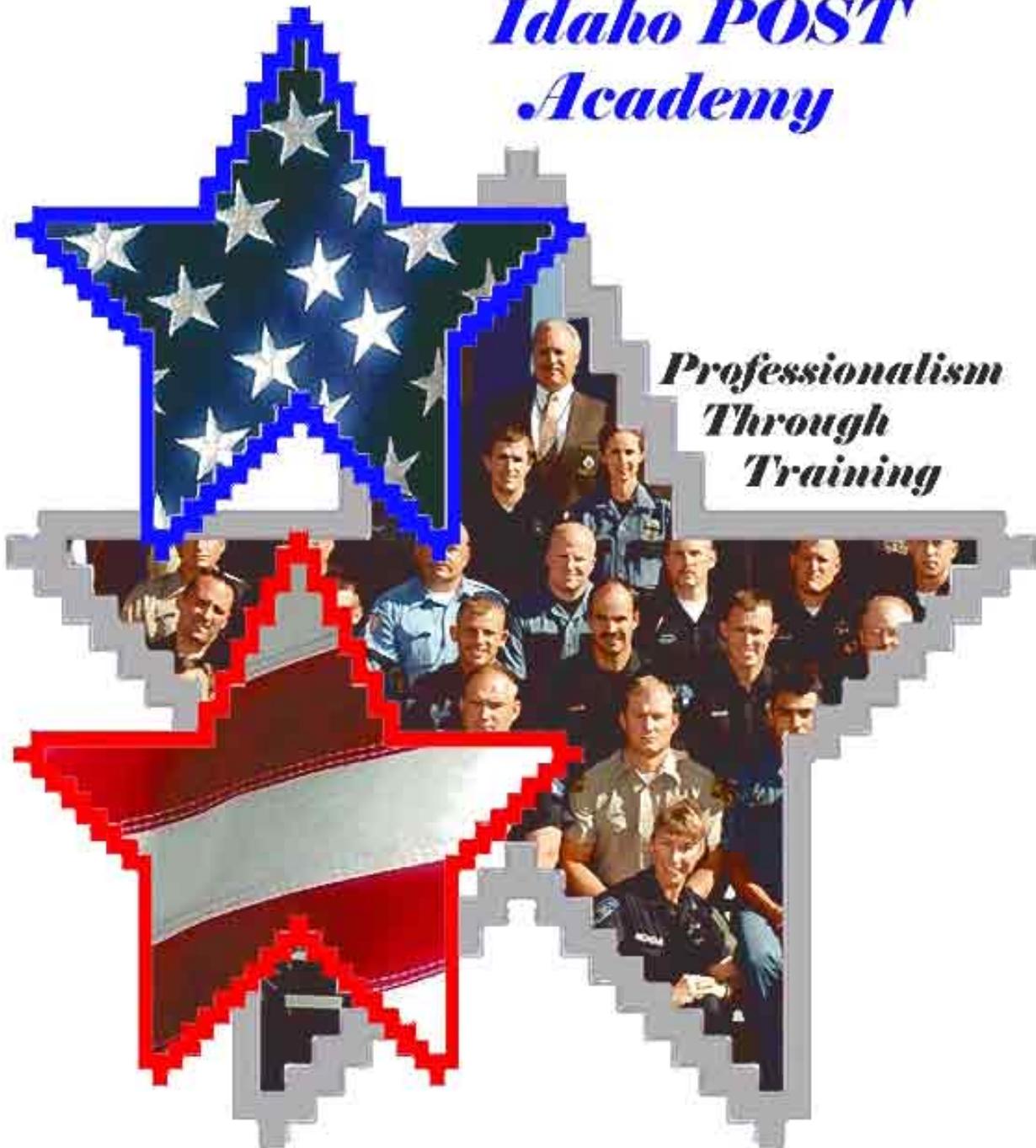


Idaho POST Academy

*Professionalism
Through
Training*



Annual Report 2001



TWIN FALLS POLICE DEPARTMENT

LELAND R. DEVORE *Chief of Police*

August 23, 2001

Governor Dirk Kempthorne
State Capitol Building
Boise, Idaho 83720

Dear Governor Kempthorne:

It is my privilege as Chairman of the Peace Officer Standards and Training Council to forward to you our report for the fiscal year 2001. It has been a busy but fruitful year keeping up with the training needs of all of Idaho's law enforcement officers at the POST Academy and in satellite locations throughout the state.

I have found it to be a real pleasure and rewarding experience to have worked with our POST Director, Mike Becar. I have been very impressed with the professionalism, innovativeness and grasp of the complex issues involved in policing today demonstrated by Director Becar and his staff.

POST is providing some outstanding training for its law enforcement officers. This is primarily through the efforts of the POST staff, as they demonstrate their effectiveness at meeting the very diverse and ever expanding needs across our rapidly growing state. Effective and timely training is the lifeblood of our profession, without which we could not accomplish our mission of providing safe and secure communities.

On behalf of the POST Council and the POST staff, we again wish to thank you for your strong support and dedication to law enforcement in the state of Idaho. We have seen many examples of this during the past year and know that the law enforcement mission is enhanced by your firm support, which we appreciate.

If there is anything we, at POST, can do to assist you or your staff, please do not hesitate to call upon us. We are looking forward to working with you to meet the challenges in the coming year and again, thank you for your continued support of the men and women of Idaho's law enforcement community.

Sincerely,

A handwritten signature in cursive script that reads "Lee Devore".

LELANDR. DEVORE
Chief of Police Chairman,
POST Council

Acknowledgments from our Director

Michael N. Becar



During this past year, Idaho Peace Officer Standards and Training has experienced many changes and challenges for the future. For several years, we have been looking for a way to provide decision-making equipment in the field for officers to train on decisional shooting techniques as well as emergency vehicle operation. Through a block grant from the Bureau of Justice Assistance, we were able to purchase a SkidCar frame and a Range 2000 Shoot, Don't-Shoot firearms simulator for north and southeast Idaho. With a partnership from North Idaho College and Idaho State University, this equipment was placed at their law enforcement facility, to be used by local law enforcement agencies as well as the college for their law enforcement program cadets. POST has trained several instructors to use both the SkidCar and the Range 2000.

Because of the support from local law enforcement agencies and the legislature, POST was successful in obtaining an additional funding source, which will help offset future funding shortfalls in our dedicated funds. Senator Denton Darrington and Representative Celia Gould were instrumental in getting this legislation passed along with the many letters and calls of support that many of you gave us.

POST recently formed a partnership with the Department of Juvenile Corrections and we began training Juvenile Detention and Juvenile Parole and Probation officers. The Department of Juvenile Corrections established a funding source for this training, and all costs are paid by them. This year, legislation was also passed that give the responsibility for training pre-service adult correctional officers at POST. To accomplish this, the legislature and Governor Kempthorne have authorized an additional training building for additional classrooms and mock jail cells for training. We will start construction on this facility sometime this fall.

As I look back at our accomplishments and success, I am truly amazed and feel very fortunate for the dedication and support of a very talented staff working at POST and in the regions. None of this would have been possible without their work and input. We also attribute our success to the many dedicated and professional instructors from your agencies around the state. I would like to thank each and every agency for their continued support and assistance in making these accomplishments possible. We are also grateful to the members of the POST Council, who contribute their time to improve the professionalism and standards for all Idaho peace officers.

As we look to the future, we will continue to serve the law enforcement and corrections community in Idaho, and provide peace officers who are ethical, physically and psychologically competent, well-educated, professionally trained, career-oriented, motivated and sensitive to the needs of the public.



Peace Officer Standards and Training

Organizational Chart

Leland DeVore

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**Juvenile Correction
Advisory Council**

Costs associated with this publication are available from POST in accordance with section 60-202, Idaho Code.

POST Council Members

Peace Officer Standards and Training

The POST Council members represent law enforcement and organizations within the law enforcement community. Its principle purpose is to enforce the training, education and employment standards of peace officers. Members are appointed by the governor and serve for a four-year term. Meetings are conducted four times a year at different locations in the state. Members receive no compensation but are reimbursed for travel and per diem expenses. Appointment to the Council is considered an honor, and the members are very conscientious and work hard for the refinement of law enforcement in the state.



**POST Council
Chairman**
Leland DeVore
*Chief, Twin Falls
Police Department*

Chief DeVore began his career in 1963 as an officer for the Fullerton Police Department in California. He worked as a patrol officer, traffic officer and detective. In 1971 he was promoted to sergeant; in 1977 to lieutenant; and in 1986 to captain. He has supervised and managed all three divisions of the police department. He served as Interim Chief of Police before retiring from the department in December, 1994, then accepted the job of Chief of Police with the City of Twin Falls, Idaho, on August 1, 1995 where he is presently serving. Chief DeVore has a B. A. in Police Administration from Cal State, an M. A. in Management from Redlands University, and graduated from California Command College. His affiliations include the Police Executive Research Forum, the International Association of Chiefs of Police, and the Idaho Chiefs of Police Association, and he is a member of the California Peace Officers Association. Chief DeVore was recently appointed by Governor Kempthorne to the POST Council. He and his wife, Barbara, have three children and five grand children.



**POST Council
Vice Chairman**
Robert C. Barowsky
Payette County Sheriff

Sheriff Barowsky began his law enforcement career in 1971 with the Payette County Sheriff's Department. He then went to the Fruitland Police Department where he served as a patrol officer. He returned to the Payette Sheriff's Office in 1973 and worked his way up. He was elected Sheriff of Payette County in 1980, and has won reelection five times since then. Sheriff Barowsky was appointed to the POST Council on January 1, 1994. He served as Chairman of the Council during 1996.

The POST Mission

Provide Idaho citizens with peace officers who are:

1. Ethical
2. Physically & Psychologically Competent
3. Well-Educated
4. Professionally Trained
5. Career-Oriented
6. Motivated
7. Sensitive to the Needs of the Public

POST Council Members

Peace Officer Standards and Training



David L. Young
Canyon County
Prosecuting Attorney

Mr. Young received his undergraduate degree in Business Administration from Boise State University in 1974. He worked for ten years in real estate before returning to school. He received his Juris Doctorate from the University of Idaho in December, 1986, and was admitted to the Idaho State Bar in 1987. After graduating from the University of Idaho, Mr. Young practiced law in Canyon County for over five years. He was elected Canyon County Prosecuting Attorney in November 1992, and took office in January 1993. Mr. Young was appointed to the POST Council on January 1, 1997 and elected as chairman in 2000. Mr. Young also served as President of the Idaho Prosecuting Attorney's Association in 2001.



Ken Harward
Executive Director
Association of
Idaho Cities

Mr. Harward is currently the Executive Director of the Association of Idaho Cities, a position he has held since January of 1998. Mr. Harward served as the City Administrator and Finance Director for the City of Nampa, from March of 1974 until he took the reins of the Association of Idaho Cities. Mr. Harward has graduate and undergraduate degrees in public administration from the University of Utah. Mr. Harward was appointed to the POST Council on February 19, 1998.



Daniel G. Chadwick
Executive Director
Idaho Association
of Counties

Mr. Chadwick is a member of the State Bar and is licensed to practice law in the State of Idaho. He served as a Deputy in the Idaho Attorney General's Office. He was appointed as the Deputy Prosecuting Attorney for Payette County in 1983 and maintained a private law practice. Mr. Chadwick became the Executive Director of the Idaho Association of Counties in 1990. He serves on the National Council of County Association Executives. He has served on the POST Council since August 8, 1990.



Brent Reinke
Director,
Department of
Juvenile Corrections

Mr. Reinke was made Director of the Idaho Department of Juvenile Corrections by gubernatorial appointment in May 1997. During his tenure, he guided the department in implementing the Juvenile Corrections Act of 1995, developing a 10-year needs assessment and master plan, and providing funding and assistance to counties to establish youth programs. Mr. Reinke oversees the department's current juvenile institutions in St. Anthony, Nampa, and Lewiston, Idaho, and over 30 contract providers, as well as seven district offices and the Boise office. Formerly a Twin Falls county commissioner and Filer city Councilman, Brent Reinke served in local public office for 11 years prior to his state service. Before joining the department, Mr. Reinke was appointed Chairman of the District 5 Juvenile Justice Council that serves the Magic Valley area. He was instrumental in implementing the county block grant and tobacco tax funded programs for District 5 juvenile services. Mr. Reinke maintains his residence in Filer, Idaho. He and his wife Carla have five sons.

POST Council Members

Peace Officer Standards and Training



Michael Henderson
*Office of the
Attorney General*

Mr. Henderson earned an undergraduate degree at S.U.N.Y. at Stony Brook in 1975 with a major in Math. He received his law degree from Brooklyn Law School in 1978. Mr. Henderson became employed by the Twin Falls County Prosecuting Attorney's Office in 1980. He then went to the Blaine and Ada County Prosecuting Attorney's Offices before coming to the Idaho Attorney General's Office in 1985. His areas of special interest in the criminal law field include confessions, jury instructions, juvenile cases, extraditions, and homicide cases. He was appointed to POST Council April 7, 1997.



Dominic Venturi
*SSRA, Federal Bureau
of Investigations*

Mr. Venturi, Jr. was appointed as a Special Agent of the Federal Bureau of Investigation in 1985 and was assigned to the Jackson, Mississippi, field office. In 1989, he was assigned to the Critical Incident Response Group located at the FBI Academy, Quantico, Virginia. After earning his Masters of Business Administration, he was promoted to Supervisor and assigned to FBI Headquarters in 1996 where he served in the Domestic Terrorism Section and the Office of Inspection. In 1999, Mr. Venturi was assigned to Boise, Idaho, to direct FBI investigations throughout its four offices in southern Idaho.



**Colonel
E.D. Strickfaden**
*Director,
Idaho State Police*

Colonel Strickfaden is a 34-year veteran of the Idaho State Police who began his career in 1967 as a Port of Entry officer at the King Hill Port of Entry. During his career, he worked his way up through the ranks, serving in almost every region of the state. In 1980 he was promoted from a patrolman in the Lewiston area to a sergeant in Twin Falls. By 1984 he was district commander in Idaho Falls, moving to the district commander position in Coeur d'Alene the following year. He has served in the headquarters office since 1991, first as a major in charge of field operations, then as Deputy Superintendent of the Idaho State Police. He was appointed ISP Superintendent by Governor Phil Batt and served four years prior to his appointment as the Director of the Idaho State Police by Governor Kempthorne in January 1999. Colonel Strickfaden, is a 1963 graduate of Council High school and served four years in the United States Air Force.



Al Nicholson
*Chief of Enforcement
Department of
Fish and Game*

Mr. Nicholson has been in law enforcement for 27 years. The first 22 years were spent working in Arco, Salmon, and Idaho Falls as a Senior Conservation Officer, District Conservation Officer, and Regional Conservation Officer. Mr. Nicholson and his wife Lynn moved to the Boise area where he took over the position of Chief of Enforcement; they now live in Meridian. He currently oversees an eight million law enforcement program with 112 employees stationed statewide. Mr. Nicholson was appointed to the POST Council in 1998.

POST Council Members

Peace Officer Standards and Training



Dan Weaver
*Chief, Moscow
Police Department*

Chief Weaver is the Chief of Police for the City of Moscow. With 28 years of experience he served in every major division of the Moscow PD before becoming chief in 1995. He earned a B.S. in Criminal Justice from University of Idaho and is currently pursuing a Masters in educational administration. He is a graduate of the FBI National Academy and Delinquency Control Institute, with over 2000 hours of police training. He has the basic, intermediate, advanced, management, and executive certificates through POST. He is a guest instructor at the University of Idaho and adjunct faculty member in Justice Studies at Lewis-Clark State College. He is on the board of directors for Gritman Medical Center and the Moscow Chamber of Commerce, and is Vice President on the board of directors for Opportunities Unlimited. He is an active member of Idaho Chief of Police Association and International Association of Chiefs of Police, serving as a member of the legislative committee for Idaho Association of Cities. He fully supports the ideals of continued training and education and is dedicated to professionalism of law enforcement in Idaho. He is married, has four children, and is a native Idahoan.



Rocky Watson
*Kootenai County
Sheriff*

Sheriff Watson was born in North Idaho and served in the United States Marine Corps in the mid-60s. He spent 15 years in law enforcement, starting his career as a Police Officer with the Spokane PD and ending as Sheriff of Kootenai County in 1981. He served as the Post Falls Assistant Chief of Police from 1970 until 1977, then as elected Sheriff of Kootenai County and served from 1977 until 1981. Sheriff Watson spent the next 20 years in the private security industry managing the Watson Agency, and contracting with a variety of state departments including the Department of Defense, General Services Administration, and Forest Service. He also contracted with numerous state, county, and city governments and the U.S. Consulate in Vancouver, BC, Canada. He was reappointed Sheriff of Kootenai County in June 1999, and is currently in charge of a department with approximately 200 employees and an annual budget of over eight million dollars. Sheriff Watson attended North Idaho College and Lewis-Clark State College, and received Police Officer's Certificates from POST Councils in Idaho and Washington. He has a Police Management Certificate from the State of Idaho and has attended the Idaho Sheriff's Academy, National Sheriff's Institute at the University of California, and the University of Pittsburgh. Sheriff Watson has received the Certified Protection Professional status within the American Society of Industrial Security.



Gerald Hubbs
Chief, American Falls Police Department

Chief Jerry Hubbs has been in law enforcement for 25 years. For the past 23 years, he has lived in American Falls working for the American Falls Police Department. Chief Hubbs worked his way through the ranks and has been Chief of Police for the past 10 years. Chief Hubbs has a Bachelor of Science degree from Brigham Young University where he specialized in Criminal Justice Administration and Law Enforcement. Chief Hubbs is also a certified Emergency Medical Technician (EMT). He is married and has six children, one grandson, and another grandchild on the way.

Welcome to

Peace Officer Standards and Training



POST Management Assistant

Trish Christy joined the POST staff in 1985, as the Secretary/Records Manager. Prior to that she worked for Technical Services with the Boise State University Library and with the Idaho Council on Economic Education. In January 1996, she was promoted to her present position of Management Assistant for the POST Academy. Ms. Christy has contributed to POST's success for 16 years.



Special applications are installed for software training in Crash Investigations, Drug Evaluations, Patrol Reports, Employee Training Records, and other POST-specific software. Online courses are accessible from the POST computer lab or from officers' personal computers in their homes and agencies. Online courses in Computer Investigation are offered now, with remote courses in Domestic Violence and Stalking underway.

First located in Pocatello, the Idaho POST Academy opened in 1970. Ten years later it moved to Boise, our capital city. In 1994, the Idaho Department of Law Enforcement finished their new facility on 43 acres in Meridian. This facility houses many branches of the newly reorganized Idaho State Police, including a fully equipped forensic laboratory and Idaho's criminal records computer systems. Idaho Peace Officer Standards and Training (POST) occupies most of the complex with a training building, emergency driving track, a dormitory, and a cafeteria.

The main training building houses two auditorium-style classrooms seating 50 to 75 students. Each classroom is equipped with audio-visual equipment, computers capable of running presentation programs, and A/V command centers controlled by a touch pad. A document camera displays documents or three dimensional objects. Slide projectors have small video cameras inside to convert slides to video, allowing instructors to zoom in on slides, change colors and intensity. Classrooms receive LETN, Law Enforcement Satellite broadcasts, and several cable television channels. Video cameras allow coordinators to monitor and record classes. Students, too ill to remain in class, can watch lectures from a lounge without infecting others.



Two classrooms are constructed in standard flat configurations for various table arrangements for practical exercises. These rooms also have high quality audio-visual equipment and one has a sink for forensic training. All classrooms have banks of power and computer outlets. The main building houses a F.A.T.S. training room with the F.A.T.S. III, Shoot, Don't-Shoot system and a new Range 2000 firearms system. A complete video studio and editing room are in the training building where specialists produce award-winning traffic safety programs through a federal grant. A state-of-the-art computer lab is located in the main building with Internet access for research and e-mail communication.



Welcome to

Peace Officer Standards and Training



Rae Sebade
Front Office Specialist
Your friend at the front desk!

The Emergency Vehicle Operations Course (EVOC) occupies approximately ten acres of the complex. An excellent fleet of training cars, equipped with roll bars, radios and emergency equipment, is available for use on the mile-long road course. A large asphalt pad on one end of the driving track is used for training in vehicle skills. POST has two SkidCar frames attached to standard patrol vehicles, used to create loss-of-control situations and reduced traction at safe and manageable speeds. A section of track is designed for testing perception/ reaction time with three fully functional traffic lights. Vehicles approaching the traffic lights cross an electric eye beam starting a timer. This gives instructors the ability to automatically activate lights at a reactionary time within one-hundredths of a second.



A two-story dormitory, with 40 rooms, is located onsite. Accommodations are arranged for two students per room, with showers, restrooms, telephones, and desks in each room. A lounge area with pool tables, televisions and VCRs are located on each floor. Also, each dorm floor has a laundry room with washers and dryers for student use. A large cafeteria, located nearby, is staffed by full-time dietary personnel who serve three meals per day during academy training. The cafeteria also has an executive meeting room which can be used as an overflow classroom. The POST Academy conducts Basic Police, Detention, and Dispatch Academies year-round. POST now also conducts Juvenile Detention and Probation and Parole Academies. POST additionally coordinates several thousand hours of in-service training.

Idaho POST places a strong emphasis on physical training. The main building includes a fully-equipped college-sized gymnasium, weight room, indoor training tank, and locker rooms. A mat room with fully padded floors and walls is available for hands-on arrest techniques and defensive tactics instruction. The gym has an electronic curtain to divide it into two rooms for additional training. The facility also has a stage and floor covering which converts it into a theater for graduations and special presentations, complete with a built-in sound system. A specially designed car, located in the training tank area, can be lowered into the ten foot area of the tank allowing officers to train to rescue occupants from submerged vehicles.



This past year, your Idaho POST Academy has undertaken a variety changes and equipment upgrades including the following. POST used a Bureau of Justice Assistance Block Grant to purchase one SkidCar frame and one Range 2000 Shoot, Don't-Shoot firearms simulator for each of the Law Enforcement Community College programs in Idaho. We have had one SkidCar and Shoot, Don't-Shoot firearms simulator that was available for loan, and traveled throughout the state for training, but availability was limited when basic police academies were in session. With the purchase of these extra units, we have placed one each at North Idaho College in Coeur d'Alene, and one at Idaho State University in Pocatello. Both colleges offer a law enforcement program and this equipment is now available for their students, giving them the same opportunity as the students who attend the basic police academy. We also trained instructors from all the neighboring law enforcement agencies, and the equipment is available to them for in-service and continuing education training. There was a 10% match required which college programs absorbed by providing a car for the SkidCar frame, a training room for the firearms simulator, and staff time to schedule and maintain the equipment.



Fantastic Things

Happening at POST



Last year, we added two rear-projection Smartboards in flat classrooms and updated the two theater style classrooms with 42 inch NEC plasma screens with Smartboard Matisse overlays. These allow instructors to control PowerPoint presentations by touching plasma screens, and writing on or highlight items in their presentations. A third and fourth plasma screen were added to entryways as electronic welcome signs and classroom bulletin displays. Special instructional software was installed in the computer lab allowing instructors to control student computers, displaying screens from one computer to another or to the plasma screen, visible to all students.

POST Academy is presently funded by a surcharge on fines and citations, which is currently \$6.00. What started at \$3.00 was increased every five or six years to keep current with growth. This year, our budget exceeded revenue again and we approached the Legislature to increase the fee. We worked with the Chairman of the House Judiciary Rules and Administration committee as well as the Chairman of the Senate Judiciary Rules and Administration committee, and they came up with another source of revenue without having to increase the fine assessment. We were successful in getting this legislation passed which takes 10% of all fine and citation money now going into the general fund, and diverts it to the POST dedicated account. We maintain the current \$6.00 assessment funding with this new funding being in addition to that. This gives us an additional revenue source and the fine money going into the general fund has a larger growth rate than the surcharge on fines and citations we now depend on for revenue. This fiscal year, the Idaho Department of Corrections successfully passed legislation that turns the responsibility for all Department of Corrections pre-service personnel over to the POST Academy. This will be the first time Department of Corrections personnel have standards and certification in place and a structured basic academy. The Idaho Legislature authorized a 2.4 million-dollar training building at POST for this new responsibility. We will be designing a training building to incorporate additional classrooms, mock jail cell area, and mock apartment building for scenario-based training.



Last year, POST partnered with the Department of Juvenile Corrections and we drafted standards and certification for Juvenile Detention Officers. We also held our first Juvenile Detention academies with great success. This year, we are doing a job task analysis (JTA) for Juvenile Parole and Probation officers and developing standards and certification for

them. Once the JTA is completed, we will develop a curriculum for basic training. A separate funding source was established for Juvenile Corrections Training which adds a surcharge of \$10.00 on all juveniles booked into the system.

The Idaho State Police became concerned over liability in using POST's Physical Fitness Test for hiring standards. Our job task analysis and Physical Fitness evaluation report were sent to the Department of Justice (DOJ) for comment. We were informed that if the Idaho State Police (ISP) used POST's single standard physical fitness program to disqualify applicants, ISP would be liable for lawsuits for disparate impact. DOJ advised the Idaho State Police they needed to do their own study, inclusive of the ISP, if they wanted a single standard and suggested going to a gender-based Cooper normed physical fitness test. When this issue was brought before POST council, a subcommittee was developed who looked at all the issues. A two-day conference was held where presentations were made by DOJ, Randy Means, Jerry Hawley (who authored our JTA), Washington POST (who recently went to a single standard similar to Idaho), individuals involved in our original physical fitness study, and an attorney for Idaho Risk Management division of the County Insurance Agency. After this in-depth study, POST council made three recommendations. 1) Keep the current physical standards. Offer an alternative to the vertical jump, such as the leg press test based on data we already have. 2) Send a letter to all the agencies saying POST's physical standards are not hiring standards, the agencies must set their own hiring standards. 3) Do a new study including incumbent testing.



Fantastic Things

Happening at POST

Because of the delay in getting officers before a hearing board when requesting waivers to the minimum standards for employment, POST Council drafted a new set of rules that allow the Executive Director of POST to waive some convictions. Neither the Executive Director or POST Council can waive crimes of deceit, drugs or sex crimes if the offense occurred within the five years preceding application. If over five years, the conviction may be waived by the POST Council. A conviction of DUI within two years cannot be waived, but after two years may be waived by the Executive Director of POST. Other misdemeanor convictions can be waived by the Executive Director of POST if they



occurred over two years. If occurring within the two-year period, they must go before POST Council. The Executive Director can also waive a record of suspension of driving privileges if the suspension occurred over two years ago; if under the two-year period it must go before POST Council. On those charges that may be waived by the Executive Director, a letter from the agency head is required, indicating they are aware of the charges, they have investigated them, and they recommend certification. A report from the applicant as to the circumstances of the arrest along with all arrest reports and court documents are also required. The Executive Director may, at their discretion, defer the matter to POST Council.



Judy Meyer
Scanning Coordinator
She brings you online!

At the request of the Idaho Sheriff's Association, POST recently required mandated fitness standards for all County Detention Officers.

All officers hired after July 1, 2000, are now required to pass POST physical fitness standards tests. They must submit a POST Physical Fitness test along with their application to attend the academy and are required to pass the fitness test before being certified. The Sheriffs felt that all officers who attend the academy must be physically capable of performing all training requirements at the Academy. Required classes include fire evacuation, arrest techniques, firearms, handgun retention, cell extractions, ground grappling and physical fitness training classes. Prior to this decision, physical fitness for Detention Officers was left up to the discretion of the hiring agency, and the injury rate of detention academy students was twice that of basic police academy students, who have mandated physical fitness standards. POST is working on a JTA for Detention which will also involve developing fitness standards inclusive of detention officers.



We recently experienced a problem with our Advanced certification with required college credits. The Advanced certification is the only certification POST issues which requires some college classes. The intent was to encourage officers to take college classes to broaden their knowledge and education. We recently signed an agreement with Rio Salado College to award up to 32 college credits for completion of the basic academy training course. We also had one of our local colleges agree to give 30 college credits toward an Associate of Applied Science Degree. The problem this created is that now

an officer can pickup these credits and apply for Advanced Certification without taking any college classes. A rule revision was passed by the POST Council which states: "Of the required amount of college credits needed for higher levels of certification, no more than half (1/2) shall be from credits awarded or purchased from any college or university for attending basic police training." If the officer follows through with Rio Salada or another college and completes their two year degree, than that degree is considered in full toward their higher level of certification.



Career Camp 2001 was attended by 17 highschool students!

Western Regional Institute for Community Oriented Public Safety



Idaho POST is one of five states participating in a federal grant to fund a Community Policing Institute, the Western Regional Institute for Community Oriented Public Safety.

WRICOPS is a partnership of the:

- Washington State Institute for Community Oriented Policing
- Wyoming Peace Officer Standards and Training
- South Dakota Law Enforcement Standards and Training Commission
- Montana Peace Officer Standards and Training
- Idaho Peace Officer Standards and Training
- Spokane COPS (Community Partner)
- Hughes County, South Dakota (Law Enforcement Partner)
- Crow Creek Tribe, South Dakota (Community Partner)

The mission of WRICOPS is to provide an integrated approach to the adoption of the community oriented policing and problem solving (COPPS) philosophy throughout the five-state region of Idaho, Montana, South Dakota, Washington and Wyoming via three main components: Training, Technical Assistance, Applied Research. Community Oriented Policing is the concept of people from different fields using problem solving exercises and hands-on training to address commonly encountered problems within the community. Open to law enforcement, local government and community members, COPS and its related training courses allow for interaction and discussion among participants to accomplish specified goals. POST sponsored 121 hours of Community Policing courses in FY2001 attended by 206 officers. Students from each type of agency attended, as well as interested community members: City (146), County (26), and 34 non law enforcement students.

WRICOPS LEADERSHIP CADRE - IDAHO

<u>First Name</u>	<u>Last Name</u>	<u>Title</u>	<u>Company</u>
Vernon	Alvarez	Chief	Fort Hall Tribal Police Department
Greg	Anderson	Mayor	City of Pocatello
Pamela	Babbitt	Section Commander	Ada County Sheriff's Office
Dave	Bivens	Representative	State of Idaho
Elaine	Broyles	Director	Latah County Youth Services
Patrick	Calley	Sergeant	Ada County Sheriff's Office
Robert	Corrie	Mayor	City of Meridian
James R.	Dahl	Lieutenant, Retired	Twin Falls Sheriff's Office
Tammy	de Weerd	Councilwoman	Meridian City Council
Daina	Farthing	Mgt. Consultant	Alternatives to Violence of the Palouse
Ronda	Goebel		Moscow Police Department
Dan	Hally		Crime Prevention, Nez Perce Tribal Police
Thomas	Idol	Chief	Nez Perce Tribal Police Department
Nancy	Merrill	Council President	City of Eagle
Michael	O'Neill	Pastor	Mountain Home, Church of the Nazarene
Ed	Parker	Chief	Garden City Police Department
Larry	Plott	Retired Director	(Former Director, Idaho POST Academy)
Kristi	Simmons	Business Owner	Marketing By Design
Terry	Tipton	Chief	Buhl Police Department
Rick	Viola	Sergeant	Mountain Home Police Department
Rocky	Watson	Sheriff	Kootenai County

The individuals listed above are the Idaho contingent of the assessment team. They have each undergone specialized training in conducting community assessments. WRICOPS may use them in any one of the five member states. Community assessments may take up to a week to complete, the leadership team are all volunteers and are not paid for time spent doing assessments or preparing their report to the agency.

Region I

John Parmann



Region I Training Coordinator

John Parmann joined the POST staff in April 1999. He came to POST, retired from the Glendale Police Department in California. His law enforcement assignments included communications, custody, patrol, traffic accident investigator, motor cycle traffic officer, air support observer, pilot, and chief-pilot/training officer. In 1997, 1998, and 1999 he was given the "Higgins & Langley" award for Swift Water Rescue Program Development from the National Association of Search and Rescue. He also holds a California advanced certification and is a Certified Flight Instructor/Commercial Helicopter Pilot with over 8,000 hours of accident-free flight experience.



www.idaho-post.org

It seems that POST is in a perpetual cycle of seeking out, coordinating, and presenting training of every conceivable law enforcement related category focused on keeping our skills at a state-of-the-art level. Although all that is easier said than done, we can be proud of our efforts and all those who assist us because in the end we are working together for a common cause, that of becoming the very best at what we do, and trained to do it safely. In looking back over the past year I felt very good about the quality of training that was delivered and want to thank the presenters and compliment them on a job well done. When you look at who those individuals are, invariably you will find that the vast majority are, or have been, law enforcement professionals who are committed to professionalizing law enforcement and give 110% of their knowledge, time, and experience to see that it is done.

During the past year POST has also made progress adding to and improving the Records Management System which is becoming more reliable and useful in tracking and retrieving individual training records, generating reports, and countless other functions that in the past had been a time consuming tedious task. As a tool, the records management system is fast becoming a resource that has enabled POST to process applications for certification much faster and with more accuracy because it is a paperless system. Records are scanned into the system\ retrieved without having to go to a file room to hand search files.



Many of you have already noticed our webpage, www.idaho-post.org is changing on a weekly basis. Soon it will be capable of not only listing all the classes held in the regions but able to take registrations to attend those classes. Additionally, everyone

has the capability to download the most current revisions of POST rules and forms. As more of us become familiar with the webpage, and its ability to provide everyone with more information and services, it is our hope that it becomes a frequent source of "on-demand customer service" 24 hours a day, seven days a week. Remember, we are all part of POST and it is your webpage so all suggestions for improvements are welcome and always encouraged. Aside from training and certification issues, the past year also had other noteworthy accomplishments. As most of you already know, there are several options available to obtain Basic Certification, i.e., Academy, Self-Sponsor, Vo-Tech, and challenges. Those options are available to provide a variety of ways for someone interested in starting a law enforcement career, or in continuing their career in this state, to choose a course that accommodates their situation and goals.

Agency heads are well aware of the difficulties in attracting, hiring and retaining new employees, and the frustrations that develop when a candidate does not measure up to our high standards. They are also aware that our high standards make the difference in the long-term quality of their personnel. Vocational programs were approved by the POST Council to provide a method of working towards a college degree and Basic



Region I

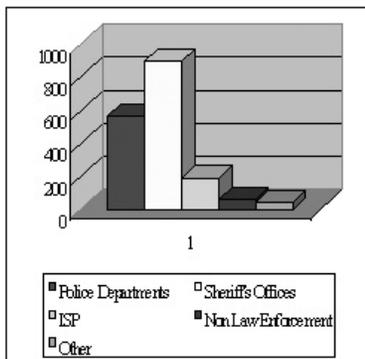
John Parmann



Certification. The benefits are obvious but development of these programs requires considerable commitment on the part of the colleges that sponsor them and their coordinators who manage them. This past year marked the vocational law enforcement program's "first" re-certification evaluation.

I am very pleased to report that each of the three vocational programs met or exceeded all minimum standards established by POST Council. Each of the Vo-Tech program coordinators deserve our congratulations for their personal commitment to manage and present their programs in such a way as to meet our high standards.

Many of you have already heard about the newest certification, namely, "Master Instructor". This certification was necessary and a long time coming. Its primary purpose is to enhance professionalism, establish a legally defensible criteria which ultimately protects instructors, students and POST, and identify personnel with whom we can place trust and confidence in their training of future instructors. Once established, it will provide a number of benefits such as providing a procedure for process consistency, guarantee quality control, insure standards are maintained and establish a process for development and achievement of goals. During our research and development of the certification, we contacted other states to review their certification criteria only to find a limited number of examples. Now that we have completed our criteria, we are receiving requests from other states seeking our certification requirements which tells me that once again Idaho is on the cutting edge of standards development which enhance our professionalism.



This annual report would not be complete without relating some of our statistical accomplishment in the area of training delivery. Our region has participated in 121 classes amounting to 1,742 hours of training producing 1,779 graduates during the past year. We have also certified Reserve Level I Academy graduating students from 17 City, 9 County, and 1 State agencies.

Now that the past is history what can we look forward to in the future? I am confident we will continue to provide the finest basic level training available. But what about advanced level, and specialized areas that are quickly becoming necessities just to complete a task or do a thorough investigation? As always, I am open to your concerns and suggestions. You are the ones who are on the front lines. By communicating our needs and working together, all of us will contribute to maintaining the highest standards for Idaho Law Enforcement.



Classes Fiscal Year 00/01 - 121	
City	- 570
County	- 905
State	- 195
Non-LE	- 60
Other	- 49
Total Grads	- 1779
Total Training Hours	- 1742
Level I Reserve Academy - 1	
Coeur d'Alene	- 27 Graduates
City	- 17
County	- 9
State	- 1
Total Training Hours	- 160
Grand Total Graduates:	1806
Grand Total Training Hours:	1902

Region II

Larry McGhee



Region II Training Coordinator

Larry McGhee has been the Region II Training Specialist since 1990. Before coming to POST he worked for 18 years as a peace officer with the Jerome, Boise and Garden City Police Departments. His background includes patrol, traffic, motorcycle patrol, juvenile detective, school resource officer and crime prevention specialist. Mr. McGhee holds a B.A. in Criminal Justice Administration and a Masters in Instructional and Performance Technology. He also coordinates our Dispatch Academies and Career Camps. This year, he took on coordinating a draft of protocols and certifications based upon remote learning course work.



Great partnerships have been developed and nurtured over the past year. We have partnered with the Idaho Bureau of Disaster Services, the Idaho Army National Guard, the U.S. Attorney's Office, the Idaho Department of Highway Safety, the Idaho Department of Parks and Recreation, and the Federal Bureau of Investigation to provide top-notch training for Idaho officers. We have enjoyed relationships with these and other agencies and look forward to continuing the same for many more years.

Southwest Idaho has had a tremendous year of training new instructors. We have filled Instructor Development classes every month and could have done more except we did not have enough instructors. We did have three people step up and get trained to teach the class and will be using them in 2002. With the able help of Christy and Mindy we caught up on a big backlog of training records and should now be current. If you have questions about classes and training, or some basic certification questions, Mindy has proven very adept at handling those issues.



Echoing other writers, I would recommend any inquiries you have be first taken to our website where most can be answered without even contacting us personally. Most issues from certification/standards requirements, Hearing Board issues, and training information can be found there. We suggest you check there first before trying to reach us. If you cannot find the answer there, then e-mail is probably the next best way to resolve problems. Voice-mail creates a telephone tag game that could go on-and-on especially if yourself or one of us goes on vacation or is out of the office.

We will continue to be a coordinating agency for classes so agencies do not schedule the same classes over each other, which has happened in the past. To avoid this, please download the appropriate forms from the webpage and submit your classes to us immediately. This way we can advise you if someone else is attempting the same training. If you have training needs, we can help with resources. Please do not hesitate to contact us if you are thinking about hosting a class. Also, we will be glad to move classes to your town if you are willing to host them and there is a probability the area can support the class.

You may have noticed the vacuum created by the retirement of many veteran officers during the past year. Wow, what an opportunity for the future of law enforcement in this state! We hope to provide sufficient training opportunities to help striking new managers with the necessary education and experience to fill the shoes of those retiring. This will remain a priority.



Mindy Peper
Region II Assistant!

Region III

Rory Olsen



Region II Training Coordinator

Rory Olsen started his career in Law Enforcement in 1983 with the Los Angeles County Sheriff's Department. There, he spent two and one half years working in detention, then was assigned to a patrol station for two years. In 1987, Mr. Olsen was hired by the Pocatello Police Department and assigned to the patrol division. He worked as Field Training Officer, Multi-Agency Gang Task Force member, and School Resource Officer. He holds his advanced POST certificate and an instructor certificate. He also has a Bachelor of Science in Corporate Training. He is married and has two daughters.



Being short-handed, it was a year to test your patience for Region 3, but due to the understanding and help of so many, we worked together to bring in training and update student training records. With constant communication between agencies, we gave each other needed support to continue. Our year started with courses relating to *Weapons of Mass Destruction, First Responders* and *School Violence Incidents*. These provided officers valuable information in dealing with the stresses of crisis situations wherein the loss of many lives can become a reality in seconds. Officers, first on the scene, focus their training towards initiating life-saving procedures, and redirecting panic and fear into helping hands so vital in crisis situations. We coordinated courses in *First Line Supervision*, emphasizing the importance of having great supervisors in the workplace who are approachable with any problem and known for their fairness. Supervisory pitfalls were highlighted, like avoiding self-importance, and attendants were encouraged to learn communication skills necessary in leading and developing employees. Classes covered beginning to advanced supervisory issues with focus on employee evaluations, handling the same in a mature, non-vindictive manner. It was an excellent, timely class with instant applications.



Although it is tempting to forget it, after handling multiple issues there is always the required report, a task few enjoy doing. To help officers streamline this task we offered a *Report Writing* course. Can writing complete and informative reports be possible? Bill Lynn and Associates thought so and taught an energetic, enjoyable approach to writing professional reports. We received many comments about how interesting and untraditional this was —not your typical, boring report writing class you dread attending. The class left attendants with an eagerness to learn more. Region 3 also offered specific classes for Detention personnel, ranging from *Survival and Safety Techniques, Report Writing for Detention*, and *Riots and Other Detention Emergencies*, to the upcoming *Developing Detention Policy and Procedure*. All are designed around issues faced by Detention facility employees on a daily basis. In the spring of 2001, the SkidCar and the Range 2000 was presented by our Executive Director, Michael Becar, to the Idaho State University Law Enforcement Program. This is a valuable training tool available to all agencies in this region.

Earlier this year, we undertook the process of selecting a new Training Specialist. All applicants were wonderful, making the selection process a tough one. After careful deliberation, we chose a well-rounded candidate, Mr. Rory Olsen. As always, we welcome your calls in Region 3, and are always on the lookout for great classes to bring to you because we believe law enforcement deserves the best training available!



Jackie Mabey
Region III Assistant!

In-Service Training

Fiscal Year 2001

POST's primary responsibility is basic training. We offer basic academies for patrol, detention (adult and juvenile), and dispatch. Our regional training specialists make personal contact with every law enforcement agency in their region, assisting with certification and helping with continuing education. They work with agencies requesting various training courses to make classes available in the region at little or no agency expense. They review and approve training offered by individual agencies or associations for POST training credit. During FY01, POST coordinated and/or approved hundreds of in-service training courses attended by 18,320 officers and other non-law enforcement personnel. Courses totaled 17,265 continuing educational credits for 8,813 city officers, 6,027 county deputies, 1,393 state officers, and 2,087 other enforcement officers such as Fish and Game, and Brand Board Inspectors. Following is a list of in-service courses offered throughout Idaho this past fiscal year.



Hours	Course Titles	City	County	ISP	Othr	Non LE	Totals
110	Aerosol Weapons	52	212	5	12	63	344
254	Alco-Sensor III	87	88	52	0	21	248
40	Armorer (Firearms)	19	23	10	2	2	56
438	Arrest Techniques	91	146	62	2	20	321
80	Arrest Techniques Instructor	2	4	12	0	1	19
28	Arson Investigation	5	1	1	0	0	7
88	Basic Narcotics	13	8	14	0	3	38
24	Bicycle Patrol	6	0	0	0	0	6
15	Boating Safety Instructor	0	7	4	0	3	14
12	Bomb Recognition/Investigation	50	11	8	4	21	94
4	Cell Search	0	10	0	0	0	10
30	Chemical Weapons Instructor	15	20	0	28	28	91
75	Child Abuse/Sexual Abuse	43	41	2	12	5	103
40	Civil Processing/Management	0	39	0	0	50	89
69	Clandestine Lab Process/Invest.	61	20	41	0	14	136
40	Command College	12	8	2	0	0	22
4	Communicable Disease	0	301	0	0	0	301
16	Commun. Emergency Response Trnr	0	1	0	0	0	1
121	Community Policing	146	26	0	1	33	206
32	Computer Crimes Instructor	3	0	0	0	1	4
128	Computer Forensics	45	36	30	12	28	151
21	Computer Training	21	0	0	0	2	23
62	Conference (Generic)	132	161	6	7	12	318
10	Courtroom Testimony	29	0	3	0	0	32
252	CPR/First Aid	111	187	4	1	26	329
8	Crash Investigation (M - 1)	1	1	1	0	0	3
164	Crash Investigation (M - 2 & 3)	15	6	1	0	0	22
160	Crash Investigation (M - 4)	0	0	34	0	0	34
16	Crime Scene Investigation	16	5	1	0	2	24
1	Crimes Against Persons	0	18	0	0	0	18
8	Critical Incident Command	0	1	0	0	0	1
313	Crowd Control/Incident Command	26	25	63	0	14	128
80	D.A.R.E.	10	2	0	6	3	21

In-Service Training

Fiscal Year 2001

Hours	Course Titles	City	County	ISP	Othr	Non LE	Totals
110	Dispatch Academy (Advanced)	32	94	3	1	42	172
176	Dispatch Academy (Basic)	11	38	2	0	0	51
8	Distraction Device Instructor	8	5	0	15	9	37
126	Domestic Violence	216	80	29	27	62	414
24	Domestic Violence Conference	24	7	0	2	0	33
64	Domestic Violence Trainer	24	5	0	4	4	37
16	DRE Conference	7	2	8	0	0	17
68	Drug Enforcement for Street Officer	37	22	10	0	0	69
428	Drug Interdiction	185	154	36	9	16	400
76	Drug/Narcotics Instructor	21	9	0	6	0	36
146	DUI/ SFST	76	56	10	0	16	158
24	DUI / SFST Instructor	13	3	1	0	3	20
193	Emergency Medical Dispatch	10	47	14	13	29	113
9	Ethics	5	0	3	1	0	9
42	Evidence Collection	33	35	27	0	3	98
269	EVOC	138	130	1	0	9	278
118	EVOC Instructor	5	4	2	1	2	14
16	Executive Development	27	8	3	1	2	41
47	FATS	14	7	1	0	1	23
32	FATS Instructor	1	3	0	0	1	5
240	Field Training Officer	76	49	26	6	15	172
4	Fingerprinting Process & Classify	0	7	0	0	0	7
165	Firearms (Advanced)	338	46	37	0	4	425
366	Firearms Instructor	166	51	23	27	9	276
520	Firearms Training (Basic)	362	225	17	5	4	613
33	Fraud	48	13	0	0	1	62
71	Gangs	71	18	11	3	2	105
7	Gender Leadership for Male Sprvsrs	7	2	0	0	1	10
2	Harrasment & Discrimin. for Sprvsrs	1	0	0	0	0	1
86	Hazardous Materials	52	33	0	0	13	98
259	Highway Safety	69	64	16	1	25	175
96	Homicide Investigation	54	48	18	5	3	128
30	Hostage Negotiations	22	11	0	0	0	33
36	Human Relations	17	29	1	0	4	51
201	ILETS Class 1 Cert	87	271	30	39	86	513
242	ILETS Class 2 Cert	56	149	3	4	45	257
221	Impact Weapons	291	301	19	1	21	633
8	Impact Weapons Instructor	7	6	0	13	8	34
27	INOA Conference	78	33	13	2	27	153
36	In-Service (Detention)	27	69	0	0	36	132
16	In-Service (Dispatch)	0	1	0	0	12	13
693	In-Service (Officer)	2187	91	21	4	198	2501
654	Instructor Development	58	31	24	3	18	134
197	Interview/Interrogation	253	59	11	1	9	333
565	Intoxilyzer 5000	472	371	110	2	35	990
270	Investigations	143	99	11	27	49	329
1480	ISP Advanced Training	0	0	210	0	0	210

Hours	Course Titles	City	County	ISP	Othr	Non LE	Totals
4	Jail Management	0	39	0	0	1	40
16	Juvenile Workers Conference	1	1	0	0	0	2
997	K-9 Training	7	13	0	0	0	20
28	Landlord Tenant Training	2	1	0	0	4	7
231	Law Week	32	8	1	2	8	51
40	Law Week Detention	0	5	0	0	0	5
104	Leadership	84	19	16	0	3	122
120	Legal Update	176	299	61	0	10	546
6	Less Lethal Instructor	5	7	0	10	2	24
848	Level I Reserve Academy	30	14	0	0	0	44
40	Marine Deputy Advanced	1	10	0	0	0	11
83	Marine Deputy Basic	1	28	0	0	1	30
36	MDT Training	158	97	0	0	2	257
16	Media Relations	30	5	0	0	1	36
20	Mental Health/Illness	137	22	0	2	11	172
112	Motorcycle Training	20	9	0	0	0	29
32	Mounted Patrol (Equestrian)	16	58	0	0	0	74
7	Officer Involved Shootings	8	0	0	0	0	8
604	Officer Survival	154	169	19	78	31	451
72	Officer Survival Instructor	15	16	1	0	2	34
36	Patrol Management	0	6	0	0	0	6
29	Patrol Procedures	210	84	1	0	49	344
64	Police Photography	16	4	6	0	21	47
16	Pre-employment Interviewing	5	3	1	0	2	11
35	Professional Development	9	102	11	0	0	122
16	Property Room Management	0	0	0	0	13	13
58	Report Writing	38	54	0	3	16	111
16	Risk Management	77	42	1	0	14	134
80	School Resource Officer	15	8	0	0	0	23
20	Search and Rescue	0	2	0	0	1	3
6	Sexual Harassment	12	34	0	1	5	52
35	Sheriff's School	0	37	0	0	0	37
98	Sniper School	5	10	0	2	0	17
306	Speed (Radar/Stop Watch/Laser)	97	83	37	0	34	251
92	Street Survival Spanish	83	24	1	0	8	116
18	Stress Management	20	20	1	0	10	51
11	Suicide Management	0	52	0	0	0	52
716	Supervision (First Line)	142	159	68	2	82	453
598	Tactical Team Operations	197	119	31	14	16	377
50	Tactical Team Operations (Mgt)	3	0	0	0	0	3
3	Teleconference	1	0	0	0	36	37
60	Terrorism	47	69	18	3	26	163
3	Training Needs Assessment	5	7	0	0	0	12
42	UCR/NIBRS	14	12	2	0	56	84
12	Use Of Force For Detion Officers	6	3	0	0	0	9
20	Victimology	13	4	3	1	2	23
5	Video Conference	4	3	0	0	1	8
84	Weapon Retention	68	61	0	0	4	133
24	Weapon Retention Instructor	5	11	5	0	1	22
36	White Collar Crime	4	0	2	6	4	16
Hours		City	County	ISP	Othr	Non LE	Totals
17265		8813	6027	1393	434	1653	18320

Basic Academy Training

John Turnbull and Tom Tracy



Basic Academy and Firearms Training Program Coordinator

John Turnbull joined the POST Academy staff as an Academy Coordinator after serving with the Idaho State Police for 15 years. John had been assigned to ISP Districts in Couer d'Alene, Lewiston, and Idaho Falls. He has been a member of the STEP Team, a MCSAP Officer, a District Public Relations Officer, and a Safety Education Officer. John has a B.S. in Education and served the State of Missouri as Chief of Training for the Bureau of Emergency Medical Services prior to joining the Idaho State Police. John is responsible for the POST Firearms Training Program as well as Basic Academy Coordination.

September 11, 2001. We will all remember where we were on that morning. As the events of that day unfolded, 41 Officers attending POST Basic Academy 131 were formed up in front of the flag while it was lowered to half-mast. Black bands were issued in respect of the many officers who lost their lives that day and POST Officers have now begun to recite the Pledge of Allegiance during their morning "Colors" formation. The events of that day and the days following have tested the resolve of all Americans and have focused us as a nation on the sacrifices that Police Officers, Firefighters and other emergency personnel may be called upon to make in the performance of their chosen profession. Here at POST, in response to the real and immediate threat of terrorists activity, we have added an emphasis on those things that should alert an officer to "look a little deeper". Patrol Procedures and Hazardous Materials classes in particular will spend time on the threat of Terrorism. As new material and information is developed it will be incorporated into the Basic Academy curriculum.

We are continuing to enhance our facilitated learning approach and add "practical scenarios" wherever possible. Search and Seizure is no longer just "three days of lecture". Practical exercises have been added such as conducting actual vehicle searches to emphasize what can be searched and when it can be searched. Unknown Risk traffic stops is another area where additional time is being spent conducting traffic stops in actual field situations.



Crash Investigation class has been given a more practical emphasis to more realistically prepare new officers for what to expect when they return to their departments. This comes after visiting with department field training officers and recent graduates of POST. More time is being spent in field exercises involving a two vehicle crash. Officers are taking accurate measurements that a reconstructionist could utilize later if necessary and thoroughly and accurately recording

the information necessary to complete the ITD "Impact" report form. Investigating a car v/s train accident has been added with practical time spent on placement of cones at the scene. Directing traffic to minimize hazards is also being covered in field exercises. The firearms program has been enhanced with the addition of a "Beam Hit" system. This system utilizes the officers own weapon with a laser inserted into the barrel. The system is designed to help the officer practice the basic firearms skills of sight alignment and trigger control as well as drawing and holstering drills. The system keeps score and identifies the shooter's weaknesses. Utilizing the "Beam Hit" system prior to going to the range will allow the firearms instructors to spend more time on "live fire" exercises to better utilize the time spent at the range. The POST Basic Patrol Academy is still filling up quickly each session. Many departments are experiencing a shortage of officers due to retirements and some officers leaving for military duty. This trend will continue in the coming months and years. Applications for all Academies need to be in as soon as possible and need to be thoroughly and accurately completed. Incomplete applications are now being returned which can delay an officer's acceptance or even postpone their acceptance until the next academy. Due to the high demand for the available spots, the Academy can only accept applications on a first come first served basis. An application that is returned as incomplete will go to the bottom of the pile when it is resubmitted .

Basic Academy Training

John Turnbull and Tom Tracy



Basic Academy /Physical Fitness Coordinator

June 10, POST welcomed **Tom Tracy** to the staff. Mr. Tracy moved from the Idaho State Police Training Section, where he was the training manager, to take on the duties of Basic Patrol Academy Coordinator. He has been with the state police since 1988, serving 12 years as the health and fitness training coordinator and a year as training manager. He holds a Master of Science degree in exercise physiology from the University of Wisconsin–Madison and previously directed corporate and hospital-based health promotion programs and fitness facilities. He retired in 1999 as a commander in the U.S. Coast Guard Reserve, where he served for 25 years. He served as the training officer at two units, executive officer at two units, commanding officer and deputy group commander. He assisted in development of the Coast Guard’s servicewide wellness and physical fitness programs. Mr. Tracy has served as adjunct faculty in both the criminal justice and physical education departments at Boise State University. He is also adjunct faculty with the Cooper Institute of Dallas, a world renowned physical fitness organization, and serves on the national faculty of FitForce, a national peace officer’s fitness program. He has authored articles for *Law and Order*, *Police Magazine* and other publications. His primary duty will be to coordinate the Basic Patrol Academy, along with John Turnbull. He will also coordinate the health and fitness and arrest techniques programs, and serve as an instructor. Over the next year, he will be heavily involved in coordinating an updated Idaho peace officer job task analysis study and a reevaluation of minimal physical fitness requirements.

Basic Academy Arrest Techniques and Physical Training



This year, we have updated our arrest techniques (AT) curriculum. Instead of providing all training in a one-week block, we are providing a combination of block training with academy-long review and practice sessions to aid in mastery and retention of critical skills. We have also added eight hours of ground fighting or

grappling training. What used to be called physical training (PT) has evolved into a Health/Fitness curriculum designed to give students the information and skills necessary to keep themselves physically duty-ready and healthy their entire careers and lives. A total of 43 hours includes 17 hours of lecture in such topics as cardiovascular health, nutrition, weight management, physical fitness and stress management. The remaining time is spent in PT, which is group-oriented and structured the first half of the session, moving to individualized and self-directed the second half. By the end of the 10 weeks, students have designed their own workout programs and have experience in carrying them out. These curriculum changes have, we believe, resulted in better concept retention and ability to apply what they learn “on the street.”

	#127	#128	#129	#130
Male	29	36	33	35
Female	2	2	8	7
Total	31	38	41	42
Dismissals	2	1	1	6
Fitness				1
Academic		1	1	2
Discipline	1			
Other	1			3
Average Final Scores	91.86	89.09	88.75	92.48
Average Fitness Scores	88.13	87.68	82.88	85.9

Basic Academy

Attendance By County



Doris Hayward
Academy Assistant:
Basic, Detention,
Self-Sponsored Students

County		City	
Ada	5	Boise Airport	1
Bannock	3	Boise	11
Benewah	3	Caldwell	5
Blaine	1	Cascade	1
Boise	1	Coeur d'Alene	1
Bonner	1	Chubbuck	1
Bonneville	1	Cottonwood	1
Boundary	1	Emmett	1
Canyon	2	Garden City	2
Cassia	1	Grangeville	1
Clearwater	3	Idaho Falls	2
Gem	2	Jerome	1
Gooding	2	Kamiah	2
Jerome	1	Kellogg	1
Kootenai	5	Meridian	4
Latah	2	Moscow	3
Lincoln	1	Mtn Home	3
Madison	3	Nampa	10
Nez Perce	1	Parma	1
Oneida	1	Payette	1
Owyhee	2	Post Falls	1
Payette	1	Rathdrum	2
Shoshone	3	Rexburg	1
Teton	3	Rupert	1
Twin Falls	1	Sandpoint	3
Valley	3	Smelterville	1
		St. Maries	1
Idaho Fish & Game	6	Sun Valley	1
Idaho State Police	13	Weiser	1
State Brands	1	Wilder	2

Total	
City	67
County	53
State	20
Self Sponsored	11
Total	151

E.V.O.C. 2001

Deborah Kindelberger

Emergency Vehicle Operations Course

Idaho Peace Officer Standards and Training is sporting a new look. Our new logo can also be found on our redesigned training vehicles.



The white training cars are used to train all POST cadets who train at our facility. The Emergency Vehicle Operation Course (EVOC) is taught at the POST academy.

The instructors are working officers and supervisors from across the state of Idaho. They come to POST to train new cadets and share their training experience.



Self-Sponsored Students Program

Deborah Kindelberger



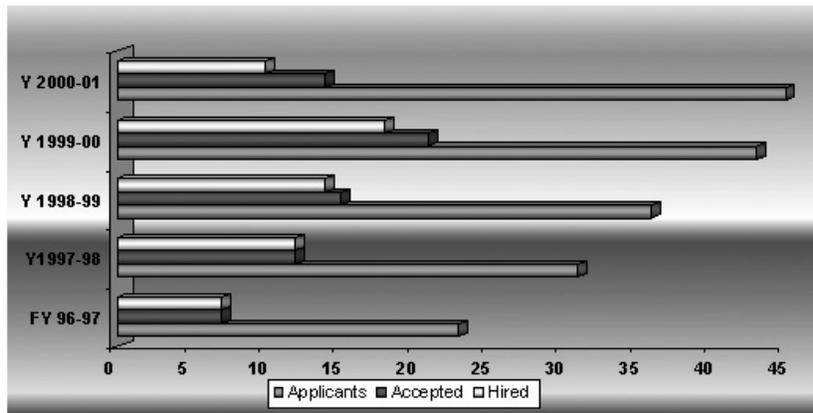
Detention Academy Coordinator, Self-Sponsored Student Coordinator, Emergency Vehicle Coordinator
Deborah Kindelberger has been with POST since August of 1994. She came to POST as an employee of the Idaho Sheriff's Association to help start the Detention Academy. She worked part-time as a deputy with Boise County, as a K-9 handler working drugs and body recovery for three years. Her current duties include instructing in jail pro-cedures, basic emergency vehicle operations (EVOC), and basic and detention firearms classes. She also coordinates the detention academies and manages the Self-Sponsored Student Program. This year, Ms. Kindelberger show-cased her artistic talents by redesigning our POST logo!



Self-Sponsored Program

178 total Applications have been processed for the program.
 Accepted (69) Not Accepted (102) Hired (61)

The Self-Sponsored program has completed its five-year history in Idaho. Only 42% of all those who applied were allowed into the program. Most applicants were unable to pass the background investigation. Current use of drugs and failure to disclose information on the application were the reasons most applicants were denied. We completed 45 background investigations and admitted 19 applicants to the Academy. Of the 19 cadets, 14 are working full time in local agencies. Three are considering job opportunities within the state that may require a move, and one cadet is currently enrolled. Agencies are hiring self-sponsored cadets 0-60 days after graduation (91%). The percentage rate increases to 98.5% within two years following graduation from POST Academy. Departments who are looking to fill available positions are welcome to meet the cadets at the beginning of the academy session. This allows an opportunity to follow the cadet's progress through the academy.



Basic Detention FY 00-01 Student Attendance by County Agency					
Ada	11	Custer	0	Madison	3
Adams	3	Elmore	0	MCCJC	6
Bannock	6	Freemont	1	Nez Perce	1
Benewah	0	Gem	2	Owyhee	2
Bingham	2	Gooding	2 (1)	Payette	3
Blaine	2	Idaho	1	Power	1
Boise	0	Jefferson	1	Shoshone	0
Bonner	3	Jerome	1	Teton	0
Bonneville	4	Kootenai	7	Twin Falls	4
Boundary	2	Latah	2	Valley	1
Canyon	42	Lemhi	0	Washington	2
Clearwater	0	Lewis	2		
Total	115				

Detention Academy

Deborah Kindelberger



Idaho POST Academy has completed another successful year for the Detention Academy. We completed training for 114 new officers for Idaho's county agencies. The officers in the academy spent more time training in student-involved practicals. This included their incorporating their agency policies and procedures when completing projects and report writing assignments. These assignments included additional research using the new POST computer lab. This approach was two-fold, making students responsible for finding new resources for class assignments and learning these resources are also available at their own agency computers through the use of the Internet. During 2000-2001, the Detention Academy was extended to five weeks. To prepare officers for their newly appointed authority for "limited powers of arrest," POST Detention Academy provided training in Search and Seizure, Laws of Arrest, and Firearms training. This year we also included an 8-hour class in ground grappling. This training will enable officers to use holds and controls in a confined environment. A fully-trained, professional officer is better prepared for all situations.

Detention Academy 2000 - 2001

	Entered	Graduated	Dismissed
#19	23	23	0
#20	26	26	0
#21	31	31	0
#22	30	29	1



Photo by Debbie Kindelberger. Detention: Fire Training.

Juvenile Detention /Probation and Parole Academies

Roch Clapp



Juvenile Academies Coordinator

Roch Clapp was hired last year as the Training Coordinator / Compliance Monitor for the Idaho Department of Juvenile Corrections. His many responsibilities include monitoring the 11 Juvenile Detention Centers in Idaho for compliance with federal and state requirements. He also coordinates the Basic Training for Juvenile Detention and Probation and Parole Academies. He has worked as an Adult and Juvenile Probation Officer in Nez Perce and Boise counties, and as a Court Bailiff and Jury Commissioner since graduating with a degree in Political Science from the University of Idaho.

JUVENILE DETENTION ACADEMY JUVENILE PROBATION AND PAROLE ACADEMY

It is hard to believe, but we just recently completed our fourth Juvenile Detention Academy. That means approximately eighty Juvenile Detention officers have become certified through POST. Our third academy was conducted onsite at the new Lewiston Juvenile Correction facility last June and approximately thirty state correctional staff graduated from the training.



We are now in the process of preparing for our first Probation and Parole Academy to be held in October of 2001. A job task analysis was completed in which a group of probation officers identified the essential skills of their profession. The job task analysis provided a basis for developing a curriculum approved later by the Juvenile Training Council as a result of work completed by a probation curriculum committee. In addition, instructors have been identified and trained from all areas of the state to help start the academy. Anyone who is interested in becoming an instructor for the Probation and Parole Academy is encouraged to contact Roch Clapp at POST.



E-mail: roch.clapp@post.state.id.us

Mail: Mr. Roch Clapp
c/o Idaho POST Academy
P.O. Box 700
Meridian, ID 83642
Phone: 208-884-7323

It has been a year of first for us and we are continuing to learn and build upon our successes.



Comprehensive Grant Training Program

Doug Graves



Our new Deputy Director for POST, Doug Graves, has been in law enforcement for nearly twenty-two years. Mr. Graves has worked with the Clearwater Sheriff's Office, Orofino Police Department, the Attorney General's Office, and the Department of Health and Welfare. He has worked for POST for the past seven years and is currently responsible for all grant operations as well as for his new responsibilities as Deputy Director.



Multi-Disciplinary Team Grants Awarded

The following teams were awarded grants in FY 2001 for equipment and training to assist in investigating child abuse cases. This money went to purchase everything from digital cameras to plane tickets for members to child advocacy conferences.

Blaine County Child Abuse Resource Team (CART)	\$ 2608.00
Minidoka Child Abuse Team	\$ 955.50
Mini-Cassia Child Protection	\$ 2636.92
Bannock County Interagency Child Abuse Task Force	\$ 4904.70
Bonner County Protocol Team	\$ 2561.00
Boundary County MDT	\$ 1595.00
Bonneville County MDT	\$ 3185.00
Payette County MDT	\$ 852.97
	<u>\$19,299.09</u>



STOP Violence Against Women Grant

Domestic Violence training continues to be an important endeavor for POST. This past year we continued to offer the Domestic Violence Practical Problems training. This hands-on approach has been very well received across the state and will continue to be offered during the next fiscal year. In order to reach as many line level officers as possible, we are developing Computer Based

Training (CBT) which will be available via the Internet to any officer wishing to take a class. Shortly after the first of the year, Stalking, Sexual Assault and Domestic Violence CBT will be available via the web. A survey conducted by POST revealed that 90% of Idaho Law Enforcement agencies have Internet connection and the necessary hardware to participate in CBT. Stalking Diaries were again made available to any agency requesting them. This fiscal year over 900 diaries have been provided to law enforcement, prosecutors and advocacy programs across the state. POST is seeking additional funding to continue to provide this valuable tool to agencies needing them. There are still a limited supply of diaries available, at no charge, available by contacting POST at 208-884-7257.

Technology Training

During FY 2001, POST continued to provide specialized training to enhance officer's knowledge of technology and how it affects them. *Using the Internet as an Investigative Research Tool* was an online class offered six times during the past year with 61 officers participating. *Officer's Guide to Internet Relay Chat* was facilitated twice online and over 10 officers were trained. Both online classes were funded through the BYRNE grant. POST also hosted three levels of *Investigative & Surveillance Technology Training* funded by the United States Department of Justice and put on by the Institute of Investigative Technology. Over 100 officers attended this training. Additional computer-related courses included 163 hours of training for three courses: *Computer Crimes Instructor*, *Computer Forensics*, and *Computer Training*, attended by 178 students.

Comprehensive Grant Training Program

Doug Graves



Lisa Kindelberger
Your Grants Assistant!

D.A.R.E. Idaho

One hundred fifty-seven schools in Idaho currently have active D.A.R.E. programs. These programs are instructed by 56 officers statewide. Forty-five percent of these officers report spending over 50 percent of their time providing drug resistance training in Idaho schools. Alongside dedicated D.A.R.E. officers, there is a growing number of committed D.A.R.E. parents. Four hundred fifty parents participated in the D.A.R.E. parent program during FY 2001. Because of the D.A.R.E. program, over 40,000 Idaho students have learned different ways to say “NO!” to drugs.

Teleconferences

POST facilitated several diverse teleconferences during the year. These training opportunities lasted two to three hours each and were held in the POST computer lab. The U.S. Department of Justice hosted these teleconferences:

- § *Correctional Strategies in Gang Management*
- § *Combating Underage Drinking*
- § *Child-Delinquency: Early Intervention and Prevention*



Drug Recognition Evaluation (DRE)

There are currently 92 DRE certified officers in Idaho. For those officers, a POST publication, *The Gem State Evaluator*, was distributed in March, 2001. The *Gem State Evaluator* included articles on popular drugs and their effects, training opportunities for officers, and information on trouble-shooting DRE data collection software. A special DRE webpage was updated, too. Drug evaluation software CDs and reference guides were distributed statewide to officers for use on their agency or home computers. As the chart below details, several drug-related courses were offered and attended by peace officers from all types of agencies.

Additional Drug-Related Training

Hours	Course Titles	City	County	ISP	Non-LE	Totals
16	DRE Conference	7	2	8	0	17
68	Drug Enforcement for Street Officer	37	22	10	0	69
428	Drug Interdiction	185	154	36	25	400
76	Drug/Narcotics Instructor	21	9	0	6	36
146	DUI/ SFST	76	56	10	16	158
24	DUI / SFST Instructor	13	3	1	3	20
565	Intoxilyzer 5000	472	371	110	37	990

Idaho DRE Officers by Agency

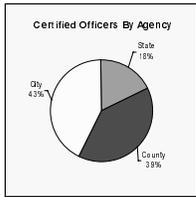
Ada CSO	4	Canyon CSO	4	Idaho Falls PD	2	Nampa PD	3
Bannock CSO	1	Chubbuck PD	1	Idaho State Police	29	Oneida CSO	1
Bellevue Marshall	1	Coeur d'Alene PD	1	Kootenai CSO	1	Pocatello PD	5
Bingham CSO	2	Emmett PD	2	Lewis CSO	1	Power CSO	1
Blackfoot PD	1	Fremont CSO	1	Lewiston PD	3	Rexburg PD	1
Boise PD	13	Garden City PD	2	McCall PD	2	Shelley PD	1
Caldwell PD	2	Heyburn PD	1	Meridian PD	1	Twin Falls PD	5

Certifications

Laura Johansen -- Fiscal Year 2001



Laura Johansen
Your Certifications
Specialist!



During FY01, 680 of the state's law enforcement officers were granted certification. Certifications issued included: 63 Reserve Certifications, 2 Marine Reserve Certifications, 195 Basic Certificates, 179 Intermediate Certificates, 129 Advanced Certificates, 28 Supervisor Certificates, 14 Management Certificates, 1 Executive Certificate, 20 K-9 Controlled Substance Certificates, 12 K-9 Patrol Certificates, 5 K-9 Tracking and 5 K-9 Evidence Search Certificates. The following table includes this information by the type of agency in which the certified officers were employed.

Officers Certified July 1, 2000 Through June 30, 2001

Certificate	City	County	State	Totals
Reserve _____	29	34	0	63
Marine Reserve _____	0	2	0	2
Part-time Basic _____	0	0	0	0
Basic _____	99	81	15	195
Intermediate _____	68	70	41	179
Advanced _____	49	33	47	129
Master _____	6	7	14	27
Supervisor _____	13	8	7	28
Management _____	8	6	0	14
Executive _____	1	0	0	1
K-9 Controlled Substance _____	9	11	0	20
K-9 Patrol _____	4	8	0	12
K-9 Tracking _____	1	4	0	5
K-9 Evidence Search _____	2	3	0	5
Totals	289	267	124	680

Certified Officers by Agency

Of the number of officers certified during this fiscal year, 43% were employed by police departments. A total of 267, or 39% were from county sheriff's offices. Officers employed by the State of Idaho were issued 18% of the certificates.



September 9, 1986, the POST Council approved the concept of a Detention Officer Certification. This table includes this information by level of classification.

Certifications Issued July 1, 2000 Through June 30, 2001

Level I _____	136
Level II _____	25
Level III _____	16
Supervisor _____	0
Management _____	0
Total Certifications Issued:	177

The Juvenile Detention Academy, in its first year of operation, has issued 13 Basic Certificates.

Certifications

Laura Johansen -- Fiscal Year 2001

Certified Instructors

In order to receive certification as a POST Instructor, the applicant must meet the following requirements:

- Have at least three years of law enforcement experience
- Submit evidence of adequate experience and training in the area of instruction
- Submit three letters from department heads recommending him/her for instructor status
- Submit a lesson plan and course outline to POST for approval
- Attend at least 24 hours of Instructor Development
- Have a class monitored by a POST Training Specialist

Sixty-three new instructors were certified by the POST Council in fiscal year 2001. The breakdown for the different regions is as follows: Region I (21), Region II (25), Region III (17).

Communication Specialist

During the fiscal year, 2001, forty-nine of the state's Communications Specialists were granted classification. The following table includes this information by the type of agency in which the Communication Specialists were employed. Of the number of Communication Specialists classified during this fiscal year, 51% were employed by police departments. A total of 23, or 47% of those classified were from county sheriff's offices. Communication Specialists employed by the State of Idaho were issued 2% of the total certificates.

Certifications Issued July 1, 2000 Through June 30, 2001

Level	City	County	State	Totals
I	7	10	0	17
II	10	10	1	21
III	6	2	0	8
Adv.	2	1	0	3
Total	25	23	1	49



Panoramic photo by Rick Ohnsman

Dorm Use

Fiscal Year 2001



Tamara Kelly
Your Dorm Manager!

Savings to State

Dorms vs. Motel
\$510,096.13

State Contract \$17.00 vs.
State Allowance \$20.00

\$40,023.00

Grand Total Savings
\$ 550,119.13

427 officers attending in-service schools stayed in the dorm for an accumulated

total of 2,028 nights. If these officers would have stayed in a motel at an average of \$45.00 per night, the cost would have been \$91,260.00. Our budgeted expenses to operate the dorm were approximately \$48,098.87 for a total savings of \$43,161.31.

153 officers attending the Basic Academy utilized the dorm for an accumulated total of 10,404 nights. Using the above figure of \$45.00 per night, it would have cost \$468,180.00 to house these officers in a motel. Our costs for the dorm were approximately \$10.00 per night or \$104,040.00 for a total savings of \$364,140.00.

89 officers attending the Detention Academy utilized the dorm for an accumulated total of 2,937 nights. Again, using the above figure of \$45.00 per night, it would have cost \$132,165.00 to house these officers in a motel. Dorm costs were \$10.00 per night or \$29,370.00 for a total savings of \$102,795.00.



Total savings to the State of Idaho by utilizing the dorm is approximately \$510,096.13 per year. By utilizing the State contract for meals, there was an additional savings of \$60,056.75 from the \$30.00 per day State meal allowance.

POST

Expenditure Reports

FY01 Expenditure Report For Dedicated Fund

SPENDING AUTHORITY \$1,842,400

EXPENDITURES:

Personnel & Benefits	\$633,700
Operating Expenditures	\$944,800
Capital Outlay	\$120,100
Idaho Prosecuting Attorneys Association	\$88,300

TOTAL EXPENDITURES \$1,786,900

FY01 Expenditure Report For Federal Grant Fund

EXPENDITURES:

Personnel & Benefits	\$57,200
Operating Expenditures	\$113,900
Capital Outlay	\$401,500
Trustee and Benefits	\$20,800

TOTAL EXPENDITURES \$593,900



Joni Waybright ~ Technical Writer/Web Designer

Because this publication was compiled after September 11, 2001, we wanted to include a few special words of encouragement for law enforcement officers and their families. Following are excerpts from a recent Basic Academy graduation speech, written and delivered by their class president, Officer Daniel Hally of the Nez Perce Tribal Police Department.

As you are all well aware, many people have been making tremendous sacrifices during the past weeks in support of rescue efforts. These people are dedicated to helping people, dedicated to giving of themselves. I would like to thank two other groups who have also made sacrifices during the past 10 weeks.

The first group is the families who sacrificed so that we could be here. The wives, husbands, boyfriends, girlfriends and children who went without the presence of loved ones so that we could become officers. Thank you so much for your love and support.

The second is the instructors and staff of the academy who helped in our training. ... Their dedication and commitment will stay with us throughout our careers. Their words “Never give up”, will stay with us and save lives; their efforts will keep names off the memorial wall. ...

Our future and that of this country changed on September 11th. The terrorists who attacked this nation underestimated the resolve of the American people.

We will not hide in our homes or live in fear. The message I want to send to the cowards who carried out these acts is in the words of the Great Nez Perce Chief, Chief Joseph. “You might as well expect the rivers to run backward as that any man who is born free should be contented when penned up and denied liberty to go where he pleases.”

We were born free and as strong Americans, as Police Officers and as families, we will remain free, we will travel, we will do business, we will live our lives and prosper without fear. As we do this, we need to remember that courage is not the absence of fear, but acting in its presence. We must stand together as one nation, return to our communities and go on with our lives; show our children that we are strong people and that we will prevail.

In closing, I would ask that we all live our lives and perform our duties in a way so that when your children think of Honesty, Integrity, Kindness and Love, they will think of you.

Thank you and God Bless you all and God Bless America.

Officer Daniel Hally
Nez Perce Tribal Police Department

Idaho Peace Officer Memorial

May 11, 2001

