

## **Regional Reports February 2022**

### **Northeast Region (Vacant)**

No report given since the Regional Representative Position is currently vacant.

### **Central Region (Amanda Yarbrough (AR))**

#### **Arkansas**

1. The 93<sup>rd</sup> Session of the Arkansas General Assembly convened on January 11, 2021. Throughout the legislative session, CLEST staff worked closely with legislators and other stakeholders to assist in the advancement of law enforcement across the state. CLEST's proposed legislation passed the General Assembly as Act 218 of 2021. Generally, Act 218 updated and clarified training and employment standards for Part-Time officers and imposed additional reporting requirements related to an officer's separation from a law enforcement agency – specifically, untruthfulness and excessive force are now independent elements that must be reported to CLEST when an officer is separated from the agency for one of those reasons. In addition to CLEST's proposed legislation, the General Assembly passed Act 792, which requires law enforcement officers to complete duty-to-intervene training annually.
2. Following the 2021 legislative session, CLEST updated its rules to ensure compliance with state law and to implement recommendations from the Governor's Task Force to Advance the State of Law Enforcement in Arkansas. Significant rule changes included:
  - An exception to the citizenship requirement to allow Marshallese citizens eligibility for Law Enforcement Certification;
  - Increased racial profiling mandatory annual training to 4 hours;
  - Updated minimum standards to include duty-to-intervene training;
  - Updated training requirements for Field Training Officer Certification; and
  - Updated reasons for decertification.

#### **Kentucky**

Kentucky is currently exploring conducting a Job Task Analysis for entry-level officers.

#### **Wisconsin**

1. Wisconsin is implementing recent legislation addressing police reform.
  - Act 48 – States that a “law enforcement agency may not authorize the use of chokeholds by law enforcement officers in a policy or standard except in life-threatening situations or in self-defense.”
  - Act 75 – Creates obligations for law enforcement officers to intervene in and report noncompliant uses of force by other officers.

- Act 82 – Puts a halt to any future separation agreements between officers and law enforcement agencies that would bar access to an officer’s employment file. Act 82 requires officers to sign a waiver permitting access to their employment records when seeking new law enforcement employment in Wisconsin, and it requires that officer’s current and past employers share the officer’s employment file(s) with a prospective employer(s). Disciplinary action, internal affairs investigations, etc., must be shared with prospective employers. Act 82 also gives Wisconsin’s Law Enforcement Standards Board the ability to decertify officers who resign in lieu of termination or are terminated for cause. This was added as an amendment by some legislators.

The Wisconsin Training and Standards Bureau continues to work with state legislators on future police reform bills.

2. Wisconsin is looking at improving their high-risk vehicle contacts procedure. Instead of being in the typical V formation that agencies have used for years, officers will be more in line with the subject vehicle and will move to the back of the vehicle to conduct the high-risk vehicle contact and to handcuff subjects behind their squads.

The improvements are based on training conducted by Centrifuge Training, Inc. They looked at the LEOKA data from 2015 – 2019 to see how officers are killed in or around vehicles. They used that data, use of force reports, and UCR data and watched dash cam and body cam videos of officers who faced opposition during high-risk vehicle contacts to help develop the improved technique. Their procedure is based on natural human behavior exhibited by law enforcement officers who faced opposition during high-risk vehicle contacts (from the videos), based it on improvements made to vehicles to protect occupants during a crash, and based it on Wisconsin agencies have already begun adopting this technique.

3. Wisconsin academies continue to face issues with COVID-19. All academies have been in person since June 2020. When an academy has a COVID breakout they work with the Training and Standards Bureau to either continue with online training for two weeks while they quarantine, or they suspend training for two weeks and come back into in-person learning once the quarantine period has been met.

## **South Regions (Trevor Allen (NC))**

### **Louisiana**

1. Effective January 1, 2022, Part-Time/Reserve peace officers are required to be POST certified.
2. Louisiana is currently developing curriculum in the following subject areas (mandated by state statute): Procedural Justice, Duty to Intervene, Evolution of Police Ethics, and Integration of De-escalation training throughout all Basic Curriculum. The POST staff with POST Master Instructors began curriculum development prior to the statutory requirement. They worked with state legislators to put the requirements into law.

Louisiana's current POST Basic curriculum is 496 minimum required hours, but these additions will increase that number. The increase in time is yet to be determined.

3. In 2021, Louisiana completed the first phase of their Job Task Analysis and are now in phase two which consists of updating their state POST exam. They are currently developing test question items and will soon be piloting new test versions first with civilians (community college criminal justice students), and then with academy cadets. The projected new exam final approval/implementation will be before June 30, 2022.
4. The POST Council expansion of powers is in statute to include revocation and suspension of POST certification. The 2021 legislation session approved updating statute and specific procedures that were updated in Louisiana's Administrative Code and approved by the POST Council.
5. POST Council approved "Officer Involved Shooting Investigator Certification" effective January 1, 2022.
6. POST Staff is continuing to participate in Legislative Task Forces concerning "Law Enforcement Data Collection/Reporting," "Impacts of Legalizing Cannabis," and various other topics assigned to special legislative committees/subcommittees.
7. In 2021, Louisiana was able to complete some POST Instructor Development Courses: 1 POST Firearms IDC, 1 POST Corrections IDC, and 4 POST Basic IDCs. They will be planning a full schedule of IDCs in 2022.

### **North Carolina**

#### *Standards Updates via North Carolina Bill 300:*

1. Psychological Testing: While previously required for state/municipal law enforcement, now deputy sheriffs and corrections personnel must undergo psychological testing (for certification); it must include an in-person interview with psychologist.
2. National Decertification Index must be checked prior to issuing certification for officers.
3. RAPBACK Program – all agencies must provide to SBI by June 30, 2023, electronic fingerprints of all officers.
4. Critical Incident Database (use of force resulting in death or serious bodily injury): all agencies must report these to the Standards Divisions – confidential; not a public record.
5. Agencies must report to Standards Divisions the name of any officer receiving a Giglio notification within 30 days. Annual reporting to the legislature is required, to include specific final agency decisions and any actions taken by either Commission.
6. 2-year grant received from Governor's Crime Commission to support agency accreditation.

7. Commissions must (jointly) report to the legislature by March 31, 2022, a study on benefits of mandated physical fitness testing, and whether the testing should be adjusted by age/gender.
8. Agencies must implement an Early Warning System for discharges of firearms, vehicle collision, uses of force, citizen complaints. This information is confidential, no reporting requirement.
9. Commissions must (jointly) report to the legislature by April 1, 2022, a report on best practices for recruitment and retention.
10. No convicted felon (even expunged convictions) may now hold the office of Sheriff.
11. Law enforcement officers are now required to intervene (when feasible) to prevent the use of excessive force; must report to a superior officer within 72 hours.

*Training Updates:*

1. Basic Law Enforcement Training Revision: Complete rewrite of curriculum based on 2019 job task analysis (JTA). The minimum curriculum hours increased from 640 to approx. 720; 40% increase in practical skills. The new curriculum is based on a problem-solving model and includes new content on Crisis Communication/Intervention, De-Escalation, Procedural Justice, and implicit Bias.
2. JTAs for Detention and Telecommunicator certification courses begin in 2022, with newly revised curricula to follow.
3. New Justice Academy Training courses (Current): Internal Affairs, Leadership Institute,
4. New Justice Academy Training Courses (In Development): Hate Crimes, Use of Force Decision Making
5. CJ Standards Division is now funded via general funds (formerly funded via court costs)
6. Justice Academy, CJ Standards Division, and Sheriffs' Standards Division received new personnel in the recently passed state budget.
7. NC Justice Academy Library Supervisor (Michael Cummings) is available to help IADLEST with research needs. Please reach out to [mcummings@ncdoj.gov](mailto:mcummings@ncdoj.gov) if he may be of assistance in helping you secure research materials for curriculum development or publishing articles.

**South Carolina**

*Accomplishments:*

1. The Academy has successfully reduced the wait time for Basic Law Enforcement training after it was affected by a short shutdown due to COVID-19. Students currently run the

Physical Abilities Test and take the cumulative test on a Wednesday; most are given the option to enter the Academy the following Sunday.

2. A new Advanced Class 3 certification was created to ensure that the duties and authority of non-Class 1 officers (most of whom are armed) were clearly delineated. Additional training is required, and the Academy's Mobile Training Unit has been assisting with the training and testing of these officers.
3. The Defensive Tactics Unit has collaborated with various experts in the defensive tactics field to augment training for basic law enforcement as well as Defensive Tactics Instructor and Ground Defense Instructor courses.
4. The Mobile Training Unit is expanding and taking many 'Back to Basics' courses to the field to train those agencies who might be struggling to afford training.
5. School Resource Officer job task analysis was conducted in October.

*New Courses (currently offered):*

Advanced Crime Scene for Patrol

Footwear Tire Tread Documentation

Hostage/Crisis Negotiations

Latent Print Techniques

Commercial Motor Vehicle Reconstruction

Law Enforcement Driving and Vehicles (advanced WebEx course)

New Courses (in development stage):

Organized Crime and Narcotics

Hate Crime Response

Solo Officer Building Clearing Risk Mitigation

Basic Firearm Real-World Applications

Every Officer is a Leader

3 Day Block Training (to include Emergency Vehicle Operations, Mental Health, Defensive Tactics, & Firearms)

*Tennessee*

1. Director Brian Grisham retired on January 4, 2022. The hiring process has not been completed, and a successor for Brian has yet to be named.
2. Tennessee POST has been very active in their state's Governor's Task Force on Law Enforcement Reform. Thus far, they have been successful in avoiding legislative mandates by proactively addressing current events in rule and policy. They have added 8 mandatory hours to the minimum curriculum of their basic recruit schools, and 10 mandatory hours in 2022 in-service requirements. Those hours are to address:
  - De-escalation
  - Officers' duty to intervene
  - Public assembly and interaction with those gatherings

- Officer wellness
  - Positive community interaction
3. Tennessee has had unprecedented interest in the transfer of certification from officers from other states. POST has authorized the offering of more Transition Schools, a three-week training requirement for officers coming from other states. The annual average demand for this training is around 100 officers per year. They are prepared to increase that capacity to 200 officers per year.

### Virginia

The Virginia Department of Criminal Justice Services (DCJS) has been working on several training standards projects since 2017 that reached pivotal milestones in 2021. Additionally, DCJS has received several legislative mandates from the 2020 sessions of the General Assembly, which directly affects the Policy and Standards section and the Field Services section of the Law Enforcement Division. These legislative obligations enabled DCJS to hire additional personnel, to lead and support the new projects. The following is an overview of Virginia's projects and the progress they have made in 2021.

1. Minimum Compulsory Training Standards and Performance Outcomes for Law Enforcement Officers:

In 2017, DCJS began to update the training standards for entry-level law enforcement officers by hiring a project coordinator and a vendor to conduct a Job Task Analysis (JTA). In July 2018, the JTA was finalized, which led to the process of identifying Subject Matter Experts (SMEs) and conducting monthly meetings with them and the Law Enforcement Curriculum Review Committee (CRC).

On December 9, 2021, the Committee on Training voted to approve the CRCs proposed revisions to the Minimum Compulsory Training Standards and Performance Outcomes for Law Enforcement Officers. This project must still go through many steps of the regulatory process before implementation.

2. Minimum Compulsory Training Standards and Performance Outcomes for Basic Corrections Officer:

In 2017, DCJS began working with SMEs and the Virginia Department of Corrections Curriculum Review Committee (CRC) to revise the training standards for Basic Corrections Officer (BCO).

On December 9, 2021, the Committee on Training voted to approve the CRCs proposed revisions to the Minimum Compulsory Training Standards and Performance Outcomes for Basic Corrections Officer. This project must still go through many steps of the regulatory process before implementation.

3. Minimum Compulsory Training Standards for Detection Canine Handlers employed by the Department of Corrections:

Based on a legislative mandate in 2020, DCJS began working with SMEs and the Virginia Department of Corrections Curriculum Review Committee (CRC) to create

training standards for Detector Canine Handlers employed by the Department of Corrections.

On December 9, 2021, the Committee on Training voted to approve the CRCs proposed revisions to the Minimum Compulsory Training Standards for Detection Canine Handlers. This project must still go through many steps of the regulatory process before implementation.

4. Uniform Lesson Plans:

Based on a legislative mandate in 2020, DCJS is required to develop uniform curriculum and lesson plans for the compulsory minimum entry-level, in-service, and advanced training standards to be employed by criminal justice training academies approved by the Department when conducting training. DCJS has set a very aggressive completion timeline of approximately 18 months.

Entry-level Lesson Plans:

DCJS hired a Uniform Lesson Plan Coordinator (ULPC), in late April 2021 and has released a request for proposal to hire an experienced vendor to create the compulsory minimum entry-level uniform curriculum and lesson plans. The ULPC has been working with academy personnel and additional stakeholders to identify local subject matter experts to work with the selected vendor.

In-service and Advanced Lesson Plans:

The ULPC has received current in-service and advanced lesson plans from academies around Virginia. She is also identifying subject matter experts to work on this facet of the overall project.

Once developed, piloted, evaluated, and deployed, all Virginia criminal justice training academies approved by DCJS shall employ the uniform curriculum and lesson plans unless they have been approved to do otherwise by successfully completing the waiver process showcasing their lesson plans meet and exceed all compulsory minimum training standards.

The legislation also mandates that DCJS will conduct annual evaluations of each criminal justice training academy's compliance with the uniform curriculum and lesson plans.

5. Marcus Alert:

Based on a legislative mandate in 2020, DCJS hired a Marcus Alert Coordinator (MAC) in August 2021. The MAC is working in conjunction with the Department of Behavioral Health and Developmental Services (DBHDS) to implement changes to law enforcement's response to mental health crises. The coordinator will oversee planning law enforcement roles within the Marcus Alert system, develop and implement plans for measuring law enforcement participation in the Marcus Alert system, and develop training for Law Enforcement. In addition, this coordinator will work with localities to

establish voluntary databases available to 9-1-1 operators for persons with mental health conditions.

6. Va. DCJS Decertification and Standards of Conduct for Law Enforcement Officers:

Based on a legislative mandate in 2020, DCJS hired a Decertification Coordinator in April 2021 to conduct decertifications, expand the process and administration of decertifications, and develop a more robust procedure for law enforcement agencies, DCJS, and the Criminal Justice Services Board to handle decertifications. DCJS also hired two Decertification Specialists to assist with decertifications.

Additionally, DCJS was mandated to develop, with the aid of a working group of public safety affiliated and concerned Virginia residents, “Standards of Conduct for Law Enforcement and Jail Officers” that will be used as part of the basis for decertification of law enforcement officers, if necessary. The working group has held several meetings and are in the process of developing appropriate standards and a definition of “Serious Misconduct.”

7. TRACER replaces TREX:

For years, Virginia criminal justice training academies and agencies have relied on TRex and ACE to report and track training for their criminal justice personnel. In 2021, DCJS, with assistance from CapTech, designed and developed a modern web-based product named TRACER (Training and Certification Electronic Records). TRACER replaces the antiquated TRex and ACE systems.

TRACER is an intuitive records management system designed to allow easy monitoring to ensure compliance with requirements established in the Code of Virginia. TRACER keeps track of it all - hiring, training, certification, promotions, name changes, job changes, retirement and more. TRACER deployed statewide in October 2021, and DCJS continues to update, modify and enhance the system.

8. Active Attack Program:

The Active Attack Program (AAP) was founded in July 2020 to help achieve the goals of preparedness for the Commonwealth and to become a national model in training citizens alongside first responders to empower resiliency when faced with mitigation of these terrible events. Despite the challenges of a global pandemic, staff has continued to exceed in outreach from previous years. During 2021, staff trained 3,873 citizens, partnering with 253 organizations to hold 187 training classes. Participants have been from the private sector, houses of worship, civic groups, health care systems, k-12 schools and higher education systems. As well as local, state and federal government to include external entities from Alabama, Texas, Kentucky, New York, Mississippi, Louisiana, Maryland and the District of Columbia. Approximately 30% of our annual participants have been Commonwealth of Virginia employees from the Departments of: State Police, Juvenile Justice, Health Professions, Health and Behavioral Services, Corrections, Education, Veteran Services, Office of State Inspector General, Office of the Attorney



General, Office of the Commonwealth Attorney, State Colleges, and all Department of Criminal Justice Services employees.

Our flagship course Civilian Response and Casualty Care (CRCC) is held in-person over four hours and covers the basics of how to *Avoid, Deny and Defend (A.D.D.)* while incorporating the *Stop the Bleed* campaign to educate how to “stop the dying” with hands-on practical application of basic medical skills. We also offer CRCC Virtual in a condensed two-hour course via Zoom to make learning more accessible to all. Additionally, we provide a special CRCC Virtual (ASL) for those in the American Sign Language Community or hearing impaired. To further alleviate any language barriers, we also offer our CRCC Virtual courses in Spanish, Mandarin and Korean to ensure we remain inclusive to all of our citizens.

Despite a heavy training schedule this year, staff also completed three interactive *E-Learning modules* that are scheduled to launch in 2022 with a new *LMS*, covering the topics of: “The Whole Community Approach”, “React, Activate” and “Care, Evacuate” as part of our continuing education initiative to reinforce our concepts and provide additional formatted deliverables to those who may have completed previous training courses. Staff also collaborated with the *VCSCS* and the *I Love U Guys Foundation* and continue to develop a new three-tiered K-12 appropriate versions of CRCC to present in all educational institutions nationwide, to better prepare our children on how to respond should an active attack occur in their place of learning. These three new student focused CRCC courses will become the national standard in creating a culture of preparedness for our students and disseminated through a partnership with the *Advanced Law Enforcement Rapid Response Training center (ALERRT)* at *Texas State University*.

#### 9. GRANTS Distribution:

The Law Enforcement Grants Unit coordinates the grant activity from several state and federal funding sources. The unit works closely with the DCJS Grants Management Unit, which sub-awards grant monies after extensive review of all applications, responds directly to sub-grantee's inquiries, and processes financial, programmatic and administrative data. The unit is the primary point of contact for several of DCJS' (State Administering Agency) federal awards. With responsibilities including oversight of federal and state fiscal and programmatic reporting and accountability.

In 2021, the unit oversaw the following grant programs:

Byrne/Justice Assistance Grant Program (“JAG”) – The agency was the recipient of several years (FFY 2018, FFY 2019, FFY 2020) of JAG funding which was previously held up due to litigation. This resulted in the agency receiving over \$10.6 million in JAG funds at one time. In an effort to get the funds out to law enforcement agencies, regional criminal justice academies and other criminal justice agencies, three funding opportunities were made available to fund law enforcement equipment and training, law enforcement public safety programs and to provide funding for equipment and training for all of the regional criminal justice training academies. There were a total of 130 applications received that had to be reviewed, scored and processed to be presented to the

Criminal Justice Services Board (CJSB). The CJSB approved the awarding of 104 new grant projects, totaling \$3,347,118.

Local Law Enforcement (LOLE) Grant Program - From each federal JAG award, the agency must distribute a portion of the funds through a formula grant program, commonly referred to as LOLE. There are nearly two hundred (196) law enforcement agencies that are eligible to receive funding through this program. Staff prepared the funding opportunity for each of the federal award years that were previously held in litigation. The funding opportunity for each year, just over \$400k, is being released every three months, with the eligible agencies having six months to expend the funds. Staff must ensure each request is in compliance with federal guidelines and fiscal requirements.

Coronavirus Emergency Supplemental Funding (CESF) - In 2020, the agency was awarded \$10.8 million to make available to eligible agencies to assist with preventing, preparing for and responding to the novel coronavirus. This resulted in an initial round of awards to 170 agencies, which ended in September 2021. In August 2021, a second funding opportunity was made available and resulted in a total of 150 applications being received. A total of 116 awards to agencies were made, with funds totaling \$4.1 million.

Body Worn Camera Grant Program - On November 18, 2020, Governor Northam signed a revised biennial budget bill that included \$6,402,200 to be used to fund the Body-Worn Camera Grant Program. Grant awards through this program were restricted to law enforcement agencies within the Commonwealth of Virginia that have primary law enforcement duties within their jurisdiction. There were fifty-nine (59) awards to forty-three (43) police departments and fifteen (15) sheriff's offices across the Commonwealth. This includes twelve (12) cities, eighteen (18) counties, twenty-four (24) towns, three (3) institutions of higher learning and two (2) airport authorities. The total amount in state grant funds is \$1,271,732, with localities providing a fifty-percent cash or in-kind match of \$1,271,732. The grant period for the awards covered a twelve-month period, beginning on April 1, 2021, and ending on March 31, 2022. Award recipients utilized the funding for a variety of purposes including establishing new, maintaining, expanding and/or upgrading existing equipment or programs.

Substantial Risk Protective Order Grant Program - This grant program supports training efforts related to the newly enacted Substantial Risk Order law in Virginia. There were four, twelve-month awards made through this program that end on March 31, 2022.

Peer Supported Critical Incident Stress Management - This grant program supports non-profit organizations that provide post-critical incident seminars and peer-supported critical incident stress management programs to law enforcement agencies and their staff through a statewide implementation of services. There are two awards, with a combined total of \$300k.

Combating Hate Crimes Grant Program - This grant program supports localities that partner with non-profit organizations to combat hate crimes, including but not limited to target hardening activities, contractual security services, critical technology infrastructure, cybersecurity resilience activates, monitoring, inspection, and screening

systems; security-related training for employed or volunteer security staff; and terrorism awareness training for employees. There are a total of 10 awards for \$1 million for this program.

#### 10. Field Services Representatives Increased:

Due to the standardized lesson plan mandate added in 2020, the legislature increased the amount of field services coordinators to monitor law enforcement training. Field Services more than doubled the field rep staff from 2 full time and 3 part time field reps to 8 full time and 3 part time reps.

Regions were significantly cut in size to allow less travel time and more face-to-face time with training staff and recruits. The addition of field reps enables the team to spend more time at training academies overseeing the classroom and practical training in person. Our goal is to offer customer service and guidance before there is a problem.

#### 11. Regulatory Changes/Progress:

Legislative mandates and the need to conduct multiple periodic reviews of DCJS' regulations that had not been completed in some time, were the primary reasons for the initiation (and continued progression) of multiple regulatory actions in 2021. While all at various stages of their respective regulatory processes, DCJS currently has 14 regulations being amended and developed (of the agency's current 25), as noted in the 10 regulatory actions/packages below:

6VAC20-20- Rules Relating to the Compulsory Minimum Training Standards for Law Enforcement Officers

6VAC20-30- Rules Relating to Compulsory In-Service Training Standards for Law Enforcement Officers, Jailors or Custodial Officers, Courtroom Security Officers, Process Service Officers and Officers of the Department of Corrections, Division of Operations

6VAC20-50- Rules Relating to Compulsory Minimum Training Standards for Jailors or Custodial Officers, Courthouse and Courtroom Security Officers, and Process Service Officers

6VAC20-65 (New)- Rules Relating to Professional Standards of Conduct and Procedures for Decertification

6VAC20-70- Rules Relating to Compulsory Minimum Training Standards for Non-Custodial Employees of the Department of Corrections

6VAC20-100- Rules Relating to the Compulsory Minimum Training Standards for Correctional Officers of the Department of Corrections

6VAC20-105 (New)- Rules Relating to the Compulsory Minimum Training Standards for Detector Canine Handlers Employed by the Department of Corrections; Standards for the Training and Retention of Detector Canines used by the Department of Corrections

6VAC20-172 (package also includes amendments to the fees included in 6VAC20-173, 6VAC20-174, 6VAC20-230, 6VAC20-250, and 6VAC20-260)- Regulations Relating to Private Security Services Businesses, Fees

6VAC20-230- Regulations Relating to Special Conservator of the Peace

6VAC20-300 (New)- Rules Relating to the Waiver Process for Law Enforcement Agencies to Use Certain Military Property

**Midwest Region (Kelly Alzaharna (NM))**

**Missouri**

1. Missouri's legislative session started in January 2022 and will end mid-May. The POST commission has proposed legislative changes to expand the Director of Public Safety's authority to discipline peace officers who violate the public trust and who pose a risk to public safety.
2. The POST Commission has also proposed a change lifting the cap on the number of mandatory basic training hours, which is currently capped at 600 hours.
3. Missouri has plans to improve their online Continuing Law Enforcement Education (CLEE) tracking system to provide additional resources and management options for peace officers, training providers, and law enforcement agency CEOs who use the system.

**Nebraska**

1. The Governor has requested \$47 million in ARPA funding for the Training Center facility upgrades. They are still awaiting approval from the legislature for the appropriation.
2. The law enforcement agencies in the state continue to struggle with finding enough qualified applicants to fill the officer job openings in the state. Two bills were introduced to require the POST to conduct out of state marketing and state funded pay incentives to local law enforcement agencies for retention.
3. Nebraska is implementing the new legislation from 2021 while navigating newly proposed legislation that seeks to change some of last year's new laws.
4. The proposed legislative changes are going to necessitate rule and regulation changes.
5. The database transition is in the final stages. Their agencies have completed the annual reporting for continuing education and firearms. There were a few bumps, but overall, their customers seem to have adjusted to the new system.

**New Mexico**

1. The Executive and Legislative Finance Committee (tentatively) support a \$1.5 million special appropriation to NMLEA Board for a Job Task Analysis and basic academy curriculum development.
2. The Executive and Legislative Finance Committee (tentatively) support NMLEA Board expansion by appropriating 8 Full Time Employees and funding them.

3. The Governor is requesting \$100 million to hire 1000 police officers over the next 5 years.
4. New Mexico will focus on retention of current officers and recruitment of new officers in 2022.
5. They will also revise the New Mexico Law Enforcement Training Act and New Mexico Administrative Code, removing contradictions and sections that are impossible to accomplish and add consequences for non-compliance.

### **North Dakota**

1. At the conclusion of the 2021 Legislative session, a bill was passed that put Reserve Police Officers under the governance of the POST Board. The Board drafted new administrative rules relating to the training and licensing of reserve peace officers. The Board took this opportunity to conduct a complete update of the entire administrative code governing peace officers in the state.

On January 18, 2022, the proposed administrative rules were sent to the Attorney General's office for review. Once approved, they will head to the Legislative Council for review. They anticipate an effective date of April 1, 2022.

2. The POST Board Office continues to look into ways to automate data entry of peace officer training.
3. They will also be researching and implementing an automated process to administer reserve peace officer testing remotely across the state.
4. North Dakota is converting their Use of Force testing to a digital format.

### **Oklahoma**

1. Oklahoma's biggest future project is continuing to update their training hours and curriculum to match changes and provide quality training to their cadets.
2. They are also improving their continuing education classes for law enforcement both in-person and online. This increases the opportunities for training even during the COVID protocols and restrictions.

### **Wyoming**

1. Wyoming completed a database migration, integrating all historic files into one RMS database.
2. Wyoming established virtual training standards.
3. They also completed training relevance evaluations.

## **West Region (Matt Giordano (AZ))**

### **Arizona**

1. After a significant basic academy curriculum update in 2021, all statewide academies are now teaching the 663-hour curriculum
2. In 2021, AZPOST rebuilt all three of their leadership courses. Field Training Leadership, Basic Leadership Academy, and the Executive Leadership Program. They have also shifted to a regional training model for most classes where the facilitator travels to the class and the students can train in their respective areas. This allows more agencies to participate as they are not required to pay for lodging and per diem.
3. All academies are now using the online, comprehensive final exam proctored by academy staff and overseen by AZPOST staff.
4. AZPOST is no longer comparing academy training records from out of state lateral candidates to the current academy requirement in Arizona. If an out of state lateral graduated from a POST approved academy in another state and worked for one year in that state as a peace officer, AZPOST accepts them into the waiver process. They are still required to complete a full background investigation, pass the comprehensive final exam, and pass all of the proficiency skills testing before appointment.
5. The Board recently approved a Federal Law Enforcement Transition Academy. This will allow Border Patrol Agents to obtain 468 hours of the Arizona basic academy curriculum, which they do not get in their academy thus making them eligible for the waiver process. The first class is expected to begin in the summer of 2022.

### **California**

1. In 2021, California focused on getting back up and running with their programs and on creating new initiatives. They started 2021 with a bit of uncertainty due to COVID, but as things began to settle, they were able to ramp up in Spring 2021. Once they were able to get back to the officer part-time, meet in person, and travel they held workshops to update training pertaining to the Robert Presley Institute of Criminal Investigation and the Executive Development Course.

They distribute over 75,000 new POST mental health field guides to their law enforcement agencies and basic academies. They conducted compliance audits at 91% of their 608 POST stakeholder agencies. They hosted workshops to update guidelines on such topics as missing persons, pursuit driving, use of force, and crowd management, just to name a few. They reinstated performing management studies as well as property and evidence studies.

They visited several dispatcher academies and initiated a public safety dispatcher job task analysis. They kicked off a new Penal Code 832 training review of POST presenters, much like the existing program for conducting basic course compliance review. They

hosted the first in-person Consortium of basic academy presenters in two years and the Commission held the first in-person meeting in 18 months.

2. In 2022, the POST will focus on implementation of Senate Bill 2, California's recent licensing and revocation bill which becomes effective January 1, 2023. As directed by the new law, POST will stand up a new division called the "Peace Officer Standards and Accountability Division." In the next several months, POST will procure a software platform to collect and review allegations of peace officer misconduct. POST will draft and codify new procedures and regulations to perform the new review and revocation functions. POST will create a 40-hour training course, mandated by Senate Bill 2, for newly appointed members of the POST Standards Accountability Advisory Board. The implementation will require significant personnel resources and the short timeline poses a challenge.

The Governor's administration has proposed a \$5 million three-year program for the creation of a new POST program for law enforcement agency-specific wellness workshops. The proposal will result in 35 workshops for individual departments and their respective labor associations to voluntarily identify department wellness issues and develop deliverables. If approved by the legislature, the new wellness program will become effective July 1, 2022, with an estimated roll-out in late 2022 or early 2023.

### Colorado

1. After 3 years of effort and COVID interruptions, Colorado is finally starting their academy redesign project. They are signing a contract with a vendor to complete a job task analysis and have formed an Advisory Committee for the effort.
2. Colorado POST was sued by two media organizations to gain access to the entire POST database. During these hearings, the judge ruled that POST is a criminal justice agency, falling underneath Colorado Criminal Justice Records Act (CCJRA). And that the custodian of records did not abuse her discretion in denying access to certain parts of the media requests. These judicial findings are currently being appealed by the media organizations.
3. Pursuant to statutory mandate, POST has created an online, publicly searchable database. This "Peace Officer's Database" allows the public to search for certain types of incidents, such as revocations or suspensions, resignations, or retirements in lieu of termination or while under investigation, termination for cause, etc. This portion of the database is scrollable and searchable by a number of data points, such as peace officer name, incident type, and agency. A second portion of the database allows the public to search for peace officer's certification status and current employer but is only searchable with an exact first and last name.
4. POST is requesting the legislature allow for the creation of a Deputy Director position.
5. Colorado POST staff have become Integrating Communications, Assessment, and Tactics (ICAT) instructors and are on a mission to offer the 1 ½ day training to every region in

the state by March. Four of the ten classes have been completed, with very positive reviews.

## **International Region (Joe Trindal (ICITAP))**

### **Bangladesh**

1. Bangladesh is working to strengthen security and survivability of the seven Counter Terror Tribunals throughout the country. Upgrades will include SCTV, hardened safe room, hardened entry and exits, and training for officers assigned as security.
2. Gender empowerment and representation of female police officers within the police and special units. ICITAP will help the government of Bangladesh recruit and promote female officers from approximately seven percent to eleven percent as set by the Bangladesh Police.
3. Organizational development and support for the relatively new formed Bangladesh Police, Anti-Terrorism Unit (ATU). This unit has a counter-terrorism mandate tied with other counter terrorism efforts countrywide.
4. Expanding ICITAP's strategic communications training for Bangladesh Police. Existing ICITPA police strategic communications initiatives, including training have been well received. Advancing those initiatives continues in progressing sustainable capacity building.

### **Dominican Republic**

1. ICITAP continues supporting Dominican National Police (DNP) in defining the vision of the Comprehensive Police Transformation and the 2021-2024 institutional strategic plan. This includes implementation of the 2021-2024 Institutional Strategic Plan within the framework of the Comprehensive Police Transformation.
2. ICITAP is assisting the DNP Human Resource psychology division in designing and implementing a methodology to apply competency and psychometric evaluations through the LPC and PSICOWEB platforms.
3. ICITAP is assisting improve the DNP's capabilities to manage gender-based violence and domestic violence by implementing the RECIVI network for case management and inter-ministerial information sharing for handling aggressors and protect victims.
4. ICITAP continues promoting DNP institutionalization of the Comprehensive Police Transformation including training assistance.
5. ICITAP continues providing technical assistance and training to DNP in advancing data-driven police culture through educational programs and focus on crime analysis within problem-oriented police capacity building.



### Iraq

1. Sustainability of recent U.S. delivered train-the-trainer (T3) programs for MOI components requires updating to support ICITAP's sustainability in assistance objectives. The Iraq security situation coupled with COVID-19 worldwide travel restrictions continue challenging curriculum review and development collaboration with MOI trainers and certifying officials. ICITAP is pursuing the first virtual technical working group of curriculum development workshops with Iraqi officials.
2. There are several issues and challenges for virtual curriculum development working group effectiveness. ICITAP will be testing and developing lessons learned to overcome several of the following issues:
  - a. Optimizing virtual engagement platform performance connecting participants and stakeholders who are U.S. based, Iraqi-based, and located in other parts of the world. Iraqi electrical power and internet connectivity as well as bandwidth consistency are all intermittent and unreliable.
  - b. Designing a virtual engagement approach, to be implemented over several days, that contains sufficient in-session activities and interaction coupled with off-line assignments to achieve program curriculum development objectives. Working group design and engagement will be adapted to the virtual environment.
  - c. Effective utilization of simultaneous translation on the virtual platform coupled with synchronous engagement capabilities to support chats (with translation) and other sharing capabilities while in-session.

### Kenya

1. ICITAP's Women's Empowerment project joined with IADLEST in conducting a study tour for Kenya's National Police Service (NPS) all-female special weapons and tactics (SWAT) team. Over the course of several days in the U.S. the senior NPS command officers, including SWAT command and training leadership, observed, and received briefings on U.S. tactical training programs with particular emphasis on women police inclusion in U.S. specialized police teams. The ICITAP and IADLEST partnership opened doors at local police departments and at the North Carolina Justice Academy where the NPS SWAT delegates experienced excellent briefings, engaging demonstrations, and practical exercises of U.S. co-ed police tactical training methods.
2. ICITAP continues training and mentoring senior police leadership in countries like Kenya to expand diversity in the police service workforces. The capabilities of NPS all-women SWAT in combatting transnational organized crime and terrorism includes both tactical police operations and developing public trust together with community engagement.

## Mexico

1. Continuation of a robust and highly successful multi-year initiative of assisting state forensic laboratories achieve accreditation and qualified forensic experts gain and retain certifications.
2. Developing and assisting in sustainability of core testimonial and case preparation competencies through the Courtroom Competency Training programs for prosecutors, forensic experts, investigators, and criminal analysts.
3. Continued preparation of specialized Trafficking in Person Prosecutors and investigators for interview of child and adolescent victims.
4. Through training programs and mentoring preparing agents of the Mexican National Institute of Immigration to interview subjects to detect possible human trafficking of children to the northern border in Mexico.
5. Mexico continues emphasizing the importance of identification of human remains above evidence collection, preservation, analysis, and presentation from clandestine grave sites.
6. Mexican authorities continue struggling with the detection and interdiction of fentanyl precursor protection, transport, and handling.
7. Transnational drug cartels continue posing serious challenges for Mexican law enforcement officials and the criminal justice system.

## Saudi Arabia

1. Saudi Arabia's Special Forces for Security and Protection (SFSP) senior command engaged in an ICITAP led executive program visit in 5 states in the U.S. concentrating on U.S. models for major events security management. SFSP officials observed actual public-private sector safety and security integrated operations at several venues and jurisdictions. Through these experiences and the associated briefings, SFSP senior command officers came to embrace the importance of public-private sector security cooperation and the U.S. model of Incident Command System (ICS) and unified command. This effort is leading to ICITAP's development of a series of training programs in major events management, standardized incident command, unified command capacity building, and wholistic risk management with diverse stakeholders.
2. ICITAP resumed delivery of the Tourism Oriented Police and Protection Services (TOPPS) training for SFSP in 2021. After a two-year hiatus due to COVID-19, ICITAP's resumption of TOPPS training introduced 19 SFSP command-level officers to U.S. tourism policing models in partnership with an interagency partnership of about 15 federal, state and local agencies and five (5) private sector partners.
3. ICITAP has established a curriculum development team in Saudi Arabia supporting the U.S.-Saudi Arabia bilateral cooperation agreement for infrastructure security assistance.

ICITAP's team has developed and is in process of delivering a robust training schedule in Saudi Arabia for 2022.

4. ICITAP is developing executive program visits and U.S.-based training program for SFSP. ICITAP plans to sponsor SFSP leadership to the 2022 IADLEST Conference in Fort Worth, Texas. ICITAP is also planning for an executive program visit focused on police training academy models that include the FBI Academy, FLETC, and selected major local departments or states' police academies. ICITAP is working with SFSP in organizational and facilities development of SFSP's organic training capabilities to support its projected growth and mission dynamics.

### **Somalia**

1. ICITAP continues developing and delivering training and mentoring to the Somali Police Force (SPF) in rule of law-based counter terrorism interdiction and investigations.
2. ICITAP's assistance to SPF in developing self-sustainable counter terrorism investigative and forensics competencies has been challenged by the security situation as well as COVID-19 pandemic. ICITAP has successfully continued training, mentoring, and assistance overcoming challenges through effective virtual engagements from within secure confines at Mogadishu.
3. The security situation in Somali continues challenging effective police services and investigative capacity building. Despite these concerns, SFP demonstrates a desire to develop stronger criminal justice capabilities and achieve a stable civil society.
4. ICITAP is developing a women empowerment program for SPF. Women members of SPF perform operational police duties with several holding supervisory and command positions. SPF is supportive of promoting gender equality and professional including within its workforce and organizational culture.

### **Trinidad and Tobago**

1. IADLEST is talking with Trinidad and Tobago Police Service about the value of police academy accreditation.
2. The potential for an IADLEST project for assisting the Trinidad and Tobago Police Service in achieving police academy accreditation. Also, IADLEST is promoting international instructor certification for Police Service academy instructors.

### **Federal Region (Skeet Brewer (FLETC))**

1. There were no issues brought forward from the federal partners.
2. All IADLEST newsletters and training opportunities were forwarded to the "Federal Partners" to ensure widest possible distribution.

3. Skeet Brewer queried IADLEST in reference to Physical Fitness standards on behalf of a federal agency. IADLEST provided IADLEST Model Minimum Standard 2.0.10 Physical Fitness Assessment.
4. Skeet Brewer canvassed the federal partners throughout the year for topics of interest, discussion, etc. to bring to the IADLEST Executive Committee.
5. FLETC appropriated additional funding to provide Use of Force related training specifically to state, local and tribal law enforcement. This will include in-person and on-line training offerings.