POST acquired a Tandberg System that has allowed us to connect to the state's Idaho Educational Network. This network allows POST to transmit classes into every high school in the state. With this system, we have broadcast Reserve Academy lecture training to up to ten locations in our state at the same time. Our system allows the instructor to see all the classrooms while he/she is lecturing, with two way communication between the instructor and all students.

POST also acquired Adobe Connect, Contributor and Presenter which allow us to broadcast our own webinars and other distance learning presentation via the Internet. Live broadcasts can be saved form 24/7 viewing within our website. The system allows POST to present training, add quizzes or end of course testing, provide a printable certificate, and with modification through our IT section, upon successful completion of the testing the record automatically records the training into the individual's training record in our training records system.

POST is remixing our pre-academy training CDs into an updated web-based training through the POST website. This training accounts for up to 80 hours of the POST Patrol Officer curricula, and various amounts of other basic training in the POST program. Once students are accepted into a basic training or our Challenge Program (for officers with other state certifications coming to Idaho), they will be able to access the pre-academy training programs as part of their required training for Idaho POST certification.

POST created ad Dashboard on the front page of the POST website. The Dashboard provides statistical data about POST activities and projects. The Dashboard is located in the upper right corner of the front page of the POST website under "What's New".

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## International Association of Directors of Enforcement Standards and Training

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### 2013 MINI REPORT

AGENCY NAME: Indiana Law Enforcement Academy	
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TOPIC: Mini report - 2012 End of Year Report	

### Facility Use at ILEA Hits Record Levels

The Academy facilities coordinator, Lt. Norm Camerer, reported that since he began his duties as coordinator in 2005 the record for requests to use the ILEA facilities (classrooms, firearms ranges, etc.) by outside departments within a given year was 302 requests. In 2012, he noted 368 requests were made, a 21% increase from the next highest year.

Likewise, basic training numbers continue to increase since their low ebb during the worst years of the recession. The last full session of 2012 graduated 94 students and the session that began on December 3, 2012, enrolled 119 students. The Academy staff expects these numbers to continue to increase until local departments have refilled the empty positions which were a result of the recession.

### The Basic Course

The Academy staff ranks 2012 as one of the best years in many decades for writing and receiving grants that benefited basic training classes. Among these were grants for driving simulators and a skid car platform for the Emergency Vehicle Operations (EVO) section as well as a computerized firearms training simulator. Other successful grant applications included funding for first aid kits and a retro-fit grant to repair and update the indoor firing range. Although not strictly a grant, a request to replace portable radios placed in 2006 also came to fruition in 2012.

The largest of these grants involved the purchase of two new driving simulators and the MILO firearms simulator. These simulators allow for full-scenario training which transitions from high speed chase situations to domestic and armed suspect scenarios. The Academy obtained \$267,400.00 for these two purchases. Besides allowing more practice time, using simulators saves a substantial amount of gasoline and wear on vehicles.

A skid car platform, purchased at a cost of \$55,000.00, allows students to practice skid recovery during low speed training. Previously, the Academy had experimented with using a special tire

sheath, known as an EasyDrift tire, to practice low speed skid recovery, but this product proved to not have the life expectancy desired.

Two new safety run-off areas were also installed on the EVO track during the year. Probably as a result of these new run-off areas, there were no reportable accidents on the EVO track during 2012.

A grant was also obtained to refurbish the indoor range. This project will begin in 2013 at a cost \$165,000.00. This project will include replacement of the control console, shooting booths, target tracks and target holders.

Firehouse Subs Restaurants have provided grants to public safety departments for many years. In 2012, the Academy obtained one of these grants for \$1,008.00 which was used to purchase updated first aid kits for the Academy.

Although not technically a grant, the Academy started the process for replacing its portable radios in 2006 through a program the state sponsored for converting police radios to an 800 MHz system. This project came to fruition in 2012 when the Academy received, at no cost, 13 new radios.

During 2012, a three-tier basic training approach which was proposed and approved in 2011 was fully implemented. At least two classes were given for each level of basic training during the year. The graduation speaker for the first Tier III class was newly appointed Secretary of State Connie Lawson. Speakers for other basic training graduations during the year included now Governor Michael Pence; Indianapolis University Vice President, Dr. David Wantz; and Mr. Josh Bleill, Indianapolis Colts Community Spokesperson.

Students attending ILEA basic training courses were required, for the first time, to wear their vests, duty belts and red guns (plastic replicas) during the duty day to acclimate themselves more fully to these items of equipment before graduation.

### **In-service and Specialty Training**

The In-service Department posted a couple of instructional firsts as well during the year. The firearms section reported that it presented an M14 Instructor course that was the only such course in the country, and it presented a Glock Advanced Armorer school that was the first presented outside of the Glock factory in Georgia.

On January 1, 2012, the Pre-basic Course, administered by the In-service Department, implemented a new format authorized the previous year which requires more instructor participation and live discussions. It is felt that these changes have substantially improved the quality to the Pre-basic Course.

A new Dangerous Dogs class was presented for the first time in 2012. This class was well received and will likely be scheduled again at least a couple of times.

During 2012, the In-service Department made arrangements for the EVO staff to train outside personnel from such agencies as Senator Dan Coats' Office, the Indiana Department of Homeland Security, the Indiana Department of Environmental Management, the Indiana Department of Transportation and the University of Indianapolis physics department.

The In-service Department also spearheaded the TEC (Tactical Engagement Center) renovation in conjunction with the Maintenance Department. The “shoot house” had become badly damaged from years of use. All the interior walls were replaced and painted, lights were replaced or repaired and the entire facility was cleaned.

### **The Support Staff**

The Maintenance Department reports the acquisition of a snow plow truck through a cooperative arrangement with INDOT as well as new tools through a cooperative agreement with the In-service Department. In this later agreement, an Instructor Development course was presented in the field and the hosting agency paid its course fee by purchasing tools rather than using cash or using banked instructor hours.

The EVO building and the outdoor range areas were equipped with Internet wireless capabilities by our Information Technology (IT) department during 2012. This complements the wireless capability for the classroom areas in the main building accomplished in 2011.

The IT department, in conjunction with the Indiana Office of Technology (IOT), also completed a scheduled computer “refresh” by replacing all of the computers in the Academy that are on the IOT “seat” charge. These new computers were not only much faster than the previous models but actually cost the Academy about \$5,000.00 less per year in seat charges.

The Media Center has been developing a platform for easily posting a variety of training subjects using a number of approaches through the Academy website. Their posting of the Training Coordinator’s Conference in November was the first effort in this program. An entire series of 15 minute training modules is now under development for posting in 2013.

### **The Executive Staff**

The Executive Staff took the final organizational steps in a three year project which created an alumni association—the Indiana Law Enforcement Academy Associates (ILEAA)—which is designed to support all of the seven basic training academies through financial and other means. The Organizational Committee had its final by-laws signing ceremony on November 1, 2012. The Association also partnered with the Community Foundation of Morgan County, a 501c3 organization, to facilitate charitable giving.

The Executive Staff also planned and presented its first two day Training Coordinator’s Conference in November of 2012. This event was a substantial advancement over the half-day trainers’ meetings that have been presented in previous years. The conference agenda also allowed vendors, partners and sponsors to participate in the event for the first time. These vendors, partners and sponsors contributed \$8,704.46 to help with the expenses of presenting this conference. There are already plans to expand the scope of this conference in 2013.

As always, the Academy staff has no shortage of suggestion for future development. The executive staff will be evaluating these suggestions for future projects and improvements.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Iowa Law Enforcement Academy	
DIRECTOR Arlen Ciechanowski	TELEPHONE: 515-242-5357
WEB SITE ADDRESS: <a href="http://www.ileatraining.org">www.ileatraining.org</a>	
TOPIC: Annual Mini Report	

The Iowa Law Enforcement Academy has completed renovations of classrooms and many aspects of the building that have been needed for many years.

The Academy has updated in service rules for officers in Iowa to include mental health training yearly. The Basic Academy's now have mental health first aid as a mandated component.

Staff has begun a complete curriculum review for the Basic Academy's in Iowa.

In the last two years the Academy has offered our 5 Star Leadership Program for upper management and administrators. Included in the offerings are IACP's Leading by Legacy programs.

The Academy has included driving simulator training in the EVOC program.

Basic Academy classes are now wearing standardized uniforms for training instead of departmental uniforms.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Kansas Law Enforcement Training Center – a unit of the University of Kansas Continuing Education	
DIRECTOR Ed H. Pavey	TELEPHONE: 620-694-1400; <a href="mailto:peavey@klete.org">peavey@klete.org</a>
WEB SITE ADDRESS: <a href="http://www.klete.org">www.klete.org</a>	
TOPIC: Online Training: Racial and Other Biased-based Policing	

### **Biased-Based Policing Training Online Training**

On January 14, 2013, the Kansas Law Enforcement Training Center released its first of three online classes being developed focusing on Racial and Other Biased-based Policing. As of May 13th, over two-thousand (2000+) officers have successfully completed our online class with over 250 officers either registered or currently in various stages of the completion process. On average, the online class with post examination takes about 2 hours to complete.

The Racial or Other Biased-based Policing curriculum was designed to engage the adult learner by using a variety of teaching methods. The online curriculum utilizes text, video vignettes, audio clips, and interactive activities to connect the learner with the course content. The course also uses a variety of assessments to check the participant’s comprehension. The assessments range from fill-in-the-blank activities, placing items in sequential order, determining actions based on a variety of scenarios, as well as other activities. The final exam consists of 20 multiple choice questions that must be completed at a 70% or greater score to indicate comprehension of the content.

**Background:** The Kansas Department of Transportation (KDOT) through The University of Kansas Center for Research (KUCR) awarded the Kansas Law Enforcement Training Center (KLETC) a \$493,375.00 KDOT Highway Safety Biased-Based Policing Training Grant. The grant period covers FY12, FY13 and FY14, from July 1, 2011 through June 30, 2014. The grant has funded KLETC’s movement toward web-based on-line delivery of biased-based policing classes, making available to Kansas law enforcement agencies another training option to help fulfill their annual biased-based policing training requirements.

Then KLETC Deputy Director (now Associate Director) Darin Beck was instrumental in drafting the grant proposal and is the grant’s Principal Investigator coordinating & administering the grant’s requirements.

The 2011 Kansas Legislature passed SB93 related to biased-based policing. Kansas Governor Sam Brownback signed SB93 into law effective May 26, 2011, following its publication in the Kansas Register (Vol. 30, No. 21, page 659). SB 93 states in relevant part, “The agency policies shall require annual racial or other biased-based policing training which shall include, but not be limited to, training relevant to racial or other biased-based policing. Distance learning training technology shall be allowed for racial or other biased-based policing training.”

Following the Grant award, staff began the hiring process to advertise for a FTE Curriculum Developer position to develop content for the on-line bias-based policing/racial profiling related distance learning courses that KLETC will offer to Kansas law enforcement. Darla Fisher was hired as the grant’s curriculum developer/writer to begin developing content and learning aids for the distance learning, on-line bias-based policing courses. Darla was previously a school teacher and administrator with curriculum development experience. Associate Director Beck assembled a team of staff to begin addressing the grant requirements; team members included KLETC instructional designer, Dr. Sami Hwang and KU’s eLearning Lab located on the KU Lawrence campus, Deputy Assistant Director Mark Bomgardner, Technology Specialist Brian Yocam, Deputy Assistant Director Mark Damitio and CE Program Manager Heather Buller.

On-line course development continued throughout FY12. While the grant’s primary focus is on web-based on-line course content and delivery, during FY12 KLETC also coordinated face-to-face management level biased-based policing training and “train-the-trainer” classes on “Fair and Impartial Policing” conducted by nationally recognized researcher and trainer Dr. Lorie Fridell, University of South Florida.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Maryland Police and Correctional Training Commissions	
DIRECTOR Charles Rapp    cwrapp@dpscs.state.md.us	TELEPHONE: 410-875-3600
WEB SITE ADDRESS: www.mdle.net	
TOPIC: Status Report	

**Leadership Programs:** MPCTC has been working on developing leadership programs for police and corrections agencies. We currently offer a first line supervisor and first line administrator program and have been enhancing them. Additionally, we have been working with several universities to tap their expertise and instructors to offer classes that have college credits attached. We are working on the development of a “Command College” concept that would be a resource for agencies in both police and corrections to send staff to for job development and assistance in assessing personnel for promotional opportunities.

**Accreditation:** We are researching the idea of State accreditation for agencies that cannot afford to be accredited by CALEA. This would be a process mostly for small agencies with a waiver process for some or all standards if an agency is CALEA certified and would like to participate.

**Investigators Programming:** We have been involved in developing and providing training for criminal investigators. We have designed a basic criminal investigators school, death investigation school, and are working on specialized classes for advanced interviewing, and blood splatter courses. We are also offering some forensic programming involving crime scene searches and crime scene photography. We have been instrumental in providing training on eyewitness identification and working with the Innocence Project to avoid legislation being introduced that would regulate the way police agencies conduct identifications in Maryland.

**Academies:** Our current requirement for entry-level training is 750 hours. We are exploring the interest in raising this level to 900 hours. All police academies programs currently exceed the 900 hour mark. We continue to host the Training Directors meetings to discuss and remain current on issues affecting the academies. We are also expanding the use of scenario based learning and placement in academy programs.



## International Association of Directors of Enforcement Standards and Training

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### 2013 MINI REPORT

AGENCY NAME: Michigan Commission on Law Enforcement Standards	
DIRECTOR David L Harvey	TELEPHONE: 517-322-5610
WEB SITE ADDRESS: Harveyd2@michigan.gov <a href="http://www.michigan.gov/mcoles">http://www.michigan.gov/mcoles</a>	
TOPIC: Conference Update	

MCOLES is in the process of developing the next five year strategic plan that begins in 2014. Of particular note the Commission has discussed and intends to have MCOLES more involved on the national level in particular with our involvement in IADLEST.

A Military Police Basic Training academy (MPBTA) has been developed. The academy is a shortened version of our minimum 594 hours basic program and requires 240 hours of training. Candidates from all of the military services are given credit for their MP training in their respective service and will have the ability to be fully licensed after completion and passing the State licensing exam. Two of the States current basic academy providers were selected to produce the first two classes of recruits. At the end of this calendar year MCOLES will evaluate each school. The validation report for this initiative is on the IADLEST website.

Legislation was passed at the end of last year requiring video/audio recordings of defendant interviews taken in custody for major felonies. MCOLES has been delegated the task of developing the standards for the equipment and the distribution of funds for the purchase of the equipment that is to be provided by the Legislature.

MCOLES produced a policy writing guide for subject identification. An initiative began through the State Bar of Michigan and a task force to standardize photo and in custody line-ups. MCOLES was challenged with writing the procedure which highlighted the use of the double blind sequential photo line-up.



## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: MISSISSIPPI POST	
DIRECTOR ROBERT D. DAVIS	TELEPHONE: 601-977-3774
WEB SITE ADDRESS: <a href="http://www.dps.state.ms.us">www.dps.state.ms.us</a>	
TOPIC: 2013 MINI REPORT	

In Mississippi, an individual meeting the qualifications of a peace officer may be hired as a law enforcement trainee for up to two (2) years before basic training and certification is required. The trainee must work in the presence of a certified officer at all times.

The Mississippi Legislature passed an amendment to that law in this year's session. Beginning on July 1, 2013, the law enforcement trainee must complete basic training and be certified within one year of the date of hire.

Our Law Enforcement Board has added new material to the basic training course. Beginning in the fall of 2013, eighty (80) hours of training will be added to bring the total number of basic training hours to four-hundred eighty (480) hours. We are also working on revamping our physical training requirements.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Missouri Peace Officer Standards and Training (POST) Program	
DIRECTOR: Jeremy S. Spratt	TELEPHONE: 573-751-4905
WEB SITE ADDRESS: <a href="http://www.dps.mo.gov/post">www.dps.mo.gov/post</a>	
TOPIC: Funding Concern and US Army MP School	

Missouri POST maintains a full-time staff of five and one part-time investigator. We are responsible for regulating over 17,000 licensed and commissioned peace officers, nineteen licensed basic training centers, twelve licensed continuing education providers, and over eight hundred licensed basic training instructors.

Missouri POST is solely funded through general revenue. In our legislative session that ended May 2013, the Missouri Senate voted to reduce the budget of the Director's Office of the Department of Public Safety, effectively eliminating Missouri's POST Program. However, our funding was restored in conference committee only days before the proposed FY 2014 budget was sent to the Governor.

The number of persons attending basic training and becoming licensed in Missouri remained steady at around 1,500 applicants. However, we are reviewing a proposal by the United States Military Police Academy, which is based at Fort Leonard Wood, Missouri, to license their officers upon graduation. Since the MP academy graduates 100-200 new officers every single week, if approved, we will see a dramatic increase in the number of persons becoming licensed in Missouri.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Montana POST	
DIRECTOR Clayton L. Coker	TELEPHONE: 406-444-9974
WEB SITE ADDRESS: <a href="http://doj.mt.gov/post">doj.mt.gov/post</a>	
TOPIC: Montana POST Council	

The Montana POST (Peace Officer Standards and Training) council was formed in 1972. Originally the POST council was an advisory council to the Montana Board of Crime Control (MBCC) and only certified Montana's Peace Officers.

The current Council was formed in 2007 under 2-15-2029, Montana Code Annotated (MCA) as an independent Quasi-judicial board known as the POST (Public Safety Officer Standards and Training Council). The council was given two staff members consisting of an Executive Director and Executive Assistant to the Director, an operating budget of \$4,500.00, and was administratively attached to the Department of Justice. Legal services were provided at no cost by an Assistant Attorney General who was assigned to the Law Enforcement Academy.

Per 44-4-403, MCA the Council is required to set employment and training standards for all Public Safety Officers as defined in 44-4-401, MCA, which include correction and detention officers, communication officers and probation and parole officers, in addition the Council shall provide for the certification or recertification of public safety officers and for the suspension or revocation of certification of public safety officers.

To fulfill these statutory responsibilities to the public, the Council adopted Administrative Rules of Montana (ARMs) that require the staff to receive and investigate all complaints made against any public safety officer. In December, 2009 a Compliance Officer/Investigator was hired. In 2010, POST opened 55 investigative files. In 2011 an additional 31 cases were opened and another 28 in 2012 for a three year total of 114 cases.

In 2010, the POST council adopted a resolution requiring annual firearms qualifications. This was the first ever required training beyond basic training. In mid-2011, the Attorney that had been providing no-cost legal services to the POST Council left the employment of the Department of Justice and replacement legal council was not provided. It became necessary that the POST Council contract for legal service through the state Agency Legal Services.



## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Nebraska Law Enforcement Training Center	
DIRECTOR William J. Muldoon	TELEPHONE: 308-385-6030
WEB SITE ADDRESS: <a href="http://www.nletc.state.ne.us">www.nletc.state.ne.us</a>	
TOPIC: Mini Report for 2013	

#### **Three major accomplishments at NLETC:**

Based on last year's Job Task Analysis, enacted at new 676 hour Basic Curriculum that includes patrol rifle instruction and testing ability to perform the physical aspects of law enforcement officer for law enforcement certification.

<http://www.nletc.state.ne.us/basic.html>

Enacted last year's legislation requiring that law enforcement officers must receive a minimum of 20 hours continuing education annually.

[http://www.nletc.state.ne.us/continuing\\_ed.html](http://www.nletc.state.ne.us/continuing_ed.html)

Enacted new de-certification rules that require reporting of the action to the National Decertification Index (NDI). Revocation can now be requested for any code-of-ethics violation and is automatic for felony convictions.

[http://www.sos.state.ne.us/rules-and-regs/regsearch/Rules/Law\\_Enforcement\\_and\\_Criminal\\_Justice/Title-79/Chapter-09.pdf](http://www.sos.state.ne.us/rules-and-regs/regsearch/Rules/Law_Enforcement_and_Criminal_Justice/Title-79/Chapter-09.pdf)

Completed a \$3.5m energy and lighting upgrade to the Training Center in Grand Island. A geothermal heat/cooling recovery system was installed along with other safety lighting upgrades.

CONTACT PERSON	TELEPHONE	E-MAIL ADDRESS



## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

AGENCY NAME: <b>Nevada Commission on Peace Officers' Standards and Training</b>	
DIRECTOR <b>Richard P. Clark</b>	TELEPHONE: <b>775 687-7678</b>
WEB SITE ADDRESS: <b><a href="http://post.nv.gov/">http://post.nv.gov/</a></b>	
TOPIC: <b>2013 MINI REPORT</b>	

Nevada POST is made up of three bureaus, the Basic Training Bureau, the Professional Standards Bureau, and the Professional Development Bureau. POST regulates 135 criminal justice agencies, maintains over 17,000 peace officer records and certifies 53 different basic training academies. The 17 fulltime employees are supported by a nearly \$2.5 million budget. Nevada POST, after a job task analysis, realigned its' organization to take advantage of technology and automated most applications and personnel updates. The use of e-forms has made it easier for agencies to report and has increased the accuracy of the information provided. The on-line reciprocity training provided by Crown Pointe Technologies has been a huge success and has proven to be a good recruiting tool for Nevada law enforcement agencies.

The Basic Training Bureau conducts two 16 week basic training academies per year. An average of 24 cadets attends each session. The primary users of our academy are rural, state and tribal agencies. In the last fiscal year the training bureau has:

- Graduated 46 cadets
- Cadets came from 26 different agencies
- Provided 129 hours of training with our mobile use of force trainer
- Adjunct instructors provided 2,804 hours of instruction

The Professional Standards Bureau has updated regulations to improve the quality of peace officers within the state.

New regulation changes/proposals:

- Amend the training requirements to obtain the Management Certificate.
- Amend the minimum standards for Category III (detention and correctional officers) Basic Training adding Counter Terrorism and WMD.
- Amend the standards to obtain an Intermediate and Advanced POST Certificates.
- Amend the requirements to obtain course certification and reporting of completion of the training.

- Amend annual training standards to require agencies to submit verification of training compliance by means of electronic submission. Added the provision that the Executive Director may temporarily reinstate an officers' suspended Basic Certificate when the suspension was for training non-compliance and the officers has met compliance requirements. The suspension may then be ratified by the Commission at the next available Commission Meeting.
- Adopted regulation amending the minimum standards of appointment for peace officers prohibiting employment as a peace officer on grounds of dishonesty.

Other Actions by the Commission:

- Suspended one officer for non-compliance with annual training requirements, who was later re-instated when compliance was met. Revoked 4 officers for criminal conduct. Accepted one Voluntary Surrender of a POST Basic Certificate.
- The Commission adopted proposed updates to the Statewide Standardized Performance Objectives for Basic Training Academies.
- The Commission lost two Commissioners due to retirement. Both seats were filled.

The Professional Development Bureau continues to enhance the professional statewide training provided to all peace officers.

- Training Provided:

E-learning Students	147
Training hours	2,066

Classroom Students	50
Training hours	400

Total	
Students	197
Training hours	2,466

- 41 courses of instruction have been added to our on line training program

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: North Carolina Criminal Justice Standards Division North Carolina Department of Justice	
DIRECTOR Winfield J. Hunter, Interim Director	TELEPHONE: 919-661-5980
WEB SITE ADDRESS: <a href="http://www.ncdoj.gov">www.ncdoj.gov</a>	
TOPIC: 2013 update for the North Carolina Criminal Justice Education and Training Standards Commission	

The Criminal Justice Standards Division of the NC Department of Justice is comprised of the full-time professional staff who administer and enforce the rules and programs promulgated by our state's Criminal Justice Education and Training Standards Commission. The Commission make up includes 31 members from various aspects of our state's law enforcement and criminal justice community. When fully staffed, the CJ Standards Division staff has a complement of 21 NCDOJ employees reporting through NCDOJ to our state's Attorney General, Roy Cooper.

The Commission is responsible for the certification of all law enforcement, corrections (including probation/parole officers), juvenile justice, local detention, criminal justice instructors, BLET (Basic Law Enforcement Training) school directors, radar/Speed Measuring Instrument operators and instructors, and related personnel with the exception of sheriffs and their deputies who fall under the NC Sheriffs' Standards Commission.

The CJ Commission is also responsible for the accreditation of Commission-certified schools and courses. Other programs administered by the Commission staff include Concealed Carry Handgun Instructor, Qualified Retired Law Enforcement Officer (Firearms Qualification), Annual Mandatory In-Service Training for LEO's, Company/Campus Police (agencies and officers), and the Professional Certificate Program (which covers both LEO's and Corrections officers).

In addition to the verification of initial appointments, lateral transfers, out-of-state transfers, and separations, our staff also has the responsibility to review and investigate instances of alleged misconduct by certified personnel or individuals seeking certification. The CJ Commission has the authority to deny, suspend or revoke certification in those cases where probable cause exists. Such investigations may include possible action affecting an individual's officer certification and/or any instructor certifications as applicable.

The other state agencies in the Training and Standards Division of the NCDOJ include the NC Justice Academy (which has two campuses, one in the eastern part of the state and one in the western part), the Private Protective Services Board (regulates private security guards and agencies, private investigators, and alarm system licensing), and the aforementioned Sheriffs' Standards Division. Legal assistance is provided to the CJ and Sheriffs' staffs by the Law Enforcement Liaison office also of the NCDOJ. This office also provides legal assistance to the

various law enforcement agencies throughout the state upon request and as applicable. The office also handles all follow-up legal action in Division cases appearing before our state Office of Administrative Hearings, Superior Courts, or other courts as needed.

For a report of this type, the most usual point of interest concerns any changes to our state's rules on out-of-state transfers. At the May CJ Commission meeting, our rules concerning Evaluation of Training Waivers will be discussed by the Commission with the possibility of revising our state's rules for military transfers and spouses. This revision has been mandated due to statutory legislation from our state's legislature. If adopted, the proposed rule change will, for the first time in the history of the Commission, allow military personnel with an applicable military occupational specialty to be evaluated similarly to any other out-of-state transfer. The military (or former military personnel) will have to provide information satisfactory to the Commission that the training received was "substantially equivalent" to the law enforcement training provided to our state's law enforcement candidates. They must also not have a break in service of more than one year and also meet all other conditions of a prospective law enforcement officer in this state.

At the present time, North Carolina's CJ Commission does not recognize former federal law enforcement training for transfers. However, many former agents and officers of the federal government choose to "challenge" the requirements through sponsorship with a sheriff's agency. The prospective candidates must satisfactorily pass testing by a CJ Commission certified instructor in the areas of Firearms (Qualification), Precision Driver, First Responder, Subject Control and Arrest Techniques, and Physical Fitness (POPAT). After that, candidates must pass the state comprehensive exam in its entirety. If certified through the Sheriffs' Standards Commission, an officer may be eligible, if desired, for consideration for transfer to a CJ Commission agency after serving a probationary period.

Thank you for the opportunity to provide some background about our Commission and Division and a brief update on news concerning certification in North Carolina.

Winfield J. "Windy" Hunter  
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NC Department of Justice  
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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Pennsylvania Municipal Police Officers' Education and Training Commission (MPOETC)	
DIRECTOR: Major Douglas E. Grimes	TELEPHONE: (717) 346-7749
WEB SITE ADDRESS: <a href="http://www.mpoetc.state.pa.us">www.mpoetc.state.pa.us</a>	
TOPIC: Summary Report from Pennsylvania – Highlights for Multiple Topics	

1. **Job Task Analysis (JTA) and Basic Training Curriculum Update Projects** - The Municipal Police Officers' Education and Training Commission once again contracted with Mr. Val Lubans of the System Design Group to conduct the JTA. He conducted the previous one in 1999. Based on the final report, 57 new tasks have been identified. In addition, after an extensive curriculum challenge was completed, 105 new Instructional Objectives (I.O.s) were written based on the new tasks. Mr. Lubans also checked with other POST agencies around the country to determine the national average regarding basic training hours.

The next step involves the establishment of a committee comprised of police chiefs, patrol supervisors, police academy directors, instructors and Commission members. Their mission will be to:

- review the 754-hours in the current curriculum and analyze if we can move some of the hours to the new I.O. content, so we can teach some of the new I.O.s without adding more hours;
  - review the new I.O.s to determine how many hours it will take to teach them;
  - compare the number of lecture and practical (hands on) training hours and propose the best way to teach the new I.O.s, and,
  - draft a written recommendation to the full Commission on how many hours we should add to the Basic Training Program to be able to train recruits on all of the new objectives.
2. **Certification Examination** – In conjunction with the JTA and curriculum update projects, the Commission is also revising our state certification test.
  3. **Records System Upgrade** - Municipal Police Officers' Training & Education Commission is working to upgrade their existing training and certification records system with InformaOne, a product of Informa Systems. The Commission has contracted with Informa Systems, headquartered in San Antonio, Texas. Informa has developed a law enforcement focused Learning Content Management System (LCMS) that incorporates the best of certification and training records systems and eLearning technology.

4. **Rules and Regulations** - The Commission staff, with the assistance of the Pennsylvania State Police, Office of Chief Counsel, has embarked on the first major re-write of the Rules and Regulations for the administration of the program since 1996. In addition to updating the regulations based on recent law changes in Pennsylvania, the Regulations have been completely reorganized into a more user friendly format that makes them easier to navigate to find specific regulations and interpretations.
5. **Partial Waivers for Federal Law Enforcement Officers and Military Police Officers** - The Municipal Police Officers' Education & Training Commission is now accepting requests from federal law enforcement officers and military police officers who seek a partial waiver of basic training, in accordance with Act 165 of 2012, which is required for future certification as a municipal police officer in the Commonwealth of Pennsylvania.

Definitions:

**Federal Law Enforcement Officer** – A criminal investigator at the GS-1811 level, or uniformed police officer, with federal arrest powers, who has successfully completed Federal Bureau of Investigation (FBI) or Drug Enforcement Administration (DEA) basic training at the FBI Academy in Quantico, Virginia, or the Uniformed Police Training Program (UPTP); Criminal Investigator Training Program (CITP); or Rural Police Training Program (RPOTP) at the Federal Law Enforcement Training Center (FLETC). For the purpose of a partial waiver of training, the term excludes officers assigned to security-only related duties, and federal correctional officers.

**Military Police Officer** – A member of the United States Armed Services who has successfully completed basic training as a military police officer, criminal investigator, or special agent, and whose Military Occupational Specialty (MOS), Air Force Specialty Code (AFSC), or service equivalent, designates him/her as a Military Police Officer (Army – MOS 31B or 31D; Marines – MOS 5800 or 5821; Air Force – AFSC 3P or 7S; Navy – Master at Arms (MA); or a Special Agent with the Coast Guard Investigative Service). The designation must be listed on the applicant's Department of Defense Form 214 (DD-214). For the purpose of a partial waiver of training, the term excludes military police correctional officers.

Since not all police academies are offering the partial waiver course, applicants may elect to take the required blocks of instruction in conjunction with a regular academy class to fulfill the waiver course requirements.

6. **Online Training** - MPOETC is in the third year of offering online training for the 25,000 municipal police officers in Pennsylvania. For the past two years, all four of the annual Mandatory In-Service Training (MIST) courses that are offered in classrooms at police academies are also offered online through the PA Chiefs of Police Association's learning

management system, the Pennsylvania Virtual Training Network (PAVTN). Pennsylvania police chiefs can choose classroom, online, or a combination of the two for their officers to meet their annual training requirements. Approximately, 7,000 online training courses have been successfully completed to date to meet this year's annual training requirements.

7. **Litigation** - The Commission is currently a defendant in a civil lawsuit that may have far reaching implications. A plaintiff who is permanently disabled with very limited mobility of his right hand is alleging that he is being discriminated against due to the disability with his right hand. In addition, he is claiming that he is also being discriminated against due to being color blind. The Commission has strongly argued that it has a legitimate and non-discriminatory reason for denying the plaintiff's certification application. In addition to not being able to meet statutory qualifications, a certified police officer must be able to perform the essential job functions of a municipal police officer. The Commission has argued that this applicant cannot perform the job of a municipal police officer and poses a demonstrable threat to the health and safety of others, including himself, fellow police officers, suspects and the general public.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Rhode Island State Police – Department of Public Safety	
DIRECTOR: Lieutenant Colonel Wilfred K. Hill – Commanding Officer – Department of Public Safety	TELEPHONE: (401) 444-1003
WEB SITE ADDRESS: <a href="http://www.risp.dps.ri.gov">www.risp.dps.ri.gov</a>	
TOPIC: Rhode Island Post Structure / Authority	

IADLEST membership,

After corresponding with the IADLEST leadership team I was advised that many states would be interested in the structure of the POST within the State of Rhode Island as it is unique in comparison to many POST structures.

The State of Rhode Island does have a POST Committee. Said committee is comprised of legal representatives (municipal and state), RI State Police Colonel, Municipal Police Chiefs, and City & Town representatives. By statute, the POST authority is oversight of the Rhode Island Municipal Training Academy curriculum, and Municipal Officers’ certification standards.

For an historic viewpoint, in 2007, by legislation, The Rhode Island State Police became the “Rhode Island State Police - Department of Public Safety.” With that legislative change the State Police assumed all operations and authority of the following agencies:

- Rhode Island State Fire Marshal’s Office
- Rhode Island Capitol Police Department
- E-911 Emergency Systems
- Public Safety Grants Administration Office
- Division of Sheriffs
- Rhode Island Municipal Police Training Academy
- Rhode Island State Police Academy

All of the aforementioned agencies fall under my authority as Commanding Officer - Department of Public Safety.

Furthermore, the Rhode Island Municipal Training Academy Director is a sworn member of the RI State Police, as is the Commandant of the RI State Police Academy. In summation, my office along with the Division Director of Training (rank of Captain), and two (2) Training Academy directors (State and Municipal), work hand in hand with the established POST as it pertains to officer certifications and curriculum development.

POST meetings are conducted quarterly. Issues routinely discussed are the review / certification of instructor applications for the Municipal Training Academy classes. This is an essential function as the Rhode Island Municipal Training Academy runs two (2), five - (5) month recruit classes annually.

The POST has also established a “3 year rule“ pertaining to officer re-certification. Essentially any police officer who retires from their respective agency, and has a lapse of law enforcement service for a period longer than three (3) years, and subsequently is hired by another law enforcement agency, he / she must be presented before the POST for review. Essentially if that retiree has had some type of law enforcement affiliation during his / her break in service, the POST, upon review will re-authorize his / her re-certification. In this case, the retiree is re-qualified with firearms, OC spray, CAS baton, must receive instruction in legal issues & updates.

If the retiree has not had any type of law enforcement affiliation during his/her 3 year break of service, the POST will direct the Executive Director of the Rhode Island Municipal Training Academy to then review the retiree’s training academy curriculum. A determination is then made as to what blocks of instruction the retiree must successfully complete as a “sit in” candidate during the next available Municipal Training Academy class in order to achieve his / her re-certification.

Lastly, the Executive Director of the Rhode Island Municipal Police Training Academy then provides the POST with an update on the current recruit training academy class, to include a summation of all in-service training courses that have been administered and overview of future course offerings.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: South Dakota Law Enforcement Training	
DIRECTOR Scott Rechtenbaugh	TELEPHONE: 605-773-4199
WEB SITE ADDRESS: <a href="http://atg.sd.gov/">http://atg.sd.gov/</a>	
TOPIC: School Sentinel Bill	

During the 2013 Legislative Session in South Dakota a bill was passed referred to as House Bill 1087 which would allow school personnel or volunteers to be school sentinels and allow them to be armed on school grounds. The bill states that Law Enforcement Training will be responsible for developing a training program for the school sentinels. It appears this will be an 80 hour course involving firearms training and use of force. Sentinels will not be considered law enforcement officers and will not be trained in that capacity. We are still working through administrative rules and the training agenda.

CONTACT PERSON	TELEPHONE	E-MAIL ADDRESS
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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

AGENCY NAME: Tennessee Law Enforcement Training Academy/Tennessee POST Commission	
DIRECTOR Brian Grisham	TELEPHONE: (615) 741-4448
WEB SITE ADDRESS: <a href="http://www.tn.gov/commerce/let/post/index.shtml">www.tn.gov/commerce/let/post/index.shtml</a>	
TOPIC: Tennessee Programs and Accomplishments	

The Tennessee General Assembly continues to add numerous responsibilities to the Tennessee POST Commission's statutory duties on an annual basis. In most instances these new mandates came without funding or manpower to carry them out. Tennessee POST employs three full-time support staff and two full-time investigators, and supplemental staff is sometimes provided by the staff of the Tennessee Law Enforcement Training Academy (TLETA) [the POST Executive Secretary is the Director of TLETA].

The TLETA and POST Director was added by Governor Haslam to a seat on the Tennessee Public Safety Sub-Cabinet. That group has published a 35 point initiative to improve public safety and overall crime rates in Tennessee. POST is responsible for mandating minimum training for Drug Task Force officers and directors in an attempt to improve the quality and professionalism of those law enforcement agencies.

POST has been assigned the duty of establishing what minimum training has to be accomplished in order for Tennessee officers to be competent to testify to the use of a speed measurement device or blood alcohol testing device. Although it has always been the purview of the judiciary to judge the value of evidence, our General Assembly chose to codify these competencies. TLETA has been training judges and law enforcement officers of these requirements, and speed measurement device (Radar/Lidar) instructor schools have been in great demand.

As no doubt many states have experienced, POST was bombarded with school security legislation in reaction to the recent school shooting tragedy. Tennessee has passed statutory authority to allow schools to arm more personnel than just school resource officers, but a large amount of training will be required. There has been an obvious increased demand in active shooter training.

TLETA and POST will soon roll out implementation of the Acadis Readiness Suite from Envisage Technologies for our records management systems. User access is scheduled to begin in November, 2013 with go-live scheduled for January 1, 2014.

Tennessee POST currently certifies 13,602 full-time local law enforcement officers. There are approximately 7,000 part-time officers and around 2,500 state law enforcement officers in our population.

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## International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

### 2013 MINI REPORT

<b>AGENCY NAME:</b> West Virginia Division of Justice and Community Services (DJCS) – Law Enforcement Professional Standards (LEPS) Program	
<b>DIRECTOR</b> DJCS Director – J Norbert Federspiel LEPS Program Director – Retired Captain Chuck Sadler	<b>TELEPHONE:</b> Federspiel (304) 558-8814 ext 53335 Sadler (304) 558-8814 ext 53315 Charles.A.Sadler@wv.gov
<b>WEB SITE ADDRESS:</b> <a href="http://www.djcs.wv.gov">www.djcs.wv.gov</a>	
<b>TOPIC:</b> Program update	

The West Virginia Law Enforcement Professional Standards (LEPS) Program supports the activities of the Law Enforcement Professional Standards (LEPS) Subcommittee of the West Virginia Governor’s Committee on Crime, Delinquency and Correction. By statute the LEPS Subcommittee is the POST equivalent body responsible for the training and certification of the approximately 3,500 active law enforcement officers, and when applicable the 6,000 plus retired or former officers, within the State of West Virginia. The program only has law enforcement oversight and it is not involved with corrections, EMS, or other emergency services related personnel.

West Virginia is a single Academy state. That Academy is operated by the West Virginia State Police in Dunbar, WV. All sworn law enforcement officers employed in the state must attend that program to gain their certification as officers in this state upon being employed by a West Virginia law enforcement agency. The Academy is a paramilitary residential program, sixteen (16) weeks in length for all officers other than West Virginia State Police Troopers, whose program is twenty-four (24) weeks in length.

West Virginia does recognize POST certifications from other states, but does base approval for an officer to gain equivalent certification as a West Virginia law enforcement officer on that officer first being determined to be a certified officer in good standing in the state he or she is coming from and that their previous training, primarily entry level training, was a minimum of 800 hours in length. Those individuals who meet that requirement may attend a three (3) week training program upon being hired as an officer in this state.

The LEPS Program is also responsible for the approval of instructors and in-service classes required to be completed by officers to maintain their certification. It does have authority to deny, suspend, or revoke an officer’s certification. The LEPS Subcommittee meets eleven (11) times during the year to review and address officer training and certification related matters.

For the 2013 Fiscal Year period, 1 Jul 12 to 30 Jun 13, the primary activities of the program in support of its certification and training responsibilities have been:

The replacement of its officer training and certification records system with Envisage Technology's ACADIS program. That system has now been operation since Nov 12. This system has directly enhanced the capabilities of this office to record and track the certification and training records of the officers within state.

The continued implementation of the program put in statute during the 2011 Session of the West Virginia Legislature addressing the status, inactive, active, etc of officer law enforcement certifications within the state. The increased authority granted under this statutory change allows for more comprehensive tracking of officers as they transition between law enforcement agencies within the state. A review of the reason/s an officer left his or her most recent employer is required now to allow the officer's certification to be allowed to be fully reactivated at the next employer. Officers leaving in lieu of an investigation, under investigation or as a result of disciplinary related actions must have the circumstances reviewed by the LEPS Program staff and LEPS Subcommittee to approve reactivation of their certification.

Review and action, as required, on the statutes and legislative rules (primary emphasis of reviews) covering the training and certification requirements of West Virginia law enforcement officers.

The primary problem facing our program, as in many other states, is a dedicated revenue source that will allow for full funding of the LEPS Program. The program is currently funded by a \$2 fee on all court related actions within the state. The fee amount has been the same amount since its inception and does not come close to supporting the true cost of the program. As such the program's efforts are primarily directed towards entry level training. A previous projected zeroing out of the account was delayed by the infusion of a large sun of forfeited funds the state received that was specified for law enforcement training purposes. Those funds allowed for the purchase of the replacement ACDAIS system and covered entry level training costs for a period of time. Unless additional or new funding sources are identified and put in place within the next two years a funding shortfall will be experienced that will not allow the program to meet its responsibilities.

Please do not hesitate to contact Retired Captain Chuck Sadler, (304) 558-8814, ext 53318, [Charles.A.Sadler@wv.gov](mailto:Charles.A.Sadler@wv.gov) LEPS Program Director or Ms Kimberly Mason, (304) 558-8814, ext 53328, [Kimberly.S.Mason@wv.gov](mailto:Kimberly.S.Mason@wv.gov) if you have any questions concerning this report of our program's activities.

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