



International Association
of Directors of Law Enforcement
Standards and Training

2019 MINI-REPORTS

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Region 1

Northeast Region

Regional Representative:

Michael Wood

New York

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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



International Association
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Standards and Training

Date: 5/15/2019 MINI REPORT

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

State/Country: New York	Region: Northeast
Title and Name of Person Providing Report: Michael Wood	
Email Address: michael.wood@dcjs.ny.gov	Phone: 518-485-7610

Top 3-4 Projects or Issues in Your State:

1. Basic Course for Police Officers

DCJS is currently in the final states of concluding a comprehensive review and update of the mandated Basic Course for Police Officers. A NYS Job Task Analysis for entry level police officers along with consultants, researchers, law enforcement SMEs, and advisory panels have been utilized to update components of the course. To date, over three-quarters of the 700-hour course have been reviewed and updated in areas such as use of force, decision-making, defensive tactics, reality-based training, responding to persons in emotional crisis, procedural justice, officer wellness, ethics, cultural diversity, and communications skills.

2. Firearms

DCJS is currently updating the initial firearms training. Research will be conducted to examine the transferability of shooting and firearms manipulations skills currently taught in the course and examine if and how when facing a human opponent changes recruit performance on a number of different measures. The research is intended to guide the curriculum advisory panel in the development and inclusion of a combat shooting course of fire rather than solely marksmanship qualification.

3. Instructor Programs

To support academy and in-service instructors in the implementation of the updated curricula, DCJS has developed instructor courses for reality-based training, defensive tactics, mental health, use of force (includes online training), ethics, and officer wellness.

4. Implementation of Acadis Suite

DCJS made a significant investment in procurement of a comprehensive web-based registry, training and certification management system, Acadis Readiness Suite. Acadis provides benefits to agencies and training providers through electronic access to agency registry and certifications.

Region 2 Central Region

Regional Representative:

Mary Davis

Ohio

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States within the Central Region:

Arkansas

Illinois

Indiana

Kentucky

Michigan

Minnesota

Ohio

West Virginia

Wisconsin



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Date: 4/8/2019 MINI REPORT

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

State/Country: Arkansas	Region: Central
Title and Name of Person Providing Report: Jami Cook, Director	
Email Address: jami.l.cook@arkansas.gov	Phone: 870-574-1810

Top 3-4 Projects or Issues in Your State:

1. The training requirement for Auxiliary and Part Time officers is a 110 hour course. We have revised this curriculum and are developing online classes for 70 of the 110 hours. The other 40 hours will be taught by the employing agency and the AR Commission on Law Enforcement Standards and Training (CLEST) will administer the final certification test.
2. CLEST will no longer certify the 40 hour reciprocity class. The approved reciprocity class will now be the 110 hour class for Auxiliary and Part time officers. Due to the increase in training hours for the reciprocity class, we are re-evaluating reciprocity agreements with some federal agencies and military police and plan to expand these reciprocity agreements
3. The Arkansas legislature has passed a Bill that will allow school districts in Arkansas to standup their own police departments. CLEST will regulate these agencies in the same manner as we do all law enforcement agencies and officers in Arkansas.
4. The Arkansas Commission on Law Enforcement Standards and Training received Microsoft tablets for deployment and use in our academies. The tablets are being piloted during Northwest ALETA's first Basic Class of 2019. Through the use of the tablets, students have been able to:
 - Have immediate access to the most up-to-date course curriculum (including PowerPoint presentations, court decisions, and supplemental material);
 - Complete and submit fillable forms for report and memo writing assignments;
 - Access online training through the ACADIS Portal;
 - Access department e-mail in order to maintain contact with their employing department;
 - Complete fillable incident reports for practical-based training during domestic violence training; and
 - Access and become familiar with the eCrash system during accident investigation courses.



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Date: 5/2/2019 MINI REPORT

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

State/Country: Illinois	Region: Central
Title and Name of Person Providing Report: Brent Fischer, Executive Director	
Email Address: Brent.Fischer@Illinois.gov	Phone: 217-782-4540

Top 3-4 Projects or Issues in Your State:

1. Update the Basic Corrections Academy Curriculum

The Board will be looking at combining Basic Corrections and Basic Court Security into the same curriculum. We will also be looking into the possibility of a reciprocity waiver process for corrections officers being hired in Illinois after having gone through Corrections Basic Training in other states.

2. School Resource Officers (SROs)

Establish minimum requirements and curriculum for certification of School Resource Officers, as well as establish a waiver system for certification of officers previously trained in courses equal to the newly developed and approved SRO curriculum.

3. Additional Training Resources

Continue to develop additional training resources at the Macon County Law Enforcement Training Center, while also continuing to seek partnerships with other Illinois public safety agencies.

4. Curricula Review

Establish an annual review process of all of our academy curricula and how the state certification exams are administered, to ensure that all Illinois basic training is kept as up-to-date as possible.

5. Academy Review

Establish a comprehensive academy review process to ensure academies are consistently adhering to all Board rules and policies and providing the highest quality training possible to new recruits.



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Date: 4/18/2019 MINI REPORT

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

State/Country: Indiana	Region: Central
Title and Name of Person Providing Report: Timothy M. Horthy	
Email Address: thorthy@ilea.in.gov	Phone: 317 494-8096

Top 3-4 Projects or Issues in Your State:

1. **Physical Fitness Standards**

Indiana Law Enforcement Academy (ILEA) uses Cooper standards for fitness testing (push-ups, sit-ups, 1.5 mile run, 300 meter run, and vertical jump). We would like to see what other agencies are using for standards and how they determine job relevance.

2. **Budget** – Where does funding come from?

3. **Recruit Academy Instructors**

Would like to know how other states attract minority candidates to become academy instructors?



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Date: 4/30/2019 MINI REPORT

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

State/Country: Kentucky	Region: Central
Title and Name of Person Providing Report: Department of Criminal Justice Training Commissioner Alex Payne	
Email Address: Alex.Payne@ky.gov	Phone: 859-622-6165

Top 3-4 Projects or Issues in Your State:

1. The Kentucky Department of Criminal Justice Training has constructed a new shoot house to close a firearms training gap. The 3,700 square foot facility includes extensive technology, three-dimensional targets and moving doors to allow for limitless training arrangements. Instructors will conduct scenarios using Ultimate Training Munitions. The shoot house was designed and constructed by DOCJT staff, saving thousands in taxpayer dollars.
2. The Kentucky Post-Critical Incident Seminar is a three-day seminar led by mental health professionals trained to work with peace officers and dispatchers who have experienced a critical incident. It is driven by a team of law enforcement and dispatch peers who have experienced critical incidents and received training in Critical Incident Stress Management.
3. Recruits attending DOCJT's Basic Training Academy spend 20 weeks on campus completing their initial law enforcement training. DOCJT has sought to award 45 college credit hours to recruits for the academic study they complete during the Basic Training Academy. All text books for this undergraduate program will be provided free to recruits. This award leaves only 15 credit hours necessary for recruits to earn an associate's degree. DOCJT is providing recruits an opportunity to simultaneously complete those during down time they have in the evenings after academy instruction.
4. A new benefits coordinator provides direct support and assistance for death and disability benefits, both state and federal. The coordinator provides detailed information, including the appropriate forms, deadlines and critical contact details. Additionally, the coordinator serves as a point of contact to answer any related questions for these and veteran benefits.



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Date: 5/2/2019 MINI REPORT

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State/Country: Michigan	Region: Central
Title and Name of Person Providing Report: Timothy S. Bourgeois	
Email Address: BourgeoisT1@michigan.gov	Phone: 517-636-7865

Top 3-4 Projects or Issues in Your State:

1. Job Task Analysis

Michigan is completing its fourth JTA since 1979. Looking at the results, the staff will explore changes to the position over time, isolate major categories of tasks, and determine similarities of job responsibilities across all agency sizes and types in Michigan.

2. Active Violence Response Training

Michigan recently passed legislation requiring all licensed law enforcement officers to complete active violence response training as developed by MCOLES. Once reviewed and approved, the training specifications will be pilot-tested to ensure they are working as intended. A train-the-trainer (TTT) will be developed before the in-service training is implemented statewide. The basic training objectives are intended as introductory material for recruits and the in-service training is intended for those who have law enforcement experience.

3. Best Practices for Background Investigators

Michigan law requires law enforcement agencies to conduct comprehensive background investigations of applicants for licensed positions. MCOLES staff initiated a project to identify and document a set of investigative best practices and create a resource guide for those assigned as background investigators. The goal is to provide guidance to investigators on how best to obtain relevant information on a law enforcement applicant so the agency can make informed hiring decisions.

4. Standards for Reserves

The Michigan legislature granted MCOLES the authority to set reserve standards for law enforcement agencies across the state. Reserves are civilians who are not licensed. The goal for MCOLES is to establish a set of valid and job-related standards—standards that meet the intent of the statute—so all reserves meet a minimum level of competency.



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Date: 4/29/2019 MINI REPORT

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

State/Country: Minnesota	Region: Central
Title and Name of Person Providing Report: Nathan R. Gove, Executive Director	
Email Address: nathan.gove@state.mn.us	Phone: 651-201-7788

Top 3-4 Projects or Issues in Your State:

1. The Minnesota legislature is considering a number of bills that would impact the Minnesota POST Board's funding mechanism. Currently, we are funded on a surcharge imposed on traffic and criminal convictions. Our dedicated funding is continuing to experience a decline in annual revenues, leaving us approx. \$500,000 short of our budget appropriation. This also impacts our training reimbursement program. One proposal is to shift our funding to the state's general fund and another bill in the legislature is to increase the percentage of the surcharge that is directed to fund our board.
2. A bill mandating a statewide policy on investigating sexual assaults for all law enforcement agencies in Minnesota is currently before our legislature. The board recently developed and adopted a model policy for law enforcement and a number of training initiatives after systemic failures were uncovered in an investigative series by a major metropolitan newspaper in our state.
3. The Minnesota POST Board is currently upgrading our online e-licensing system to track and report mandated training by law enforcement agencies.



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Date: 5/2/2019 MINI REPORT

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

State/Country: Ohio	Region: Central
Title and Name of Person Providing Report: Executive Director Jeffrey Scott	
Email Address: Jeffrey.scott@ohioattorneygeneral.gov	Phone: 740-845-2700

Top 3-4 Projects or Issues in Your State:

Effective April 1, 2019, Ohio Attorney General Dave Yost and the Ohio Peace Officer Training Commission appointed a new Executive Director, Chief (retired) Jeffrey K. Scott, CLEE.

Chief (retired) Scott served as the Chief of Police for the Notre Dame College Police Department, South Euclid, Ohio for the past 5 1/2 years, and served most recently as the President of the Ohio Association of Chiefs of Police. Jeffrey has over 30 years of experience in public safety and over 23 years in law enforcement and executive leadership. Jeffrey is a graduate of the prestigious FBI National Academy (FBI-NA) and holds a Masters Degree in Business and Administration and a Bachelors Degree in Public Safety Management, both from Franklin University.

Current Projects:

1. Implementing a new online Learning Management System (LMS).
2. Working towards online Computer Adaptive Testing.
3. Starting a new project using technology (Firearms Platform Skill enhancer) to increase proficiency and accuracy with basic academy recruits related to firearms instruction.



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Date: 4/16/2019 MINI REPORT

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

State/Country: West Virginia	Region: Central
Title and Name of Person Providing Report: Retired Captain Chuck Sadler	
Email Address: charles.a.sadler@wv.gov	Phone: (304) 766-5847

Top 3-4 Projects or Issues in Your State:

1. Funding Resources

The current program operated on a \$2 fee assessed as part of overall court costs for criminal actions in state and municipal courts. That fee approved during 2019 legislative session to be increased to \$12. Unlikely increase will recognize full funding stream as overall cost of court costs (this and other entities receiving funds) continues to rise and numbers of individuals either not paying in full or just partially increases. Will be receiving monies from licensing fees related to medical cannabis program to start FY20 but no valid projections of how much money and if one time event each time licenses issued or renewed. To be determined.

2. Officer-Involved Domestic Violence

Issues involving domestic violence involving officers and the review/revocation of their certification as a law enforcement officer in this state. Officers are being approved to be put in diversion programs when this should not be occurring and minimizes or removes the ability of the POST equivalent body to take a certification related action.

3. Learning Management System (LMS)

In conjunction with item 1 the cost of maintaining an electronic data base for the tracking of offices' certification, training and qualifications. We have a stripped down program which the vendor charges \$75,000 annually for. Very strong drain on financial resources



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Date: 4/16/2019 MINI REPORT

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

State/Country: Wisconsin	Region: Central
Title and Name of Person Providing Report: Stephanie Pederson, LE Education Consultant	
Email Address: pedersonse@doj.state.wi.us	Phone: 608-261-8641

Top 3-4 Projects or Issues in Your State:

1. Director

Wisconsin's Training and Standards Bureau (POST) Director retired in August 2018. A new Attorney General was elected in November 2018 and took office in January 2019. The new administration is doing some internal reorganization and will focus on hiring a new Bureau Director as soon as the reorganization is complete.

2. Law Enforcement Curriculum and Testing

The new 720-Hour Law Enforcement curriculum has been in place since January 2016. There were some revisions in 2018, and then all of the test questions were rewritten for the academy (completed in October 2018). With those projects completed the Wisconsin Training and Standards Bureau focused on rewriting the questions for the reciprocity exam. Those were completed in April 2019.

3. Jail Academy Curriculum

Wisconsin is working on revising the jail academy from 160 hours to 200 hours. The new academy goes into effect in August 2019.

4. 2019 Annual Conference

Wisconsin welcomes all of you to Milwaukee for the 2019 IADLEST conference!

Region 3

Southern Region

Regional Representative:

Rebekah Taylor

Louisiana

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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



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Date: 5/2/2019 MINI REPORT

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

State/Country: Tennessee	Region: Southern
Title and Name of Person Providing Report: TLETA/POST Director Brian Grisham	
Email Address: brian.grisham@tn.gov	Phone: 615-741-2980

Top 3-4 Projects or Issues in Your State:

1. Unprecedented Turnover

Tennessee is experiencing unprecedented turnover of law enforcement officers. This is attributed to three factors: disillusionment with the job during these difficult times, retirement attrition of the growth in employment of the 1980s, and changes in individual departments' retirement benefits. Our main academy has expanded enrollment to begin each 12-week minimum basic law enforcement court with 135 recruits. Some of our larger agencies have hundreds of vacancies.

2. School Resource Officers

Our Legislature has allocated funding in the form of a grant to provide School Resource Officers for each public school that does not have an SRO in place. That is an estimated 500 schools and the requisite training will be challenging as that increase is more than the annual capacity of our POST-approved general basic academies.

3. Supplemental Pay

By legislation, we have been able to increase the annual pay supplement from \$600 to \$800 the state provides to local law enforcement officers as an incentive to complete their required annual training. We have also recently been able to increase the state death benefit for officers killed in the line of duty from \$50,000 one-time to five annual payments of \$50,000 each.

Region 4

Midwestern Region

Regional Representative:

Charles Gerhart

Oklahoma

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charles.gerhart@cleet.state.ok.us

States within the Midwestern Region:

Iowa

Kansas

Missouri

Nebraska

New Mexico

North Dakota

Oklahoma

South Dakota

Texas

Wyoming



International Association
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Date: 5/9/2019 MINI REPORT

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

State/Country: Kansas-CPOST	Region: Midwest
Title and Name of Person Providing Report: Gary Steed, Executive Director	
Email Address: gary.steed@att.net	Phone: 316-832-9906

Top 3-4 Projects or Issues in Your State:

1. KSCPOST is working to obtain the following Kansas Administrative Regulations during 2019:
 - a. This KAR will require a certified officer to report an arrest or a conviction to KSCPOST within 10 days.
 - b. This KAR will require certified officers who have been inactive (unemployed) for longer than one year to pass a psychological evaluation prior to being employed at an agency.
 - c. This KAR will make it a violation of the Kansas Law Enforcement Training Act (KLETA) to lie during the application process to become a certified officer.
 - d. This KAR will clear up language in the current KAR regarding moral character.
2. KSCPOST is experiencing an increase in the number of hearings. KSCPOST anticipates an increase in the number of re-instatement hearings. KLETA allows an officer to petition for reinstatement after 5 years of revocation. KSCPOST became active after changing the rules to maintain certification in 2012. Now, 5 years later, officers are beginning to consider petitions for re-instatement.
3. KSCPOST has experienced a small increase in the number of investigations it performs.
4. KSCPOST has adequate funding via a fee attached to municipal docket fees. Municipal docket cases in Kansas continue to decline.



International Association
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Date: 5/6/2019 MINI REPORT

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

State/Country: Missouri POST	Region: Midwest
Title and Name of Person Providing Report: Jeremy Spratt, POST Program Manager	
Email Address: Jeremy.spratt@dps.mo.gov	Phone: 573-526-2765

Top 3-4 Projects or Issues in Your State:

1. Continuing Law Enforcement Education

Starting with the Continuing Law Enforcement Education (CLEE) reporting period that ended on December 31, 2018, Missouri migrated to an online tracking system to determine peace officer CLEE compliance. Attendance records (sessions) are entered by training providers through a secure website. Officers can also check their training records through this same secure website and the law enforcement agency that the officer works for can review the training records for all officers associated with their law enforcement agency. This software was designed and built by in-house state programmers. So far, feedback on the CLEE system has been positive.

2. Licensing Exam Software

We are trying to find a reasonably priced online software solution to administer our licensing exam to peace officer applicants. Right now, we use a paper exam and a scannable answer sheet, but updating the exam in a timely manner has proved to be problematic since we have eleven testing proctors throughout the state. If we are unable to find a solution, we might try to develop this software in-house as well.



International Association
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Standards and Training

Date: 5/3/2019 MINI REPORT

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

State/Country: Missouri - Jefferson College	Region: Midwest
Title and Name of Person Providing Report: Diane Scanga	
Email Address: dscanga@jeffco.edu	Phone: 636-481-3420

Top 3-4 Projects or Issues in Your State:

- 1. Not unique to our area - but the lack of applicants to fill academy classes.**
Our academy is 40 miles from Ferguson, MO. We noticed the largest impact to those younger applicants – our program includes a degree and although parents want their kids to go to college - they don't want to pay for them to go to college to become a peace officer!
- 2. The lack of maturity and *life experience* in many of the applicants.**
Trying to teach communication skills and interviewing to law enforcement recruits who have grown up with computers and phones - just the process of teaching note-taking skills and how to actually write on paper!
- 3. Not an academy issue, but: There is a disconnect between the criminal justice players.**
The St Louis City and County law enforcement has no support in the prosecuting attorneys' offices. Maintaining a positive attitude and high morale in the road patrol is tough, the feeling is that the work that is done on the street will not be supported in the PA's office or courts.



International Association
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Standards and Training

Date: 5/13/2019 MINI REPORT

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

State/Country: Oklahoma	Region: Midwest
Title and Name of Person Providing Report: Charles Gerhart, Assistant Director	
Email Address: charles.gerhart@cleet.state.ok.us	Phone: (405) 239-5153

Top 3-4 Projects or Issues in Your State:

1. Funding Issues

The top priority for the Oklahoma Council on Law Enforcement Education and Training (CLEET) is to seek legislative action directed towards restoration of funding lost during several years of economic downturn. We also desire to develop additional funding resources to meet existing and future law enforcement training demands.

2. Software and Learning Management System

Meeting the training needs of rural Oklahoma can be an arduous task considering the financial resources available at this time. Accordingly, Oklahoma is analyzing and developing a cost-effective economic plan (software and learning management system) for the delivery of online continuing education and specific courses in basic academy that may be appropriate for such a learning environment.

3. Five-year Strategic Plan

CLEET is in the process of developing a new comprehensive five (5) year strategic plan to establish annual goals aligned with CLEET's mission to Oklahoma law enforcement, the Oklahoma private security industry, and Oklahoma bail enforcers.



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Standards and Training

Date: 5/13/2019 MINI REPORT

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

State/Country: South Dakota	Region: Midwest
Title and Name of Person Providing Report: Chad Mosteller	
Email Address: chad.mosteller@state.sd.us	Phone: Click here to enter text.

Top 3-4 Projects or Issues in Your State:

1. Law Enforcement Training

South Dakota's Law Enforcement Training (LET) is currently fully staffed and our basic training sessions continue to be full at 48 students.

2. On-Line Training Partnership

Recently, LET began a partnership with Dakota State University to help us develop, house and access on-line training for our students. We're both very excited as we explore the advantages of providing both basic and advanced training that falls in line with LET's training philosophies.



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Date: 5/6/2019 MINI REPORT

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

State/Country: Wyoming POST	Region: Midwest
Title and Name of Person Providing Report: Russel Clark	
Email Address: russel.clark1@wyo.gov	Phone: (307) 358-8213

Top 3-4 Projects or Issues in Your State:

1. The Wyoming POST is currently without a Director.
2. Nothing else to report at this time.



International Association
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Date: 5/3/2019 MINI-REPORT

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

State/Country: Wyoming LE Academy	Region: Midwest
Title and Name of Person Providing Report: Director Chuck Bayne	
Email Address: chuck.bayne@wyo.gov	Phone: Click here to enter text.

Top 3-4 Projects or Issues in Your State:

1. Curriculum Review

Wyoming Law Enforcement Academy is currently conducting a comprehensive review of curriculum for both Peace Officer Basic and Detention Officer Basic Training to compare content associated with instructional objectives identified through job task analysis versus content that is in addition to those objectives. The overall goal is to move to a learner centered training methodology focusing on germane content directly related with outcomes of performance and minimize lecture formats based solely on instructor determined content.

2. Funding

Wyoming recently established a penalty assessment mechanism to fund officer continuing education and training. This funding source is managed by the Wyoming Law Enforcement Academy within their existing enterprise fund account. A statewide training needs assessment was conducted to help determine the type and topics of advanced training courses to be offered utilizing this funding source. The training needs assessment will be conducted annually to help capture trends and identify training gaps.

3. Increase in Recruit Applications

Wyoming is experiencing an uptick in applications for peace officer basic training. Frequently the number of applications exceed the maximum number of students that can be trained within a single basic course. The Academy, its Advisory Board, and members of law enforcement agency administrators are exploring potential solutions to this issue to include expansion of the Academy facility and staff, large agency assumption of their own basic training for their own recruits, asynchronous delivery of academic content outside of traditional training course timelines, and/or reducing number of detention basic courses offered during a calendar year in order to accommodate an additional peace officer basic course.

Region 5 Western Region

Regional Representative:

Mike Sherlock

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States within the Western Region:

Alaska

Arizona

California

Colorado

Hawaii

Idaho

Montana

Nevada

Oregon

Utah

Washington



International Association
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Date: 5/1/2019 MINI REPORT

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

State/Country: Alaska	Region: Western
Title and Name of Person Providing Report: Bob Griffiths, E.D. AK Police Standards Council	
Email Address: bob.griffiths@alaska.gov	Phone: 907-465-5523

Top 3-4 Projects or Issues in Your State:

1. Funding

This past year has been dominated by Alaska's recessionary fiscal environment coupled with a dramatic rise in the number of officer revocation cases initiated and under adjudication. Significant state spending reductions not only limit the Alaska Police Standards Council's (APSC-Alaska's POST agency) capabilities such as training sponsorship and travel for audits and investigations, but the trickle-down budgetary impact on local communities is straining their ability to provide basic training for their officers or even replace officers when there is a vacancy. We have also seen a rise in the number of misconduct cases, which further strains our capability to investigate and pursue administrative action. Alaska's new governor immediately froze all out-of-state travel; hence Alaska's lack of attendance at this conference.

2. Statewide Police Applicant Registry Index

The Council instructed staff to pursue the implementation of a statewide police applicant registry index wherein departments can enter their officer applicants' names and determine if they have applied at other agencies in AK. Their desire is to coordinate between agencies and avoid duplication of effort in conducting multiple background investigations on the same candidates who frequently apply to multiple agencies simultaneously. They also wish to share with smaller communities the names of eligible officer candidates who, while not hired by a larger agency, still met all requirements for hire as an officer by another agency who may need viable candidates. This project is in the early planning phase.

3. Rural Justice

Rural justice continues to be a major struggle for a state that has many isolated communities accessible only by small aircraft, boat or snow-machine. The council is attempting to revamp its regulations that pertain to Village Police Officers (VPO) to tailor them for these isolated communities. The Council hopes to increase compliance, as current regulations setting minimum standards for hiring and training are ignored by most of these communities. This is already proving to be an elusive and lengthy project, only complicated further by compromising budgetary constraints.



International Association
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Standards and Training

Date: 5/7/2019 MINI REPORT

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

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

Top 3-4 Projects or Issues in Your State:

1. Statewide Review of New Hire Drug Standards

With medical marijuana legal in Arizona and recreational marijuana legal in several surrounding states it is becoming difficult to find qualified applicants who meet current drug standards. Further, the increased presence of CBD Oil has added additional hurdles to certification. AZPOST is embarking on a statewide survey of agency heads to determine what, if any, changes need to be made to the minimum qualifications related to pre-employment drug use.

2. Basic Peace Officer Job Task Analysis

AZPOST commissioned a study in 2018 and is working toward implementing changes to the basic academy curriculum based on the analysis.

3. Technology

AZPOST recognizes the need to leverage technology to increase statewide training efficiencies. Additionally, AZPOST is looking to employ technology to provide efficiencies in testing at regional, basic academies.



International Association
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Standards and Training

Date: 5/1/2019 MINI REPORT

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

State/Country: California	Region: Western
Title and Name of Person Providing Report: Manny Alvarez	
Email Address: many.alvarez@post.ca.gov	Phone: 916-227-2803

Top 3-4 Projects or Issues in Your State:

1. 2019 Regular Basic Course (RBC) Pilot Project

The 2019 RBC Pilot includes dedicated instruction on de-escalation, procedural justice and implicit bias, and tactical casualty care. The pilot is deployed at the three California police academies: San Bernardino County Sheriff’s Department; Allen Hancock College; and Santa Rosa Community College. In total, approximately 300 recruits will receive the additional training in 2019.

2. New/Modified POST Guidelines

By May 30, 2019, California POST will publish modified investigative guidelines for Hate Crimes. By May 30, 2019, California POST will publish updated Safety Guidelines, and these guidelines will be used for all POST training.



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Standards and Training

Date: 5/6/2019 MINI REPORT

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

State/Country: Colorado	Region: Western
Title and Name of Person Providing Report: Director Erik J. Bourgerie	
Email Address: erik.bourgerie@coag.gov	Phone: 720-508-6736

Top 3-4 Projects or Issues in Your State:

1. Redevelopment of the training curriculum requirements for 32 statewide law enforcement training academies (LETA's), starting with Colorado's first job task analysis as the foundation to a building block curriculum, with a heavy focus on reality based scenario training that will flow into FTO programs as part of a comprehensive learning program.
2. Supporting our local communities by supporting our law enforcement agencies. These projects include:
 - a. Attending law enforcement recruitment events to provide information on the pathways to POST certification.
 - b. Creation of an online "Peer Support Toolkit" that includes best practices, model policies, and the basics and importance of peer support programs so that agencies don't have to conduct the research on their own. Our hope is that by reducing these barriers, agencies will be more able to set up their own agency or regional peer support programs. The toolkit should be on our webpage by the end of May.
 - c. Creating data analytics on each of the LETA's in Colorado to provide transparency on the performance of the academies to allow self-sponsored recruits and agencies to make informed decisions about what academy to attend.
 - d. Allowing agencies to post current job openings on the POST website to help with recruitment. (By fall, 2019)
 - e. Creation of a statewide calendar on the POST website of law enforcement training and charity events that benefit law enforcement.
3. Identify new certification and training tracking software that better allows data mining and for all information to be kept in a single location. Ideally, this software would be expandable to better allow access for LETA's and individual agencies.



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Standards and Training

Date: 5/1/2019 MINI REPORT

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

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

Top 3-4 Projects or Issues in Your State:

A new Division Administrator, Brad Johnson, was appointed by the Director of the Idaho State Police, and approved by the POST Council, on September 17th, 2018. In February, Jill Nichols was promoted from Lead Regional Coordinator to Deputy Division Administrator. Here is a brief summary of our current priorities for 2019:

1. IDAPA

Full re-write of the administrative rules governing POST and the POST Council.

2. Budget

Currently POST's budget is almost entirely based on dedicated funding, resulting in an annual appropriation reversion of \$600K - \$800K due to revenue shortfalls from the dedicated funds. POST must identify an additional, more stable revenue source (or sources) that the legislature will approve to achieve adequate long-term funding.

3. Curricula Updates

Following a complete Job Task Analysis (JTA), POST's Patrol Academy curriculum was subjected to a complete rewrite, schedule change, and update with implementation in January of this year in Patrol #194. The effort is now underway to complete the same wholesale updates for POST's other eight (8) disciplines to ensure that we are providing our stakeholders with the most current, relevant training available to their recruits.

4. Capital Projects

POST is pursuing funding through the Governor's office for the construction of a second dormitory facility and resurfacing of the driving track in order to keep up with increased student enrollment demands commensurate with delivering 19 basic academy sessions every calendar year.



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Standards and Training

Date: 5/7/2019 MINI REPORT

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

State/Country: Montana	Region: Western
Title and Name of Person Providing Report: Perry Johnson, Executive Director, POST Council	
Email Address: pjohnson@mt.gov	Phone: 406-444-9976

Top 3-4 Projects or Issues in Your State:

1. Responding to and processing allegations of misconduct from stakeholder agencies and community members.
2. Edit/clarifying language regarding sanction of certification and reporting requirements of agencies.
3. Manpower needs regarding general operation of the POST Council agency.
4. Preservation of historical and current records re: scanning and storing electronic documents



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Standards and Training

Date: 5/1/2019 MINI REPORT

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

State/Country: Nevada	Region: Western
Title and Name of Person Providing Report: Mike Sherlock Ex Dir	
Email Address: msherlock@post.stte.nv.us	Phone: 775-687-3318

Top 3-4 Projects or Issues in Your State:

1. We are in the middle of a legislative session. This session has been very active and the new party in control is very active with many bills effecting both training and standards. This includes mandated training with the usual intent, so everything from Implicit Bias training, de-escalation to mental health. Priority will be to determine the impact and what is required of POST as it appears many of these bills will pass.
2. Implementing a new data management system.
3. Incorporating marijuana DUI detection into basic training (ARIDE mini).
4. Revamping and updating Supervisor, Management and Executive training programs.



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Standards and Training

Date: 5/10/2019 MINI REPORT

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

State/Country: Oregon State	Region: Western
Title and Name of Person Providing Report: Eriks Gabliks	
Email Address: eriks.gab.iks@state.or.us	Phone: Click here to enter text.

Top 3-4 Projects or Issues in Your State:

1. Oregon Department of Public Safety Standards and Training (DPSST) presented its 2019-2021 Budget to the Public Safety Sub-committee Ways and Means and January. A number of Policy Option Packages (additions) supported by our Board were not included in the Governor’s proposed budget including the request to add a third dorm wing and additional classrooms to accommodate the return of Department of Corrections (DOC) basic training to the Academy. As a result, DOC’s training will continue as is.
2. More than 2,000 bills were introduced at the start of the 2019 session. There are dozens of bills that will impact public safety agencies ranging from trauma informed care, epi-pens, frontier campus public safety officers who are not certified as LE officers, disarming university police officers, law enforcement peer support programs, PTSD presumption for public safety officers, to use of force.
3. DPSST will host the Oregon Association of Chiefs of Police 2019 Small Agency Chiefs summit on June 11-12, 2019 at the Oregon Public Safety Academy.
4. The Board approved phase two changes to the 16-week Basic Police Course are in the process of being implemented over the next few months with the new course fully implemented by July 1, 2019.
5. DPSST will begin an overview and update on the Supervision and Management classes over the next few months.
6. The Criminal Justice Standards Work Group continues its work to update DPSST rules and processes under the leadership of Chair Jason Myers.
7. DPSST hosted the 2019 Oregon Criminal Justice Career Fair at the Academy on April 5-6, 2019.



International Association
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Standards and Training

Date: 5/10/2019 MINI REPORT

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

State/Country: Washington State	Region: Western
Title and Name of Person Providing Report: Donna Rorvik, Quality & Standards Division Manager	
Email Address: drorvik@cjtc.state.wa.us	Phone: 206-835-7312

Top 3-4 Projects or Issues in Your State:

1. Police Leadership

We are in the final developmental stages of implementing our new leadership training course, 21CPL (21st Century Police Leadership). 21CPL was patterned after the Westpoint Leadership Model and is being transformed into an innovative new training that incorporates online learning, classroom time and networking/relationship building among the participants. The course will be available in Washington beginning in early 2020.

2. Passage of I-940 to become the Law Enforcement Training and Community Safety Act

With the passage of the citizens' initiative (I-940) last year requiring de-escalation training for law enforcement and independent investigations into officer involved shootings, we have been holding community stakeholder meetings and setting the rules to determine how many hours and what type of training will be included at both the basic academy and in-service training levels. The training requirements are due to be adopted by early June 2019 and the rules for independent investigations will go into effect in December 2019.

3. Redeveloping the Basic Law Enforcement Training Academy (BLEA) Curriculum

We have partnered with FORCE Concepts to redevelop and restructure our 720-hour BLEA curriculum similar to what MA did over the past couple of years. We are calling it BLEA 2020 because it is slated for piloting in mid-2020. This has been a tremendous opportunity to not only look at our curriculum, but also our delivery strategies and how both prepare student officers for field training post-graduation. To complement the redevelopment, we created and are beginning to offer an 80-hour Patrol Tactics Instructor course designed to teach our stakeholders' training officers the same instructional methodologies for use during field training.

International Region

Regional Representative:

Gary Bullard

Washington, DC

(202) 353-9516

gary.bullard2@usdoj.gov

Countries within the International Region:



International Association
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Standards and Training

Date: 5/1/2019 MINI REPORT

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

State/Country: Albania	Region: International Region - Balkans
Title and Name of Person Providing Report: Steve Bennett, Program Manager	
Email Address: bennettcs@state.gov	Phone: +355 68 205 8787

Top 3-4 Projects or Issues in Your Country:

In FY 19 the following program projects will be initiated:

1. National Bureau of Investigation (NBI)

The aim of the ICITAP FY19 NBI Development Project is to provide structured and focused support to the Government of Albania’s (GoA) ambition to eradicate corruption in the criminal justice system and increase its capacity to deal effectively with organized crime. Working in close cooperation with the Federal Bureau of Investigations (FBI) and the Office of Overseas Prosecutorial Development Assistance and Training (OPDAT), ICITAP will take the lead coordinator role in assisting the GoA in implementing the NBI. Following best practice in the creation of new law enforcement agencies, ICITAP will divide the work thematically into three distinct work streams: (a) institution building measures; (b) human capacity building measures; and (c) operational capability and workplace development. A comprehensive development plan was drafted and implementation began in April 2019. This is a two (2) year program.

2. Police Accountability

This project is to strengthen the capacity of anti-corruption structures of the Albanian State Police to deter, detect, and investigate corrupt, or incompetent, police officers and counter negative messaging by Russia. ICITAP Albania will provide capacity building assistance to Service for Internal Affairs and Complaints (SIAC) leadership on reform of the police oversight body, increasing the number and quality of inspection reports and compliance with European Partners against Corruption (EPAC) standards. In addition, ICITAP will provide capacity-building support to the establishment and minimum operational capability of the External Police Vetting Commission (EPVC) to include establishment of standard operating procedures, and basic training of vetting commission members, and establishment of a polygraph examination capacity.

3. Integrated Border Management

ICITAP Albania will assist the Albanian State Police Border and Migration Directorate in improving border security operations to interdict terrorist travel including returning terrorist fighters through use of policies, risk analysis, and IT applications. This includes integrating the PISCES border control system into the upgraded IT Border Control Module and training of border officers in its use. It also includes assisting the Customs and Border Protection Agency in fielding the Advanced Targeting System – Global (ATS-G) to process and analyze advance passenger information. In addition, the project will provide training and advice to the Anti-Terrorism Unit in processing border encounter information and refining Terrorist Screening Center watch list rules dynamically.



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Date: 4/23/2019 MINI REPORT

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

State/Country: Bosnia and Herzegovina (BiH)	Region: International Region: Europe/Euroasia
Title and Name of Person Providing Report: Program Contractor Manager, Mak Radicic	
Email Address: mak.radicic@icitap-contract.us	Phone: +38733953160

Top 3-4 Projects or Issues in Your Country:

1. BiH has 3 police academies - Police Academy Mostar, Police Academy Sarajevo and Police Academy Banja Luka. Due to jurisdictional differences, all 3 academies are governed by different laws and train different police agencies for the same entry levels - police officer and junior inspector. Police agencies in BiH are under-staffed, so for the past three years all 3 academies have been working on basic training. All academy resources have been dedicated to this cause. It is realistic to expect that the academies will continue to be busy for the next 3 years.
2. In 2018, ICITAP supported the establishment of 3 working groups for the academy accreditation process. Each academy has its own working group which is headed by the academy director. All 3 have conducted the self-assessment and prepared initial documentation for the assessment.
3. During FY17 and FY18, ICITAP supported the implementation of a Field Training Officer (FTO) training program by the academies in Sarajevo and Mostar. FTOs from 14 different law enforcement agencies have been trained and additional training is to follow. The FTO program has helped bridge the former gap between the academy training where cadets only get theoretical knowledge and the work of the sworn police officer. ICITAP's initial surveys show big difference in skills and knowledge of officers that have undergone the FTO program compared to the ones that have not.
4. Police academies in BiH are lacking standardized and well-organized in-service police training, so this area deserves more attention.
5. In conclusion it is right to assume that the academy accreditation will be an excellent starting point for the academies' future development.



International Association
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Standards and Training

Date: 5/3/2019 MINI REPORT

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

State/Country: Indonesia	Region: International Region
Title and Name of Person Providing Report: John F. Ruffcorn	
Email Address: RuffcornJF@state.gov	Phone: +62 21 3983 5863 Ext.3602

Top 3-4 Projects or Issues in Your Country:

Program Summary

ICITAP began working in Indonesia in 2000 to assist the national police transition from a military to a civilian law enforcement agency. The program is ICITAP’s largest police assistance effort in Asia and provides organizational development, system and policy enhancement, training, technical assistance, and limited equipment donations to the Indonesian National Police (INP). Listed are four of ICITAP-Indonesia’s vital projects:

1. Priority 1-Information Fusion Centers (IFC) and Marine Domain Awareness (MDA)

To continue to develop the Indonesian National Police (INP), to include the marine police (POLAIR), as well as the Ministry of Marine Affairs & Fisheries (KKP), and other maritime and land based law enforcement agencies, by enhancing their existing skills and capabilities to combat criminal activity, to include maritime transnational organized crime, through the Intelligence Fusion Center (IFC) concept using enhanced intelligence-led law enforcement operation and analytics, supported by effective, efficient, accurate and timely intelligence generation and sharing through data management systems (DMS) across inter-agency platforms. The key to this is enhancing inter-agency cooperation.

2. Priority 2-Enhancing and Expanding Community Oriented Policing Operations through Reorganization

Currently, INP curriculum and training that addresses patrol concepts and Community Oriented Policing methods are based on an outdated model. We have been working with INP and are close to implementing change to accommodate the new skills and approach this training and curriculum will provide, and that is required under the INP reorganization. The project covers patrol operations, policies, procedures, and protocols, and community engagement strategies, all of which will be replicated throughout the INP. Although the basic academy teaches patrol concepts, they are limited, and value is placed on other less essential subjects. We are working to expand the INP definition of patrol, and providing the necessary guidance, and they have agreed to increase the training hours during their basic academy from 30 to 130. These imperative and meaningful skills that will be provided through the increased training will assist with their Community Oriented Policing efforts, and enhance the overall objectives of the entire organization.

3. Priority 3-Enhancing Opportunities for the Woman within the Indonesian National Police Through our Women’s Leadership Development Project (WLDP)

Women throughout the world in law enforcement are underrepresented and face serious career obstacles. Female police officers are underrepresented in Indonesia and face the same challenges. Indonesia’s WLDP is working to advance women’s leadership and promote organizational changes to support women throughout the organization. Our project has developed a national multi-stakeholder strategy to address violence against women and children and is in the development of an App *HELP* to provide immediate geo-location services and multiple information channels for women in distress. This past year we have spent time with the various law enforcement stakeholders and are developing several classes, and implementing other classes for various levels within the INP to address emergency management and response training, to include victim needs assessments, forensic interview training with an emphasis on child interviews, and leadership training specifically focused on local needs.

4. Priority 4- Regional Crime Scene Response Units (RCSRU) through our Forensics Development Project

ICITAP’s forensics project enhances the INP’s capacity to conduct forensic evidence analysis and provides them tools to address the ever-increasing changes within criminal investigations. However, as Indonesia is a vast archipelago, the vast distance between available services and crime scenes often negatively affects the optimum investigation of serious crimes, due to the distances currently needed to be covered to get to remote crime scenes. It is imperative that forensic evidence is maintained and tested to the highest level of quality. There are currently seven INP Forensic Labs, with another two to three due to come on-line in 2019. Even with ten Labfors, response times will still in many instances be unsatisfactory, so there is a need for small regional forensic –crime scene response units to be established in strategic locations across Indonesia so that response times drop from days to hours, and key evidence is preserved. These RCSRU’s would comprise two to four personnel (depending on crime occurrence stats) and can be developed and operated effectively with a very low budget commitment, utilizing existing facilities already in place across Indonesia. Their skill sets would allow all types of scenes to be preserved, recorded, have evidence collected and handled optimally, for safe transport to the nearest regional Labfor.



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Date: 5/1/2019 MINI REPORT

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

State/Country: Iraq	Region: International: All but Kurdistan
Title and Name of Person Providing Report: William Kuehl, Program Manager	
Email Address: KuehlWC@state.gov	Phone: +1301 985 8841 x3203

Top 3-4 Projects or Issues in Your Country:

The Iraq Ministry of the Interior (MOI) is a national police entity with 558,000 members. The MOI had received substantial training and assistance from international partners from 2003-2014. In 2014, national conflict with ISIS required all security forces to be turned toward military tasks; this changed MOI focus from a police to a military mission. Significant numbers of the MOI were killed or became casualties in combat; their expertise was lost. By 2016, most fighting (in Iraq) with ISIS had been completed; this left the MOI trying to return to a police (blue) organizational purpose from a military (green) purpose. While the MOI is the nationally-authorized police, there remain areas of the country in which Private Military Forces (PMF) provide police-like and traditional restorative justice services independent of the national government.

ICITAP Iraq has, since late 2017, begun four projects with the MOI. These are funded by the State Department, Bureau of International Narcotics & Law Enforcement Affairs, and are about improving MOI investigative and forensic capacity. These are:

1. **Academy Development** - increasing the capacity of the MOI Qualification and Training Directorate to provide high-volume, high-quality investigative training for enormously diverse investigative units.
2. **Forensic capacity enhancement** - adding forensic laboratory and crime scene capacity within the MOI Criminal Evidence Investigation Directorate.
3. **Strengthening capacity of the MOI Organized Crime Directorate** to conduct complex organized crime, financial crime & anti-money-laundering, and criminal intelligence investigations.

Aiding the MOI Inspector General Office with an enhanced capacity to investigate internal allegations of human rights violations and corruption.



International Association
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Standards and Training

Date: 3/25/2019 MINI REPORT

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

State/Country: Kosovo	Region: International Region: Europe/Eurasia
Title and Name of Person Providing Report: Kimberly Riffe	
Email Address: RiffeKS@state.gov	Phone: 0038349985745

Top 3-4 Projects or Issues in Your Country:

1. From April 30 - May 4, 2018, the Kosovo Academy for Public Safety (KAPS) underwent a week long on-site inspection conducted by the International Association of Directors of Law Enforcement and Training Standards (IADLEST) International Accreditation Assessment Team. The announcement indicating KAPS has met the basic requirements for accreditation and passed the final review was announced at the annual IADLEST conference, May 19-24, 2018 in Boston, making KAPS the first IADLEST Internationally Accredited Public Safety Academy world-wide.
2. Kosovo Academy for Public Safety (KAPS) has held its quarterly Board meeting in March 2019, reporting on KAPS's efforts to establish minimum training standards across all Public Safety Agencies (Police, Customs, Correction, Police Inspectorate, Emergency Management). An all-agency working group was convened on March 20, to draft a consolidated document that identifies and addresses mutual support issues in accordance with applicable laws and in compliance with local and International (IADLEST) Accreditation Standards.
3. KAPS is working on meeting the final IADLEST recommended standards required to obtain the re-accreditation in the next assessment cycle in 2020.



International Association
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Standards and Training

Date: 4/23/2019 MINI REPORT

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

State/Country: North Macedonia	Region: International Region: Balkans
Title and Name of Person Providing Report: Douglass W. Madden	
Email Address: MaddenDW@state.gov	Phone: +38970221286

Top 3-4 Projects or Issues in Your Country:

Projects - Currently performing the following projects in North Macedonia:

1. Implementation of a digital document management system (DMS) for the Public Security Bureau (PSB), currently implementing the pilot project.
2. Body Worn Camera (BWC) project. Currently in Phase II, expansion of the project to the Skopje Police Department.
3. Development of Investigative Centers in four key locations in North Macedonia based on the Special Prosecutor Office Model. This is an interagency effort at Embassy Skopje.
4. Border Security project, designed to enhance the capability and to combat transnational criminal activity at border control points (BCPs) and unregulated border areas targeting smuggling.

Issues – The DMS is way behind schedule. This was due to the previous governments attempts to sideline the project. The current government has stated its support for the DMS and has promised additional staff. We expect forward progress following elections scheduled for May 5, 2019. All technical issues that had been pending have now been resolved.



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Date: 4/23/2019 MINI REPORT

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

State/Country: Bamako, Mali	Region: International Region: West Africa
Title and Name of Person Providing Report: Jean-Marc Behar	
Email Address: BeharJ@State.gov	Phone: +223 6675 5953

Top 3-4 Projects or Issues in Your Country:

Projects - Currently performing the following projects in Mali:

1. A comprehensive HR reform project for the Mali National Police that includes a newly developed Job Task Analysis
2. The installation of an HR Management System (HRMS) and associated hands-on training on this new system
3. Planning educational trips for key police leaders
4. Help improve and secure Mali's National Police IT Architecture and Infrastructure
5. Developing an Action Plan to address corruption in part of the NP Traffic Police

Issues – In the process of installing the new HRMS system in a server room of the Mali National Police, the ICITAP IT experts Identified weaknesses, some of them severe, in their IT structure & architecture that could put the newly installed HRMS at risk of hacking.



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Date: 4/23/2019 MINI REPORT

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

State/Country: Nepal	Region: International Region: Asia
Title and Name of Person Providing Report: Carl Risheim, Program Manager for Nepal	
Email Address: risheimca@state.gov	Phone: 9801004796

Top 3-4 Projects or Issues in Your Country:

1. Complex Crime Investigations to include the development of a Trafficking in Persons, Cyber Crime, and corruption investigative and Prosecution Units

Trafficking in Persons (TIP) and cybercrimes are a concern to both the GON and the international community. Crimes associated with TIP and cybercrimes are complex, and the challenges associated with these investigations are considerable and require specialized investigative skill and resources. Among the issues, investigators are faced with multiple crime scenes in multiple jurisdictions. Establishing specialized and well-trained units dedicated to combating TIP, cybercrimes, and corruption has been an ongoing effort for more in Nepal, and is effective in many countries. Specialized units within the police and prosecutor's office, specifically trained and dedicated to handling TIP and cybercrimes cases, have proven effective in generating high quality cases resulting in convictions and appropriate punishment

2. Professionalization of the Nepal Police and the Armed Police Force

The objective of this program component is to support the institutional development of the NP and APF that have functional capabilities and related infrastructure to carry out routine law enforcement functions including of case management, course administration, and intelligence led policing efforts, etc.

3. Development of Mobile Training Teams

Through its human rights and democratic policing (HR/DP) ICITAP has developed a total of 61 mobile training teams (MTT) for the Nepal Police and the Armed Police Force, 36 and 35 Mtt's each. Each MTT has five ICITAP-Trained trainers and equipment to train in areas with limited infrastructure. ICITAP will develop additional MTT's in other subject areas.



International Association
of Directors of Law Enforcement
Standards and Training

Date: 4/26/2019 MINI REPORT

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

State/Country: Pakistan	Region: International
Title and Name of Person Providing Report: ICITAP Program Manager Darrel G. Hart	
Email Address: HartDG@state.gov	Phone: +92-51-201-5761

Top 3-4 Projects or Issues in Your Country:

Pakistan - General Info: Est. in 1947 it is the sixth most populated country in the world with over 204 million where 64% of population is under 30 YOA with literacy of men at 70% and women at 40%. Land mass is slightly more than twice the size of California with 35% arable; bordered by Iran, Afghanistan, China, and India. A strategic partner for US. There are Federal and Provincial law enforcement agencies - a British legacy influence.

1. **LE Capacity Building (INL in 1981 & ICITAP in 2002):** Transnational Organized Crime, Counter-Narcotics, Border Security, Terrorism, Trafficking (people, weapons, narcotics, contraband), Cyber-crime, Investigations, Forensics, Training & Academy Development, Leadership & Management, Corrections, Facility Upgrades, Equipment Donations, etc. Over \$1 billion in aid to Pakistan since inception of these assistance efforts in the safety and security sector - law enforcement related.
2. **Counter-Terrorist Financing/Anti-Money Laundering:** ICITAP is soon to expand their portfolio after receiving CT funds designated for CTF/AML programming. There are significant resources moving to, thru, and from Pakistan that are funding terrorist activities as well as other criminal enterprises.
3. **Train-The-Trainer:** Increasing focus on sustainability and multiplying the return on the investment of US assistance. TTT programming is now a major component of unit development.
4. **CVE through COP:** ICITAP is addressing the topic of Countering Violent Extremism through Community Policing efforts including Islamabad Police Annual Summer Camp, Islamabad Traffic Police Gala, COP Workshops, and Retired IGP Conferences.
5. **Challenges:** Short tenure of top executives (12-18 months), training a very low priority, declining budgets, regional tensions, security & visa issues.