



International Association
of Directors of Law Enforcement
Standards and Training

2021 MINI-REPORTS

Table of Contents

	Page
<u>Region 1 Northeast</u>	
Maine: Academy Misconduct, New SRO Certification, Mandated Polices, Academy Program Assessment.....	4
Maryland: Police Reform Legislation, New LMS, Virtual Training, Expansion of Driver Training Facility.....	5
New Hampshire: RMS/TMS System Rollout, Police Reform Required Training “3/2s,” JTA and Curriculum Development, Part-Time Police Academy Program.....	6
New York: Professional Policing Act of 2021, Inter-Agency Reporting, Certificate of Compliance.....	7
Pennsylvania: LE Background Checks, LE Mental Health Evaluations, Municipal Police Training and Certification.....	8
<u>Region 2 Central</u>	
Arkansas: Wellness Program, Rule Revisions, Online Training, LE Task Force.....	10
Indiana: Police Reform Legislation, Training Standards, Facility Upgrades.....	11
Kentucky: Creating Instructional Design Section, Instructor Development Course, Enhanced Leadership Skills, LE Mental Health	12
Minnesota: Complaint Database, Public Assembly Response Model Policy, Comparison Complaint Process, Creating Mandated Training Database, Developing Mandated Skills Curriculum.....	13
Wisconsin: Police Reform Legislation, New Website, Academy Support During Pandemic, COPS Office Peer Support Grant, Virtual Training Assessment.....	14
<u>Region 3 Southern</u>	
North Carolina: Basic LE Training, De-escalation Training, Criminal Justice and Sheriff’s Commissions Projects, Legislative Mandates, Funding, Officer Salaries/Benefits.....	16
Tennessee: Police Reform Legislaton, Regional Training, JTA and Curriculum Revision, CIT Train-the-Trainer, POST Transition School Virtual Training.....	17
South Carolina: Transferring Manuals and Testing to Electronic Format, Defining Classes and Duties of SC Class 3 Law Enforcement.....	18
<u>Region 4 Midwest</u>	
Nebraska: Continuing Education Requirements, New Database/Training Software, Recruitment and Retention.....	20
New Mexico: Lack of Funding for JTA, Revising Basic Academy Curriculum, LE Training Act and Administrative Code.....	21

Region 5 Western

Alaska: Regulatory Reform Package, Expansion of Online Training, Police Reform Legislation, Executive Director Retiring.....	23
Arizona: Updated Basic Academy Curriculum, Pre-Employment Drug Use, Leadership Training, Misconduct Database, Police Reform Legislation.....	24
California: Use of Force Train-the-Trainer, Psychological Protocols, De-Certification of Peace Officers, Education Requirements for New Peace Officers.....	25
Colorado: Benchmark Platform, Police Reform Legislation, “Trust but Verify” System, JTA/Academy Revision.....	26
Idaho: IADLEST Academy Accreditation, Updating POST Regulations, Acadis Testing Implementation, IADLEST POST Accreditation, New Dormitory Construction.....	27
Montana: Administrative Rule Review, Marijuana, Scanning Project, POST Resource Guide, Legal Update Training.....	28
Nevada: Police Reform Legislation, Behavioral Health Response Teams, Mandated Annual Training, Early Warning System, Use of Force, Behavioral Health Visits for Officers, Base-line Standards, Physical Readiness Standards.....	29
Washington: Police Reform Legislation, Active Bystandership for Law Enforcement (ABLE), Criminal Conduct by Police Officers, Communications Manager.....	30

International Region

Bangladesh: Strengthen Security and Survivability of Seven Counter Terror Tribunals, Recruiting and Promoting Female Officers Initiative, Organizational Development of an Anti-Terrorism Unit.....	32
Dominican Republic: Comprehensive Police Transformation and Strategic Plan, Psychometric Evaluations, Gender-Based and Domestic Violence, Data-Driven Culture, Document Management Program.....	33
Mexico: Forensic Program, eTrace, Courtroom Competency Training, Judicial Bench Book, Human Trafficking, Forensic Science Symposium, Assistance for Accreditation, Untrained National Guard, Identification of Remains, Fentanyl and Drug-Abuse Deaths, Cartel-Related Transnational Crime.....	35
Pakistan: Money Laundering and Terrorism Finance.....	36
Somalia: Investigating Terrorism, Counterterrorism, Counter-Improvised Explosive Device Training, Communication and Cooperation with U.S. Law Enforcement.....	37

Region 1

Northeast Region

Regional Representative:

Michael Wood

New York

(518) 485-7620

michael.wood@dcjs.ny.gov

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: 6/1/2021 MINI REPORT

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

State/Country: Maine	Region: Northeast
Title and Name of Person Providing Report: Director Richard R. Desjardins	
Email Address: Rick.desjardins@maine.gov	Phone: 207-877-8008

Top 2-3 Current Projects or Issues in Maine:

1. We are working on several legislative initiatives that will increase the Academy's authority to review cases of officer misconduct and take actions regarding certification. We currently have the authority in statute for primarily violation of law, but this new authority will allow the Academy's Trustees to consider additional ethical or integrity violations.
2. Finalizing a new School Resource Officer (SRO) certification program in Maine that will set minimum entrance standards, training requirements, local selection process and continuing education to maintain certification.
3. The Academy's Board recently added additional mandatory standards for law enforcement agencies mandated policies. Primarily, the changes focused on Use of Force and Bias based incidents. These additional standards strengthened the existing policies by adding requirements to intervene when officers see excessive force, mandated reporting and prohibiting chokeholds unless deadly force is authorized, to name a few.

Top 2-3 Future Projects or Issues in Maine:

1. We have received approval to begin a full program assessment to see how our training and other Academy activities are adjusting to the challenges of law enforcement and corrections profession. This is also involving a structural assessment of our training campus.
2. We will continue to assess the program changes because of the global pandemic and see what changes will need to be suspended and those changes that will remain.



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Date: 5/16/2021 MINI REPORT

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

State/Country: Maryland	Region: Northeast
Title and Name of Person Providing Report: Albert Liebno, Jr., Executive Director	
Email Address: albert.liebno@maryland.gov	410-875-3600

Top 2-3 Current Projects or Issues in Maryland:

1. Development of several legislative requirements relating to Police Reform:
 - a. Use of Force; model policy and training—including de-escalation and when to draw a firearm.
 - b. SWAT data reporting actions; No Knock Warrants and other response actions.
 - c. Training for members of Special Board members for officer compliant and disciplinary actions.
 - d. Training for members of Administrative Charging Committees and Officer Trial Boards.
 - e. Develop testing and training for Implicit Bias for police officer applicants and incumbents.

2. Completing a procurement process for a new LMS that will allow client agency access to officer certification and training records. Also, permit the employing agency to enter data into to the system and be directly notified of any officer that failed, or is about to fail, to complete mandated training and certification processes.

Top 2-3 Future Projects or Issues in Maryland:

1. Develop “virtual” training programs:
 - a. Currently in the process to procure Virtual Training software and equipment.
 - b. Plans are to develop training programs allowing training to be accomplished regionally reducing the amount of travel time for officers.

2. Expansion of Driver Training Facility; both range areas and simulation equipment.



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Date: 5/7/2021 MINI REPORT

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

State/Country: New Hampshire	Region: Northeast
Title and Name of Person Providing Report: Chief John Scippa	
Email Address: john.v.scippa@pst.nh.gov	Phone: 603-271-1793

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

1. New Hampshire Police Standards and Training is presently working with Benchmark Analytics on the final production of an RMS/TMS system to roll out to all New Hampshire Law Enforcement Agencies. This system will allow agencies the ability to conduct all NHPSTC registrations and reporting online as opposed to our present conditions. Beta testing begins June 1 and full roll out scheduled for July 1, 2020.
2. NHPSTC is ready to deliver, by way of a Webinar and through an asynchronous on-line learning platform, what we are calling the “3/2s”. The “3/2s” refers to three, 2-hour blocks of instruction that has been mandated by Executive order on the topics of Ethics, De-Escalation and Implicit Bias/Cultural diversity. Through the executive order, these classes are now mandatory annual training for continued certification. These classes begin next week.
3. NHPSTC is working with the University of New Hampshire, Department of Justice Studies, to conduct a Job Task Analysis. This is in the final stages of development and the survey will be sent out in the next 2 weeks. The survey will be sent to three groups: department Heads, SGT/FTOs and recent academy graduates.

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

1. Based on the results of the JTA mentioned above, NHPSTC will begin to work on a full curriculum review of the basic recruit academy. Predicted time frame for completion is 12 -18 months. Academy Staff along with state SMEs will be put into working groups to accomplish this task.
2. Through Executive Order, NHPSTC has been tasked with re-examining the Part Time Police Academy certification program. Several police agencies in the state rely heavily on using part time certified officers to address staffing concerns for their communities. The issue at hand is that the part time certification process for part time calls for 200 hours of training and the full-time academy is 680 hours of training. FT and PT officers have the same authority. This rightly so, brings into question exactly how many hours does it take to certify a police officer in NH? It will be a lively discussion for sure!



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Date: 6/1/2021 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 2-3 Current Projects or Issues in New York:

1. Implementation of the *Professional Policing Act of 2021*. Key near term projects relate to enacting regulations that will require psychological evaluations and background investigations for police applicants. The background investigation piece will define good moral character (or lack thereof). Almost all police officers in NYS will now have the same minimum training standards as well. In addition, decertification regulations are being amended to focus on conduct (formerly process-driven) and will now make decertification permanent in NYS.
2. The law also requires inter-agency reporting on the state level and strengthens reporting requirements on the local level. Material inaccuracies in reporting may be corrected by the Commissioner after an opportunity to be heard. The law is effective as of 10-16-21. The consequences for failure to comply are listed below.

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

Related to the above, effective 10-16-23 all police agencies will require a certificate of compliance from the New York State Law Enforcement Agency Accreditation Council attesting to compliance with minimum hiring standards, and the reporting of serious misconduct to the attorney general and the police officer registry at DCJS. Failure to obtain such certificate would prevent agencies from employing individuals with police powers per changes to the NYS Criminal Procedure Law (which defines a police officer).



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State/Country: Pennsylvania	Region: Northeast
Title and Name of Person Providing Report: Major William M. Bowen	
Email Address: wbowen@pa.gov	Phone: 717-346-7749

Top 2-3 Current Projects or Issues in Pennsylvania:

Implementation of Act 57, Law Enforcement Background Checks and Act 59, Law Enforcement Mental Health Evaluations. Both of which affect Law Enforcement Agencies in Pennsylvania.

Top 2-3 Future Projects or Issues in Pennsylvania:

Continuing the implementation of Act 57 and Act 59. Updating the Act 120 Regulations, which are the Regulations governing Municipal Police Training and Certification in Pennsylvania.

Region 2 Central Region

Regional Representative:

Amanda Yarbrough

Arkansas

(501) 682-4750

Amanda.Yarbrough@arkansas.gov

States within the Central Region:

Arkansas

Illinois

Indiana

Kentucky

Michigan

Minnesota

Ohio

West Virginia

Wisconsin



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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>

State/Country: Arkansas	Region: Central
Title and Name of Person Providing Report: Amanda Yarbrough, POST Attorney	
Email Address: Amanda.yarbrough@arkansas.gov	Phone: 501-682-4750

Top 2-3 Current Projects or Issues in Arkansas:

1. The Arkansas Department of Public Safety, for which the state POST is a member, has developed and is currently implementing a comprehensive wellness program. The program is designed to assist in the response of critical incidents around the state. The department hopes to serve as a model for the state for officer and/or employee health and wellness.
2. The POST is currently drafting rule revisions as a result of the state's 2021 legislative session. Rule revisions will include a new mandate that law enforcement officers complete annual duty-to-intervene training.

Top 2-3 Future Projects or Issues in Arkansas:

1. The POST is committed to the continuous improvement of its online training for law enforcement officers. The POST will continue to review and revise its current online curriculum and develop additional training for law enforcement officers across the state.
2. In 2020, the Arkansas Governor created a task force to advance the state of law enforcement in Arkansas. Specifically, the task force was charged with reviewing the adequacy of training, policy and operations; analyzing the processes for accountability, discipline, removal and decertification of officers; studying and analyzing the effectiveness and sustainability of community policing efforts; and analyzing the standards, requirements, and obstacles for recruitment, hiring, and retention of officers. A copy of the final task force report can be found here: <https://www.dps.arkansas.gov/wp-content/uploads/2020/12/Final-LE-Task-Force-Report-12012020-002.pdf>

Following the release of the task force report, the POST will continue to research and implement opportunities to improve law enforcement in the State of Arkansas.



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Date: 5/28/2021 MINI REPORT

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State/Country: Indiana	Region: Central
Title and Name of Person Providing Report: Deputy Director Jenny Fults	
Email Address: jfults@ilea.in.gov	Phone: 317-691-5025

Top 2-3 Current Projects or Issues in Indiana:

1. Indiana recently passed HB 1006 that will bring some changes to law enforcement across the state. First, the bill requires de-escalation training for all pre-basic, in-service and police executives training. Second, it establishes an updated procedure to allow the Indiana Law Enforcement Training Board to decertify an officer who has committed misconduct. It also makes it a misdemeanor crime for any officer who turns off a body worn camera with the intent to conceal a criminal act. Lastly, this legislation defines 'chokehold' and prohibits them in all, but deadly force situations.
2. Another bill (HB 1115) provides that the law enforcement training board may establish certain required standards of training and procedure. We believe this legislation will prevent training programs and departments from creating policies that are inconsistent with *Graham v. Connor*.

Top 2-3 Future Projects or Issues in Indiana:

As a result of HB 1006, the Academy was awarded \$70 million for a capital project that will bring some much-needed upgrades to our facility. A task force studied these needs in 2019 and will be the framework for this project which will include classroom upgrades, dormitory expansion, new emergency vehicle operations track, a scenario-based training village and a potential new fitness facility. We hope to be breaking ground on this project in 2022.



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Date: 5/28/2021 MINI REPORT

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State/Country: Kentucky	Region: Central
Title and Name of Person Providing Report: Commissioner Nicolai Jilek	
Email Address: nicolai.jilek@ky.gov	Phone: (859) 622-1328

Top 2-3 Current Projects or Issues in Kentucky:

1. The Kentucky Department of Criminal Justice Training (DOCJT) is currently working to institute an Instructional Design Section within its Training Operations Division. This section will assist instructors within the agency in the analysis, design, development, implementation, and evaluation of their training courses. Personnel within this section will assist DOCJT instructors through the process of creating quality training. The Instructional Design staff will help DOCJT show a verifiable training need for the courses it develops and assist instructors in designing well-written curriculums, developing adult-focused lesson materials, and writing valid assessments for its training programs.

2. DOCJT is working to update its Law Enforcement Instructor Development course and establish advanced instructor training programs. These advanced instructional programs will provide DOCJT instructors with updated knowledge and skills associated with curriculum design, advanced instructional strategies, and assessment creation. This training will help enhance the agency's overall training mission by providing its instructional personnel with focused training to improve their service to DOCJT clients.

Top 2-3 Future Projects or Issues in Kentucky:

1. In addition to developing advanced instructional design processes and instructor training, DOCJT will enhance leadership skills within the agency. To accomplish this, the agency plans to create and provide leadership training to all staff. This training will provide personnel with crucial leadership concepts like communication, influence, accountability, process understanding, and staff development. The goal with this and other instructional design projects is to provide DOCJT with the knowledge and skills to continue its desired level of excellence related to law enforcement professional training.

2. DOCJT continues its vision toward assisting Kentucky officers with mental health issues stemming from calls for service and critical incidents. The agency plans to expand on its Post-Critical Incident Seminar's success by offering resiliency training, peer support training, and suicide prevention training. Suicide is the number one killer of law enforcement personnel in the country, and DOCJT has hired a mental health professional who assists with designing and developing police-tailored mental health training.



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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>

State/Country: Minnesota	Region: Central
Title and Name of Person Providing Report: Erik Misselt, Executive Director	
Email Address: erik.misselt@state.mn.us	Phone: 651-201-7789

Top 2-3 Current Projects or Issues in Minnesota:

1. Minnesota is completing development and configuration of a state-wide complaint database that will allow chief law enforcement officers to report policy and standards of conduct violations in real time to the POST. The go live date is slated for July 1, 2021.
2. One POST working group is developing a model policy for public assembly response and protection of 1st amendment rights.
3. A Board special committee is working on side-by-side comparison of the complaint process of other state regulatory boards vis-à-vis the POST board with the intent of providing recommendations for updates to the POST complaint process and or legislation/rulemaking.

Top 2-3 Future Projects or Issues in Minnesota:

1. We will be developing and configuring a state-wide database of approved providers and approved courses for mandated continuing education training. Officers will only receive CE credit for the mandates if training comes from providers and courses in this database. Mandates must be completed every three-year licensing cycle and include crisis intervention, conflict management, cultural diversity to include implicit bias and autism. The go live date should be completed by the end of the calendar year.
2. We will be developing a mandated “skills” (academy) curriculum for all professional peace officer education programs, to include the number of hours per topic. Currently, POST promulgates learning objectives, and each school determines the exact curriculum for meeting those learning objectives.



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Date: 5/28/2021 MINI REPORT

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

Top 2-3 Current Projects or Issues in Wisconsin:

1. The Wisconsin Department of Justice, Training and Standards Bureau (Wisconsin POST) has been reviewing and providing input on proposed legislation that will/may impact law enforcement in the state. Bills and topics include eliminating qualified immunity, use of force and duty to intervene, use of force reporting/data collection, no-knock search warrants, community engagement, school resource officers, officer misconduct, use of choke holds by law enforcement, creating an independent use of force review advisory board, funding for law enforcement, crisis management training, and de-escalation training.
2. The Training and Standards Bureau updated/reformatted their website, the Wisconsin Law Enforcement Network (WILENET): <https://wilenet.widoj.gov/>. The website transitioned to a new platform over the winter.
3. The Training and Standards Bureau staff continue to work from home and provide support to the 22 police and jail academies in the state and provide instructor update training virtually. Instructor update training will continue virtually through June 2022.

All academies have been running in-person training since May 2020. Anytime an academy has an outbreak of COVID-19, they contact the Training and Standards Bureau and work out a plan to continue training virtually while recruits quarantine. Once the recruits meet the quarantine requirements the academy goes back into full in-person training. All academies are following safety measures and social distancing measurements to reduce the spread of COVID-19.

Top 2-3 Future Projects or Issues in Wisconsin:

1. The Wisconsin Department of Justice is using a COPS Peer Support Grant to develop a peer support manual and is building and training a cadre of instructors to train peer support specialists throughout the state for regional peer support teams.
2. The Training and Standards Bureau staff is analyzing the current law enforcement and jail academy curriculum for the potential of delivering some curriculum virtually after the pandemic is over. This analysis will be completed by December 31, 2021.

Region 3

Southern Region

Regional Representative:

Trevor Allen
North Carolina
(910) 926-6000
TJAllen@ncdoj.gov

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: 6/1/2021 MINI REPORT

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

State/Country: North Carolina	Region: Southern
Title and Name of Person Providing Report: Trevor Allen, Director – NC Justice Academy	
Email Address: tjallen@ncdoj.gov	Phone: (843) 343-4136

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

1. **Basic Law Enforcement Training** – Subsequent to a 2019 job task analysis, NC is conducting a complete revision to its Basic Law Enforcement Training (BLET) program. With a focus on problem-solving, the new program will see a significant increase in scenario-based practical skills, as well as the incorporation crisis intervention and communication skills. The program is set to pilot in 2022, with statewide release in 2023.
2. **De-escalation Training** – The NC Justice Academy worked with the Police Executive Research Forum to prepare 10 staff instructors to deliver the ICAT De-escalation Course. ICAT stands for *Integrating Communication, Assessment, and Tactics*, and has received positive feedback from various agencies in NC and nationwide. The Justice Academy also put in place a train-the-trainer component to more efficiently make this training available statewide.
3. **The Criminal Justice and Sheriffs’ Commissions Projects:**

Job task analyses for the Detention Officer and Telecommunicator Certification Courses will begin in late 2021. The results of these analyses will drive the revision and new development of each of these courses mandated by the Sheriffs’ Education and Training Standards Commission.

The Criminal Justice Education and Training Standards Commission is currently formulating its System Plan, which will examine potentially new training and standards requirements such as Civil Unrest training, and officer recruitment and retention.

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

1. Incorporation of mandates from the legislature, both Commissions, and various association and task force working groups.
2. Funding for POST positions
3. Salaries/benefits for certified officers



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Date: 6/1/2021 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: Director Brian Grisham	
Email Address: brian.grisham@tn.gov	Phone: 615-741-2980

Top 2-3 Current Projects or Issues in Tennessee:

1. We are currently implementing enhanced basic and annual training in response to our Governor’s Task Force for Law Enforcement Reform.
2. We are conducting free regional training targeting officers from the most economically challenged counties and are offering scholarships to our main basic recruit school for those agencies whose budgets were impacted by the Covid-19 pandemic.

Top 2-3 Future Projects or Issues in Tennessee:

1. We desire an updated law enforcement Job Task Analysis and revision to our POST-approved basic curriculum.
2. We are developing a Crisis Intervention Team Train-the-Trainer school for the establishment of Crisis Intervention Teams.
3. We are converting our POST Transition School for out-of-state transfer from in-person to mostly virtual.



International Association
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Standards and Training

Date: 5/26/2021 MINI REPORT

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

State/Country: South Carolina	Region: Southern
Title and Name of Person Providing Report: Jackie Swindler, Director, SC Criminal Justice Academy	
Email Address: ljswindler@sccja.sc.gov	Phone: 803.896.7779

Top 2-3 Current Projects or Issues in South Carolina:

1. **Transferring Manuals and Testing to Electronic Format**

The SC Criminal Justice Academy’s current focus is moving all mandated and advanced training to an electronic format. This concept initially began with the inception of our “4.8” Basic Law Enforcement program, where the first four weeks of training are taught online, followed by the remaining eight held in a face-to-face format at the Academy. When this program began, students began testing on iPads via the Acadis platform.

The electronic process worked well, so approximately six months ago, the Academy purchased enough iPads for each mandated training student. The iPad are issued to each student and contain all training manuals as well as other relevant documents (such as the Student Handbook). The student also uses the iPad to take weekly tests.

This new process has saved thousands in printing costs and has allowed instructors to update lesson plans more frequently due to the ability to upload quickly without having to wait for printing.

Most recently, the Academy purchased iPads for all Advanced classes. The transition from printed manuals to electronic manuals and testing is currently underway for these programs.

2. **Defining Classes and Duties of SC Class 3 Law Enforcement**

The Academy, in conjunction with its governing body, the *Law Enforcement Training Council (LETC)*, has been working to redefine the duties of the Class 3/Limited Duty law enforcement officer certification. The original intent of this certification was to provide a certification for those officers whose duties are limited in scope (e.g., litter patrol, dog catcher). Over decades, some departments have allowed the roles of these officers to morph and include law enforcement duties that are better suited for a Class 1 law enforcement officer. To redefine the proper roles, the Academy, LETC, and a subcommittee have met multiple times to specifically outline job duties. The new curriculum should be approved in the coming weeks. The curriculum is currently being filmed by Academy instructors. The Academy’s Mobile Training Team will be traveling to agencies around the state to ensure that proficiency areas are properly trained and tested.

Region 4

Midwestern Region

Regional Representative:

Kelly Alzaharna

New Mexico

(505) 827-9262

kelly.alzaharna@state.nm.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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Standards and Training

Date: 6/10/2021 MINI REPORT

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

State/Country: Nebraska	Region: Midwestern
Title and Name of Person Providing Report: Director Brenda Urbanek	
Email Address: Brenda.urbanek@nebraska.gov	Phone: 308 385-6030

Top 2-3 Current Projects or Issues in Nebraska:

1. The legislature passed legislation effective September 2021 which increase annual continuing education requirements from 20 hours to 28 next year and up to 32 in 2023. It also dictates what topics are required training in continuing education and mandates the development of an easily searchable database of officers who have been suspended, revoked or criminally charged. The bill increased the membership of our advisory council (POST) to include a member who is a sergeant level. It requires all non-certified applicants to undergo a psychological evaluation before hiring. Requires agencies to have policies on handling officer misconduct complaints; bans chokehold and neck restraints unless deadly force is justified and establishes an accreditation process for law enforcement agencies. The new law also allows for an automatic revocation of an officer’s certificate for a conviction of a misdemeanor which has a relative connection to his/her duties.
2. Implementation of new database/training software continues.

Top 2-3 Future Projects or Issues in Nebraska:

Recruitment and retention of good people who want to serve their communities as law enforcement officers remains at a crisis point here in Nebraska. The external pressure from agency administrators is increasing to lower the admission standards because, “we just can’t hire anybody”. Many of these “reforms” have previously been in place but the new legislation will require an overhaul to the administrative rules and regulations.



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Date: 6/1/2021 MINI REPORT

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

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

1. Lack of priority for funding for a law enforcement officer job task analysis.
2. Review and revise basic academy curriculum based on current JTA.

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

Revise the New Mexico Law Enforcement Training Act and New Mexico Administrative Code, removing contradictions and sections that are impossible to accomplish and adding consequences for non-compliance.

Region 5 Western Region

Regional Representative:

Perry Johnson
Montana
(406) 444-9976
PJohnson@mt.gov

States within the Western Region:

Alaska
Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
Oregon
Utah
Washington



International Association
of Directors of Law Enforcement
Standards and Training

Date: 5/6/2021 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	
Email Address: bob.griffiths@alaska.gov	Phone: 907-465-5523

Top 2-3 Current Projects or Issues in Alaska:

1. Regulatory Reform Package: a year in the making, the Alaska Council is set to adopt regulatory changes that will:
 - a. provide for suspension, in addition to revocation, of officer certification in some cases.
 - b. clarify specific misconduct that demonstrates ‘lack of good moral character.’”
 - c. add professional certification levels for Supervisors and Managers along with associated training and experience requirements; and,
 - d. for the first time, sets annual mandatory minimum in-service training requirements for officers to retain certification.

2. Expansion of our online training offerings through content development in collaboration with several agencies. Every officer in AK now has access to their own training records and to the training portal where they can enroll in and take online training. We are now focused on content development for targeted training. Having this system in place is expected to simplify officer’s compliance with our anticipated regulation changes mandating annual minimum in-service training.

Top 2-3 Future Projects or Issues in Alaska:

1. Police “reform” legislation, mirroring national initiatives, has been introduced in the state legislature. Many of the proposals will directly impact APSC by adding additional authority, duties, and responsibilities. Most measures are being actively opposed by Chiefs’ and officer associations. The bills are not anticipated to pass during this session, but they are taking substantial staff time in testimony and answering questions from legislators.

2. Alaska’s ED for APSC is retiring on July 5th, and the state is currently recruiting his successor.



International Association
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Standards and Training

Date: 5/6/2021 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: Matt Giordano, Director	
Email Address: mattg@azpost.gov	Phone: 602-774-9350

Top 2-3 Current Projects or Issues in Arizona:

1. As a follow up to our Job Task Analysis, we updated half of our basic academy curriculum and will be working to update the remainder.
2. In April, our minimum qualifications related to pre-employment drug use went into effect. This was a yearlong project, which included an agency head survey, student survey, and input from background investigators and hiring managers from around the State.
3. We rebuilt our Field Training Leadership, Basic Leadership Academy, and Executive Leadership programs and have hosted at least one session of each.

Top 2-3 Future Projects or Issues in Arizona:

1. In the Governor’s proposed budget, we were allocated funding to create a statewide officer misconduct database. There are many moving parts to this project, and we look to begin at the start of the new fiscal year.
2. Naturally, we will be at the center of any police reform in Arizona. We recognize the importance of this endeavor and are looking for ways to create change proactively before we are directed to make changes through statute.



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Standards and Training

Date: 5/14/2021 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: Executive Director Manny Alvarez	
Email Address: manny.alvarez@post.ca.gov	Phone: (916)227-2803

Top 2-3 Current Projects or Issues in California:

1. **Use of Force – Train-the-Trainer (T4T):** Two recent bills changed the deadly force legal standard in California, and also imposed new use of force training requirements on POST. Since October 2020, POST, in collaboration with California State University - Long Beach, has been holding monthly 24-hour T4T courses to certify use of force instructors across the state.
2. **Psychological Screening Protocols:** A recent bill required POST to include screening for implicit and explicit bias as part of the psychological screening of peace officer candidates (new academy graduates and laterals). Psychological screening is already mandated, but screening for bias is only addressed during the background investigation. POST has contracted with six experts (researchers, professors, and medical professionals) to develop the new screening process. The process must be in place by January 1, 2022.

Top 2-3 Future Projects or Issues in California:

1. **De-certification of Peace Officers:** POST is restricted by current law from de-certifying peace officers. A sweeping bill is moving through the legislature, and should it be signed into law, it will require POST to collect misconduct data, to investigate “serious misconduct,” to collect recurring license fees, and to de-certify peace officers. The requirements on POST will lead to, among other things, the creation of a platform to collect and share data with hiring agencies and the public. It will also require POST to create and investigative case management database.
2. **Education Requirements for New Peace Officers:** A series of bills are currently moving through the legislature to change the minimum hiring requirement for peace officers. The first bill proposes changing the minimum requirement to 25 years of age (from 18 years of age), or at least 18 years of age with a bachelor’s degree (from high school diploma or GED). This bill will not result in a major change for POST but will require POST to change hiring file audit procedures. The second bill, however, will require new peace officers to either have a bachelor’s degree or an associate’s degree (AA) in a newly and narrowly defined program/discipline for law enforcement. The bill requires the new AA program be spearheaded by POST, in conjunction with the University of California, and the California Chancellor’s Office for Community Colleges.



International Association
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Standards and Training

Date: 6/3/2021 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 "Bo" Bourgerie	
Email Address: Erik.Bourgerie@coag.gov	Phone: (720) 508-6736

Top 2-3 Current Projects or Issues in Colorado:

1. Colorado POST transitioned from the Acadis platform to the Benchmark platform. This transition has been particularly rocky, both with transferring data and documents out of Acadis, and the functionality of Benchmark overall. While there is great hope that the eventual capabilities of Benchmark will serve both POST and our partner agencies well in the long run, the project is currently running months behind schedule.
2. Police reform legislation has been a significant challenge. We are waiting for the legislative session to end in order to determine the final status of numerous proposed changes to our current statutory authority and responsibilities.
3. As the designated Independent Credentialing Body for the Safe Policing for Safer Communities Presidential executive order, we are implementing a "trust, but verify" system. As part of this, we are hiring a new Compliance Specialist who will conduct policy audits pursuant to the EO, help agencies with developing policies, as well as advising agencies on updating their training practices and methodologies.

Top 2-3 Future Projects or Issues in Colorado:

Colorado POST is still working on getting our academy revamp project off the ground. There have been some internal barriers regarding resource availability that has delayed the start of the Job Task Analysis. We hope to complete the JTA, as the first step in the process, by the end of 2021.



International Association
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Standards and Training

Date: 5/13/2021 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: POST Administrator Brad Johnson	
Email Address: brad.johnson@post.idaho.gov	Phone: 208-884-7251

Top 2-3 Current Projects or Issues in Idaho:

1. IADLEST **Academy** Accreditation: We have completed our internal self-assessment process and intend to formally enroll in Academy accreditation at the end of June, intending to complete our on-site evaluation and achieve accreditation by the end of the year.
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. We have completed our draft and will be submitting it to the Division of Financial Management for negotiated rulemaking later this summer.
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). Initial configuration is complete, and we are beginning the transition from our obsolete Scantron system to Acadis one discipline at a time. Once all of our POST academy programs are complete, we will roll it out to the agency and college academy programs.

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 by the end of 2022.
2. New Dormitory Construction: We have completed the architectural design for a new 120 room dormitory to replace/augment our current dormitory that was part of the original campus construction in 1994. With the state’s receipt of additional federal funding, we are hopeful that this project is funded with construction to take place over the next 1-2 years.



International Association
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Standards and Training

Date: 5/14/2021 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, MT POST Council	
Email Address: pjohnson@mt.gov	Phone: 406-444-9976

Top 2-3 Current Projects or Issues in Montana:

1. Ongoing review/edit of statutory and administrative rules pertaining to POST.
AG opinion request re: felony conviction/expungement/definition.
2. Marijuana issues re: public safety officers:
 - a. Medical use.
 - b. Recreational use.
3. Ongoing project: scanning all current and historic POST records into an electronic data base.

Top 2-3 Future Projects or Issues in Montana:

1. Maintain/update/provide training re: POST resource guide for agencies/officers.
2. Legal update training.
3. Ongoing long-term project: scanning all current and historic POST records into an electronic data base.



International Association
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Standards and Training

Date: 5/17/2021 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 Exec Director	
Email Address: msherlock@post.state.nv.us	Phone: 775-687-3318

Top 2-3 Current Projects or Issues in Nevada:

1. Many reforms are coming down from the legislature. Many having to do with use of force.
2. We are currently developing a grant opportunity program to fund behavior health response teams for agencies that include peace officers and mental health pros who will respond to certain calls. This project includes things like CIT training, dispatcher training etc.
3. We are looking at an expansion in the mandated yearly training and how we help agencies comply. This includes yearly riot control training and yearly EVOC.
4. We are being mandated to create regulations related to early warning systems as it relates to bias and adding a section to our hiring standards that requires an inquiry into bias. The early warning requirement includes officers with “bad attitudes” or thought policing.
5. Use of force issues coming down include presumptions of excessive force if subject is under 13, over 65 or pregnant. Looking at that from a training aspect and constitutional use of force and not sure where to go.
6. Trying to improve our ability to recruit, and help agencies recruit, but also our own staff needs.

Top 2-3 Future Projects or Issues in Nevada:

1. Future mandates include mandatory yearly behavior health visits for all certified officers.
2. Looking at ways we can implement and have a validated set of base line standards, but that is a big legal issue.
3. Looking at adding physical readiness standards to our yearly certificate maintenance requirements.



International Association
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Standards and Training

Date: 5/14/2021 MINI REPORT

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

State/Country: Washington	Region: Western
Title and Name of Person Providing Report: Interim Executive Director Monica Alexander	
Email Address: malexander@cjtc.wa.gov	Phone: (206) 835-7291

Top 2-3 Current Projects or Issues in Washington:

1. Washington is experiencing several police reform bills. During the 2021 Legislative Session the following bills were passed:

SB 5051- : An act relating to state oversight and accountability of peace officers and corrections officers.

<http://lawfilesexternal.wa.gov/biennium/2021-22/Pdf/Bill%20Reports/Senate/5051-S2.E%20SBR%20HA%2021.pdf?q=20210513134503>

SB 5066 Concerning a peace officer's duty to intervene.

<http://lawfilesexternal.wa.gov/biennium/2021-22/Pdf/Bills/Senate%20Passed%20Legislature/5066-S.PL.pdf?q=20210514140837>

2. Washington State Criminal Justice Training Commission will use Georgetown University's Active Bystandership for Law Enforcement (ABLE) to train officers regarding this new law.

<https://www.law.georgetown.edu/innovative-policing-program/active-bystandership-for-law-enforcement/>

Top 2-3 Future Projects or Issues in Washington:

1. Our future project is also regarding police reform. Concerning investigation of potential criminal conduct arising from police use of force, including custodial injuries, and other officer-involved incidents. WSCJTC will provide some of the training required for the civilians that will participate on the Office of Independent Investigation teams. HB 1267- <https://app.leg.wa.gov/billsummary?BillNumber=1267&Initiative=false&Year=2021>
2. WSCJTC recently hired a communications manager to ensure we have a positive presence on social media. Also, to guarantee The WSCJTC website reflects all the good work that we are doing towards reform and accountability in WA.

International Region

Regional Representative:

Gary Bullard

Washington, DC

(202) 353-9516

gary.bullard2@usdoj.gov

Countries within the International Region:

Bangladesh

Dominican Republic

Mexico

Pakistan

Somalia



International Association
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Standards and Training

Date: 5/9/2021 MINI REPORT

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

State/Country: Bangladesh	Region: International
Title and Name of Person Providing Report: Dr. Stephen Lettic Law Enforcement Assistance Attaché'	
Email Address: letticism@state.gov	Phone: Click here to enter text.

Top 2-3 Current Projects or Issues in Bangladesh:

1. Bangladesh is working to strengthen security and survivability of the seven Counter Terror Tribunals throughout the country of Bangladesh. Upgrades will include SCTV, hardened safe room, hardened entry and exits, and training for offices assigned as court security.
2. Gender empowerment and representation of female police officers within the police and special units. ICITAP will help the government of Bangladesh recruit and promote female officers from approximately seven percent to eleven percent as set by the Bangladesh Police.

Top 2-3 Future Projects or Issues in Bangladesh:

IICTAP Bangladesh will begin an Organizational Development and support for the relatively newly formed Anti-Terrorism Unit (ATU) within the Bangladesh Police. This unit, a little more than a year old, has a national counter terrorism mandate and will link with other counter terror efforts country wide. ICITAP aims to aid in administration and operations training.



International Association
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Standards and Training

Date: 5/15/2021 MINI REPORT

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

State/Country: Dominican Republic (DR)	Region: International
Title and Name of Person Providing Report: Carlos Maldonado- ICITAP Dominican Republic Program Manager	
Email Address: Carlos.Maldonado@pae.com	Phone: (505)414-2878 / (849) 354-0754

Top 2-3 Current Projects or Issues in the Dominican Republic (DR):

1. The ICITAP-DR program provides technical assistance to the Dominican National Police (DNP) in defining the vision of the Comprehensive Police Transformation and the 2021-2024 institutional strategic plan. During these two processes, the program has overseen the following activities and the following deliverables: Participatory construction session of the institutional strategic framework. Also, advancement of 80% of the 2021-2024 Institutional Strategic Plan document within the framework of the Comprehensive Police Transformation.
2. The ICITAP-DR program assists the DNP Human Resource psychology division in designing and implementing a methodology to apply competency and psychometric evaluations through the LPC and PSICOWEB platforms. Up to date, the program has guided the evaluation of 958 applicants using the new digital platform.
3. The ICITAP-DR program assists the DNP in implementing the RECIVI network to address gender-based violence and domestic violence. ICITAP-DR supports developing a proposal to establish an interagency agreement with the Public Ministry of the DR to promote sharing information and knowledge to design actions against aggressors and protect victims.

Top 2-3 Future Projects or Issues in the Dominican Republic (DR):

1. The ICITAP-DR program will continue to provide technical assistance to the DNP during the 2021-2024 institutional strategic plan implementation. The program will oversee and monitor the following activities: Design the 2021-2054 balanced scorecard and strategic indicators. In addition, alignment of the annual operations plans to the strategic vision through the design of activities and operational indicators.
2. The ICITAP-DR program will continue to provide technical assistance to the DNP to foster and promote a data-driven culture by building capacity in the following: Conduct training courses in data visualization & Storytelling, and Evidence-based decision making. Also, the program will coordinate criminal analysis course for Criminal investigations, technology, statistics, crime control, and preventive police personnel.

3. The ICITAP-DR program will complete the development and initiate the implementation of a document control manual to effectively monitor the elaboration, approval, and management of all documents that support the document management process. This manual will include implementation guidelines that design a pathway for quick implementation.



International Association
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Standards and Training

Date: 5/14/2021 MINI REPORT

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

State/Country: Mexico	Region: International
Title and Name of Person Providing Report: Kyle Grimes	
Email Address: grimeskh@state.gov	Phone: +1 281-755-5121

Top 2-3 Current Projects or Issues in Mexico:

1. Forensic Program – accrediting forensic labs and certifying forensic experts
2. Assisting INL with implementation of national use of eTrace, firearm serial number restoration, and CODIS
3. Courtroom Competency Training – preparing prosecutors, forensic experts, investigators and criminal analysts to coordinate best testimonial presentations
4. Production of a judicial bench book aid for judges to determine to validity of expert testimony from various scientific disciplines (ICITAP is assisting OPDAT)
5. Preparation of specialized Trafficking in Person Prosecutors and investigators for interview of child and adolescent victims (with OPDAT)
6. Preparing agents of the Mexican National Institute of Immigration to interview subjects to detect possible human trafficking of children to the northern border in Mexico (with OPDAT)
7. Yearly International Forensic Sciences Symposium
8. Providing assessment and assistance for accreditation to other ICITAP programs (Central America, Colombia)
9. Providing lead and technical assessors to the ANSI National Accreditation Board for accreditation visits and surveillances.

Top 2-3 Future Projects or Issues in Mexico:

1. Issue – National Guard (national police force) is largely untrained
2. Issue – National emphasis on identification of remains, with little emphasis on collection of crime scene evidence from clandestine graves
3. Issue – Assembly and production of fentanyl precursors, and largely undetected associated drug-abuse deaths in Mexico
4. Issue – Continued strong cartel-related transnational crime



International Association
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Standards and Training

Date: 5/7/2021 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: Mission Advisor Ellis H. Kupferman	
Email Address: KupfermanEH@State.Gov/Ellis.Kupferman@pae.com	Phone: 949 463 3075

Top 2-3 Current Projects or Issues in Pakistan:

Money Laundering and Terrorism Finance

Pakistan is not only challenged with religious/political extremism within its borders but also a variety of indigenous terrorist groups who have tapped into the sympathies of selected disenfranchised local tribal populations. The problem is compounded by a long continuous border with Afghanistan, which is a major opium production hub, taxed by the Taliban, where the smuggling of cash and drugs across difficult and restive border regions is difficult to police. All too often, a lack of sophistication on the part of local donors, results in charitable and religious funds being diverted to extremist and terror groups, without the knowledge of the donors.

Law enforcement has traditionally focused on being reactive rather than proactive, so their historical emphasis on tactical versus long term proactive investigative responses, have resulted in a lack of emphasis on attempting to conduct dual track investigations into both the acts of terrorism and the funding mechanism that foments that violence. This inequity has been repeatedly criticized by the Financial Action Task Force (FATF), resulting recently in sweeping legislative reforms in Pakistan for which the police are ill prepared. Law enforcement components have been authorized to use extraordinary investigative techniques, which were never previously authorized, yet they have no understanding of these techniques or the legal obligations that attach to their use. In addition, law enforcement has traditionally failed to exchange information and closely collaborate with each other in the form of joint task forces, a mechanism used successfully in the United States to maximize limited resources and exploit the strengths of participants while minimizing their weakness. In an era of limited budget, limited capacity and limited jurisdiction amongst the competing components, it is critical that Pakistan be encouraged to overcome this self-destructive bias to become more effective and efficient.

ICITAP Pakistan will conduct capacity building training in the critical fundamentals for 75 specialized law enforcement and civilian regulatory agency attendees in 1) white collar crime investigation, 2) interview and interrogation, 3) criminal informant recruitment and operation and 4) money laundering and terrorism finance. We also seek to provide additional specialized training in master trainer instructor development, I2 link analysis, cyber-crime investigation, virtual currency and the "Dark Web". Training will emphasize task force operations, the importance of intelligence exchange, networking and operational accountability.



International Association
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Standards and Training

Date: 5/15/2021 MINI REPORT

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

State/Country: Somalia	Region: International
Title and Name of Person Providing Report: ICITAP Mission Advisor Robert F Clifford	
Email Address: Robert.clifford@pae.com	Phone: Click here to enter text.

Top 2-3 Current Projects or Issues in Somalia:

1. Training, resourcing, and mentoring the Somali Police Force (SPF) to prevent, respond to and investigate acts of terrorism within the Rule of Law.
2. To provide expert advice and equipment to the SPF to nurture a self-sustained counterterrorism capability integrating investigations, police information analysis, forensic science, and counterterrorism financing.

Top 2-3 Future Projects or Issues in Somalia:

1. Assist SPF counterterrorism resources and infrastructure into the Federal Member States of Somalia.
2. Provide training and resources to enhance the SPF Counter-Improvised Explosive Device (CIED) capability in Somalia.
3. Facilitate and nurture direct SPF-US Law Enforcement communication and cooperation.