



International Association
of Directors of Law Enforcement
Standards and Training

2023 MINI-REPORTS

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Region 1

Northeast Region

Regional Representative:

John V. Scippa

New Hampshire

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John.V.Scippa@pst.nh.gov

States within the Northeast Region:

Connecticut

Delaware

District of Columbia

Maine

Maryland

Massachusetts

New Hampshire

New Jersey

New York

Pennsylvania

Rhode Island

Vermont

States Reporting in 2023:

Connecticut

Delaware

Maryland

Massachusetts

New Hampshire

New Jersey

New York

Rhode Island



International Association
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Standards and Training

Date: 4/17/2023 MINI REPORT

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

State/Country: Connecticut	Region: Northeast
Title and Name of Person Providing Report: Executive Director Wilfred Blanchette	
Email Address: Click here to enter text.	Phone: Click here to enter text.

Top 2-3 Current Projects or Issues in Connecticut:

1. As with other jurisdictions, Connecticut is dealing with recruitment and selections and the retention of qualified officers. Regional agility tests for Connecticut's 19 agency members are lucky to get a 50% passing rate.
2. Connecticut will be hosting a basic recruit level class in January 2023. Their member departments are very short on officers on the road. They are slated for 30 recruits to attend the training.

Top 2-3 Future Projects or Issues in Connecticut:

Executive Director Blanchette is new to IADLEST and is curious to find out how other agencies/regions are dealing with the nationwide staffing crisis.



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Date: 4/17/2023 MINI REPORT

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State/Country: Delaware	Region: Northeast
Title and Name of Person Providing Report: Major Sean E. Moriarty (Delaware State Police and Delaware Council on Police Training)	
Email Address: sean.moriarty@delaware.gov	Phone: 302-739-5911

Top 2-3 Current Projects or Issues in Delaware:

The main issues facing Delaware are recruitment, retention, and generational differences.



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Date: 4/17/2023 MINI REPORT

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State/Country: Maryland	Region: Northeast
Title and Name of Person Providing Report: Executive Director Albert L. Liebno, Jr., Police and Correctional Training Commissions	
Email Address: Click here to enter text.	Phone: Click here to enter text.

Top 2-3 Current Projects or Issues in Maryland:

1. Maryland is still in the process of implementing a new officer disciplinary process resulting from the 2021 Legislative Actions for Police Reform. The legislation implements a Police Accountability Board and an Administrative Charging Committee for each of the Counties in Baltimore City. The Commission has the responsibility of training members of the Administrative Charging Committee and Trial Board members in Police Policy and Procedures, with no additional funding or staff.
2. Maryland had an updated Job Task Analysis Study conducted in 2020-2021 and are in the final stages of implementing updated Training Objectives for police recruit training.



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Date: 4/17/2023 MINI REPORT

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State/Country: Massachusetts	Region: Northeast
Title and Name of Person Providing Report: Chief Robert J. Ferullo, Jr. (ret), Executive Office of Public Safety and Security, Executive Director of the Municipal Police Training Committee	
Email Address: Click here to enter text.	Phone: Click here to enter text.

Top 2-3 Current Projects or Issues in Massachusetts:

1. Police reform legislation that is impacting use of force policy, standardization of training and elimination of less than full time officers.
2. Officer mental wellbeing. Massachusetts is struggling with officer suicides.
3. Recruitment and retention are issues like every other state.



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Date: 4/17/2023 MINI REPORT

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State/Country: New Hampshire	Region: Northeast
Title and Name of Person Providing Report: Director 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 is experiencing anecdotally about a 20% vacancy rate for police officer positions and a 50% vacancy rate for state corrections officers.
2. Police academy classes continue to be filled to capacity but corrections academies average about 7 recruits per academy session. Hiring is not on pace with attrition rates.
3. PSTC has now taken on the new challenge of overseeing the investigations of allegations of police misconduct and a new unit within our agency has been formed.

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

New Hampshire is facing proposed legislation to do away with their state required 3-year fitness testing for all incumbent certified officers.



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State/Country: New Jersey	Region: Northeast
Title and Name of Person Providing Report: Director John Cunningham	
Email Address: Click here to enter text.	Phone: Click here to enter text.

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

1. The main topic in New Jersey is recruiting. Most agencies, especially the larger cities are having trouble finding quality candidates. Applications have dropped by over 50 percent, and then the issue becomes the inability to pass the medical, psychological, and urinalysis tests.
2. Retention has also been a concern; many officers are retiring or resigning from law enforcement. Many agencies are competing for the same officers, individuals leave for higher pay, or a different work environment.



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State/Country: New York	Region: Northeast
Title and Name of Person Providing Report: Michael Puckett, Associate Training Technician, Police, Office of Public Safety, NYS Division of Criminal Justice Services	
Email Address: Click here to enter text.	Phone: Click here to enter text.

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

New York introduced a new approach with respect to basic firearms training. This new approach will ensure that skills are built correctly so that new officers can retrieve new skills when needed – likely under the most stressful of conditions. The new approach also incorporates decision-making from the first time they train with their firearm.



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State/Country: Rhode Island	Region: Northeast
Title and Name of Person Providing Report: Lieutenant C. Zarrella RISP, Executive Director, Rhode Island Municipal Police Academy	
Email Address: Click here to enter text.	Phone: Click here to enter text.

Top 2-3 Current Projects or Issues in Rhode Island:

1. Use of Force tactics/arrest control tactics where multiple officers are involved in a takedown, body cameras, and general lack of resources to offer training such as EVOC.

Region 2 Central Region

Regional Representative:

Joyce Nelson

Michigan

(734) 677-5022

joenelson@wccnet.edu

States within the Central Region:

Arkansas

Illinois

Indiana

Kentucky

Michigan

Minnesota

Ohio

West Virginia

Wisconsin

States Reporting in 2023:

Arkansas

Illinois

Indiana

Michigan

Minnesota

Wisconsin



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Date: 3/7/2023 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: Director Chris Chapmond	
Email Address: chris.chapmond@arkansas.gov	Phone: 501-617-6261

Top 2-3 Current Projects or Issues in Arkansas:

1. Established regional meetings with Sheriff's and Chief's to discuss CLEST performance and avenues to improve services. Discussion on new direction for the division and how they can better service their law enforcement agencies.
2. Updating instructor and student handbooks, polices, and procedures to ensure they are meeting best practices.
3. Establishing a statewide training review committee to review current training schedules and determine if a change or increase in curriculum is needed.
4. Continue accreditation process for their Northwest training academy and explore division wide implementation.

Top 2-3 Future Projects or Issues in Arkansas:

1. Determine the best practices for training across a broad spectrum of law enforcement stakeholders.
2. Recruiting and retention remains one of the most relevant issues with all agencies.
3. Address training infrastructure at all campus locations and secure a permanent site for the Central Arkansas Training Academy.



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Date: 3/6/2023 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: Director Keith Calloway	
Email Address: keith.calloway@illinois.gov	Phone: 217-782-4540

Top 2-3 Current Projects or Issues in Illinois:

In July 2022, Illinois SAFE-T Act went into effect which directed ILETSB the sole responsibility of ensuring the required participation of the pertinent local government units in the programs established under this Act, to set standards, develop and provide quality training and education, and to aid in the establishment of adequate training facilities. As such, three primary areas were addressed: Police Training (In-Service), Professional Standards and Conduct, and Reporting of Police Conduct to a State-Wide Database for the purposes of recruitment and retention.

1. In-Service Training: established the following:
 - a. Annual Training Mandates: six categories with four of the categories being new to Police Training.
 - b. Three-Year Training Mandates: twelve categories of mandates with four new categories in use of Force with emphasis on de-escalation, High-Risk Traffic Stops, Stops/Searches/4th Amendment, and Officer Safety Techniques.
 - c. Five-Year training Mandate: Psychology of Domestic Violence.

These training mandates include a minimum hourly requirement of 30 hours to include 12 hours in scenario-based training with 6 hours in de-escalation and 6 hours in High-Risk Vehicle Contacts.

2. Illinois Law Enforcement Certification Review Panel:
 - a. Members of the panel will receive initial and annual training that is adequate in quality, quantity, scope, and type, and will cover, at a minimum the following topics:
 - Constitutional and other relevant law on police-community encounters, including the law on the use of force and stops, searches and arrests.
 - Police Tactics
 - Investigation of police conduct
 - Impartial policing
 - Policing individuals in crisis
 - Illinois police policies, procedures, and disciplinary rules
 - Procedural Justice
 - Community outreach
 - b. Automatic decertification of full-time and part-time law enforcement officers under certain offenses in Illinois or similar/like offenses in any other state.

- c. Establish an Officer Professional Conduct database:
All law enforcement agencies shall notify the Board of any final determination of willful violation of department or agency policy, official misconduct, or violation of law.
- d. Discretionary decertification of full-time and part-time law enforcement officers:
Failure to comply with the officer's: Duty to Intervene, Excessive Use of Force, False Statement(s), and/or Perjury, Tampering with Body Cameras, or Evidence.

In addition, ILETSB established the "Officer Portal." This database allows every officer in Illinois who is certified as a Law Enforcement Officer or a Correctional Officer to access the officer's full training record via the internet. This database shall provide the officer a full history of the officer's demographics and full employment record as an officer in Illinois. In furtherance, the officer will be able to monitor his/her status with regards to mandated training requirements as listed above in 1. Each officer will be able to see their current training hours including each mandate which will be color coded:

1. Green – compliant
2. Yellow – 60 days from non-compliance
3. Red – non-complaint (training due)

In addition, the officer's full training history is provided in a second page view.

Top 2-3 Future Projects or Issues in Indiana:

Law Enforcement compliance verification:

1. Verification that the law enforcement officer has completed the mandatory training programs in the preceding 3 years.
2. The law enforcement officer's current employment information, including but not limited to, the termination of any previous law enforcement or security employment in the relevant time period.
3. A statement verifying that the officer has not committed any misconduct under Section 6.1.

The officer verification will be completed within the Officer Portal through electronic submission and maintained within the database as described above.



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Date: 3/6/2023 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: Deputy Director Bryant Orem	
Email Address: BOrem@ilea.in.gov	Phone: 317-839-5191

Top 2-3 Current Projects or Issues in Indiana:

3. Indiana continues to progress in updating and renovating their physical facilities at the Indiana Law Enforcement Academy. Renovation has begun on the current building with groundbreaking for a new 400-bed dormitory, and expansion of the Emergency Driving Operations track, and the addition of a scenario-based training facility scheduled for later this year.
4. The Law Enforcement Training Board was charged by the state legislature to create a statewide Use of Force Policy. This policy, set to be adopted in 2023, requires all agencies in Indiana to abide by a uniform policy regarding the use of force. Not only does the policy cover the application of use of force but it also touches on training requirements, increasing the annual mandated training to four (4) hours of hands-on training. The Use of Force Policy, effective January 1, 2024, joins the statewide Deadly Force Policy, effective January 1, 2023, and Minimum Pursuit Standards Policy, effective January 1, 2023.
3. In 2022, Indiana decided to adopt a POST model. Our new Deputy Director of POST is working on standardizing curricula, objectives, and evaluations across all of Indiana’s basic recruit academies. In addition, a review of existing Pre-Basic, Waiver, Instructor Development and other courses is being completed. This will also include in-service training and standardization of at least some of the annual training hours required by veteran officers.
4. Recruitment and retention of officers continues to be an issue around the state. The number of qualified applicants for agencies has declined and the turnover has created a backlog in students waiting to attend the law enforcement academy.

Top 2-3 Future Projects or Issues in Indiana:

1. The central Law Enforcement Academy is looking to restructure its schedules to allow for overlapping classes, thereby decreasing the wait time for students to register for classes and increase the number of students certified each year.
2. State statute currently specified Indiana’s Basic (Tier I) academies provide a minimum of 480-hours of instruction. A change in this has been proposed to the Law Enforcement Training Board, increasing the minimum number of hours to 600 for a basic academy.



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Date: 4/26/2023 MINI REPORT

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

State/Country: Michigan	Region: Central
Title and Name of Person Providing Report: Director Timothy Bourgeois	
Email Address: BourgeoisT1@michigan.gov	Phone: 517-636-7864

Top 2-3 Current Projects or Issues in Michigan:

1. The Michigan Commission on Law Enforcement Standards has been charged with the development and implementation of in-service training standards and funding as mandated in Public Act 1 of 2023. Prior to the Act, persons holding a State of Michigan law enforcement license were not required, as a condition of licensure, to attend training beyond basic academy training except for firearms training.
2. Training at Michigan basic police training academies has increased from 594 to 615 mandated hours. The increase will allow academies to incorporate the newly developed Behavioral Health Emergency Partnership (BHEP) training. BHEP is generalized training designed to complement more specialized Crisis Intervention Team (CIT) training offered by the National Alliance on Mental Illness (NAMI).
3. The Michigan Commission on Law Enforcement Standards has completed pilot phase of an Instructor Development Course (IDC). MCOLES is now offering IDC train-the-trainer classes. The IDC is designed to increase training delivery presentation, evaluations, and classroom leadership skills for new and veteran instructors in academy and in-service settings alike.

Future Projects in Michigan:

The Michigan Commission on Law Enforcement Standards has received funding for grants to law enforcement agencies for the costs of a law enforcement agency employed recruit attending a basic law enforcement training academy. The stipend is for up to \$24,000 for academy costs, recruit salary and wages, and licensing exam.



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Standards and Training

Date: 4/3/2023 MINI REPORT

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

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

Top 2-3 Current Projects or Issues in Minnesota:

1. Data sharing legislation:
 - Authorization for agencies to share CJIS data reference disqualifiers that are revealed during background checks.
 - Authorization/requirement for agencies, municipal and county agencies to provide private and confidential data upon being notified of a POST investigation.
2. Comprehensive review of Minnesota’s pre-service system, including possible codification of an intensive pre-service training program for candidates that do not hold a criminal justice degree. This also includes possible reimbursement to the agency for training and salary costs.

Top 2-3 Future Projects or Issues in Minnesota:

1. Phase two of rulemaking initiated. The first phase addressed standards of conduct for licensees. Phase two will address pre-service education standards and reciprocity.
2. Significant IT project underway to leverage the current licensing software for significant enhancements including movement to exclusively online for all POST business, renewals, CE, licensing, discipline, etc.



International Association
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Standards and Training

Date: 5/16/2023 MINI REPORT

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

State/Country: Wisconsin	Region: Central Region
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. Wisconsin is transitioning to a new High-Risk Vehicle Contact/Felony Stop where officers conduct the contact from behind their patrol vehicles for cover and handcuff subjects behind their patrol vehicles as they are called out of their vehicle one at a time. Instructors are being trained now and the new model will be trained in the academy beginning August 1, 2023.
2. Wisconsin's POST Staff are now working remotely permanently.
3. Wisconsin will be recruiting for a new POST Director in summer 2023.

Top 2-3 Future Projects or Issues in Wisconsin:

Wisconsin academies were able to apply for a grant to develop part-time academies. They are working with the State POST to develop these programs at a few academies around the state.

Region 3

Southern Region

Regional Representative:

Glen Hopkins

Florida

(850) 410-8660

glenhopkins@fdle.state.fl.us

States within the Southern Region:

Alabama

Federal Law Enforcement Training Accreditation (FLETA)

Florida

Georgia

Louisiana

Mississippi

North Carolina

South Carolina

Tennessee

Virginia

States Reporting in 2023:

Federal Law Enforcement Training Accreditation (FLETA)

Florida

Georgia

Louisiana

Mississippi

North Carolina

South Carolina



International Association
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Standards and Training

Date: 3/6/2023 MINI REPORT

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

State/Country: Federal Law Enforcement Training Accreditation (FLETA) Board	Region: Southern
Title and Name of Person Providing Report: Joe Collins	
Email Address: joe.collins@fletc.dhs.gov	Phone: (912) 267-3530

Top 2-3 Current Projects or Issues at FLETA:

Since its establishment in 2022, the Federal Law Enforcement Training Accreditation (FLETA) Board has achieved some significant progress in its key missions: to enhance the quality of federal law enforcement through a set of standards for federal law enforcement training; to administer the accreditation process for all federal law enforcement training; and to instill public confidence in federal law enforcement through compliance with the standards.

Top 2-3 Future Projects or Issues at FLETA:

FLETA continues its mission of maintaining a sound accreditation process for federal law enforcement training and is proud to be a resource for others in the law enforcement community.



International Association
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Standards and Training

Date: 3/31/2023 MINI REPORT

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

State/Country: Florida	Region: Southern
Title and Name of Person Providing Report: Bureau Chief Glen Hopkins	
Email Address: glenhopkins@fdle.state.fl.us	Phone: (850) 410-8660

Top 2-3 Current Projects or Issues in Florida:

1. In January 2020, Florida’s Criminal Justice Standards and Training Commission (CJSTC) formed a group of subject matter experts (SMEs) to help revise the basic recruit training (BRT) Firearms course, instructor course, and in-service qualification. The SMEs made multiple recommendations based on research and data regarding officer-involved shootings, as well as their own experience as firearms instructors and sworn officers. The SME workgroup completed the nearly 3-year curriculum rewrite after conducting many workshops and field test evaluations across the state. The updated firearms training has been approved by the CJSTC and goes into effect July 1, 2023. Some of the changes include moving off the X, malfunction clearance, hip-shooting, one-hand shooting, recoil management, cover and concealment, and single officer response to active shooters.
2. Following each disciplinary hearing of the Criminal Justice Standards and Training Commission, hearing results are published in the Commission’s Quarterly Update and posted on the FDLE website. This information includes the respondent’s name, employing agency, the offense, the associated penalty guideline, and the discipline recommended by the Commission. Despite being publicly available, this information was not easily searchable. To improve user accessibility, Commission staff developed a database of Commission disciplinary actions, which became available on the FDLE website starting June 1, 2022. To date, over 9,000 users have accessed the database.

The database provides the same information included in the Quarterly Update, but allows the user to select specific timeframes, agencies, respondent names, disciplinary actions, or offenses. The database also allows the user to sort data from various parts of the report. It is important to note that the database only contains information related to disciplinary actions taken by the Commission. The database contains information from 2012 and onwards and will accumulate data with each subsequent Commission meeting.

Top 2-3 Future Projects or Issues in Florida:

Florida continues to look at each discipline to determine what training needs to be updated to remain relevant in the criminal justice community.



International Association
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Standards and Training

Date: 3/10/2023 MINI REPORT

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

State/Country: Georgia	Region: Southern
Title and Name of Person Providing Report: Executive Director Mike Ayers	
Email Address: mike.ayers@gapost.org	Phone: (706) 421-8217

Top 2-3 Current Projects or Issues in Georgia:

1. Beginning in 2022, Georgia POST has simplified the process by which qualified, certified officers from other states can become certified in Georgia. The previous process was cumbersome and yielded few officers. Now, qualified out-of-state officers can apply for their training and experience to be recognized, and with a short course and completion of State of Georgia in-service mandated courses, agencies within the state can benefit from a deeper pool of prospective candidates.
2. In 2021, Georgia POST obtained a grant through the CJCC-Use of Force to begin implementation of a State of Georgia Officer Resiliency Program. Through this program, we are first training a pool of instructors that will then operate state-wide providing peace officers the tools to manage stress, provide resources for mental health assistance, and build a foundation the officer can rely upon when they encounter the inevitable “boom.”
3. We believe that Georgia holds its officers to a higher standard and refuses to tolerate unethical and unprofessional conduct. We also recognize lesser violations of standards can be mediated with training and probation rather than loss of license.

Top 2-3 Future Projects or Issues in Georgia:

1. In 2023, Georgia POST Council will be reviewing content of the existing mandated training for peace officers and removing outdated content, inserting critical skills areas like Crisis Intervention Training, Active Shooter training, Resiliency, and Taser. Staff will be recommending basic curriculum changes to the Council for ratification by the end of 2023.
2. Georgia POST is currently building an on-line training platform to aid in dissemination of relevant training topics state-wide. This will allow POST to standardize relevant content and give officers access to high quality training at no cost to the departments or the officer, while minimizing the time the officer is off the beat due to travel.
3. Along the same lines as the revisions to the basic course, POST is also reevaluating the yearly required 20 hours of continuing education. We are considering adding required training topics via our new on-line training platform, in the critical subject areas of criminal gangs, human trafficking, fentanyl awareness, and other relevant topics.



International Association
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Standards and Training

Date: 4/4/2023 MINI REPORT

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

State/Country: Louisiana	Region: Southern
Title and Name of Person Providing Report: Rebekah Taylor Hill, POST Director	
Email Address: rebekah.taylor@lcle.la.gov	Phone: (225) 342-1500

Top 2-3 Current Projects or Issues in Louisiana:

1. Recruitment/retention at law enforcement agencies – trying to protect training standards from being the “solution.”
2. Mandatory “Procedural Justice” training for all Louisiana POST academies (May-July 2023).
3. Increased revocation/suspension authority for Louisiana POST Council – POST Staff tracking convictions/misconduct, consideration of due process vs. speedy consequences, and issues with agency mandatory reporting.

Top 2-3 Future Projects or Issues in Louisiana:

1. Upcoming Louisiana Legislative session (April 10 – June 8, 2023)
2. Implementation of newly validated POST certification exam.



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Date: 3/31/2023 MINI REPORT

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

State/Country: Mississippi	Region: Southern
Title and Name of Person Providing Report: Director Robert D. Davis	
Email Address: rdavis@dps.ms.gov	Phone: 601-391-4906

Top 2-3 Current Projects or Issues in Mississippi:

1. The Office of Law Enforcement Standards and Training, a division of Public Safety Planning, recently relocated from Ridgeland to Canton. Canton is located about twelve miles north of Ridgeland. The new address is 152 Watford Parkway Drive, Canton, MS 39046. Employees have been working very hard to organize the new offices and continue providing services to the public and agencies.
2. The Mississippi Legislature passed legislation requiring our Board to certify out-of-state certified officers with valid out-of-state certification without requiring any further training if they pass an equivalency examination. These officers must establish Mississippi residency. The legislation also included active military law enforcement.
3. The Mississippi Legislature passed a one-time premium pay for all certified officers that worked during the pandemic.

Top 2-3 Future Projects or Issues in Mississippi:

The Mississippi Accreditation Program has seen an increase in agencies requesting to participate in the program.



International Association
of Directors of Law Enforcement
Standards and Training

Date: 3/23/2023 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	
Email Address: tjallen@ncdoj.gov	Phone: (910) 926-6000

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

1. All new training curricula for Basic Law Enforcement, Detention, and Telecommunications; each set for pilot delivery in 2023. Basic Law Enforcement will increase from 640 hours to approximately 850 hours, with innovative content and delivery methods. Further, it will introduce foundational content such as de-escalation, procedural justice, crisis communication, and ethical decision-making and reinforce these skills via a decision-making model throughout the program.
2. New statewide accreditation program (NCLEA) administered jointly by both the Criminal Justice and Sheriffs' Commissions. The program is voluntary and free of charge for law enforcement agencies. The program received \$300,000 of USDOJ funding to implement 'accreditation mentors' to help agencies seeking accreditation.
3. Implementing a process for receiving and archiving up to 55,000 Livescan fingerprints between January 1 – May 30, 2023, to comply with the RAPBACK mandate.

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

1. The NC Justice Academy secured legislative funding to renovate the residence hall and Administration Bldg. at its West Campus; and to resurface a street and driving track at its East Campus. The Academy is seeking significant additional funding in the next legislative budget to renovate its firearms range, auditorium, and other facilities at its East Campus.
2. The NC Justice Academy is working with stakeholders to implement a shift in the mandated in-service training program. The changes would include moving from an annual requirement of 24 hrs. of training to a 3-year cycle of training completion for critical topics such as use of force, driving, firearms scenario skills, officer wellness, etc.
3. NC, along with other states, is considering a rule change to allow legal permanent residents to become police officers and/or for statewide correctional officer positions.
4. The NC Criminal Justice and Sheriffs' Standards Divisions are in the final stages of completing the migration of data from a legacy database into the Acadis® platform. Once complete, the Standards Divisions will join the NC Justice Academy and NC Dept. of Health and Human Services (Forensic Test for Alcohol Branch) in an interagency usage of the Acadis® platform, allowing all NC officers to use on log-in to manage their training.



International Association
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Date: 3/15/2023 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. **The Police and Communities Together Act (PACT)** was passed in Spring 2022. The Act will serve to improve the professionalism of law enforcement in several ways: by requiring that officers cannot police without first being certified, unless in the presence of another certified officer; by determining minimum standards expected of all law enforcement agencies; and in inspecting non-accredited agencies every three years to be sure the set minimum standards, policies, and regulations are being followed.

The passing of the Act was a tremendously positive move for South Carolina law enforcement; it also affects the Academy greatly. In January 2023, two evaluators were hired by the Academy to travel the state ensuring that policies for nine topic areas (determined by the legislature) are in place and properly written. Starting next year, evaluators will re-visit agencies to verify compliance with the policies.

2. **Facility Additions and Renovations:** The Academy is still fervently working on renovating bathrooms in older dorm facilities and working to install a generator to keep the Academy running during emergency situations. New modular units were purchased to provide extra space for Firearms Simulation training, building clearing training, and a larger area for mandated student registration.

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

Center for Excellence in Policing and Public Safety. The SC legislature approved an initiative to increase retention of law enforcement officers in the state. The Center will be housed at the University of South Carolina School of Law but is a combined effort between the University and the Law Enforcement Training Council (the Academy's governing body). The program is designed to create a professional development training program for SC law enforcement personnel. The Center will be a resource for programming, technical assistance, research, and education. It will provide professional development for command staff and mid-level supervisors for the benefit of the citizens of South Carolina. The goal is to enhance advancement opportunities and promote recruitment and retention for the state's law enforcement community.

Region 4

Midwestern Region

Regional Representative:

Darin Beck
Kansas
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dbeck@kletc.org

States within the Midwestern Region:

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

States Reporting in 2023:

Kansas
Nebraska
North Dakota



International Association
of Directors of Law Enforcement
Standards and Training

Date: 4/7/2023 MINI REPORT

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

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

Top 2-3 Current Projects or Issues in Kansas:

1. Recently, Kansas upgraded to a central registry database to include paperless form submission to better serve their law enforcement stakeholders.
2. KSCPOST is currently catching up on administrative hearings. A recent change in the Attorney General's office caused several attorneys to leave resulting in delays in the hearing schedule.

Top 2-3 Future Projects or Issues in Kansas:

1. Digitization project of POST investigative records.
2. Currently the Kansas POST is funded with collected docket fees in municipal courts. Current expenditures are more than revenue; therefore, they will be seeking an additional or alternative funding source.
3. Kansas will add several physical security enhancements to their office soon.



International Association
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Date: 4/19/2023 MINI REPORT

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

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

Top 2-3 Current Projects or Issues in Nebraska:

1. ARPA construction project of new driving track and indoor firearms range. Land has been acquired for the new driving track.
2. Rollout of retention incentives payments beginning July 1, 2023.
3. An overhaul of existing rules and regulations was required by the passage of new legislation.

Top 2-3 Future Projects or Issues in Nebraska:

1. Continuing with the construction project.
2. Implement retention incentives program.



International Association
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Standards and Training

Date: 4/21/2023 MINI REPORT

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

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

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

An entire administrative code rewrite which included the addition of rules relating to the training and licensing of reserve officers went into effect April 2022. During this current legislative session which will conclude in several weeks, there was legislation that was introduced which passed that cleaned up existing language relating the authority of reserve officers as it related to their training. Legislation was also recently passed that granted our Board more authority to utilize funds currently in our account to be used for continuing education for law enforcement personnel across the state.

Our state academy is currently under construction with a three-million-dollar renovation project which is set for completion this September. This has led to some obvious logistical challenges to overcome since there is a current basic academy in progress.

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

We are currently working with several tribal nations to develop a process to issue tribal officers state peace officer licenses if specific requirements are met as defined in our statute.

Region 5 Western Region

Regional Representative:

Matt Giordano
Arizona
(602) 774-9350
mattg@azpost.gov

States within the Western Region:

Alaska
Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
Oregon
Utah
Washington

States Reporting in 2023:

Arizona
California
Idaho
Nevada



International Association
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Date: 4/1/2023 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. Arizona created a rule change in which they no longer vet training and/or instructors for advanced officer training.
2. Arizona created a rule change to create consistency in which they no longer delineate between continuing training and proficiency training. Further, they removed different annual training requirements based on rank, all full authority peace officers are required to obtain 12 hours of training every calendar year.
3. Arizona continues to leverage technology and update their record management system. Arizona peace officers now have the ability to access their AZPOST records via a secured online portal.
4. Arizona is in the final stages of a complete overhaul of their basic academy curriculum to include a new model system of instruction that works off the crawl, walk, and run philosophy.

Top 2-3 Future Projects or Issues in Arizona:

1. Arizona is evaluating physical fitness standards for entrance into a statewide academy. Currently there is no state mandated minimum standards to begin the academy only a required standards prior to graduation.
2. Arizona is working on updating their annual handgun qualification course of fire. Except for a few minor changes, the course has remained the same for more than 20 years.
3. Arizona is preparing once again to review their pre-employment drug use standards after repeated requests from agency heads.



International Association
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Standards and Training

Date: 3/26/2023 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, Executive Director	
Email Address: manny.alvarez@post.ca.gov	Phone: (916) 227-2803

Top 2-3 Current Projects or Issues in California:

1. **Peace Officer Certification:** Pursuant to recent legislation, POST initiated a certification and decertification program on 01/01/2023. As of 03/26/2023, POST has received over 5,000 “complaints, charges, or allegations” of peace officer misconduct. POST continues attempts to fully staff the new Peace Officer Standards Accountability Division.
2. **Organizational Wellness and Resilience (POWR):** On 02/07/2023, POST deployed POWR, a threeyear \$5 million project to deliver agency-specific wellness workshops. As part of the program, POST contracted with the University of California, San Diego (UCSD) Centers for Integrative Health. UCSD will facilitate the workshops and document and track the agency-specific deliverables.
3. **Science-based Interviewing Course:** In 2022 and 2023, POST began development of a 40-hour sciencebased interviewing course. The course was developed in collaboration with law enforcement officials from the United Kingdom, the U.S. Department of Justice, and multiple U.S. law enforcement agencies. In late 2022 and 2023, POST began training and certifying instructors. The course will be delivered across California starting in June 2023. All other detective courses under the umbrella of the POST Institute of Criminal Investigation will be modified to a science-based interviewing model.

Top 2-3 Future Projects or Issues in California:

1. **POST Management Course:** All California peace officers at the rank of lieutenant are required to attend the 120-hour POST Management Course within one year of appointment. In December 2022, POST contracted with the University of California Policy Lab (UCPL) for an in-depth review of the existing course. Upon completion of the review, the UCPL is to make recommendations to POST on how to improve the course. POST will take those recommendations into consideration and will start to make curriculum modifications in the latter part of 2023.
2. **Learning Management System Upgrade:** The POST learning management system, known as the “Learning Portal,” has been in existence for over two decades utilizing one technology vendor. As part of a three-year multi-million-dollar project, POST will deploy the new Learning Portal in the Fall of 2023. The new Learning Portal will be based on the Blackboard software platform, which will enable increased functionality for end users, training managers, and POST staff members.



International Association
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Standards and Training

Date: 3/27/2023 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. POST Council Strategic Planning.
2. POST Accreditation: Idaho is currently in the self-assessment phase of IADLEST’s POST Accreditation Program. The Idaho POST Academy was accredited by IADLEST in early 2022, receiving the Award of Excellence.
3. Modernization of the audio/video technology in all POST classrooms to integrated room audio and video wall technology, replacing legacy projector and speaker systems. The project is about 60% completed and will be finished this year.
4. Idaho obtained capital project funding for the FY2023 budget to add two driving simulators, enhancing our driver training blocks in our basic academies, for both the Basic Vehicle Operation Course and the Emergency Vehicle Operation Course. Competitive bidding for the project has just completed and we expect to contract with the selected vendor shortly.
5. The first ever Job Task Analysis (JTA) for Emergency Communications Officers was recently completed and a comprehensive rewrite of the basic training curriculum is underway.

Top 2-3 Future Projects or Issues in Idaho:

1. Complete replacement of the HVAC system and traditional door locks (with proximity card readers) in the POST Dormitory. The facility was constructed in 2004 and these systems were components of original construction.
2. Begin a thorough and comprehensive review with the POST Council to update and modernize basic certification requirements for all disciplines, for both new and currently certified (lateral) applicants. The next major update to our governing regulation is scheduled for submission and consideration by the legislature in three years.



International Association
of Directors of Law Enforcement
Standards and Training

Date: 3/29/2023 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, Executive Director	
Email Address: msherlock@post.state.nv.us	Phone: 775-687-3318

Top 2-3 Current Projects or Issues in Nevada:

1. Nevada is implementing a POST Leadership Institute program. Facilitated training similar to Californian SLI.
2. The legislature passed an annual behavioral health component for all peace officers. The statute requires a “visit” looking at options as arbitrary assignment of a mental health assessment would trigger a fitness for duty issue which would violate supreme court decisions.
3. Reviewing current regulatory structure on ways to increase recruitment without lowering standards per governor directive.

Top 2-3 Future Projects or Issues in Nevada:

1. Legislature in session. Bills looking to make out of state revocations automatic disqualifier for certification in Nevada (already treated that way).
2. Bill draft stating a sealed DV conviction has no effect and remains an automatic disqualifier.
3. Currently creating a combined instructor development course combined with annual training requirements curriculum. Attendees will be BID qualified and at the same time will take the curriculum provided back to their home agency to provide mandated annual compliance training in specific areas (Racial Profiling 2. Mental Health 3. Officer Well-Being 4. Implicit Bias Recognition 5. De-Escalation 6. Human Trafficking).

International Region

Regional Representative:

Joe Trindal
Washington, DC
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jtrindal@iadlest.org

Countries within the International Region:

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

Countries Reporting in 2023:

Armenia
Bangladesh
Bosnia and Herzegovina
Columbia
Jamaica
Republic of Kosovo
Kingdom of Saudi Arabia
United Arab Emirates (UAE)



International Association
of Directors of Law Enforcement
Standards and Training

Date: 3/30/2023 MINI REPORT

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

State/Country: See Countries' Details Below	Region: International
Title and Name of Person Providing Report: Joseph Trindal, INCI, IICI	
Email Address: jtrindal@iadlest.org	Phone: 202-359-8505

Armenia (ARM)

ICITAP continues training and advisory assistance to the **Armenian Patrol Police (APP)**. In March 2023, ICITAP concluded several iterations of breaching training courses for the Yerevan Patrol Regiment. Training was delivered to over 700 officers by Armenian police instructors at the **Armenian Patrol Police Academy (APPA)** as a progression of sustainability stemming from ICITAP's train-the-trainer program on the course curriculum. Already the training enabled APP officers to quickly achieve the breach entry of an apartment saving a five (5) year old child.

Bangladesh (BGD)

- **Bangladesh Police (BP)** is building its Anti-Terrorism Unit's (ATU) police training compound. ICITAP provides training and assistance to the ATU as well as other BP units. The ATU training compound will provide student housing, classrooms, practical training areas, as well as administrative facilities. ATU's training infrastructure will include modern audio/visual training technology. The ATU training compound will meet the specialized and diverse needs of ATU as well as other BP and BGD public security units.
- ICITAP continues several years of assistance to BP in the area of K9 capacity building. In 2023, ICITAP delivered a 4-week *Specialized Dog Search Trainers Course* designed to develop K9 handler-instructors to sustain operations capabilities of the **BGD Armed Police Battalion (APBn)** and **Dhaka Metropolitan Police (DMP)**. K9 Instructors, completing the trainers' course had successfully completed an intense *Explosive Detection K9 Course* and demonstrated technical competency in the field.

Bosnia and Herzegovina (BiH)

IADLEST awarded Academy Accreditation to the Bosnia-Herzegovina (BiH) Agency for Education and Professional Training-Mostar (AEPTM), also known as the Mostar Police Academy in 2020. The U.S. Department of State has contacted IADLEST about engaging with the AEPTM for potential reaccreditation.

Columbia (COL)

The **Colombian National Police (CNP)** is establishing a POST-type agency for establishing and oversight of national training standards. IADLEST is assisting the **CNP Standards Center** pursuant to a request by the U.S. Embassy in Bogota. The project continues in 2023 with the CNP Standards Center engaging in a self-assessment that is aimed to achieve IADLEST Academy Accreditation.

Jamaica

IADLEST is supporting the **Jamaican Constabulary Force National Police Academy** in the self-assessment phase of the IADLEST Law Enforcement Academy Accreditation process. This initiative is through a technical assistance project award to IADLEST by the Pan American Development Foundation. The Pan American Development Foundation is implementing the U.S. Department of State Regional Caribbean Police Professionalization and Modernization Project under the Caribbean Basin Security Initiative (CBSI) Authorization Act.

Republic of Kosovo (XKX)

- IADLEST reviewed and reaccredited the **Kosovo Academy for Public Safety (KAPS)** in 2022. KAPS became the first international law enforcement academy to earn the IADLEST Award of Excellent in accreditation. KAPS was the first international law enforcement academy to earn IADLEST Academy Accreditation in 2018. Both the KAPS initial accreditation and reaccreditation initiatives were part of ICITAP's continuing assistance toward sustainable capacity building in public safety for Kosovo.
- **Kosovo Police (KP)** concluded seven (7) iterations of *Conflict De-escalation Training* developed and delivered by the ICITAP KP training and advisory team. The training was delivered in each of seven (7) KP regions. ICITAP's future plans will enhance training sustainability by delivering the train-the-trainer *Conflict De-escalation Training* course to include other public security sectors as well as prosecutors and the police inspectorate.

Kingdom of Saudi Arabia (KSA)

ICITAP continues providing training and assistance to the KSA **Special Forces for Security and Protection (SFSP)**, a tourism focused public security agency. Under the bilateral Technical Cooperation Agreement (TCA) between the U.S. and KSA, ICITAP has designed and delivered several training programs to SFSP both in KSA and in the U.S. The U.S.-based flagship training program, *Tourism Security and Protection (TSP)*, is a three-week curriculum administered in central Florida and delivered in partnership with nearly a dozen federal, state, and local agency partners. In 2022, ICITAP designed and delivered an advanced TSP for SFSP. Coinciding with the U.S. Independence Day events in the National Capital Region (NCR), the *Advanced TSP* focused on major events security management and complex security interoperability.

The U.S. strengths in interagency, multi-disciplinary public safety management in the NCR demonstrated real world, situational lessons that emboldened the course learning objectives. U.S.-based training for SFSP provides the foundation for ICITAP's extensive technical, in-depth courses that are presented to SFSP in-country through ICITAP resident instructor cadre and mobile training teams, many of whom hold IADLEST instructor certifications.

Trinidad and Tobago (TTO)

Both the **Trinidad and Tobago Police Academy** and **Homeland Security Academy** are pursuing the self-assessment phase of the IADLEST Law Enforcement Academy Accreditation process. This initiative is through a technical assistance project award to IADLEST by the Pan American Development Foundation.

United Arab Emirates (UAE)

- IADLEST conferred Law Enforcement Academy Accreditation to the **Dubai Police, Criminal Investigations Training Center** in 2022. In 2023, the **Abu Dhabi Police College** is in process toward achieving IADLEST Law Enforcement Academy Accreditation. In February, IADLEST conducted an on-site inspection of the Police College as part of the accreditation process.
- Dubai Police hosted the **2nd World Police Summit (WPS)** in March 2023. The 2023 WPS drew police professionals from over 112 countries to a robust agenda of conference presentations and events. IADLEST participated in and served on the Board of Trustees of the World Police Summit 2023. In the first week of March 2023, IADLEST Deputy Director Brian Grisham and International Region Representative Joseph Trindal joined over 13,000 attendees for the 2nd Annual WPS. IADLEST Regional Representative Joseph Trindal was among the WPS presenters and a participant in informational roundtable discussions addressing challenges, solutions, and innovation in 21st century police services. During the conference, Dubai Police noted IADLEST Law Enforcement Academy Accreditation of the Criminal Investigations Training Center. Some of the WPS exhibitors displayed the IADLEST National Certification logo, demonstrating the value of achieving IADLEST's high international standards in instructional design and curriculum. Special WPS emphasis was on technological innovation in public safety and global best practices. The WPS included several sessions on global inclusion of women in the police services disciplines. The timing of 2023 WPS coincided with International Women's Day (March 8th) in which the UAE and Dubai Police emphasized the contributions of women leaders in police service in Dubai and worldwide.

Top 2-3 Future Projects or Issues:

Caribbean Region

As part of the U.S. led Regional Caribbean Police Professionalization and Modernization Project, IADLEST is working with the Dominican Republic (DOM) **National Police (NP), Police Education Institute (IPE)**, in pursuit of IADLEST Law Enforcement Academy Accreditation. This initiative is through a technical assistance project award to IADLEST by the Pan American Development Foundation. These initiatives for assisting Caribbean police academies in meeting IADLEST's highest international police training standards may lead to additional international accreditation opportunities in 2023 and beyond.

World Police Summit 2024 (WPS)

IADLEST is serving a 3rd term on the WPS Board of Trustees providing IADLEST member's input to planning for the 2024 World Police Summit scheduled for **May 5 – 7, 2024 at Dubai**. Look for the article highlighting the 2023 WPS in the next issue of the **IADLEST Standards and Training Director Magazine**.

Federal Region

Regional Representative:

Charles “Skeet” Brewer

Georgia

(912) 267-2654

Charles.brewer@fletc.dhs.gov

Federal Region Agencies Reporting in 202:

FLETC



International Association
of Directors of Law Enforcement
Standards and Training

Date: 4/20/2023 MINI REPORT

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

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

Top 2-3 Current Projects or Issues at FLETC:

1. Executive Order 14074; Public Safety/Public Trust, specifically the Law Enforcement Training Subcommittee. Chaired by FLETC Director with current focus on topics such as Use of Force, Implicit Bias, Profiling, Mental Health, Resiliency, and Community Engagement.
2. Continued evaluation/revision of existing Use of Force Instructor Curriculum and development/implementation of a Use if Force “Operator” training program.
3. Continue to provide training opportunities in a geographically proportional manner and increase outreach to Tribal law enforcement.

Top 2-3 Future Projects or Issues at FLETC:

1. Development of a virtual training for state, local and Tribal law enforcement participating in a federal (DHS) task force, in accordance with EO 14074 Section9d. Focus of the training will be implicit bias and profiling.
2. Develop and deploy a “Whole Community” approach to active threat training. This approach would allow training to be coordinated and delivered over an extended period and address preparedness, response, investigation, and recovery through the delivery of multiple programs.
3. Expand outreach and collaboration efforts to ensure currency and relevancy of training programs. Coordinate with federal, state, local and Tribal law enforcement to develop training to close identified gaps in current capacities (e.g., CASPR, Smart Home, etc.).