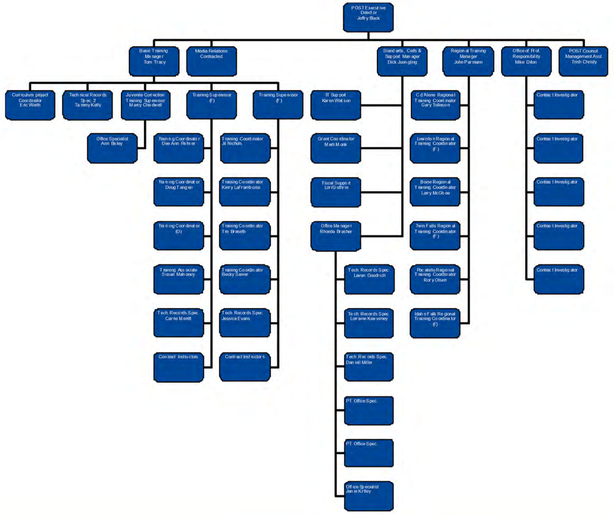
The POST academy is divided into four bureaus: Basic Training Academy, Regional Criminal Justice Training Centers, Standards, Certifications, and Support and Office of Professional Responsibility. Each bureau is directed by a manager who oversees the day-to-day operations of each. The four bureau managers fall under the leadership of the POST Executive Director.



Idaho Peace Officer Standards and Training Academy
PO Box 700
Meridian, Idaho 83680-0700

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PEACE OFFICER STANDARDS AND TRAINING COUNCIL

Gary Aman, Sheriff (Chairman)
Owyhee County Sheriff's Office

Dan Weaver, Chief (Vice Chairman)
Moscow Police Department

James Bensley, Chief
Garden City Police Department

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Criminal Law Div, Atty General's Office

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Department of Juvenile Corrections

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Idaho Association of Counties

Ken Harward, Exec. Director
Association of Idaho Cities

Jon Heggen, Chief of Enforcement
Department of Fish & Game

R. David Moore, Chief
Blackfoot Police Department

Blair Olsen, Sheriff
Jefferson County Sheriff's Office

Brent Reinke, Director
Department of Correction

Greg Sprungl, Sheriff
Boundary County Sheriff's Office

Donald Robinson, Supervisory SA
Federal Bureau of Investigation

Jerry Russell, Director
Idaho State Police

David L. Young, Prosecutor
Canyon County Pros. Attorney

Idaho Peace Officer Standards and Training 2008 Annual report

INTEGRITY THROUGH TRAINING AND EDUCATION

September 1, 2008

The Honorable C.L. "Butch" Otter
Governor of Idaho
Idaho State Capital
Boise, Idaho 83720

Dear Governor Otter,

On behalf of the POST Council it is with great pride that we provide you with this Peace Officer Standards and Training annual report. As a council we continue to work with POST Director Jeffry Black and the many Sheriff's, Chiefs, and Corrections officials as well as with all law enforcement professionals to provide the best training available for the benefit of the people in this great state.

POST is at a transitional point in its existence. Providing the training that is needed for 143 different criminal justice agencies is exceeding the capability of the Meridian facility. The Council and POST are exploring the possibility of expanding and collaborating with Idaho's community colleges. This will provide more localized training, make more efficient use of existing programs, infrastructure, and ultimately benefit all Idaho citizens.

Our goals and expectations are high and with your continued support we will achieve them. Thank you for enabling us to provide the citizens of Idaho with ethical, capable, and well-trained criminal justice professionals.

Sincerely,

Sheriff Gary Aman, Owyhee County
Chairman, POST Council

From the Director's Desk _____

My second year as POST's Executive Director brought with it significant accomplishments as well as opportunities. Last year POST presented a dynamic reorganization structure that created four bureaus of operation and allowed for a new management team to direct the daily performance of those departments. I have since hired and promoted an experienced administration team to lead POST into the next decade.

Our role is unique in the United States as we set the standards, train, and certify ten different criminal justice disciplines. The POST Council now represents 143 state, county, and city criminal justice agencies. Our newest additions to the basic training academy are Department of Juvenile Corrections direct care staff and county misdemeanor probation officers.

One of the more significant opportunities for POST is looking forward to 2015. We want to ensure we have the resources and organizational structure to continue providing criminal justice professionals the finest ethical educational and practical training possible. We owe it to the citizens of Idaho and our clients who range in diversity from Custer County Sheriff's Office to the Idaho Department of Corrections.

As you read about our transformations and achievements in the 2008 annual report, keep in mind that we accomplished these tasks with a very limited dedicated staff supported by contractors. We look toward the horizon of another year marked with new endeavors and successes. Thank you for your continued support as we train those who keep our communities safe.

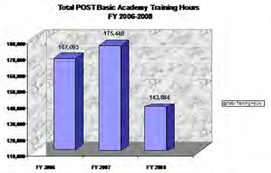
History of POST _____

Prior to 1970, Idaho peace officers received a two-week training course from the Federal Bureau of Investigation. In 1970, POST was created and began offering a four-week academy. Nine years later regional training was added to the POST program and the first continuing education courses went statewide. By 1994, POST moved to the new campus in Meridian along with the Department of Law Enforcement. The campus had four classrooms and an 80-room dormitory. Over the next ten years POST would begin training and certifying juvenile and adult correction officers and a new training building would be built to accommodate the exponential growth experienced by the additional training requests. In the last year, POST has re-emphasized regional training to make it more accessible to criminal justice professionals throughout the state. Entry level and in-service training is rapidly expanding and POST continues to work with new and existing partners to utilize resources and create positive, lasting relationships to the benefit of all Idaho criminal justice professionals.

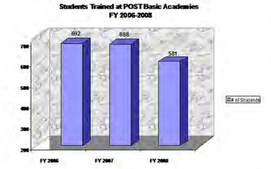
Basic Training Academy

Overview

The POST Academy, a progressive and technologically advanced training facility, strives to ensure all Idaho peace officers receive a strong foundation in their prospective criminal justice profession through cutting-edge instruction. The academy reaches into all corners of the criminal justice field, offering basic entry training to patrol officers, detention and corrections officers, both adult and juvenile, probation and parole officers, and communication specialists.



*Basic training academies for Corrections Officers and Probation & Parole Officers were not held at POST until the 2006 fiscal year



* Basic training academies for Corrections Officers and Probation & Parole Officers were not held at POST until the 2006 fiscal year

Problem Based Learning Project (SPIDER)

A problem-based learning (PBL) exercise was created by POST staff in collaboration with a local law enforcement training company, SG Five, in the spring of 2007 to study the effectiveness of PBL in training Idaho officers. The 10-week program was developed to address the need expressed by agencies for training designed to build student problem-solving, decision-making, collaboration, and practical application skills.

According to students and instructors, SPIDER has been successful in meeting its goal. Several changes were made to the program over the past year, however, to increase the effectiveness of this training. Scenarios involving face-to-face interviews with persons of interest and unknown/high-risk suspect apprehension techniques were added to help students practice skills discussed in POST classes. A graded element was also added to the PBL exercise as a way to provide students with concrete feedback on steps they can take to become more effective officers.

POST staff is currently exploring ways a similar PBL activity could be integrated into Detention, Correction, and Probation & Parole academies.

Public Can Schedule POST Facilities Online

POST recently launched a new web-based program which will allow users to schedule the facilities in Meridian. The classrooms and Gym located in both training buildings will be available for reservation up to 6 months before needed event date. The facilities are free and can accommodate both small groups and larger gatherings of 300. Many of the classrooms are well-equipped with the latest technology such as SMART boards. When making reservations users can view facility policies, pictures, layout configurations, and maximum occupancy.

POST Saves State Thousands of Dollars With Dorm and Cafeteria

With over 500 basic academy students passing through our doors each year POST has the privilege of saving a considerable amount of state monies by housing our students in 80 well-maintained, double-occupancy dorm rooms. In comparison to using a hotel room at a typical government rate, POST saved almost $914,000 this past fiscal year. Furthermore, we are able to feed the students at our cafeteria at a rate of $21 day versus the state allowance of $31 per day, saving POST nearly $100,000.

Regional Criminal Justice Training

Overview

This past year marks a significant milestone in the history of POST as it established many changes in how we operate. These changes bring a promise of more to follow.

The most visible is the reorganization of POST into four bureaus with managers overseeing each division. The driving force behind this decision was to provide our customers with more accountability and improved services.

This reorganization also spawned an entirely new division to the fold, the Regional Training Centers (RTC), which includes statewide in-service training, combining all three regions under one manager. This has enhanced coordination of training between regions and improved communication and cost considerations for specified training throughout the state. By example, our three regional Training Specialists efforts to identify, evaluate, approve, and coordinate in-service training throughout the state produced a total of 233,322 collective hours of training for a combined total of 20,732 participants!

The RTC division is also responsible for program development including the three vocational law enforcement programs and Reserve Officer training. Newly developed training program concepts include the Boise City Police Department pilot academy and the Correction Corporation of America's correction officers training that runs independently from the Idaho Department of Correction's basic academy.

The number of students graduating from the CSI, ISU, and NIC law enforcement programs and qualifying to take the POST Challenge Exam the past three academic years.

	Fall 2005/Spring 2006	Fall 2006/Spring 2007	Fall 2007/Spring 2008
College of Southern Idaho (CSI)	32	22	25
Idaho State University (ISU)	24	24	22
North Idaho College (NIC)	4*	8*	10*

**** Program reduced to only one class offered per year.***

These, and other newly developed programs must go through a rigorous evaluation process to ensure their programs meet or exceed the minimum standards established and approved by the POST Council. This includes curriculum assessments, instructor certifications, facility standards, safety, legal, and need considerations before they can expect approval and certification.

As the licensing authority, POST is obligated to ensure these standards are met and has always demonstrated our willingness to provide our resources to assist agencies in the development of training programs large and small.

As you read through the 2008 annual report you will see a great volume of work that has been accomplished throughout the four divisions by a relatively small staff of dedicated and talented individuals. We collectively provide criminal justice professionals with the absolute best product and services possible.

Instructor Development Becomes More Accessible

In 2007, Idaho's Instructor Development program was restructured to increase the effectiveness of the class in training learning facilitators while at the same time enabling POST to train more students per class and at a cost effective tuition.

As part of the restructuring process, 27 individuals were invited to a 40-hour training course held at POST headquarters in October, 2007. In attendance were POST staff, basic academy instructors, representatives from three college law enforcement programs, and Instructor Development instructors. Input from these individuals was used to fine tune the new Instructor Development course, which replaced the previous program in October, 2007. Since the new Instructor Development program was developed, seven classes have been held training 192 students (7,680 training hours). As a direct result of this change, POST was able to lower Instructor Development tuition to $70 per attendee from the previous $300 tuition cost.

Standards, Certifications, and Support

Overview

Many day-to-day client interactions happen through our main office in Meridian. Potential students are processed, employment and training records are tracked, and various inquiries about every aspect of criminal justice are fielded through the customer service center. This high energy staff oversees the certification of approximately 1400 criminal justice professionals every year, ensuring compliance to Idaho code and statutes.

Grant Funded Training

Since January 2008, over 400 law enforcement officers, prosecutors and others have received tuition-free training funded through three grants managed by POST.

The Byrne-Justice Assistant Grant (B-JAG)

During 2008, this grant provided over 95 hours of training in Investigating Computer Crime. Law enforcement officers, prosecutors and others received information specific to computer and cell phone forensics, preparing legally sound computer crime documentation and investigating and prosecuting internet crimes against children. Much of this information was obtained with direct, hands-on experience. Because the majority of these classes were repeated in POST's three training regions, agencies located within 75% of Idaho's 31 rural counties were able to benefit from this free training.

The STOP Violence Against Women Federal Grant

Although the STOP grant ended March 31, 2008, it provided 50 Idaho law enforcement officers Domestic Violence Problem-Based Learning from January-March. This unique program comprised of a team of instructors and actors, presented a hands-on, scenario-based training in domestic and family violence to patrol officers working in the field.

The Multidisciplinary Team (MDT) Federal Grant

POST manages this grant in partnership with the Idaho Department of Health and Welfare and the Governor's Children at Risk Task Force (CARTF). During 2008, the MDT grant awarded over $14,000.00 to 7 county multidisciplinary teams for training and equipment related to the investigation and prosecution of child abuse and neglect. In addition this grant provides the annual Keeping Children Safe conference, research and potential legislation related to educational neglect and the organization of a state child death review team.

POST Website

Liquid Office created by Autonomy Cardiff is a powerful and intelligent web-based software program designed to integrate the process of people and paper. The system will tremendously speed up the processes of managing, routing, tracking, and approving forms and packets, freeing staff to focus on other projects. While reducing the huge burden on POST staff, this document management system will also provide better customer service to our partners.

New POST applicants will start the ball rolling by going online at the POST website and submitting a Notice of Employment. The applicant is then assigned a POST identification number and taken through the steps needed to apply for academies, courses, and so on. That is just the beginning. The system will route his or her application on to the appropriate supervisor in the agency for approval before it is routed to POST for action. On future log-ins by the applicant, fields will be self-populated, profiles will be updated, and to the applause of many, scanning and updates to Skills Manager and Application Extender will be managed by Liquid Office.

The legislature has approved the funding and a contractor will be chosen this Fall. Various test agencies will help POST work out the glitches. The goal is to have the automation fully implemented by July 1, 2009 .

Office of Professional Responsibility

Overview

The Idaho Legislature formally established the Idaho Peace Officers Standards and Training Council (POST Council) for the purpose, among others, of setting requirements for employment, retention, and training of peace officers, including formulating standards of moral character, and other such matters as relate to the competence and reliability of peace officers. The POST Council also has the power to decertify peace officers upon findings that a peace officer is in violation of certain specified standards, including criminal offenses, or violation of any of the standards of conduct as established by the Council's Code of Ethics.

The investigation of officers who have engaged in misconduct is handled by investigators who work for the POST Academy under the direction of the Manager of the Office of Professional Responsibility (OPR). The OPR manager reports directly to the POST Executive Director.

The OPR manager and five additional investigators conduct these investigations throughout the State. These investigators are mature, seasoned professionals who have years of experience in law enforcement and who are uniquely qualified to perform this work.

When a report of misconduct by a certified officer is lodged with POST, the matter is assigned to one of the investigators by the OPR Manager. During the process of resolving the allegations against the officer the investigator may subpoena records, interview other employees of the officer's department, talk to the officer, and do other investigation and interviews in an effort to gather the facts.

At the conclusion of the investigation the investigator prepares a report containing the results of his inquiries. Depending upon what is learned by the investigation the officer may voluntarily sign a stipulation surrendering his certification, or he may elect to challenge his decertification through administrative procedures. In some instances the investigations determine that the allegations against the officer were either unfounded, or that disciplinary actions taken against the officer by his department have been sufficient to resolve the matter without resorting to decertification.

Even though the investigator, the OPR manager, and the Executive Director of POST all make recommendations regarding action to be taken against the officer, it is the POST Council who has the authority to make the final determination.

This year POST opened 38 new cases and issued 30 decertifications.

Integrity Bulletin

On a quarterly basis the Office of Professional Responsibility at POST publishes a four page document entitled Integrity Bulletin.

The purposes for this document are first, to present to the law enforcement community topics dealing with integrity and ethics, and secondly, to give examples of disciplinary actions taken by the POST Council. The Bulletin is carried on the web site of POST, is sent electronically to those who request it, and is mailed out to hundreds of organizations and individuals directly. This Bulletin is just one of the tools used by the POST Academy to educate and instruct our officers.

The synopses of disciplinary actions are taken from prior decertification investigations conducted by POST. Neither names of the officers nor the departments for which they worked are identified, but sufficient detail is given on each case to illustrate behavior that is unacceptable and for which an officer may be decertified.

This publication has received wide acceptance within the law enforcement community and is a strong advocate for increasing and emphasizing ethical behavior.