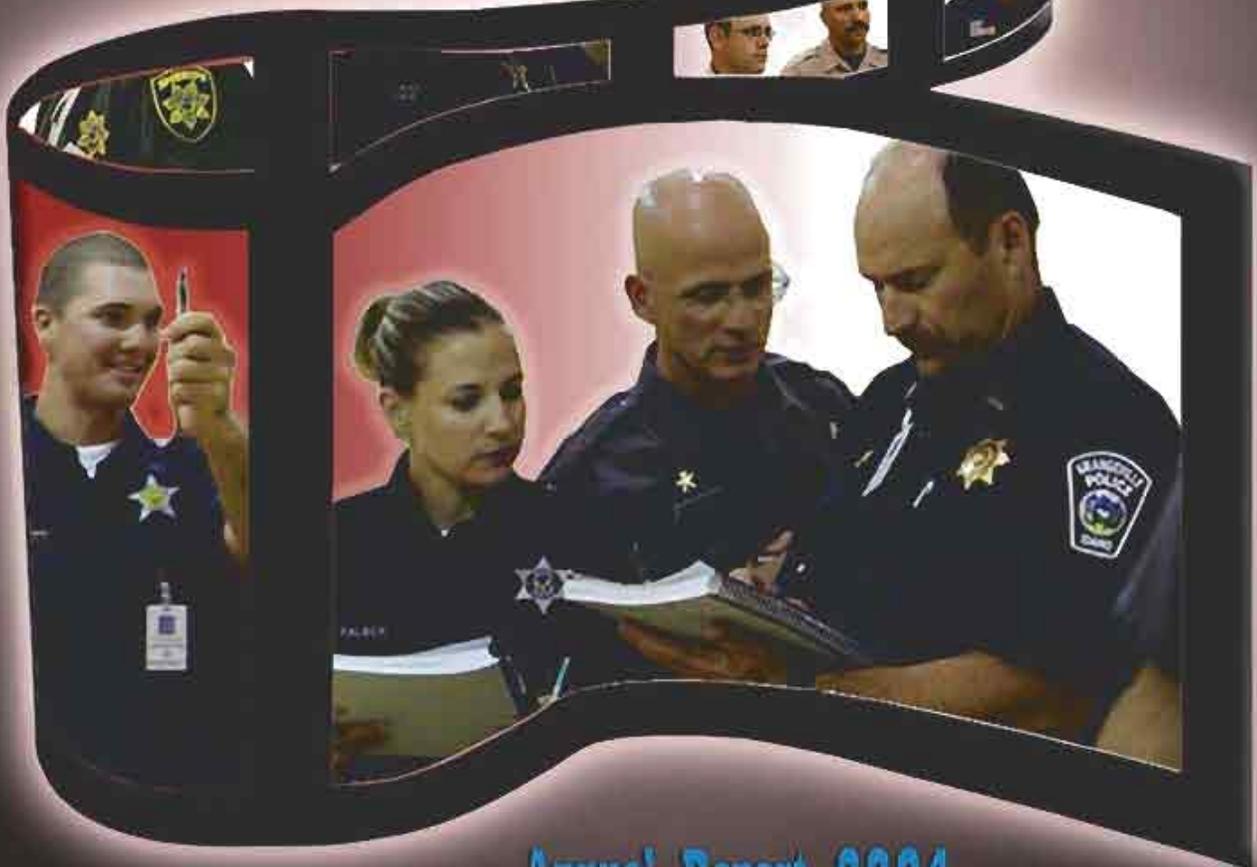




Idaho POST Academy

Developing Professional
Law Enforcement Officers
Through Training



Annual Report 2004

AMERICAN FALLS POLICE DEPARTMENT

*540 North Oregon Trail (208) 226-5922
American Falls, Idaho 83211 (208) 226-7709 (FAX)*

*Gerald Hubbs
Chief of Police*

September 9, 2004

Governor Dirk Kempthorne
State Capitol Building
Boise, Idaho 83720



Dear Governor Kempthorne:

As the Chairman of the P.O.S.T. Council for this year, it is my distinct pleasure to provide this annual report of the Idaho Peace Officers Standards and Training Academy for 2004. The staff at P.O.S.T. are very professional and efficient, excelling in their work and efforts to provide training for the law enforcement community throughout the State of Idaho. Director Mike Becar is superlative in his talents and abilities in leading that group. The P.O.S.T. Council is dedicated to providing the service and help needed to bolster their efforts.

P.O.S.T. is working hard to improve the quality of training for our law enforcement officers. Staff members have searched different methods for providing training and have recently implemented new techniques that will benefit all agencies equally. The quality of training provided by P.O.S.T. in Idaho is an example for many other states, and several models used here have been adopted by other states for their training. It is, indeed, a complement to our system here in Idaho that the professionalism of our officers continues to improve in great measures under the direction of Director Becar and the efforts of his staff.

As Governor of this State, your dedication to all of us has been key in supporting our efforts to promote professional standards and training in Idaho. We derive great confidence and motivation from your continued guidance and support. We thank you for your efforts to make Idaho a better place for all of us to work and live.

As we all work together to improve the lives of the citizens of Idaho, we look forward to your continued leadership. I pledge the time and efforts of the P.O.S.T. Council, as we strive to continue to support and to develop the high standards needed for the progression of our officers. We thank you again for all of your support and dedication to all law enforcement in Idaho.

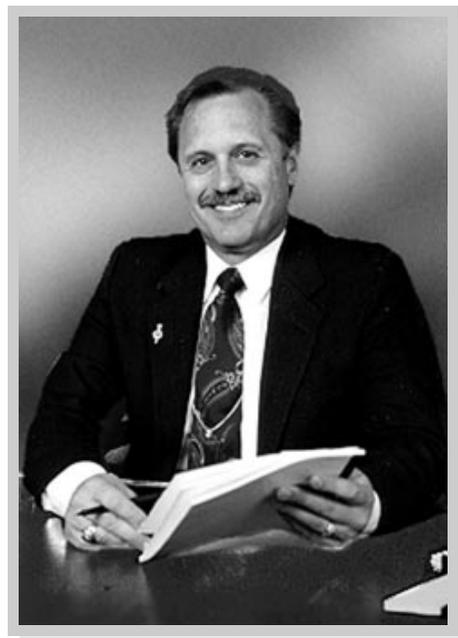
Sincerely,

Gerald Hubbs
Chief of Police
Chairman, P.O.S.T. Council

Acknowledgements from our Executive Director

Director **Michael N. Becar** started with P.O.S.T. in 1979. Working through the ranks, for 24 years, he went from regional training specialist to Executive Director, appointed as Director in 1995. Before P.O.S.T., he worked for Caldwell PD as patrol sergeant and shift commander for 12 years. As Executive Director he is responsible for basic training of all Idaho peace officers, county detention officers, and dispatchers. P.O.S.T. delivers over 1800 continuing education courses throughout Idaho to 22,000 criminal justice practitioners. P.O.S.T. trains city, county, and state officers, Fish and Game and Brand Board inspectors. P.O.S.T. establishes minimum standards for employment and issues 26 levels of certification and classification, and manages a self-sponsored student program. Mike partnered with Boise State to provide a pool of applicants to local agencies with basic police training and degrees in Criminal Justice. He is a University of Idaho graduate with a B.S. in Education, Trade and Technology. A member of Phi Kappa Phi, honor society of Boise State, he was elected Law Enforcement employee of the year in 1990. He is a graduate of FBI's National Academy and Intermountain Command College. He holds P.O.S.T. Advanced, Management and Executive certifications. He is married, father of 4, has 7 grandchildren. He was a foster parent for 8 years and past chairman of Casey Family Foster Program. He is president of Idaho Peace Officer's Memorial Fund, listed in Who's Who International and Who's Who in the West. Affiliations include: CJ Council for Boise State; FBI Academy Committee for Idaho; Executive Committee for WRICOPS; Idaho State Planning Council on Mental Health; Multijurisdictional Counterdrug Task Force Training Advisory Board in Florida; and Kiwanis International. He is a past President of IADLEST, and a Governor-appointed to the Medal of Honor Commission.

The P.O.S.T. website has become an increasingly important communication tool, something we have been improving the past several years. It is a hallmark of our continuing efforts to present P.O.S.T. as a professional entity, providing all enforcement agencies in Idaho with up-to-date information and accessibility to forms and materials. Providing a strong internet presence helps ensure even remote agencies are included in communication efforts in a more efficient, timely, and cost-effective manner than otherwise possible. As our L.E. Employment Report details, 33% of Idaho law enforcement agencies had less than 10 employees last year. Arguably, these smaller agencies may have smaller training budgets and be located in remote areas, making their internet access to our information and training materials an even more valuable resource. Below is a quick overview of our current website:



- We currently have 57 working folders with over 1300 cached files
- We have 18 content experts keeping their internet pages current
- We provide online access to over 60 P.O.S.T. forms in PDF formats
- We provide online course details, links to rosters, applications for 3 regional office's in-service training, and an online course calendar—updated daily
- We detail 8 groups of grant-funded courses/areas of special certification
- We update links for L.E. certification in all academy and specialty areas
- We detail information for 7 academies (with Corrections upcoming)
- We maintain links to personal training records for all L.E. officers in Idaho
- We have 3 web page designers using specialized web-authoring software
- We are developing dynamic databases online with secure connections
- We archive online: quarterly newsletters, annual reports, and survey results
- We provide current contact information for staff, inc: regional offices
- We provide access for collecting electronic reports of DUI/DWI evaluations interfacing with a national database, to promote DRE grant funding

In the first six months of 2004, we saw 421,627 hits on our web pages, averaging over 70,000 hits per month. We have very talented web page designers as well as dedicated, creative staff members who support the various pages to this site. The accomplishments detailed in this report could not have been possible without the professional and dedicated P.O.S.T. staff and the ongoing support of all Idaho law enforcement patrol, detention and juvenile correction agencies in the state. We are continually thankful for all the devoted instructors who give their time to teach Idaho law enforcement officers, who contribute greatly to our mission to provide Idaho's citizens with a peace officer who is: Ethical, Physically and Psychologically Competent, Well-Educated, Professionally Trained, Career-Oriented, Motivated, and Sensitive to the Needs of the Public.

P.O.S.T. Organizational Chart

<p>Chief Gerald Hubbs POST COUNCIL (Chairman)</p>	<p>Michael N. Becar Executive Director 208.884.7251 mike.becar@post.state.id.us</p>	<p>Col. Dan Charboneau Director Idaho State Police</p>
	<p>Doug Graves Deputy Director 884.7049 doug.graves@post.state.id.us</p>	
<p>John Parmann Training Coordinator—769.1420 john.parmann@post.state.id.us</p>	<p>Irene Klump Region 1 Assistant—769.1420 irene.klump@post.state.id.us</p>	<p>Craig Rhom Reserve Academy Coordinator 884.7322 craig.rhom@post.state.id.us</p>
<p>Larry McGhee Training Coordinator—884.7252 larry.mcghee@post.state.id.us</p>	<p>Janie Kirtley Region 2 Assistant—884.7322 janie.kirtley@post.state.id.us</p>	<p>Karen Watson Contract—IT Support—884.7315 karen.watson@isp.state.id.us</p>
<p>Rory Olsen Training Coordinator—237.1505 rory.olsen@post.state.id.us</p>	<p>Jackie Mabey Region 3 Assistant 237.6633 jackie.mabey@post.state.id.us</p>	<p>Doris Hayward Academy Associate—884.7320 doris.hayward@post.state.id.us</p>
<p>Denise Gibbs Academy Coordinator—884.7255 denise.gibbs@post.state.id.us</p>	<p>Doug Tangen Academy Coordinator—884.7256 doug.tangen@post.state.id.us</p>	<p>Dee Ann Palmer Academy Coordinator—884.7260 deean.palmer@post.state.id.us</p>
<p>James Quintana Academy Coordinator—884.7318 james.quintana@post.state.id.us</p>	<p>Juvenile Correction Advisory Council Marcy Chadwell Juvenile Academy Coordinators 884.7323 marcy.chadwell@post.state.id.us</p>	<p>Ann Bailey Juvenile Academies Assistant 884.7326 ann.bailey@post.state.id.us</p>
<p>Patricia Christy Management Assistant—884.7253 trish.christy@post.state.id.us</p>	<p>Laura Johansen Certifications Specialist—884.7254 laura.johansen@post.state.id.us</p>	<p>Tamara Kelly Dorm Manager—884.7292 tamara.kelly@post.state.id.us</p>
<p>Christy Colucci Front Office Specialist—884.7250 christy.colucci@post.state.id.us</p>	<p>Jolene Robles Scanning Coordinator—884.7316 jolene.robles@post.state.id.us</p>	<p>Marti Monk Grants Training Specialist 884.7321 marti.monk@post.state.id.us</p>
<p>Mindy Peper Grants Assistant—Web Designer 884.7257 mindy.peper@post.state.id.us</p>	<p>Kristel Stills Grants Assistant—884.7324 kristel.stills@post.state.id.us</p>	<p>Someone Special Technical Writer—Web Designer 884.7311 _____</p>
<p>Michael Wright Special Investigator—884.7324 mike.wright@post.state.id.us</p>	<p>Ed Parker Special Investigator 884.7324 (message)</p>	<p>Retired, Temp, Contract Staff FY04 F. Rae Sebade—Support Staff Jerrilea Archer—Academy Coordinator Kelly Kellas—System Developer</p>

P.O.S.T. Council Members

P.O.S.T. Council members represent law enforcement and organizations within the law enforcement community. Their principle purpose is to set and enforce the training, education and standards for Idaho peace officers. Members are appointed by the governor and serve a four-year term. Quarterly meetings are conducted at different locations statewide. Members receive no compensation but are reimbursed for travel and per diem expenses. Appointment to the P.O.S.T. Council is considered an honor, and members are very conscientious, working hard for the refinement of law enforcement in Idaho.



COUNCIL CHAIRMAN

Gerald Hubbs has been in law enforcement for 26 years. For the past 24 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 the Chief of Police for the past 11 years. He has a B.S. from Brigham Young University where he specialized in Criminal Justice Administration and Law Enforcement.

Chief Hubbs is also a certified Emergency Medical Technician. He is married, has six children and two grandchildren.



COUNCIL VICE CHAIRMAN

Rocky Watson was born and raised in North Idaho serving in the U.S. Marine Corps in the 1960s. He started his career as a Police Officer with Spokane Police Department then served as Post Falls Assistant Chief of Police, from 1970-1977. He was elected Sheriff of Kootenai County, serving 1977-1981, then spent 20 years in the private security industry managing the Watson Agency, contracting with

U.S. Department of Defense, U.S. General Services Administration, U.S. Forest Service, other state, county and city governments, and the U.S. Consulate in Vancouver BC. He was appointed Sheriff of Kootenai County in 1999, then was elected to office in 2000. He is in charge of two hundred employees with a budget of eight million dollars. He attended North Idaho College and Lewis-Clark State College, received peace officer certifications from P.O.S.T. Training Councils in Idaho and Washington, and has a Management Certificate for Idaho. He attended Idaho Sheriff's Academy, and the National Sheriff's Institute at University of California and University of Pittsburgh. He received Certified Protection Professional status with American Society of Industrial Security.

<http://www.co.kootenai.id.us/departments/sheriff>



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



Tom Beauclair has worked 30 years for the Department of Correction, starting in 1972 as a correctional officer, holding numerous positions including: treatment, security, and community corrections. He earned his B.A. in Criminal Justice from Boise State University, and Masters in Counseling from the College of Idaho. He has 16 years experience as an adjunct faculty member, teaching courses in treatment and corrections. He

became Director of the Idaho Department of Correction in 2001. He oversees eight state prisons, one private prison, four community work centers, and eight district probation and parole offices. Department of Correction manages about 16,000 offenders in Idaho. <http://www.corrections.state.id.us>



Mike 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. He 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, extradition, and homicide cases. He was appointed to the P.O.S.T. Council in 1997.

<http://www2.state.id.us/ag>

P.O.S.T. Council Members



Daniel G. Chadwick is Executive Director of the Idaho Association of Counties and has been in that position since 1990. He has served as a P.O.S.T. Council member since that time by virtue of that position. He is a member of the Idaho State Bar, licensed to practice in the state of Idaho and before Idaho federal courts. Previously he served as a deputy and division chief in the Idaho Attorney General's office and was a deputy

prosecuting attorney for Payette County. He is a veteran of the U.S. Air Force, receiving an Honorable Discharge in 1978 after seven and a half years of service. <http://www.idcounties.org>



Dan Charboneau has a law enforcement career spanning 34 years. He began his career with the Boise Police Department in 1970 then joined the Idaho State Police in 1972 as a Trooper stationed in Pocatello. In 1975, he became a Special Agent with Idaho Bureau of Narcotics and worked most of southern Idaho investigating drug traffickers. He returned to Pocatello in 1982 after promotion to Special Agent in Charge and assumed supervision of agents for a 14-county

area including general drug investigations. In 1985, he was promoted to Captain of Field Operations/Deputy Bureau Chief, located in Boise, and was responsible for multi-jurisdictional criminal investigations. In 1997, he was promoted to Bureau Chief of the Idaho State Police Bureau of Forensic Services and was responsible for scientists who conducted analysis of crime scene evidence. He was promoted to Investigations Major for Idaho State Police in 1998, then became Public Safety and Security Major in 2002. Governor Dirk Kempthorne appointed Colonel Charboneau to be Director of Idaho State Police in January 2003. <http://www.isp.state.id.us>



Lee 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, in 1995 where he is presently serving. Chief DeVore has a Bachelor of Arts in Police Administration from Cal State, a Masters in Management from Redlands University, and graduated from the 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 and his wife, Barbara, have three children and five grandchildren. <http://www.tfid.org/police>



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

<http://www.idcities.govoffice.com/>



Professionalism Through Training

P.O.S.T. Council Members



Jon Heggen began his law enforcement career in 1985 in Mitchell, SD, as a Wildlife Conservation Officer for South Dakota Game, Fish and Parks. He left there in 1988 to become a Conservation Officer for Idaho Fish and Game. He was first stationed in Arco and then moved to Yellow Pine. In 1997 he was promoted to District Conservation Officer in Idaho Falls. In 1998, he was promoted to Regional Conservation

Officer for the Upper Snake region and transferred to Salmon as the Regional Conservation Officer in 2000. In November 2003, he was promoted to the position of Enforcement Bureau Chief for Idaho Fish and Game. He received a B.S. in Wildlife Biology from the University of Montana in 1981, and is a recent graduate of Idaho's Certified Public Managers program.

<http://www2.state.id.us/fishgame.html>



Brent Reinke was made Director of the Idaho Department of Juvenile Corrections by gubernatorial appointment in 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, 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, he 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.

<http://www.djc.state.id.us/>



Byron Stommel began his law enforcement career in 1966 with the Idaho Falls Police Department. He walked the beat then worked the street as a Senior Patrol Officer. He worked in dispatch, sharing ambulance responsibilities with the fire department, worked in the traffic division and then in the detective division as a juvenile officer. He was promoted to Sergeant, serving first in patrol then as a supervising sergeant of the detective division. He

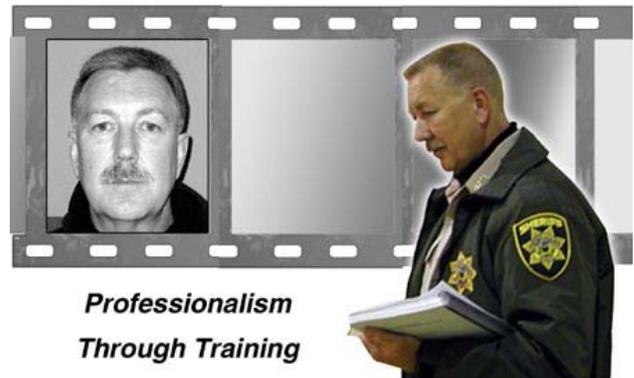
received the Idaho Falls Jaycees' *Distinguished Service to the Community* award for 1989. Sheriff Stommel ran for and was elected to the office of sheriff for Bonneville County in 1992, retiring from the police department with over 26 years of service, he was sworn into office as Sheriff in 1993. Some important contributions he has made as Sheriff include: obtaining a conviction in a double homicide, getting a jail issue before the public resulting in passage of a jail bond to build a 320-bed jail with detached work-release center, and the formation of the Sheriff's Inmate Labor Detail. Sheriff Stommel and his wife, Sylvia, have five children and fourteen grandchildren.

<http://www.co.bonneville.id.us>



Dominic Venturi was appointed a Special Agent of the FBI in 1985 and assigned to a Jackson, Mississippi, field office. In 1989, he was assigned to the Critical Incident Response Group located at the FBI Academy, in 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 four FBI offices in southern Idaho.



**Professionalism
Through Training**

Costs associated with this publication are available from P.O.S.T. in accordance with section 60-202, Idaho Code. Photos of students used in the front cover design and images throughout, were provided by our talented Academy Associate, Doris Hayward; with publication layout and design by Joni Waybright, our Technical Writer.

P.O.S.T. Council Members

Welcome To P.O.S.T.



Dave Young received his undergraduate degree in Business Administration from Boise State University in 1974. He worked 10 years in real estate before returning to school, receiving his Juris Doctorate from the University of Idaho in 1986. He was admitted to the Idaho State Bar in 1987. After graduating from the University of Idaho, he practiced law in Canyon County for over 5 years. He was elected Canyon

County Prosecuting Attorney in 1992, taking office in 1993. He was appointed to P.O.S.T. Council in 1997 and was chairman in 2000. He served as President of Idaho Prosecuting Attorney's Association in 2001. <http://www.canyoncounty.org/>



Dan Weaver is the Chief of Police for the City of Moscow. With 31 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 the University of Idaho and 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 basic, intermediate,

advanced, management, and executive certificates through P.O.S.T. He is a guest instructor at the University of Idaho and adjunct faculty member in Justices Studies at Lewis-Clark State College. He is on the community board of directors for Gritman Medical Center, and is an advisory board member for the Rural Law Enforcement Technology Center. Chief Weaver is an active member of Idaho Chiefs of Police Association and International Association of Chiefs of Police, and serves 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 a lifelong resident of Idaho, is married, and has four children. <http://www.its.uidaho.edu/police/index2.htm>



Trish Christy
Management Assistant

Trish Christy first joined our staff in November 1985 as a Secretary/Records Manager. In January 1996, she was promoted to her present position of Management Assistant.

First located in Pocatello, the Idaho Peace Officer Standards and Training (P.O.S.T.) Academy opened in 1970. We moved to Boise in 1980 then relocated in 1994 to Meridian, sharing training space with the Idaho Department of Law Enforcement (now reorganized as the Idaho State Police). This 43-acre facility includes a fully equipped forensic laboratory and Idaho's criminal records computer systems under the State Police. P.O.S.T. occupies two training buildings, an emergency driving track, a dormitory, and a full-service cafeteria. The training buildings house two auditorium-style classrooms seating 50-75 students. Each is equipped with A/V equipment, computers for presentations, and A/V command centers. A document camera displays documents or 3-D objects. Slide projectors with internal video cameras convert slides to video allowing instructors zoom and editing options. 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 watch lectures from a lounge. Four classrooms are constructed in standard flat configurations for various table arrangements for practical exercises. These also have A/V equipment, one has a sink for forensic training. The main building also houses ISP's F.A.T.S. III Shoot-Don't-Shoot room and a Range 2000 firearms system. Through a federal grant, ISP's Commercial Vehicle Services maintains a complete video production studio where specialists create award-winning traffic safety programs. The main building has a state-of-the-art computer lab with Internet access for research, e-mail, and L.E. Officer Training Records. Special training applications for crash investigations, drug evaluations, and patrol reports are online, too.



Fantastic Things Happening at P.O.S.T.



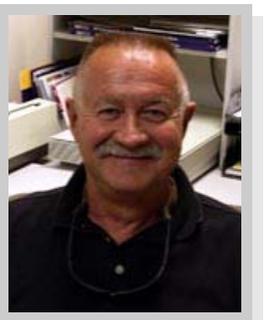
Jolene Robles
Support Staff



Christy Colucci
Support Staff



Michael Wright
Special Investigator



Ed Parker
Special Investigator

The Emergency Vehicle Operations Course (EVOC) occupies roughly ten acres of the complex. An excellent fleet of cars with roll bars, radios and emergency equipment, is available for use on the mile-long road course. A large asphalt pad is used for vehicle training skills. P.O.S.T. HQ has three SkidCar frames attached to standard patrol vehicles, used to create loss-of-control situations and reduced traction at safe speeds. One section of track tests perception/reaction time with three fully functional traffic lights. Vehicles approaching the lights cross an electric eye beam starting a timer giving instructors the ability to automatically activate lights at a reactionary time within one hundredths of a second. P.O.S.T. has two more SkidCar frames in our regional fields—one at North Idaho College in Coeur d'Alene and one at Idaho State University in Pocatello.

A two-story dormitory with 40 rooms is located onsite. Rooms accommodate two students per room, with showers, restrooms, phones, and desks. Lounge areas with pool tables, televisions and VCRs are located on each floor along with fully-equipped laundry rooms. A large, onsite cafeteria is staffed by full-time personnel serving three daily meals during academies. The cafeteria has a networked executive meeting room used as an overflow classroom.

P.O.S.T. conducts Basic Patrol, Detention, Dispatch, Juvenile Detention, Juvenile Probation, Transition, and Reserve Academies year-round. We coordinate thousand of hours of in-service training annually. With a strong emphasis on physical training, the main building includes a fully-equipped college-sized gym, weight room, indoor training tank, and locker rooms. A padded mat room is available for 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 into a theater for graduations and special presentations, complete with a built-in sound system. A specially designed car, located in the training tank, can be lowered into the ten foot area of the tank allowing officers to train to rescue occupants from submerged vehicles.

This past year, P.O.S.T. has begun to see fruition of some long-term projects, as detailed in the following pages. The most visible change has been the construction of a new training building, nearing completion, located directly behind the main training building. The result of a legislative appropriation of bonds for Idaho school buildings, it encompasses roughly 17,000 square feet. Construction was critically needed to pursue mandates to provide future basic training for all Correctional officers in Idaho. It houses two theater-style classrooms which can hold 80 students and provides lap-top access at each student's "desk" area. This new building includes two flat-style classrooms, holding 50-60 students, which can combine to provide seating for an audience of 200. To facilitate correctional and detention officer's training, there is also a furnished apartment and four jail cells within the building. Enhancing student communication and research capabilities, it hosts a 40-station, wireless computer lab and has standard communication systems connecting classrooms. Providing much-needed office space, all academy training coordinators—patrol, detention, dispatch, transition, and eventually corrections—will have offices there as well.

Significant among P.O.S.T. projects nearing completion, or in the final stages of implementation for this fiscal year, are changes undertaken to update P.O.S.T. curriculum and test banks. With dogged perseverance, staff members assigned to this mammoth task worked closely with consultants to complete curriculum rewrites. They anticipate validation of test bank rewrites, started this past year, to be completed in the fall of 2005. Utilizing funding from a Local Law Enforcement Block Grant (LLEBG), P.O.S.T. coordinated with The Back Up Corporation, a remote learning developer, to transfer over 100 hours of pre-service academy training to CD-ROMs with internet testing and grad-

ing. P.O.S.T. has also laid the foundation for taking over back-end internet activity from The Back Up in the future, working closely with contractors and ISP employees—who provide our computer equipment and support. Providing this invaluable option, P.O.S.T. has expanded the time available in academies for hands-on training, which had been squeezed into nighttime training schedules for busy cadets and coordinators. Building on the foundation laid, development continues for placing the bulk of Law Week training into pre-service CD-ROM formats as well, better utilizing limited dorm space during year-round academies.



A special thank you to:
F. Rae Sebade
Retired Support Staff

Region 1—In-Service Training



**Region III Training
Coordinator**

John Parmann joined P.O.S.T. in 1999, retiring from Glendale PD in California. His L.E. assignments have include communications, detention, traffic accident investigator, motor traffic officer, air support observer, pilot, and chief pilot/training officer. 1997-1999 he received the Higgins and Langley award for Swift Water Rescue Program Development from the Nat. Assoc. Search and Rescue. He served on an LA County Multi-Agency Swift Water Rescue Task Force, and California Office of Emergency Services developing procedures and training personnel for emergency water response. In 1999 he received the award for “*Heroism*” from the City of Glendale. He holds a California Advanced and Idaho Advanced, Masters P.O.S.T. Certification, and F.A.A. Certified Flight Instructor-Commercial Helicopter Pilots License with over 8000 hours of accident-free flying. He was elected to 3 terms as a Board Member of the Professional Helicopter Pilot’s Association of California. He is active on several committees including Safety Awareness, Membership Development, Airport noise abatement, and the LA Intl. Airport Redevelopment. He received a Community Service Award from Helicopter Assoc. Intl. He teaches “Traffic School” for Nat. Traffic Safety Institute, residing in Idaho with his wife of 25 years, with 3 daughters and 3 grandchildren.

Change is in the air at P.O.S.T. once again, and I am not referring to the seasons! The P.O.S.T. Staff were inspired by Director Becar’s vision to update our entire curriculum. This might appear to be a small task to some but when you consider the updates would include identifying qualified subject matter experts willing to participate in the development, scheduling those meetings—along with developing the lesson plan matrix, objectives, handouts, and proposed exam questions—that becomes a horse of a different color. With the ever present guidance, and a host of eclectic motivational tools, Jana Kemp worked hard to keep everyone on task and ‘on time’ with their individual assignments. In addition, a tremendous amount of work went into selecting appropriate course work identified for Computer-Based Training (CBT) classes. Some existing courses from The Back Up Corporation were modified from their original format and re-dubbed to P.O.S.T. standards. Additional courses were built from scratch, then included with the modified courses, slated for distribution to incoming academy students. Additional Back Up courses were also evaluated and certified from commercial distribution to off-set related production costs allowing P.O.S.T. to provide our courses to agencies at no cost while adding over 100 additional training hours to the academy curriculum without having to extend the 10-week academy timeline. The end result has been a very impressive new curriculum that accurately reflects the course materials presented at the academy. Students can now be assured of accountability in the testing process. Our sincere thanks to all the subject matter experts who participated in this endeavor. Without their knowledge and willingness to participate, this project would not have been completed in the timely manner that it was.

While the curriculum development was going on at the academy, training in the region was also being presented at a fast pace. The majority of in-region training this year was divided into four core areas: Homeland Security, Investigations, Child Welfare, and Career Development.

Region-1 personnel also participated in several charitable functions to include the Torch Run, Cops N’ Lobsters, and the I.P.O.M. “Fallen Heroes Cruise”. Each of these provided needed awareness and contributions to worthy causes.

This year also welcomed Irene Klump to the Region-1 office staff. Irene has utilized her wealth of knowledge from working in a law office in Australia to dramatically upgrade our office procedures for handling and tracking the wide variety of forms, invoices, class information, data processing—and what seems like a million other tasks—into one of the best coordinated offices where I have had the privilege to have worked. Her cheerful and happy demeanor (not to mention that “Auzzie” accent) is always a pleasure to be around. I am sure next year will be equally interesting and intense. There is little doubt that change will be in the air once again. If you are comfortable with stagnation this is not the place for you. We are lucky to live and work in a state that is known for innovation, creativity, and willingness to look beyond and create change rather than follow it!



**Irene Klump
Regional Staff**

Region 2—In-Service Training

Another year on the record book! How time flies. Region 2 has been busy as we endeavor to assist you in furthering your career goals through training.

We have been really busy with rosters—go figure! This one area probably dominates 75% of our office activity. The other 25% is taken up with keeping the web pages up-to-date. Not much time left for anything else. Thank goodness we all put in 110%. (;-)

We are constantly watching out for ways to better serve you in the field. Currently we are negotiating for a gang seminar and a very practical executive level course for 2005. These two courses will be advertised on the P.O.S.T. Training Calendar as soon as they are set, on the website http://www.idaho-post.org/Calendar_Training/Calendar.shtml

Also, with the help of Craig (our Level 1 Reserve Officer) we are planning a calendar of in-service schools that will be held 'off-time' so that reserves and other officers who do shift work can attend. Please take some time to peruse the Reserve web page. While speaking of Level I Reserves, I would be neglect not to remind you that all Level 1 Reserve Academy applications must be processed before the Academy begins (just like any other academy P.O.S.T. runs). This could be important to department training managers, reserve program managers, and other risk management personnel.

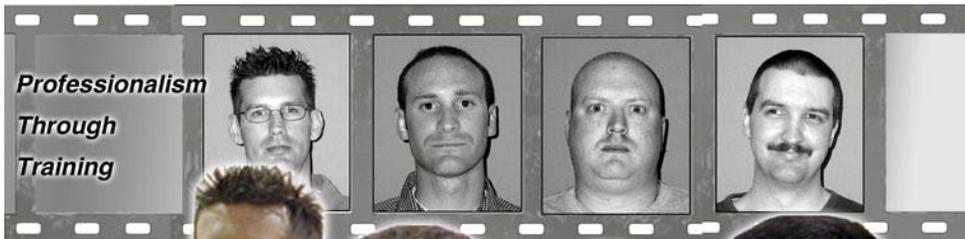
Since I have taken over the duties of the State of Idaho D.A.R.E. program coordinator, we have been busy. We were able to conduct one National D.A.R.E. Mentor Officer Training, a regional D.A.R.E. Officer Training—in conjunction with Montana, Oregon and Washington, and have partnered with the School Resource Officer Grant program to conduct a joint Association Conference. For the year 2005, we hope to be able to continue to support the individual and departmental efforts in implementing the D.A.R.E. program within the state. It's all new and really being accepted with open arms within the state's forward-looking school districts.

Men and women of integrity, the State of Idaho appreciates your dedication and commitment to making Idaho a safe place to live. Keep up the good work! We appreciate being a small part of your career.



**Region II Training
Coordinator**

Larry McGhee has been the Region II Training Specialist since 1990. Before coming to P.O.S.T. he worked for 18 years as a peace officer with the Jerome, Boise and Garden City Police Departments. His background includes patrol, traffic, motorcycle, juvenile, detective, school resource officer and crime prevention specialist. Larry holds both a B.A. in Criminal Justice Administration, and a Masters in Instructional and Performance Technology from Boise State University. He currently coordinates the state D.A.R.E. program.



**Janie Kirtley
Regional Staff**

Region 3—In-Service Training



**Region III 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 a half years working in detention, then was assigned to a patrol station for two years. In 1987, Rory was hired by the Pocatello Police Department and assigned to patrol division. He worked as Field Training Officer, Multi-agency Gang Task Force member, and School Resource Officer. He holds his advanced P.O.S.T. certificate and an instructor certificate. He also has a Bachelor of Science in Corporate Training. He is married and has two daughters.

Well, we have survived another year in Region 3. As agencies we have had some ups and some downs, but as a whole we are doing pretty good. As time marches on, things that have occurred in the past become a blur for me. That makes it difficult for me to reflect on the past and relate it to you in this article. Therefore, I have decided instead to focus on what has, and still is, happening.

Almost a year ago, myself and some agency administrators from across the state started on an adventure to create a P.O.S.T. standardized supervisory curriculum. The project moved along very well for a while, but as happens very often, life caught up with us and the project stalled for a while. I am glad to announce that the project is now back on track and moving forward. We are concentrating on first-line supervision and have most of the lesson plans done. We still need to have everything looked at again by the whole group and have final adjustments made, but we are well on our way to having an Idaho supervisor course.

Another project which is on-going is the development of the Reserve Level I curriculum. As many of you are aware, we have had Reserve Level I objectives for a long time, however, we have not had lesson plans, handouts, etc. With the progress that has been made with the standardizing of the basic patrol academy, we are now able to borrow from that work. We are in the process of developing a standardized Reserve Level I curriculum, which will include the lesson plans, handouts, Power Point presentations, etc., and will cover all of the objectives.

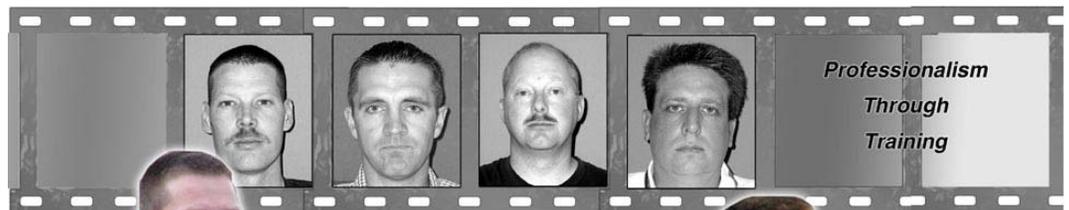
The Idaho State University (ISU) College of Technology Law Enforcement program and its advisory board have been working very hard to improve the program and smooth out the flow of paperwork between the program and P.O.S.T. The outcome of these efforts has been a dramatic increase in those interested in attending the program. Over this last summer, the ISU program had over forty individuals express an interest in attending the program for this fall semester. This allowed us to conduct computer background checks in advance. That then allowed ISU to pick twenty five from a pool of over forty candidates, for the seats they had open. All of this resulted in very few problems that needed to be handled to have the students certifiable by P.O.S.T. staff.

Another step in this process, ISU now has all of the students whom have been accepted into the program, attend a mandatory meeting a week before they start classes. During this meeting, I cover all of the P.O.S.T. requirements to become a law enforcement officer in the State of Idaho. I also go over each page contained in the P.O.S.T. application packet and explain to the students which areas need to be filled in and what type of things will not meet the standards. At the meeting, we also fingerprint all of the students and take their photograph. The net results of all this effort is that the P.O.S.T. packets are turned into P.O.S.T. by the end of the first week of school, students are aware of the P.O.S.T. standards ahead of starting, and the quality of students is improving.

Good things are happening in Region 3 P.O.S.T and it is a result of the quality of officers we have within the region. Keep up the good work! As always, please visit our web page for the most up-to-date information on training within the state at <http://www.idaho-post.org>.



Jackie Mabey
Regional Staff



In-Service Training

Our primary responsibility is basic training. We offer basic academies for patrol, detention (adult and juvenile), dispatch, reserve and transition, and juvenile probation officers. Our regional training specialists make personal contact with every agency in their areas, assisting with certification and promoting continuing education. Working with agencies, they coordinate training courses offered at little or no agency expense. They review and approve training by individual agencies or associations for P.O.S.T. credits. During FY04, P.O.S.T. coordinated and/or approved 22,673 in-service training hours attended by 28,559 officers and non-law enforcement personnel. Students attending P.O.S.T. totaled: 9,486 city officers, 12,984 county deputies, 2,451 state officers, and 3,990 other enforcement officers—such as Fish and Game and Brand Board Inspectors or non-law enforcement attendees. Following is a list of courses offered throughout Idaho this past fiscal year.

Hours	Course	PD	CSO	ISP	Non LE	Other LE	Students
400	Academy-Adv	7	0	0	0	0	7
80	Accident Investigation	5	1	0	0	0	6
3	Ada County Geography	0	5	0	0	0	5
111	Aerosol Weapons /Instruct/ Re-qualify	101	225	0	37	14	323
7	AG's Legal update	23	19	1	0	0	43
24	Airport Security	3	2	0	0	0	5
419	ALCO Sensor 3 /Recert	236	217	59	5	32	549
8	Alert Conf	43	36	11	0	8	98
362	Alternative Methods of Delivery	66	1	0	0	0	67
24	Armorer Firearms	2	5	9	0	0	16
624	Arrest Techniques /Instruct /Refresh	148	349	156	18	110	781
6	Arson Investigate	13	59	0	0	0	72
26	ASP Basic Cert/Instruct	1	0	8	0	17	26
633	ATC	0	0	8	0	8	16
24	Aviation Regulation Laws	29	18	16	0	1	64
24	BDS Instructional Skills	0	5	0	1	0	6
113	Bicycle Patrol /Recert	30	0	0	7	0	37
24	BJA Meth Invest Mgmt	31	31	11	23	0	96
1359	Block Training	467	684	9	0	50	1210
14	Boating Safety Instructor	0	6	0	0	3	9
12	Bomb Recognize Investigate	28	0	0	1	19	48
18	Bosnian for LE Persons	11	0	0	0	0	11
2	Brand Inspection	1	4	0	0	0	5
12	Building Search	0	6	0	0	0	6
150	Bureau of Disaster Services	6	31	0	40	10	87
18	Burglary Robbery Investigate	15	14	0	0	0	29
16	CADD Commands	0	8	0	0	0	8
8	Challenge Org Structure	21	9	1	0	0	31
8	Chemical Munitions Instructor	13	5	0	0	0	18
78	Child / Sex Abuse Investigate	45	40	8	49	0	142
16	Child Injury Death Invest	10	10	0	0	2	22
19	Child Protective Seats	7	19	1	0	3	30
97	Civil Processing Management	0	98	0	68	11	177
95	Clan Labs Cert/Recert	23	14	49	0	9	95
8	Cognitive Behavior Veracity Course	39	0	0	0	0	39
24	Cold Case Invest Death Scene	15	14	9	1	39	78
138	Combat Firearms /Instructor	20	154	17	2	3	196
48	Command College	1	1	5	0	0	7
24	Commercial Vehicle Inspection	0	0	84	0	0	84
28	Community Policing	5	1	0	0	0	6
22	Computer Forensics	9	10	0	3	0	22
4	Con Games	0	1	0	0	0	1
40	Conference Generic	0	81	0	0	0	81
6	Conflict Management	0	41	0	4	0	45
4	Constitutional Law	0	6	0	0	0	6
96	Controlled Force /Recert /Instruct	29	75	27	9	10	147
24	COPS Leaders	8	0	0	0	0	8
43	Counter Terrorism	31	21	15	7	14	88

Hours	Course	PD	CSO	ISP	Non LE	Other LE	Students
8	Court Proceed Testify	1	131	0	0	0	132
206	CPR /First Aid /AED	266	357	20	21	57	721
525	Crash Investigations	183	146	71	5	67	472
76	Crime Prevention-Basic or Adv	12	8	0	4	0	24
249	Crime Scene Investigations	104	125	9	7	49	294
3	Criminal Case Adjudication	0	13	0	0	0	13
79	Criminal Interdict /Search Seize	33	35	169	10	2	249
98	Crisis Call Handle/Negotiate	47	20	0	0	17	84
27	Critical Incident Command	8	121	0	4	41	174
40	Cruelty To Animals Investigate	1	0	0	3	4	8
17	Cultural Diversity	19	79	0	0	0	98
42	DARE Officer Training	38	40	0	0	0	78
32	Data Recover Analyze-Adv	3	5	2	0	1	11
16	DEA TAC	0	0	1	0	0	1
23	Death Investigate	4	4	0	0	5	13
8	Decision Making In A Crisis	0	2	0	0	0	2
167	Defensive Aerosol Weapons	39	180	6	17	58	297
4	Defensive Rescue Plans	4	0	0	0	0	4
2	Delinquency Early Intervene Protect	0	10	0	0	0	10
416	Detention Officers /Various Courses	14	283	5	54	42	398
17	Discipline Internal Invest	0	2	0	0	0	2
94	Dispatch /Various Courses	37	378	0	64	1	480
8	Distract Device Instruct	12	3	0	0	0	15
154	Domestic Violence	148	325	6	39	12	533
250	DRE-Cert /Recert	105	111	86	0	6	308
9	Drug Endangered Children	1	3	4	32	0	40
98	Drug-related Courses	105	103	10	11	11	240
206	DUI SFST /Cert /Instruct	77	71	10	26	38	222
162	Emergency Med Dispatch	11	39	9	4	22	85
12	Enhancing Performance	0	63	0	0	10	73
42	Ethics	14	13	4	0	0	31
8	Evaluating Re-entry Plans	0	2	0	0	0	2
45	Evidence Collection	34	46	1	11	7	99
323	EVOC /Instruct /Recert	79	203	27	7	95	411
21	Expand Baton	12	14	0	0	0	26
16	Facial ID	1	0	0	0	0	1
1	FATS Range 2000	0	0	0	0	17	17
40	FBI Terrorism Training	55	10	11	4	46	126
36	Financial Records Exam Analysis	3	2	1	0	0	6
88	Fingerprinting	52	60	24	9	0	145
16	Fire Cause Evidence Collect	11	3	0	0	0	14
1185	Firearms - Various Types /Instruct	975	659	116	16	140	1906
131	First Responder	13	19	1	26	0	59
5	Fish and Game	15	81	0	0	0	96
13	Fit for Duty/Fitness	0	209	0	0	17	226
2	Flying Armed Officers	0	3	0	0	0	3
8	Focused Interviewing	2	0	0	0	0	2
40	Forensic Digital imaging	2	2	0	0	13	17
330	FTP / PTO	51	85	17	24	78	254
95	Gangs	145	196	21	1	9	372
4	General Law / Civil Law	0	6	0	0	0	6
8	Gender in Leadership	18	1	5	0	0	24
16	Glock Armorer	23	18	10	0	26	77
82	Grant Writing	11	15	4	40	8	78
189	Ground Control	7	98	82	0	26	213
2	Gun Violence Prevention	5	0	0	0	0	5
33	Handgun Retention	38	256	0	0	0	294
10	Hate Bias Crimes /Groups	31	30	1	22	0	84
194	HAZMAT	84	40	57	17	28	226
8	High Risk Traffic Stops	0	0	31	0	0	31
12	Honor Guard	0	0	10	0	0	10
40	Hostage Handling	20	11	6	0	0	37

Hours	Course	PD	CSO	ISP	Non LE	Other LE	Students
99	Human Relations	18	294	3	0	7	322
14	ICRMP Adv Mid Level Manage	38	62	0	9	0	109
20	ID Criminal Justice Conf	34	35	5	1	3	78
920	ILETS Entry/Inquiry /Other	310	445	73	81	169	1081
30	Impact Weapon	19	13	0	2	0	34
102	Incident Command	50	46	31	11	29	167
66	Informant Development	36	32	8	0	5	81
24	Inmate-Classify /Discipline /Contact	0	51	0	0	0	51
1082	Instructor Development	103	97	40	12	34	286
30	Internal Affairs Invest	8	5	0	0	4	17
150	Interview and Interrogation	128	83	23	7	44	285
12	Interviewing Children	5	1	0	0	0	6
908	Intox 5000 /Recert	663	796	71	26	70	1626
255	Investigation - Various Courses	52	47	31	6	26	162
32	IPMBA Police Cycle	6	0	0	0	0	6
40	ISP Adv Academy	0	11	0	0	0	11
52	Jail Training	1	61	0	0	30	92
21	Juvenile Officers Training	2	78	0	2	2	84
693	K-9 Training	69	115	6	0	2	192
16	Keeping Children Safe Conf	13	8	1	5	27	54
16	Laser Measure CADD Drafting	0	0	8	0	11	19
462	Laws: Updates/Law Week/Arrests	102	71	8	29	174	87
123	Leadership	86	68	13	0	23	190
217	Legal Issues /Updates	366	229	38	43	44	720
32	Less Lethal Munitions	49	35	0	0	0	84
28	LIDAR Cert /Recert	7	3	1	0	6	17
2	Line of Duty CD	0	53	0	0	0	53
2	Liquor Law	0	2	0	0	0	2
246	Management	118	153	17	1	7	296
306	Marine Deputy / Basic-Adv	1	85	7	3	14	110
24	MCTFT Highway Drug Investigate	17	8	3	0	0	28
88	MD Teams	215	46	0	0	31	292
2	Mechanism of Injury	2	9	8	0	8	27
30	Mental Health Illness	5	57	0	18	2	82
2	Mobile Command Center Use	0	0	16	0	0	16
283	Motorcycle Basic/ Refresh	125	46	9	0	30	210
32	Mountain Bike Patrol	8	0	0	0	0	8
2	Mounted Patrol Equestrian	1	0	0	0	0	1
170	Narcotics Courses	37	101	10	0	9	157
252	New Officer Mini Academy	18	2	0	0	2	22
8	Night Firearms	0	83	0	0	0	83
88	NIK Cert	83	54	46	0	39	222
7	Non Violent Crisis Intervene	12	0	0	0	0	12
14	NW Fraud Investigate	2	0	0	0	1	3
20	NW Staff and Command	1	0	0	0	0	1
220	Officers /Safety /Shooting /Dispatch	134	166	9	0	27	336
12	Operation Pipeline	1	37	4	0	5	47
21	Pat Search /Restraints	2	69	0	0	0	71
2	Pathogens Blood Air Borne	0	24	0	0	0	24
239	Patrol /Various Courses	119	61	44	7	13	244
4	Pharmaceutical Drug Invest	0	0	13	0	0	13
16	PIO Conference	5	1	0	0	0	6
2	Power 911 Phones	0	5	0	0	0	5
24	Power Point A Z	5	8	1	0	1	15
40	Practical Vehicle Theft	2	8	0	0	0	10
16	Pre Employment Interviews	1	8	0	0	4	13
2	Preserving Forensic Evidence	11	0	0	1	12	24
4	Primary Designator Concepts	0	5	0	0	0	5
9	Professional Development	13	0	0	0	0	13
16	Property Room Manage	6	3	0	0	0	9
12	Public Leadership	0	0	51	0	0	51
6	Public Records Liability	6	0	1	0	0	7

Hours	Course	PD	CSO	ISP	Non LE	Other LE	Students
291	RADAR / LIDAR / Instruct Courses	190	69	46	1	8	314
9	Radio Procedures	16	49	0	0	0	65
11	Range 2000	48	0	0	0	48	96
8	Rave Culture /Drugs /Dance Parties	14	12	4	29	29	88
292	Reactive Impact Weapons /Recert	234	125	76	7	25	467
6	Red Flags Juvy Mental Illness	13	0	0	0	0	13
93	Report Writing	59	81	4	0	1	145
845	Reserve Level 1 Academy	57	32	0	0	0	89
65	Respectful Workplace	12	236	0	0	55	303
8	Response to Active Shooter	0	0	18	0	18	36
12	Restraint Class	3	17	0	0	2	22
24	Rifle Skills	20	0	0	0	0	20
4	Riot Control	0	21	0	0	0	21
56	Risk Management	12	25	27	0	0	64
99	Search and Seizure	73	140	18	1	46	278
8	Self Contain Breathing Apparatus	0	3	0	0	0	3
40	Sergeants Academy	15	25	0	0	0	40
56	Sex Abuse /Rape /Offense /Interview Courses	38	55	7	40	11	151
5	Sex Harassment	0	7	0	0	0	7
32	SFST /Instruct /Recert	19	0	7	0	0	26
40	Side Handle Baton /Recert	76	52	0	0	3	131
8	SIG Saeur	0	3	0	0	0	3
10	Simmunition Firearms	0	0	10	0	0	10
36	Skid Car Instructor	0	3	1	0	4	8
46	Sniper School	4	4	0	0	0	8
24	Spanish for LE	2	10	3	0	1	16
4	Special Interest Groups	2	0	0	0	0	2
24	Special Response Team	0	8	0	0	0	8
2	Speed Detection Stop Watch	0	0	1	0	0	1
155	SRO	104	42	0	3	1	150
4	Staff and Command	7	0	0	0	0	7
16	State Local Anti Terror Training	12	16	0	0	3	31
10	Statement Analysis	30	7	5	1	0	43
8	Stress Manage	8	13	0	0	0	21
4	Stopwatch Course	0	0	3	0	0	3
6	Straight Stick	0	34	0	0	0	34
8	Strangle/Abusive Head Trauma	34	3	0	0	6	43
10	Stress Management	157	0	3	0	47	207
72	Suicide Manage/Prevent	46	203	17	25	42	333
274	Supervisory Courses	99	102	40	0	0	241
16	Survival for Women in LE	10	1	2	0	1	14
99	SWAT /Various Courses	21	21	1	0	0	43
16	Target Crosswalk Enforce	6	12	0	0	5	23
31	Terrorism	80	91	22	0	24	217
32	Three Days in June Conference	28	11	0	0	0	39
31	Traffic Stops	12	48	3	0	3	66
2	Train the Trainer DV	0	14	13	1	0	28
14	Training Mid level Mgmt-Adv	17	16	0	0	5	38
54	UCR /Various Levels	35	10	9	13	39	106
68	Use of Force	5	26	0	22	24	77
350	Various Tactical Courses	114	318	139	15	39	625
33	Verbal Judo	31	7	2	15	30	85
4	Video Distance Learning	18	0	0	0	0	18
4	Violence In Workplace	0	27	0	0	0	27
53	Weapon Retention	41	126	4	1	39	211
8	Weapons Mass Destruction	1	0	2	0	1	4
24	Wicklander Interview Interrogate	27	12	20	0	5	64
8	WRICOPS Leader Cadre Conf	6	2	4	2	1	15
Hours							
22673		9486	12984	2451	1193	2797	28559

Adult Academies—Basic Patrol and Detention



Denise Gibbs—Academy Coordinator

Denise Gibbs came to P.O.S.T. from her position as a Trooper with the Idaho State Police in Region 4, Twin Falls. She began her law enforcement career in 1990 with the Nevada Highway Patrol. She was a police officer for McCall Police Department. Denise has a B.A. in Criminal Justice from the University of Nevada, Reno. She currently holds an Idaho P.O.S.T. Advanced Certificate and is a P.O.S.T. certified instructor. She will be our expert responsible for arrest techniques and physical fitness for P.O.S.T. academies. She is also bilingual and teaches Survival Spanish courses for law enforcement personnel.

Doug Tangen—Academy Coordinator

Doug Tangen, 49, is married and the father of three children. He was in law enforcement in Washington from 12/78—12/02. Most of that time was with Wenatchee City Police Department. Doug left there as a Sergeant in 1998 to take the Undersheriff position with Chelan County Sheriff's Office where he served until coming to P.O.S.T. Doug has extensive supervisory and administrative experience as well as a Master Instructor in Defensive Tactics. He is a martial arts instructor with emphasis on Modern Arnis (straight stick). He has served in nearly all aspects of law enforcement from patrol, narcotics, crime prevention and investigation, as well as organizing and supervising a mounted patrol unit for the City of Wenatchee.



Dee Ann Palmer—Academy Coordinator

Dee Ann Palmer began her law enforcement career with the Idaho Department of Corrections in 1991. Most of her time with Corrections was spent working with Work Projects offender program. It is a distinguished program where offenders are taught valuable work skills, and ethics for a smoother transition back into society. She was the primary trainer and coordinator of this program responsible for the curriculum, lesson plans, and officer development, instructor assignment, and the overall supervision of training for both officers and offenders. In 2002, she was hired by the Idaho State Police as a Trooper in Region 4, Twin Falls, and was recently hired by P.O.S.T. as a Training Specialist.

James Quintana—Academy Coordinator

James Quintana comes to us from West Texas. He and his wife, Denise, have four wonderful children. He is a 14-year law enforcement veteran who started his career with the Santa Fe Police Department and spent several years in patrol and traffic. He was promoted to the Police Community Relations Bureau where he begun his career in Training. He taught basic and advanced classes to officers and civilians. In 1995, he moved to Texas where he worked as Chief Criminal Investigator with District Attorney's Office. He was an active member of Texas District and County Attorney's Association. He was elected to the state board and served as Chairman, overseeing training of 2000+ members. He graduated from Midland College with honors, attended the FBI National Academy and was president of his section. He was assigned to the FBI Terrorism Task Force, and is a member of International Association for Identification.



Doris Hayward
Academy Associate



Craig Rhom
Reserve Academy
Coordinator



A special thank you to:
Jerrilea Archer
Academy Coordinator

Basic Patrol—Student Attendance by Agency

City Agency		County Agency	
Aberdeen PD	1	Ada CSO	8
Boise Airport PD	2	Bannock CSO	1
Boise PD	14	Bingham CSO	2
Bonnors Ferry PD	1	Bonner CSO	5
Chubbuck PD	3	Bonneville CSO	3
Coeur D'Alene PD	2	Boundary CSO	1
Garden City PD	3	Canyon CSO	12
Grangeville PD	1	Clearwater CSO	1
Heyburn PD	1	Elmore CSO	3
Idaho City PD	1	Fremont CSO	2
Idaho Falls PD	4	Gem CSO	1
Jerome PD	1	Gooding CSO	1
Ketchum PD	1	Idaho CSO	1
Kimberly PD	1	Jefferson CSO	2
Meridian PD	5	Jerome CSO	1
Mountain Home PD	1	Kootenai CSO	4
Nampa PD	10	Latah CSO	3
Pocatello PD	1	Madison CSO	2
Post Falls PD	4	Nez Perce CSO	2
Rexburg PD	1	Owyhee CSO	1
Rupert PD	1	Shoshone CSO	3
Salmon PD	1	Twin Falls CSO	2
St. Anthony PD	1	Valley CSO	1
St. Maries PD	1	Washington CSO	1
Twin Falls PD	2		63
Weiser PD	1		
Wendell PD	1		
	66		
Idaho Fish & Game	2		
Idaho State Police	25		
Brands	1		
		TOTALS	
		City	66
		County	63
		State	25
		Tribal	4
		Self-Sponsored	3
			161

Basic Patrol Academy Statistics

	#139	#140	#141	#142
Male	34	45	29	41
Female	2	2	4	3
TOTAL	36	47	33	44
Dismissals	2	3	4	2
Fitness	1	0	2	0
Academic	0	1	1	1
Discipline	0	0	0	1
Other	1	2	1	0

Reserve Academies

There were six Reserve Academies held in FY04 in these locations: Coeur d' Alene, Meridian (P.O.S.T.), Ada County (P.O.S.T.), Filer, Rexburg, and Madison County.

A special thank you to:
Kelly Kellas
Systems Developer



Basic Detention—FY03-04

Academy	Entered	Graduated	Dismissed
# 31	29	27	2
# 32	34	33	1
# 34	34	34	0
Totals	97	94	3

Basic Detention—FY03-04

Ada CSO	14	Butte CSO	0	Gooding CSO	5	Nez Perce CSO	3
Adams CSO	1	Camas CSO	0	Idaho CSO	2	Oneida CSO	0
Bannock CSO	3	Canyon CSO	17	Jefferson CSO	0	Owyhee CSO	1
Bear CSO	0	Caribou CSO	0	Jerome CSO	2	Payette CSO	2
Benewah CSO	0	Clark CSO	0	Kootenai CSO	6	Power CSO	0
Bingham CSO	1	Clearwater CSO	2	Latah CSO	1	Shoshone CSO	0
Blaine CSO	1	Custer CSO	0	Lemhi CSO	1	Teton CSO	0
Boise CSO	1	Elmore CSO	2	Lewis CSO	1	Twin Falls CSO	2
Bonner CSO	7	Franklin CSO	0	Lincoln CSO	0	Valley CSO	0
Bonneville CSO	0	Fremont CSO	1	Madison CSO	2	Washington CSO	4
Boundary CSO	2	Gem CSO	3	Mini-Cassia CJC	5	TOTAL	94

Juvenile Academies—Detention and Probation

The last fiscal year was a very busy time for me as the new coordinator of the Juvenile Detention and Probation Academies! After being Roch Clapp's shadow for the April 2003 Detention Academy, I was thrown into the water for the next Juvenile Probation Academy held in September, 2003; and that was without a lifejacket! As scary as it was, it was the most exhilarating time of the year. The Probation Academy was 23 fold, with 22 Challenge Students. It was just like having a double Academy. All passed successfully with a class average of 92%.

Due to personal events, I was unable to coordinate the October, 2003 Detention Academy, however, it was run with ease by my co-worker, Ann Bailey. She spearheaded all academy coordination, as well as ensuring all instructors were lined up and ready to teach their particular courses. Kudos to Ann! The Detention Academy graduated with a class average of 88%.

Our April and May 2004 Academies brought two of the highest academic achieving academies for juvenile P.O.S.T. academies. In April, the Juvenile Detention Academy had a class average of 93%. Additionally, this academy was the first to have an outdoor graduation. It was beautiful weather, and the Honorable Judge John Vehlow graced the stage with a heartfelt speech as well as administrating the Oath for the Probation Officer Code of Ethics.

I am proud to announce that the May 2004 Probation Academy soared to the highest class average to date for any juvenile academy with a score of 95%! Congratulations Probation Academy # 4! Another special event with this academy was the awesome speech from Senator Denton Darrington at the academy graduation. The Senator has been a proponent for Juvenile Justice and has been a supporter of the Juvenile Academy training from the inception. We were honored by his presence!

Fitness for Duty! Because our fitness program for juvenile officers is currently voluntary, we have not had a full attendance to date. However, with the help of my professional fitness instructor, Muntaga Bah, we have come up with an incentive for fitness programming. We now offer Fit For Duty T-Shirts for those who attend at least four of the five classes Mr. Bah offers. I am pleased to report that attendance in our fitness program has doubled in numbers! Amazing what a little T-shirt does!

Innovative Training on the rise! I have been lucky enough to become involved with CD-ROM training for the juvenile academies. Through curriculum development process, it became necessary to design updated and new coursework needed for the juvenile officers to maintain the high level of training offered here at P.O.S.T. Without extending the two-week academies, I chose to have some classes placed on CD-ROM for interactive computer-based training, as P.O.S.T. has done for adult academies. We have successfully designed a Legal and Liability course on CD-ROM, with the help of Dave Sasser, legal representative for ICRMP. This is an eight-hour CD for Adult and Juvenile Detention Academies, and a five-hour CD for Juvenile Probation Officers. This CD is not only user-friendly, but very informative. By offering this course on CD, I have opened the doors for other important courses to take place. I now have added Cultural Diversity, Advanced Health Care and Medication Management, and a more in-depth look at children's Mental Health to the two-week curriculum for Juvenile Detention Officers. The curriculum for Juvenile Probation Officers now includes an in-depth look at chil-

dren's mental health, more in-depth training on officer safety, and a two-hour course specific to juvenile use and abuse of methamphetamine—in addition to the four-hour course on drugs and alcohol. Due to the CD-ROM training, our officers are now receiving 120 hours of training with the inclusion of the Field Training Manual. My plan is to use CD-ROM training to help stay on the cutting edge of professional training for Juvenile Detention and Probation Officers. I am looking forward to future academies!

(Probation Academy #5 began September 12th with graduation on September 24th; and Detention Academy #10 began September 26th and graduated October 8th.)



**Juvenile Academies
Coordinator**

Marcy Chadwell was hired as our Academy Coordinator for the Idaho Department of Juvenile Corrections in 2003, replacing Roch Clapp who set up the first Juvenile Academies at P.O.S.T. She coordinates the Basic Training for Juvenile Detention and Probation Academies. As an employee of the Idaho Department of Juvenile Corrections, Marcy additionally collaborates with the other P.O.S.T. law enforcement coordinators to provide state-wide standardized training. She has worked as a Juvenile Detention officer, probation officer and probation supervisor with Ada County Juvenile Court for the past nine years. She has a degree in Social Work, is a licensed Social Worker in Idaho.



Ann Bailey
Juvenile Academies
Assistant



Comprehensive Grant Training Program



POST Deputy Director

Doug Graves has nearly 25 years of law enforcement experience in a variety of assignments. He began his career as a Patrolman with Orofino PD. He served 10 years with Clearwater CSO working patrol and juvenile investigations achieving rank of Sergeant in charge of county investigations. He worked for the Criminal Division of the Office of the Attorney General and for Juvenile Justice Unit of Health and Welfare. Doug has worked for P.O.S.T. on 2 separate occasions for a total of 11 years. His first two years at P.O.S.T. he assisted Mike Becar coordinating Basic Academies. Returning in 1995, he began working as Grants Coordinator for academies. Since then he has been the Supervisory Training Specialist, and in 2001 was promoted to Deputy Director. He teaches Ethics, U.S. Constitution and Child Abuse Investigation for Basic Patrol Academies. He serves on Governor's Drug Policy Advisory Board, STOP Violence Against Women planning board, and Governor's Mental Health Planning Council. Doug holds a B.S. in Social Science from Lewis-Clark State College, in Lewiston, Idaho. He graduated from Northwestern University School of Police Staff and Command, FBI Academy, and holds P.O.S.T. Advanced, Masters, and Management certifications. He and his wife Jan have four children and five grandchildren.

BYRNE GRANT

It is estimated that approximately one hundred seventy-five (175) police officers are working part time or full time within Idaho's schools. In many cases these officers received little or no training to become a school resource officer. In June 2003, P.O.S.T. was awarded funding from the Federal Edward Byrne Memorial Grant Program to provide this much needed training, plus give additional support to Idaho's school resource officers.

In August 2003, a P.O.S.T. Associate Trainer was hired to coordinate the SRO Byrne Grant. Working closely with the P.O.S.T. regional training specialists and contracted instructors, the associate trainer organized, scheduled and tracked over three hundred (300) hours of tuition-free training for Idaho's school resource officers. Throughout the 2003/2004 grant year, over one hundred thirty (130) school resource officers, school personnel, child protection investigators, legal representatives and other law enforcement officers attended training sessions on Violence and Terrorism in the School Setting, Emergency Response Planning, Child Abuse Investigation and Investigating Internet Crime.

During June 2004, the grant funded one hundred forty-four (144) hours of basic, intermediate, advanced and supervisory training for Idaho's school resource officers. These tuition-free classes prepared new SROs for school-based law enforcement and gave veteran officers the opportunity to enhance and improve their current level of performance. Lodging and meal per diem provided an additional benefit for strained agency budgets. Work is progressing on developing an Idaho School Resource Officers Association and a internet-based communication system. These projects will hopefully provide opportunities for the school resource officer to share information and collaborate ideas with other SROs throughout Idaho. Also in June 2004, P.O.S.T. was again awarded funding from the Edward Byrne Memorial Grant Program to continue the SRO programs and training begun in 2003/2004. We look forward to another year of assisting state law enforcement agencies in placing a higher level of trained school resource officers within the schools of Idaho.

STOP VIOLENCE AGAINST WOMEN GRANT

The goal of this grant continues to be to provide a multi-faceted training program furthering domestic violence expertise for Idaho law enforcement and prosecution. As a part of this project, P.O.S.T. has developed several interactive CD-ROM's which are disseminated to police officers attending the Basic Patrol Academy. This interactive training includes courses in child abuse, sexual assault, and report writing. These programs have allowed for more time during the academy to expand on new and emerging law enforcement issues. Grant monies have also been used to send P.O.S.T. administration and instructors to key conferences such as the Domestic Violence conference held in San Diego and to bring training to the local area such as a strangulation class offered in September 2003 and co-sponsored by Nampa Police Department.

MULTI-DISCIPLINARY CHILD ABUSE TEAM GRANT

Multi-disciplinary teams (MDTs) coordinate the efforts of various community agencies that have a legal responsibility in the investigation and disposition of cases involving child abuse and neglect. At a minimum, MDTs consist of a representative from the prosecuting attorney's office, law enforcement, and Department of Health and Welfare child protection risk assessment staff. Members may also include a representative from the Guardian ad Litem program, juvenile and adult probation, medical personnel, school officials, and any other persons deemed beneficial because of their roles in cases concerning child abuse and neglect. Through this grant from the Criminal Justice Act, P.O.S.T. supports the development and enhancement of Multi-disciplinary Child Abuse Teams in conjunction with the Idaho Department of Health and Welfare. P.O.S.T. provides administrative support to the Governor's Task Force on Children at Risk (C.A.R.T.F.) and administers grants to counties for MDT enhancement.

Comprehensive Grant Training Program

P.O.S.T. provided training to social workers, prosecutors, judges, and law enforcement officers specific to child abuse issues. P.O.S.T. also provided each Basic Patrol Academy with 16 hours of child abuse training. Additionally, P.O.S.T. published regular issues of PROTOCOL, which generally addressed topics relating to child abuse and neglect and domestic violence. PROTOCOL was released in June 2003, December 2003, and March 2004. Electronic copies of these are available on the P.O.S.T. MDT website, maintained specifically for members of MDTs in Idaho, <http://www.idaho-post.org/mdteams/mdteams.shtml>.

Multi-Disciplinary Team Grants Awarded

Idaho's MDTs are using these grants to become more technologically advanced and well-trained in protecting the children of our great state.

Ada County MDT	Training	2,950.00
Gooding County MDT	Equipment	2,140.00
Bingham County Protocol Team	Equipment	7,020.00
Mini-Cassia Child Protection	Equipment	1,086.00
Twin Falls County Reach Team	Equipment	<u>1,941.00</u>
		\$15,137.00

Local Law Enforcement Block Grant

1. Upgraded Audio/Video controls systems in Classrooms A and B at P.O.S.T.
2. Provided an additional sixty (60) hours of computer-based training, comprised mostly of Law Week curriculum

*A continued thank you to: **Karen Watson**
Our Information Systems Technician*

Professionalism Through Training



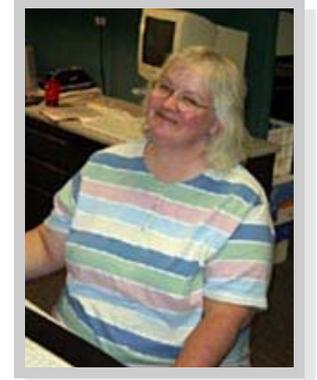
Mindy Peper
Grants Staff



Kristel Stills
Grants Staff



Marti Monk
Grants Training Specialist



Certifications

July 1, 2003—June 30, 2004



Laura Johansen
Support Staff
Certifications Specialist

During FY04, **552** of the state's law enforcement officers were granted certification. The following table details this information by the type of agency in which the certified officers were employed.

Patrol Officers Certified

<u>Certificate</u>	<u>City</u>	<u>County</u>	<u>State</u>	<u>Totals</u>
Reserve	28	29	1	58
Marine Reserve	0	3	0	3
Basic	96	73	20	189
Intermediate	73	55	14	142
Advanced	45	23	17	85
Master	7	3	3	13
Supervisor	9	16	8	33
Management	13	5	2	20
<u>Executive</u>	<u>6</u>	<u>3</u>	<u>0</u>	<u>9</u>
Totals	277	210	65	552

Certified Patrol Officers By Agency: Of the number of officers certified during this fiscal year, 50% were employed by police departments, 38% were from county sheriff's offices, and State of Idaho officers were issued 12% of the certificates.

Detention Officers Certified

One hundred fifty new officers were certified by P.O.S.T. Council in FY04, listed below by certification levels:

Level I—**119** Level II—**20** Level III—**11** Total—**150**

Juvenile Detention Officers—43 Basic Certificates were issued

Juvenile Probation Officers—42 Basic Certificates were issued

Communication Specialists Certified

During FY04, forty four Idaho Communication Specialists were granted certification, listed below by their agency types. Communication Specialists classified included: 32% employed by police departments, 55% from county sheriff's offices, and 13% worked for the Idaho State Police.

<u>Level</u>	<u>City</u>	<u>County</u>	<u>State</u>	<u>Totals</u>
I	5	9	3	17
II	6	8	1	15
III	3	7	2	12
<u>Adv.</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Totals	14	24	6	44



Photo inside the new building—*Doris Hayward*

Certified Instructors

One hundred three new instructors were certified by P.O.S.T. Council in FY04, listed below by certification training regions:

Region I—**17** Region II—**37** Region III—**49** Total—**103**

K9 Teams Certifications

In FY04 P.O.S.T. issued a total of **35** K-9 Team certifications broken into the following categories:

K-9 Controlled Substance (**22**), K-9 Patrol (**7**), K-9 Tracking (**2**), K-9 Evidence Search (**2**), K-9 Explosive Detection (**2**)

Dorm Use Report

FY04 Expenditure Report For Dedicated Fund



Tammy Kelly
Support Staff
Dorm Manager

Savings to State

Dorm vs. Motel
\$619,939.65

State Contract \$17.25 vs.
State Meal Allowance \$30.00

\$194,310.00

Grand Total Savings
\$814,249.65

345 officers attending in-service schools stayed in the dorm for an accumulated total of 3,008 nights. If these officers would have stayed in a motel at an average of \$45.00 per night, the cost would have been \$135,360.00. Our budgeted expenses to operate the dorm were approximately \$48,820.35 for a total savings of \$86,539.65.

162 officers attending the Patrol Academy utilized the dorm for an accumulated total of 11,016 nights. Using the above figure of \$45.00 per night, it would have cost \$495,720.00 to house these officers in a motel. Our costs for the dorm were approximately \$10.00 per night or \$110,160.00 for a total savings of \$385,560.00.

128 officers attending the Detention Academy utilized the dorm for an accumulated total of 4,224 nights. Again, using the above figure of \$45.00 per night, it would have cost \$190,080.00 to house these officers in a motel. Dorm costs were \$10.00 per night or \$42,240.00 for a total savings of \$147,840.00.

Total savings to the State of Idaho by utilizing the dorm is approximately \$619,939.65 per year. By utilizing the State contract for meals, there was an additional savings of \$194,310.00 from the \$30.00 per day State meal allowance.

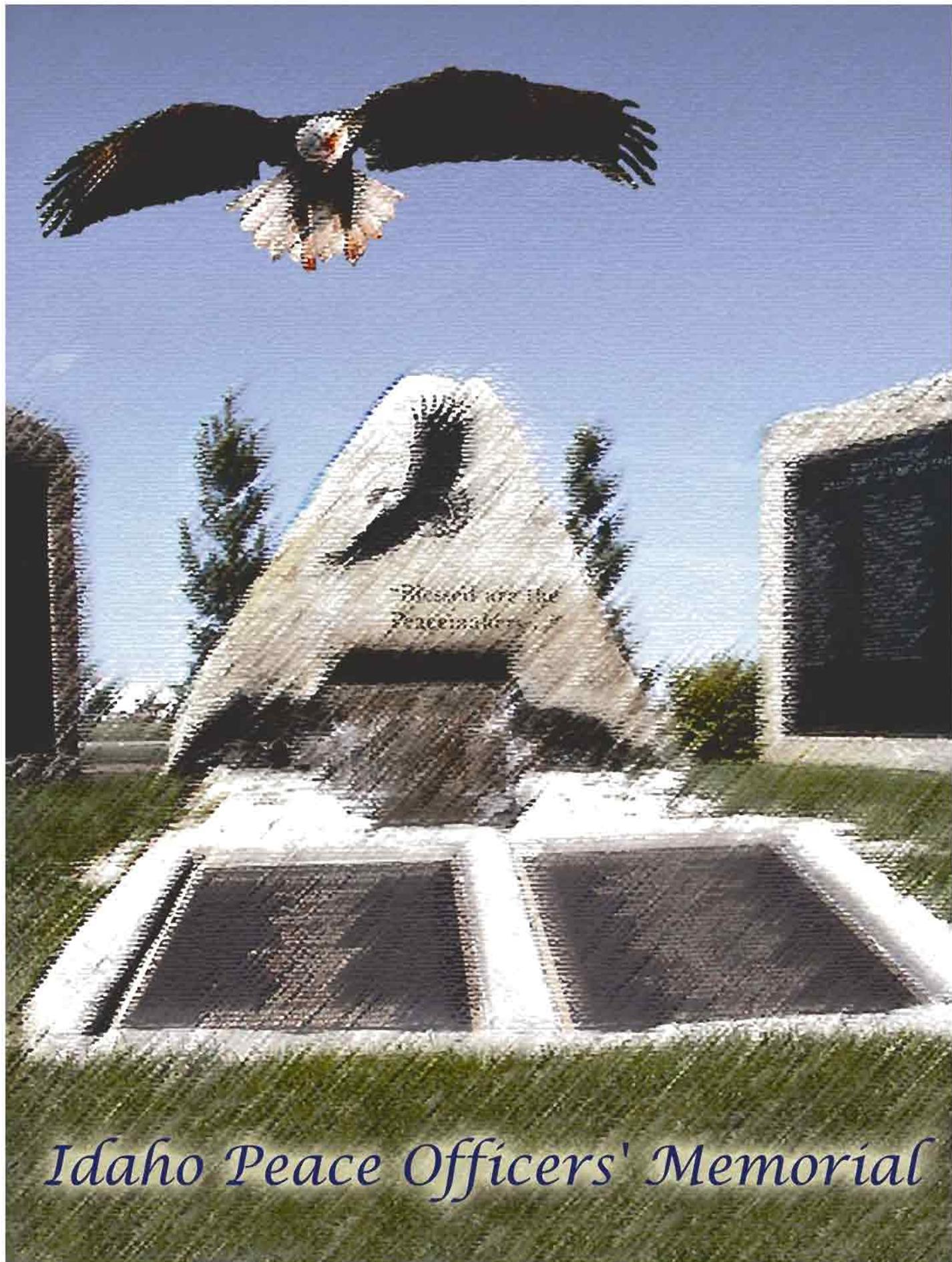
SPENDING AUTHORITY	\$ 2,164,900
(\$136,700 CO one time)	
EXPENDITURES	
Personnel & Benefits	\$ 827,534.45
Operating Expenditures	\$ 938,140.81
Capital Outlay	\$ 101,258.95
Idaho Prosecuting Attorneys Association	\$ 94,120.00
TOTAL EXPENDITURES	\$ 1,961,054.21

FY04 Expenditure Report For Federal Grant Fund

EXPENDITURES:	
Personnel & Benefits	\$ 53,908.28
Operating Expenditures	\$ 189,150.34
Capital Outlay	\$ 7,349.97
Trustee and Benefits	\$ 55,776.24
TOTAL EXPENDITURES	\$ 306,184.83



Photo of entryway to the new building—by Doris Hayward



Idaho Peace Officers' Memorial