



International Association  
of Directors of Law Enforcement  
Standards and Training

**2022 MINI-REPORTS**

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# Region 1

## Northeast Region

### **Regional Representative:**

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### **States within the Northeast Region:**

Connecticut

Delaware

District of Columbia

Maine

Maryland

Massachusetts

New Hampshire

New Jersey

New York

Pennsylvania

Rhode Island

Vermont

### **States Reporting in 2022:**

Delaware

Maine

New Hampshire



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Date: 4/19/2022 MINI REPORT

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<b>State/Country:</b> Delaware	<b>Region:</b> Northeast
<b>Title and Name of Person Providing Report:</b> Major Sean E. Moriarty (Delaware State Police and Delaware Council on Police Training)	
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Top 2-3 Current Projects or Issues in Delaware:

1. On July 21, 2021, Governor Carney signed into law HB195, entitled “An Act to Amend Title 11 and Title 20 of the Delaware Code Relating to the Administration of Body Worn Cameras.” This Act requires certain police officers and certain employees of the Department of Correction and Department of Services for Children, Youth, and their Families to wear a body worn camera and use the camera to record interaction with a member of the public in accordance with the regulations to be established by the Council on Police Training. State agencies must implement the statewide body worn camera program through the procurement of cameras, development of a central data storage program, and provision of necessary personnel as funding is available. The Act tasks the Council on Police Training with creating and promulgating regulations setting forth standards with the goal of ensuring widespread and consistent use of body worn cameras in 2022.

This Act also makes changes to the membership of the Council on Police Training by adding the following members to the Council: The Chairs of the House and Senate Public Safety Committees, two public members unaffiliated with law enforcement appointed by the Governor each for a 3-year term. This bill also changes the membership of the Council by changing two positions to be permanently held by mayors from Kent or Sussex County. The bill also changes the quorum from 7 to 9 members. This bill requires the Council to hold a minimum of two public meetings to solicit public input into the development of the regulations.

2. On November 8, 2021, Governor Carney signed into law HB215, entitled “An Act to Amend Title 11 of the Delaware Code Relating to Electronic Recording of Custodial Interrogations.” It specifically described; confessions are powerful evidence of guilt. This Act adopts the Uniform Law Commission’s Uniform Electronic Recordation of Custodial Interrogations Act to promote truth-finding, promote efficiency, and protect constitutional values. This Act mandates electronic recording of the custodial interrogation process by law enforcement when the interrogation relates to a crime allegedly committed by an adult or delinquent act allegedly committed by a child. The type of recording required, either audio or audio and video, depends on the location of the custodial interrogation.

Recognizing that a blanket requirement of recording electronically all interrogation is not feasible, this Act provides 5 exceptions to the recording mandate: (1) exigent circumstances, (2) an

individual's refusal to be recorded, (3) interrogations occurring in other jurisdictions, (4) when the interrogator or interrogator's supervisor reasonably believes electronic recording would reveal a confidential informant's identity or jeopardize the safety of the officer, the individual interrogated, or another individual, and (5) equipment malfunctions.

Further, this Act requires the prosecution to notify the defense of an intention to introduce an unrecorded statement and of the exception that permitted the lack of recording. This Act requires the prosecution to prove by clear and convincing evidence that an exception applies. This Act also prescribes remedies for violations of the electronic recording requirement, including the giving of a cautionary instruction to the jury. Additionally, this Act provides civil immunity for both law enforcement officers and law enforcement agencies. Finally, this Act requires the Council on Police Training to adopt rules to implement this Act, which are to be enforced by each law enforcement agency.

3. From 2021 through 2022, multiple disciplines from within the Delaware State Police (DSP) coordinated and produced a video containing the concepts of the Rescue Task Force (RTF) while utilizing the principles of the National Incident Management System (NIMS). The goal was to provide a viable training video that reinforced RTF and NIMS principles. The video captured and clearly detailed the roles, responsibilities, and functions of the RTF from the initial call for service to the conclusion of the incident. Troopers from nearly every section in the Division collaborated to form contact teams, role-play victims, incident commanders, and suspect gunmen.

Also, the Delaware Emergency Management Agency partnered with DSP for the purpose of coordinating representation from the fire and paramedic communities. Having the police, fire, and paramedic disciplines equally represented resulted in a training video that improves safe and effective response to critical incidents throughout the state. The video will be used for training purposes within the DSP and shared with municipal law enforcement partners throughout the state. Areas of improvements include the need for continual training, across all disciplines, for the purpose of increasing familiarity in the proper and effective integration of tactics.

4. In March 2022, the DSP launched a customized and confidential wellness app to proactively address mental health challenges. The "DSP Wellness App" is available to all active employees (civilian and sworn), their families, and retirees free of charge. The app includes a wellness toolkit addressing 60 behavioral health topics such as fatigue, suicide prevention, alcohol abuse, mental health self-assessments, with videos and guides on yoga, mindfulness, fitness, nutrition, and more. Active personnel and their family members and retirees will have confidential 24/7 access to the app to ensure they have the resources they need in their most difficult moments – on or off-duty. This information will also be share with agencies throughout Delaware.



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**Date: 4/11/2022 MINI REPORT**

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<b>State/Country:</b> Maine	<b>Region:</b> Northeast
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Top 2-3 Current Projects or Issues in Maine:

1. Lesson plans are in development for the 2022 mandatory training topics. Two topics will be required for all certified law enforcement officers: “Mental Health Response for Law Enforcement” and “Law Enforcement Response to Mental Health Calls.” Two mandatory topics for correctional officers have been developed and approved for 2022. They are “Leadership in Corrections” and “Officer Development.”
2. A complete review and revision of the Basic Correction Training Program is in progress.
3. The Academy entrance exam, “The Alert Test,” is now available online. Prospective candidates can now access and pay for the online version. The 160-question test is used to ensure that applicants to the academy have the requisite reading and writing skills to complete the programs and function as a law enforcement officer.
4. The Academy is proceeding through rulemaking activities to codify administrative rules, specifications, and standards. The rulemaking activity will provide clear guidelines for both officers and agencies, allowing the Board to take actions for gross deviations of these rules, specifications, and standards.

Top 2-3 Future Projects or Issues in Maine:

1. Ninety breath testing devices have been procured and will be distributed throughout the State of Maine over the next three years. Academy staff will be responsible for training and certifying approximately 2,500 law enforcement and correctional officers over that timeframe in the proper use of this device.
2. Monies have been appropriated to conduct a Job Task Analysis (JTA) within the next year. The JTA will identify specific job tasks, requirements, and responsibilities. Maine hopes to identify their strengths and weaknesses in their current academy model. Their model relies almost entirely on volunteer subject matter experts to instruct their basic and in-service classes.
3. Physical plan, repairs, and security upgrades to the Academy. Parts of the building were built in the late 1800’s and need repairs and upgrades. Water damage, mold remediation, security, and masonry work are scheduled for work over the next year at a cost of \$3 million.



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**Date: 4/19/2022 MINI REPORT**

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<b>State/Country:</b> New Hampshire	<b>Region:</b> Northeast
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Top 2-3 Current Projects or Issues in New Hampshire:

1. Recruitment and Retention Issues and the Impact to Recruit Academy Training. Like the rest of the country, New Hampshire Law Enforcement is experiencing tremendous difficulty in the recruitment and retention of police and corrections officers. This is resulting in a “slow bleed” where the recruitment and retention efforts are not staying on pace with attrition rates. This issue has now impacted recruit training because the need to “turn around” new officers quickly has become critical so that agencies can get the new officers operational to reduce short staffing and overtime concerns locally. To reduce waiting time for open seats in a class and to turn the recruits around at a quicker pace, the academy is running multiple overlapping sessions. This new delivery model will be assessed at the end of the year to determine if this delivery method will remain in place.
2. New Hampshire House Bill 1682 FN-A: Establishing a Law Enforcement Conduct Review Committee at the Police Standards and Training Council (NHPSTC). Based on the summary report issued by the New Hampshire Commission on Law Enforcement Accountability Community and Transparency (LEACT) and Governor Sununu’s executive order 2020-19, a committee of diverse stakeholders developed and unanimously agreed upon language for this bill which is going through the final phases of the legislative process. This bill comprehensive changes and contemporizes the law (NH-RSA 106-L) that provides statutory authority and definition to the mission of NHPSTC. Among the changes, it increases civilian positions on the council, creates a misconduct review committee, defines what police misconduct is, compels agencies to develop objective internal investigation standards and compels greater transparency for sustained misconduct cases.

Top 2-3 Future Projects or Issues in New Hampshire:

1. NHPSTC is preparing to conduct a complete curriculum review of their basic recruit academy. They will be using the findings from their recently completed JTA and are in the final phases of hiring a full time Curriculum Coordinator to oversee the initiative. Their goals include reducing lecture-style delivery and increasing experiential learning opportunities such as scenario training and small group problem solving as well as leveraging adult learning theory in their delivery model.
2. They are preparing to address several expensive facility capital projects. These projects include a complete replacement of the boiler system, a complete remediation of the indoor firing range, sealing the driving pad pavement, and replacing roof-top AC units.

# Region 2 Central Region

**Regional Representative:**

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**States within the Central Region:**

Arkansas

Illinois

Indiana

Kentucky

Michigan

Minnesota

Ohio

West Virginia

Wisconsin

**States Reporting in 2022:**

Arkansas

Indiana

Michigan

Wisconsin





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**Date: 4/6/2022 MINI REPORT**

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<b>State/Country:</b> Arkansas	<b>Region:</b> Central
<b>Title and Name of Person Providing Report:</b> Amanda Yarbrough, POST Attorney	
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Top 2-3 Current Projects or Issues in Arkansas:

1. During the 2021 Fiscal Session, the Arkansas Legislature appropriated funding for a one-time stipend payment to full-time county and municipal law enforcement officers in the State of Arkansas to assist with the recruitment and retention of officers. The Commission on Law Enforcement Standards and Training (CLEST) is responsible for ensuring proper administration of the stipend payment to all eligible officers.
2. Beginning in 2021, CLEST began the process of attaining IADLEST accreditation for its basic training academy in Northwest Arkansas. The accreditation process is ongoing with an anticipated completion in late 2022 or early 2023.
3. CLEST has partnered with the state’s Department of Human Services to continue expanding awareness and use of the Crisis Stabilization Units located around the state and to expand public access to community mental health providers. Through this partnership, CLEST hopes to continue improving the interactions between law enforcement and individuals with mental health conditions in Arkansas.

Top 2-3 Future Projects or Issues in Arkansas:

1. Following completion of the accreditation approval for its basic training academy in Northwest Arkansas, CLEST hopes to have its two other basic training academy locations accredited through IADLEST.
2. CLEST is committed to identifying and exploring opportunities for partnerships with federal, state, and local agencies to continue to advance law enforcement across Arkansas.



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Date: 5/28/2021 MINI REPORT

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<b>State/Country:</b> Indiana	<b>Region:</b> Central
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Top 2-3 Current Projects or Issues in Indiana:

1. After receiving a \$70M appropriation from the State for a capital improvement project in 2020, we are currently in the design phase for a new 400-bed dormitory, a second emergency vehicle operations track and a scenario-based training facility.
2. Indiana recently passed Senate Enrolled Act 294 which gives the state's Law Enforcement Training Board the authority to establish a uniform statewide deadly force policy and defensive tactics training program, which all agencies must abide by.
3. Constitutional carry passed in this year's legislative session, eliminating the requirement for a handgun permit in Indiana effective July 1, 2022.
4. In light of Senate Enrolled Act 81 that passed in 2021, the Academy staff, along with subject matter experts, have put together in-service training for new detectives who will routinely be investigating sexual assault. The training is mandated to include instruction on the neurobiology of trauma, trauma informed interviewing and investigative techniques.

Top 2-3 Future Projects or Issues in Indiana:

We are in the process of adopting a POST model in Indiana. We plan on adding a POST Deputy Director to our staff soon.



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**Date: 5/28/2021 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Michigan	<b>Region:</b> Central
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Top 2-3 Current Projects or Issues in Michigan:

The State of Michigan requires licensed law enforcement officers, tribal law enforcement officers, fire arson investigators, and private college security officers to complete law enforcement response to active violence training. This training affects approximately 18,500 licensed officers employed by 585 individual government entities.

In 2018, the Michigan Commission on Law Enforcement Standards (MCOLES) Act was amended to include law enforcement response to active violence training (Public Act 552 of 2018).

- a. Beginning January 1, 2020, requires existing individual licensed officers, and those seeking to become a licensed law enforcement officer, tribal law enforcement officer, fire arson investigator, or private college security officer to complete active violence response training.
- b. Requires MCOLES to promulgate rules establishing minimum standards for active violence response training.

Across the State of Michigan, law enforcement agencies have a varied level of required training for in-service personnel, determined at the local agency level. This may be based on their financial considerations, local agency standards, or access to training opportunities.

Many agencies or training consortiums provide some level of active shooter/violence training. Anecdotal discussions with training directors and agency leaders suggest that quantity and quality of the training may be inconsistent. In support of Public Act 552 of 2018, MCOLES shall review and recognize the training being provided across the state is meeting the established standard.

Tier One

- a. Identify officers that have received active violence training since the January 2020, the effective date of Public Act 552.
- b. Establish a training review and evaluation process. Agencies that run a separate form of active shooter/violence training will be given a process to validate the program in comparison to the MCOLES standards. This validation process would involve agencies submitting proofs for evaluation against a performance rubric involving the following areas:

- Safety Protocol Training Site Security
  - Basic Dynamics and Issues Involved in a Response to Active Violence
  - Understanding of Priorities in a Response to Active Violence
  - Understanding of Initial Response Tactics and Techniques
  - Understanding Rescue Tactics and Techniques
  - Scenarios
  - Tabletop Exercises
  - Isolation Drills
- c. The agency would be required to register the training in the MITN system, enter the MCOLES numbers of those attending the training, and send training evaluations to MCOLES upon request.
  - d. The above listed recommendations would provide a broad opportunity for agencies and personnel to achieve compliance with the requirements of Public Act 552 of 2018.
  - e. These recommendations take into consideration the wide variations of current in-house training capabilities and opportunities offered by agencies across the state of Michigan.

#### Tier Two

- a. Establish partnership with several regional academies.
- b. Conduct the train-the-trainer classes to develop a cadre of instructors for pilot training classes.
- c. Utilize the evaluation process from the pilot program to adjust curriculum or courseware if necessary.

#### Tier Three

- a. Utilizing the pilot program, begin to host train-the-trainer programs in cooperation with all interested regional academies/colleges across the state of Michigan.
  - This training would be modeled from the pilot programs conducted in Tier 2.
- b. Tiers Two and Three would require leveraging the cooperation with regional academies/colleges. Costs for hosting a training program would be eligible for reimbursement including:
  - Venue
  - Durable and expendable training equipment (training firearms, personnel protective gear)



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**Date: 5/28/2021 MINI REPORT**

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<b>State/Country:</b> Wisconsin	<b>Region:</b> Central Region
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Top 2-3 Current Projects or Issues in 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 use 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. It also gives the Wisconsin Law Enforcement Standards Board the ability to decertify officers who resign in lieu of termination or who are terminated for cause.

Act 183 – Requires law enforcement agencies to report the use of no-knock entry in the execution of search warrants for the prior calendar year.

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

Top 2-3 Future Projects or Issues in Wisconsin:

Wisconsin is looking at improving their high-risk vehicle contacts (felony stops) procedure. Instead of being in the typical V formation that agencies have used for years, officers will position their vehicles in line with the subject vehicle and officers will move to the back of the vehicle (for cover) to conduct the high-risk vehicle contact. These improvements are based on training conducted by Centrifuge Training Inc.

# Region 3

## Southern Region

### **Regional Representative:**

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### **States within the Southern Region:**

Alabama  
Federal Law Enforcement Training Accreditation (FLETA)  
Florida  
Georgia  
Louisiana  
Mississippi  
North Carolina  
South Carolina  
Tennessee  
Virginia

### **States Reporting in 2022:**

North Carolina  
South Carolina  
Virginia



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**Date: 4/18/2022 MINI REPORT**

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<b>State/Country:</b> North Carolina	<b>Region:</b> Southern
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Top 2-3 Current Projects or Issues in North Carolina:

1. North Carolina is finalizing the complete revision of the Basic Law Enforcement Training curriculum. This is based on a 2019 Job Task Analysis. The total hours for the program will increase from 640 hours to 768 hours. New topics such as de-escalation, crisis intervention, and problem-solving are being added. Pilot delivery begins in August of 2022; statewide roll-out in July 2023.
2. NC Senate Bill 300, adopted 9/2/21 mandated a number of policing reform initiatives and requirements for training and certification standards. New training mandates include *Duty to Intervene, Officer Mental Health, Community Policing, Ethics, and Use of Force*. The Criminal Justice and Sheriffs' Standards Commissions have been responsive in revising administrative code requirements and developing training in these areas. The Bill also mandated that agencies adopt Early Warning Systems and formally report critical incidents and track *Giglio* notification letters.
3. The NC Justice Academy revised its training course titled "Use of Force Decision-Making," which incorporates the full spectrum of skills training, simulator training, legal aspects of force, de-escalation, and report writing. This newly revised course complements the Academy's delivery of Integrating Communication, Assessment, and Tactics (ICAT) train-the-trainer, and courses via the National De-escalation Training Center (The Academy is the Southeastern Regional Training Center for NDTC).

Top 2-3 Future Projects or Issues in North Carolina:

1. NC Senate Bill 300 also mandated two important studies to be conducted with reports submitted to the legislature:
  - a. Study the benefits, if any, of requiring physical fitness testing throughout the career of a law enforcement officer.
  - b. Best practices guide to help law enforcement agencies recruit and retain a diverse workforce.

The CJ and Sheriffs' Commissions partnered with stakeholders in drafting reports on each of these items, with further study to be conducted moving forward.

2. CJ and Sheriffs' Commissions are implementing a joint statewide accreditation program for law enforcement agencies. Pilot agencies have been identified, and the program will be free of charge and independent of CALEA or other industry accreditation program.



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**Date: 5/26/2021 MINI REPORT**

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<b>State/Country:</b> South Carolina	<b>Region:</b> Southern
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Top 2-3 Current Projects or Issues in South Carolina:

1. **Facility Renovations.** The Academy is currently renovating 64 bathrooms in their old dorms which were built in the 1970s. Parking lots are currently being repaved. They are currently in the bid and design process for a generator that is capable of providing power to the entire main campus. Bids were awarded to replace two moving targets on the covered firearms range. They are currently in the bid process to replace several modular units used for FATS, DUI Detection, and building clearing training.
2. **Training.** The 8 (of 12) week in-person portion of the basic law enforcement curriculum was updated. Subsequent to the 2021/2022 Job Task Analysis, SC is fully revising the two-week advanced School Resource Officer program and one-week Driving Instructor School programs. The Academy was successful at securing a grant that provided training equipment/resources for multiple crime scene courses
3. **Information Technology.** Manuals for all Academy classes were converted to electronic format; all students now use iPads during instruction. Changes are currently underway for a new video hosting platform to accommodate thousands of views from the field. Most Academy certification forms are being automated to reduce human error during the submission process.

Top 2-3 Future Projects of Issues in South Carolina:

1. The Police and Communities Together Act (PACT) is currently pending in the Senate after passing the House. The Act will improve the professionalism of law enforcement in several ways: by requiring that officers cannot police without first being certified, unless in the presence of another certified officer; by laying out minimum standards expected of all law enforcement agencies; and inspecting non-accredited agencies every three years to be sure the set minimum standards, policies, and regulations are being followed. Further, the legislature is also looking to change current “retire and return” regulations so that more retirees will be eligible to return to the law enforcement profession. This will be a huge advantage to law enforcement recruiting in SC.
2. Depending on the success of the PACT Act, the Academy will become responsible for inspecting SC law enforcement agencies to ensure they are in compliance with the minimum standards and provisions set forth in the Act.





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**Date: 4/12/2022 MINI REPORT**

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<b>State/Country:</b> Virginia	<b>Region:</b> Southern
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Top 2-3 Current Projects or Issues in Virginia:

1. In April 2022, we began working with FORCE Concepts to develop the basic training uniform curriculum, lesson plans, teaching and testing materials for law enforcement, jail, civil process, and courtroom securing officers. We are also developing lesson plans for in-service training.
2. 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 on October 2021, and DCJS continues to update, modify, and enhance the system.
3. On March 1, 2021, the Virginia General Assembly expanded the parameters for the decertification of Law Enforcement and Jail officers in Virginia, as defined in Virginia Code 15.2-1707. Prior to these code changes, officers would only be eligible for decertification in limited circumstances, including conviction or guilty pleas to felony offenses, certain misdemeanors including sex offenses, domestic violence, and crimes of moral turpitude, failing drug screens, and failing to maintain training. The expanded legislation added terminations or resignations for failing or refusing drug tests, violations of state or federal law, integrity issues (Brady violations), and violations of the forthcoming statewide Standards of Conduct for Law Enforcement and Jail Officers. The Statewide Standards of Conduct are still in development and under review by a legislatively defined advisory work group of Virginia stakeholders.

Top 2-3 Future Projects or Issues in Virginia:

Two upcoming projects DCJS is working on both relate to improvements with our records management systems. In the near future, we expect to explore and integrate online learning and testing components to our newly developed and deployed TRACER RMS as well as to expand our capability to capture and analyze data in the new RMS to identify trends within law-enforcement recruiting, training, and retention in an effort to better serve the needs of the Virginia law-enforcement community.

# Region 4

## Midwestern Region

### **Regional Representative:**

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### **States within the Midwestern Region:**

Iowa  
Kansas  
Missouri  
Nebraska  
New Mexico  
North Dakota  
Oklahoma  
South Dakota  
Texas  
Wyoming

### **States Reporting in 2022:**

Kansas  
New Mexico  
North Dakota  
Wyoming



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**Date: 4/7/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Kansas	<b>Region:</b> Midwest
<b>Title and Name of Person Providing Report:</b> Doug Schroeder, Executive Director	
<b>Email Address:</b> dschroeder@kscpost.org	<b>Phone:</b> 316-832-9906

Top 2-3 Current Projects or Issues in Kansas:

1. After being delayed by COVID, KSCPOST is seeking several new administrative regulations including:
  - a. Defining the annual continuing education period.
  - b. Adding to the definition of “Official Document for Official Communication” so that it includes any internal or criminal investigation conducted by a law enforcement agency or training school.
  - c. Adding the use of false or deceptive statements to gain employment and engaging in academic misconduct while attending a basic training school to the definition of “Unprofessional Conduct” so that the Commission can act on these types of cases.
  - d. Mandating officers to self-report any arrest, citation, or when charged with a criminal offense.
  
2. KSCPOST has put an emphasis on raising awareness of our function with officers, agencies, governmental leaders and the public through speaking engagements, monthly “spotlight” emails and a written article in the Kansas Governmental Journal.
  
3. There was an unsuccessful state bill that would have added four members of the public to the 12-member Commission. Currently the only citizen on the board is the chairperson.

Top 2-3 Future Projects or Issues in Kansas:

1. Revenue from docket fees has been on a five-year decline. We may seek an increase in fees.
  
2. Enable a mechanism for agencies to upload training data from their dedicated software into the central registry.



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**Date: 4/19/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> New Mexico, USA	<b>Region:</b> Midwest
<b>Title and Name of Person Providing Report:</b> Director Kelly Alzaharna	
<b>Email Address:</b> kelly.alzaharna@state.nm.us	<b>Phone:</b> 505-827-9262

Top 2-3 Current Projects or Issues in New Mexico:

4. The Governor requested \$100 million to hire 1,000 police officers over the next 5 years.
5. New Mexico is focusing on retention of current officers and recruitment of new officers in 2022.
6. The New Mexico Law Enforcement Training Act and New Mexico Administrative Code are being revised, removing contradictions and sections that are impossible to accomplish and add consequences for non-compliance.

Top 2-3 Future Projects or Issues in New Mexico:

3. 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.
4. The Executive and Legislative Finance Committee (tentatively) support NMLEA Board expansion by appropriating 8 Full-Time Employees and funding them.



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**Date: 4/19/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> North Dakota	<b>Region:</b> Midwest
<b>Title and Name of Person Providing Report:</b> Duane Stanley	
<b>Email Address:</b> ds417@nd.gov	<b>Phone:</b> 701-328-5516

Top 2-3 Current Projects or Issues in North Dakota:

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 Tuesday, January 18<sup>th</sup>, the proposed administrative rules were at the AG Office for review. Once approved, they will head to the Legislative Council for review. If all goes well, we anticipate an effective date of April 1, 2022.

Top 2-3 Future Projects or Issues in North Dakota:

The POST Board Office continues to look into ways to automate data entry of peace officer training. We will also be researching and implementing an automated process to administer reserve peace officer testing remotely across the state and converting our Use of Force testing to a digital format.



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**Date: 4/13/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Wyoming	<b>Region:</b> Midwest
<b>Title and Name of Person Providing Report:</b> Chris Walsh, Director WY POST	
<b>Email Address:</b> Chris.walsh1@wyo.gov	<b>Phone:</b> 307-358-8215

Top 2-3 Current Projects or Issues in Wyoming:

1. Updated the standards for crediting online training for both basic and advanced training.
2. Development of statewide first responder mental health/resiliency recommendations areas of focus include:
  - a. Initial hiring screening
  - b. Basic/advanced training
  - c. Early intervention
  - d. Peer support development
  - e. Critical incident practices
  - f. Family engagement
  - g. Resources

Top 2-3 Future Projects or Issues in Wyoming:

It was discovered that current statuses are insufficient to allow POST access to CJIS information. Statute amendment recommendations will be presented to the Legislators.

# Region 5 Western Region

**Regional Representative:**

Matt Giordano  
Arizona  
(602) 774-9350  
[mattg@azpost.gov](mailto:mattg@azpost.gov)

**States within the Western Region:**

Alaska  
Arizona  
California  
Colorado  
Hawaii  
Idaho  
Montana  
Nevada  
Oregon  
Utah  
Washington

**States Reporting in 2022:**

Arizona  
Idaho  
Montana  
Nevada



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**Date: 4/22/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Arizona	<b>Region:</b> Western
<b>Title and Name of Person Providing Report:</b> Matt Giordano, Director	
<b>Email Address:</b> mattg@azpost.gov	<b>Phone:</b> 602-774-9350

Top 2-3 Current Projects or Issues in Arizona:

1. We are finishing up rule changes which remove the minimum number of hours for the basic academy curriculum. We will continue to have a minimum number but by removing the number from rules we have the ability to make changes as necessary without having to navigate the rulemaking process.
2. We are changing the way in which we provide financial support to our 16 statewide academies based on tax revenue generated by recreational marijuana sales. Although the revenue stream changes it will not change the amount of money received by the academies.
3. We continue to work with our partner agencies on recruiting applicants who meet our minimum standards. As applicant pools continue to shrink, we find agencies inquiring about applicants who have issues that are more significant in their backgrounds.

Top 2-3 Future Projects or Issues in Arizona:

1. We are undergoing a complete review/update of our basic academy curriculum. Two years ago, we reviewed the content of the lesson plans for accuracy. In our current review, we will once again review content but more importantly we are going to review relevance, the amount of time dedicated to each topic and our ability to require more scenario-based training.
2. We are reviewing our current standards for ongoing training. Specifically, our current practice of separating continuing and proficiency training. Further, we are going to cede some control back to the agency heads on what they believe is important training for their employees.
3. We continue to look for ways to leverage technology to better serve our customers. We hope to launch myazpost.gov, which will allow peace officers access to their AZPOST records through an online portal. This is a drastic change from our current system.





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**Date: 4/1/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Idaho	<b>Region:</b> Western
<b>Title and Name of Person Providing Report:</b> POST Administrator Brad Johnson	
<b>Email Address:</b> brad.johnson@post.idaho.gov	<b>Phone:</b> 208-884-7251

Top 2-3 Current Projects or Issues in Idaho:

1. IADLEST **Academy** Accreditation: We have completed our on-site assessment by the IADLEST assessment team and expect to be awarded accreditation at our next POST Council meeting.
2. Updates to POST’s governing regulation, IDAPA Rule 11.11.01: After completing an extensive rewrite and modernization of our governing regulation two years ago, it is now our turn under the state’s schedule to submit any new modifications to our current rule for consideration by the Legislature during the 2022 session. The proposed rule was recently approved by the Legislature and takes effect immediately upon adjournment. This update includes the elimination of fees for POST course reviews and establishment of four minimum mandatory in-service training topics of firearms, EVOC, defensive tactics, and legal updates to POST’s ongoing periodic training requirements.
3. Implementation of Acadis testing solution (replacing obsolete Scantron Training Manager system): Following the RFP process, Envisage was awarded the contract to provide POST with a new academic testing management system (Acadis). The solution was rolled out in a phased approach throughout all disciplines at the POST Academy and has now been extended to regional testing centers.

Top 2-3 Future Projects or Issues in Idaho:

1. IADLEST **POST** Accreditation: Utilizing the same process we followed for Academy accreditation, our goal is to similarly achieve POST accreditation in early 2023.
2. We obtained capital project funding for the FY2023 budget to add two driving simulators, enhancing our driver training blocks in our basic academies, for both the Basic Vehicle Operation Course and the Emergency Vehicle Operation Course.
3. Nearing completion on a public facing decertification database for all Idaho peace officers whose certification(s) have been surrendered, revoked, or cancelled.
4. Updating Job Task Analyses for Patrol and Emergency Communications Officer disciplines to complete curriculum updates for the two disciplines.



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**Date: 4/4/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Montana	<b>Region:</b> Western
<b>Title and Name of Person Providing Report:</b> Eric Gilbertson, Executive Director, MT POST Council	
<b>Email Address:</b> eric.gilbertson@mt.gov	<b>Phone:</b> 406-444-9976

Top 2-3 Current Projects or Issues in Montana:

1. Ongoing review/edit of statutory and administrative rules pertaining to POST.
  - a. Stakeholders have suggested defining the duties of the case status committee, (3 council members that review allegations), to ensure transparency in the discipline process.
  - b. Addition of a definition of “sexual misconduct,” to the grounds for sanction.
  - c. Proposed statutory change for tolling the requirement to attend basic within one year for those public safety officers actively deployed under military orders.
  - d. Proposed statutory change allowing for POST to grant one six-month extension to attend basic across all safety disciplines.
  
2. Marijuana issues re: public safety officers:
  - a. Medical use.
  - b. Recreational use.
  
3. Equivalency requests:
  - a. Montana allows detention officers, certified in another state, whose previous training is substantially similar to Montana’s to challenge the basic exam if they worked within the past five years.
  - b. Montana allows law enforcement officers, certified in another state, whose previous training is substantially similar to Montana’s to attend a one-week legal equivalency course to become certified as a law enforcement officer if they worked in the past five years.
  - c. POST reviews each application for equivalency to determine if the officer should be allowed to attend. POST reviews if they are certified in another state, if that certification in good standing, is their training substantially similar to the 504 hours required by Montana.
  - d. Montana saw 37 equivalency requests in 2020, 89 in 2021, and 39 as of 4/1/2022. Equivalency is requiring increasing demands on POST staff’s time.

Top 2-3 Future Projects or Issues in Montana:

1. Scanning all current and historic POST records into an electronic database, to be followed by the creation of a records retention policy regarding the physical records.

2. Maintain/update/provide training re: POST resource guide for agencies/officers.
3. Identify current trends in public safety and work with stakeholders to ensure Montana continues to address issues utilizing best practices.



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**Date: 4/29/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Nevada	<b>Region:</b> Western
<b>Title and Name of Person Providing Report:</b> Mike Sherlock, Executive Director	
<b>Email Address:</b> msherlock@post.state.nv.us	<b>Phone:</b> 775-687-3318

Top 2-3 Current Projects or Issues in Nevada:

1. Nevada continues to evaluate and comply with the most recent legislative session. Several bills were passed requiring the POST to establish programs, update training standards, topics or objectives, changes to annual maintenance training and other areas.
2. POST was tasked with administering a grant program to assist agencies in establishing behavioral health response teams. POST just finished a project to develop the policies and procedures for such a program, training for such teams, internal personnel required to administer and award grants, and establishing the minimum funding needed for each grant period.
3. POST is currently researching and reviewing a bill that requires POST to “establish the standards for an annual officer wellness visit.” POST is looking at ways to comply with the bill and at the same time does not affect labor laws, court decisions, and industrial insurance rules.
4. A crime bill was passed that essentially changed the definition, level (felony/misdemeanor) and penalty for hundreds of criminal statutes. POST has been updating basic training curriculum to reflect these legislative changes.

Top 2-3 Future Projects or Issues in Nevada:

1. Nevada POST is currently being audited by the Governor’s Finance Office. In addition to assisting and cooperating with the audit procedure, POST is tasked with providing ideas and research on our current revenue stream and ideas for revenue streams that may better serve our mission, budget amounts and needs to better serve our mission. Currently, POST is nearly completely funded via course assessment fees. Prior to COVID and then through COVID we have seen a significant reduction in available funding from this source. We believe new legislation will continue to force a decline in this funding source.
2. POST is also beginning to build our next budget and working on justifications for things like an EVOC facility, adding new regional training specialists to better deliver training and conduct audits and inspections, adding additional curriculum development capabilities all to keep pace with national standards today and legislative demands now and in the future.

# International Region

## **Regional Representative:**

Joe Trindal  
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## **Countries within the International Region:**

Bangladesh  
Bosnia and Herzegovina  
Columbia  
Dominican Republic  
Iraq  
Kosovo  
Mexico  
North Macedonia  
Pakistan  
Philippines  
Saudi Arabia  
Somalia  
United Arab Emirates (UAE) – Abu Dhabi  
United Arab Emirates (UAE) – Dubai  
Ukraine

## **Countries Reporting in 2022:**

Bosnia and Herzegovina  
Columbia  
Dominican Republic  
Iraq  
Kosovo  
North Macedonia  
Philippines  
Saudi Arabia  
United Arab Emirates (UAE) – Abu Dhabi  
United Arab Emirates (UAE) – Dubai  
Ukraine



International Association  
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Standards and Training

**Date: 5/3/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> See Below	<b>Region:</b> International
<b>Title and Name of Person Providing Report:</b> Joseph Trindal (ICITAP)	
<b>Email Address:</b> joseph.trindal@usdoj.gov	<b>Phone:</b> 202-359-8505

**Bosnia and Herzegovina:**

IADLEST continues working with Ministry of Security of Bosnia and Herzegovina (BiH), Agency for Education and Professional Training (AEPTM) and Ministry of Interior of BiH, Police Academy in Sarajevo in supporting INL in the reaccreditation process. IADLEST expects more activity with both academies this summer with anticipated reaccreditation in winter 2022/2023.

**Columbia:**

IADLEST Bogota – CNP- Standards Center.

**Dominican Republic:**

IADLEST is working with the Dominican Republic, Institute for Police Education (IPE) toward accreditation of all seven police academies. This is the first of several academy accreditation initiatives across the Caribbean islands’ nations under the Caribbean Law Enforcement Improvement Project, through the Pan American Development Foundation.

**Iraq:**

1. Despite the continuing security challenges for advancing security sector instructor assistance in Iraq, ICITAP organized and facilitated a virtual curriculum development technical working group between U.S. master instructors, curriculum developers, and Iraqi police instructors. The curriculum development technical working group focused on advancing sustainability of ICTIAP’s previously delivered instructor development training coupled with subject matter capacity building in the disciplines of criminal investigations, crime analysis, crime scene management, internal affairs, and organized crime. The web-based interconnectivity of the participants spanned 5 countries and 10 time zones.
2. Several of the ICITAP participants are also IADLEST members. Also, several instructors and training command leadership of Iraq’s Ministry of Interior (MOI), qualifications and Training Directorate (QTD), are past IADLEST members. The value of IADLEST membership was presented during the working group as a resource advancing instructor and training leadership professional development.

### **Kosovo:**

IADLEST has completed reaccreditation of the Ministry of Interior, Kosovo Academy for Public Safety (KAPS) in late summer 2021. During the reaccreditation process the KAPS staff incorporated IADLEST's recommendations resulting in notable improvement in records management and polices development. IADLEST's reaccreditation findings reflected a significantly improved accreditation score for KAPS.

### **North Macedonia:**

In the fall of 2020, the Republic of North Macedonia, Ministry of Interior, Police Training Center (PTC) began its process toward IADLEST accreditation. Through ICITAP assistance, the PTC earned IADLEST accreditation in August 2021. The PTC achieved tremendous improvement in its training administration and management processes on their path towards IADLEST accreditation.

### **Philippines:**

1. Overcoming distance and continued COVID-19 restrictions, ICITAP delivered social media strategic training to the Philippine National Police (PNP), Community Affairs and Development Group. Led by an IADLEST internationally certified instructor and member, the training program series utilized web-based, instructor-led training balanced with independent study and practical exercises to deliver an engaging, practical program addressing 25 categories of social media for police-community trust building and investigative assistance.
2. Building sustainable community policing capabilities, ICITAP developed and delivered an 80-hour community policing train-the-trainer program to PNP, Special Action Forces instructors. ICITAP's training program included practical exercises in cross-cultural immersion for community policing to account for the rich cultural diversity across the Filipino archipelago. Sustainability in effective community policing through instructor professional development improves public trust that enhances counter terrorism and criminal enterprise enforcement initiatives nationwide.

### **Saudi Arabia:**

Advancing Saudi Arabia's tourism police capabilities is a continuing ICITAP initiative that includes instructor development and training capacity building for the Special Forces for Security and Protection (SFSP). Several of ICITAP's instructors and curriculum developers who support the SFSP program are IADLEST members and certified instructors. Several in-country training programs have been delivered for SFSP including supervision and leadership, tourism policing, crime analysis, patrol strategies, and community policing. ICITAP continues advising and mentoring SFSP training leadership for developing organic training facilities and capacities to sustain support of a national strategy for promoting global tourism and economic development.

### **United Arab Emirates (UAE) – Abu Dhabi:**

IADLEST is working with the UAE Police College in Abu Dhabi who are already in the process of accreditation.

### **United Arab Emirates (UAE) – Dubai**

Dubai Police Criminal Investigations Division Training Center is in the self-assessment phase of IADLEST's accreditation process. There may be additional training center accreditation initiatives with Dubai Police in the future.

### **Ukraine:**

Russia's February 2022 invasion of Ukraine continues in violation of international law and the sovereign integrity of nations. Ukrainian police services are engaged, with the military and home guard units, in thwarting the military aggression and subversion of Ukraine's peaceful co-existence. ICITAP-trained police units are directly engaged on the front lines of Ukrainian national defense. Specialized Ukrainian police and border guard units are utilizing global best police practices to identify and interdict Russian and proxy saboteurs and intelligence operators with the objectives of restoring and rebuilding national sovereignty and domestic peace.



## Federal Region

**Regional Representative:**

Charles “Skeet” Brewer

Georgia

(912) 267-2654

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**Federal Region Agencies Reporting in 2022:**

FLETC



International Association  
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Standards and Training

**Date: 5/2/2022 MINI REPORT**

<http://www.iadlest.org> Access Mini-Reports here: <https://www.iadlest.org/members/mini-reports>

<b>State/Country:</b> Federal Law Enforcement Training Center (FLETC)	<b>Region:</b> Federal
<b>Title and Name of Person Providing Report:</b> Charles Brewer	
<b>Email Address:</b> Charles.brewer@fletc.dhs.gov	<b>Phone:</b> 912-267-2654

Top 2-3 Current Projects or Issues at FLETC:

1. Continue the development and delivery of congressionally mandated training in the following areas:
  - a. Use of Force Instructor Training.
  - b. Active Shooter Threat Training Program/Active Shooter Threat Instructor Training Program.
  - c. Tactical Medical for First Responders/Basic Tactical Medical Instructor Training Program.
  - d. Law Enforcement Awareness Brief/Threat Assessment-Threat Management (Domestic Violent Extremism/Homegrown Violent Extremism)
2. Continue the delivery of Human Trafficking Awareness Training utilizing in-person, virtual, and hybrid delivery methods, within current available resources.

Top 2-3 Future Projects or Issues at FLETC:

1. Continue to explore avenues to expand the delivery of federal resources to state, local, and Tribal law enforcement across the U.S. and its territories.
  - a. University of Illinois is completing a study to identify potential solutions to identified gaps in the ability to deliver training to remote areas.
  - b. Expansion of virtual training delivery is depending on the “receiving” agencies’ capabilities, not just the “delivering” agencies’ capabilities.
2. Complete the development of the Mental Health Crisis Instructor Training Program.
3. Expand command level leadership training opportunities.