



**MIKE DEWINE**

★ OHIO ATTORNEY GENERAL ★



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**Ohio Peace Officer Training Commission  
Thursday, September 8, 2016**

held at the

**Ohio Peace Officer Training Academy**

1650 State Route 56 SW

London, Ohio 43140

**Minutes**

**I. Opening**

**A. Call to Order**

Chairperson Vernon Stanforth called the meeting to order at 10:03 a.m.  
Sheriff Michael Heldman led the Pledge of Allegiance.  
Ms. Donna Long called the Roll Call.

**Commission members present**

Chairperson Sheriff Vernon P. Stanforth  
Sheriff Michael Heldman  
Chief Kimberley Jacobs  
Chief Clayton Harris  
Sgt. Troy Mineard  
SAC Stephen Anthony  
Colonel Paul Pride  
Mr. Stephen Schumaker

**B. Guests and Staff**

**Attorney General's Office**

Ms. Julia Brinksneider  
Mr. Brodi Conover  
Ms. Mary Davis  
Mr. James Burke  
Mr. Justin Hykes  
Ms. Donna Long  
Mr. Lou Agosta  
Ms. Alice Robinson-Bond  
Mr. Eric Schaefer  
Ms. Lynnette Rodrigue  
Ms. Lucinda Lee

Attorney General's Office  
Attorney General's Office  
OPOTC Executive Director  
OPOTA Director of Advanced Training  
OPOTC Director of Administration  
OPOTC Staff/OPOTC Secretary  
OPOTA Deputy Director  
OPOTC Deputy Director  
OPOTC Deputy Director  
OPOTA Deputy Director  
OPOTA Deputy Director

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Ms. Sarah Shendy	OPOTA Staff
Mr. Michael Torres	OPOTA Staff
Ms. Arienne Fauber	OPOTC Staff
Ms. Jill Cury	OPOTC Staff
Ms. Lori Wachtel	OPOTC Staff
Ms. Brittany Thompson	OPOTC Staff
Ms. Courtney DeLong	OPOTC Staff
Mr. John Reedy	OPOTC Staff
Ms. Sarah Thomas	OPOTC Staff
Ms. Amber Jicha	OPOTC Staff

### **Guests**

Director James Copeland	Tri-C Public Safety Institute
Director Catherine Kieley	Kent State University
Lieutenant David Matthews	Dayton Police Department
Sgt. Jonathan Davis	Ohio State Highway Patrol
Captain Art Combest	Ohio State Highway Patrol
Commander Pete Willis	Sinclair Community College
Mr. Jerry Snay	Stark State College
Mr. Robert Meader	Columbus Police Department
Mr. Jake Day	Columbus Police Department
Ms. Lisa Murray	Columbus Police Department
Chief Joe Morbitzer	Westerville Police Department
Mr. Tim Stansbury	Columbus Police Department
Ms. Anne Strouth	NC State
Commander Jeff Sowards	COTC
Commander David Wiseman	Delaware County Sheriff's Office
Captain Scott Roller	Euclid Police Department

## **II. Chairperson Report**

**Sheriff Vernon Stanforth  
Chairperson**

Chairperson Stanforth welcomed the guests and asked those in attendance to introduce themselves and then moved for approval of the minutes.

### **MOTION**

**Sheriff Heldman moved that the minutes of the May 12, 2016, meeting be approved. The motion was seconded by Sgt. Mineard. No discussion was forthcoming; a vote was taken and passed unanimously. Yes-8 / No-0**

Chairperson Stanforth introduced Mr. Brodi Conover as the new chief legal counsel to the OPOTC. There was nothing to report at this time, concluding the Chairperson report.

### III. Curriculum Committee

**Sgt. Troy Mineard**  
**Committee Chairperson**

Curriculum Committee Chairperson, Sgt. Mineard stated the curriculum meeting met this morning prior to the OPOTC meeting and heard from Deputy Director Eric Schaefer on some minimum changes to the peace officer basic training, humane agent training and private security training curriculums. Sgt. Mineard asked Mr. Schaefer to brief the OPOTC on the curriculum recommended changes.



Mr. Schaefer stated due to the new Job Task Analysis (JTA) Survey which has been launched, there were very minimum changes to the curriculum at this time. The OPOTC members were directed to **Handout 1 – “Basic Training Program Changes”** which if approved by the commission would be effective on January 1, 2017. Mr. Schaefer stated they finished final revisions of the 2-2 legal topics; there were several lettered 2-2 topics which split up the revised code sections. Condensing them into four lesson plans resulted in the increase of hours.

- **2-2K Crimes Against the Administration of Safety & Justice**
  - Topic merged with 2-2M Offenses Against Justice & Public Administration
  - New content and SPO(s)
  - Name change
  - New lesson plan format that is more interactive for the student
  - Topic will increase from a merged total of 8 hours to 12 hours
- **2-2O Other Offenses**
  - Topic merged with 2-2D Prostitution & Obscenity and 2-2I Liquor Control
  - New content and SPO(s)
  - Name change
  - Topic will increase from a merged total of 6 hours to 16 hours
- **8-2 Companion Animal Encounters**
  - Legal update
  - Updated definition of companion animal
- **10-2 Motor Vehicle Offenses**
  - Legal Update
  - Changes to R.C. 4549.02 and 4549.021 regarding failure to stop after an accident

The pre-physical fitness assessment will go into effect in January 2017. Those changes are reflected below.

- **12-1 Physical Fitness & Conditioning**
  - Removed SPO #1 regarding the Initial Physical Fitness Assessment
  - The initial physical fitness assessment is now required pre-academy

With the updates discussed, peace officer basic training will see an increase in hours from 681 to 695.

Moving to the private security basic training academic program, three lesson plans were reviewed during this period; there were no changes in the hours. Changes were all related to

content and SPOs. The biggest change was to 3-1, where the name was changed to be consistent with the peace officer basic training program.

- **3-1 Interacting with the Media**
  - Updated content and SPO(s)
  - Name change

The humane agent basic training program had one legal update, with no changes to the program hours. The companion animal definition was updated.

- **Topic 2 Legal Issues**
  - Legal update
  - Updated definition of companion animal

Please see “**Handout 1**” for the complete listing of curriculum reviews and updates.

#### **MOTION:**

**Sgt. Mineard made a motion recommending approval of the recommended changes to the curriculum. Chief Harris seconded the motion. After the discussion below, a vote was taken and passed unanimously with 8-Y and 0-N.**

#### **DISCUSSION:**



Chief Jacobs asked how Topic 2-20- Other Offenses went from 6 to 16 hours. Sgt. Mineard responded it was due to the student centered learning activities included. Chief Jacobs asked if that was on the Prostitution and Obscenity and Liquor Control. Mr. Schaefer confirmed it was for the expansion of the activities for the student centered learning. Chief Jacobs asked what those activities were. Mr. Schaefer asked two of the Subject Matter Expert’s (SMEs) who were in attendance if they would like to respond.

Deputy Director Lucinda Lee responded there are a lot of group activities to help the students learn the material instead of just reading the Revised Code. There are scenarios, group activities, and games to help them learn, but all those things take more time. We needed to add the hours in order for the results to be successful.

Commander Jeff Sowards also responded there are a significant number of exercises included in the lesson plan and the exercises take approximately 10 minutes to break into groups, and go through each exercise and another 5 minutes to debrief each student, making corrections, etc. For each exercise you are looking at 15 minutes, the exercises help the student remember the Ohio Revised Code.

Chairperson Stanforth asked if there were any other questions or discussion, hearing none, a vote on the motion was taken and passed.

Sgt. Mineard stated the curriculum committee also discussed the analysis the staff completed of the Below 100 program and the committee recommends the 4-hour program be incorporated into the peace officer basic training curriculum. (**Handout 2**) Where it would be placed, and the cost

associated with training the instructors are all open for discussion. The effective date would be January 1, 2018.

**MOTION:**

**Chief Harris made the motion recommending approval for the 4-hour Below 100 Program to be incorporated into the peace officer basic training curriculum. The motion was seconded by Chief Jacobs. After the discussion below, a vote was taken and passed unanimously with 8-Y and 0-N.**

**DISCUSSION:**



Mr. Schumaker asked if they were voting now as to where it is placed in the curriculum or just that the 4-hour block is added.

Commander Meader asked the commission to allow the academies to decide where it is placed in the curriculum. The proposal discussed in the curriculum meeting was that it be placed in the last 3 days of an academy, which is very difficult. Their agency presents the training before the driving and then again when they come back from the coaching. He asks the OPOTC to consider allowing them to place it at the academy level, instead of being told exactly where to put it.

Chairperson Stanforth asked if the motion was addressing that issue. Ms. Davis responded they would bring that recommendation before the commission during the September 2017 meeting prior to it going into effect January 1, 2018. Chief Jacobs confirmed there was no need to determine that at this point. Ms. Davis agreed.

Sgt. Mineard mentioned the staff was in the process of the new JTA; once completed it will guide the curriculum changes for the next 5 years based on feedback received. That concluded the Curriculum Committee Report.

**IV. Legislative Committee**

**Chief Kim Jacobs  
Committee Chairperson**

Committee Chairperson, Chief Jacobs stated there was nothing new to report at this time. That concluded the Legislative Committee report.

**V. House Committee**

**Colonel Paul Pride  
Committee Chairperson**

Committee Chairperson, Colonel Pride stated there was nothing new to report at this time. That concluded the House Committee report.

## VI. Continuing Professional Training Committee

Sheriff Michael Heldman  
Committee Chairperson

Committee Chairperson, Sheriff Heldman reported the fiscal year 2016-2017 biennium budget, under House Bill 64, required the OPOTC to direct 11 hours of CPT for 2016 and 20 hours of CPT for 2017.

### MOTION:

**Sheriff Heldman made a motion to the OPOTC to require every appointing authority to require each of its appointed peace officers and troopers to complete a minimum of 20 hours of continuing professional training for the calendar year 2017. The motion was seconded by Sgt. Mineard. After the discussion below, a vote was taken and passed unanimously with 8-Y and 0-N.**

### DISCUSSION:



Sheriff Heldman stated that Attorney General DeWine, knowing agencies have a need to prepare next year's training schedules, will allow Executive Director Davis to announce the approved 2017 CPT program to agencies as soon as the program is finalized. Mr. DeWine is considering topics for the 2017 program as recommended by the advisory group on law enforcement training and an extension of the subjects this year. The program being considered, in order to be eligible for reimbursement, is that officers receive training on the critical subjects of trauma-informed policing (8 hours), practical use of force (4 hours), community & officer wellness (specifically, blue courage or procedural justice & police legitimacy) (4 hours), and general law enforcement training (4 hours).

Chairperson Stanforth asked if there were any discussion on the issue of the motion made. Hearing none a vote was taken and passed.

Chairperson Stanforth asked Director Burke to discuss the breakdown of the critical subjects for the 20 hours as proposed for 2017. **(Handout 3)**



Mr. Burke went over the Trauma Informed Policing, which was created in partnership with the Ohio Department of Mental Health and Addiction Services (ODMHAS) and is related to De-Escalation with a Focus on Mental Illness and Community-Police Relations from this year. This is more about making the officer aware of the trauma a lot of youths and adults grow up in and see. It helps the officers understand how they handle their approaches on these types of calls can affect or re-traumatize the individual. They will also talk about secondary vicarious trauma; which is trauma that officers receive from seeing things over and over again throughout their careers and how it can affect them.

Mr. Burke then discussed the Practical Application of Force, which is a step up from this year's Use of Force. A mandatory lesson plan can be provided for subject control instructors to teach at their agencies; there will also be 4 regional courses offered every month across the state. Any of the relevant courses here at OPOTA would also apply.

For Officer & Community Wellness several options meet this critical subject. We are creating a new Procedural Justice & Police Legitimacy lesson plan; focusing on nobility of the profession

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and also focusing on those community bank accounts we discussed. We will be focusing on the positive things we've seen, not the negative things. There will also be 4, one-hour Blue Courage courses available on eOPOTA.

The 4 hours of general training is up to agency administrator/training staff to decide how they want their officers to fulfill that need. Also available for the general hours there will be 4 new one-hour legal update courses available on eOPOTA, and we will be offering 6 regional legal update courses across the state as well. We are trying to meet the need and make it as user friendly as we can for the agencies across the state.

During a lengthy discussion these were some of the questions or concerns brought up regarding the 8-hour Trauma Informed Policing.

**Question:** Will it be taught by the Department of Mental Health Services and where would it be taught?



**Answer:** It would be taught by the ODMHAS and would be provided twice regionally and one course at either London or Richfield which will also be a webcast. We have also reached out to the ODMHAS and will have a list of instructors, if agencies choose to contract ODMHAS to have them come to their agencies.

**Question:** Is it something our own personnel can teach and if you want to attend a regional site would you have to go to that location for 8 hours and travel time? How are departments going to get by without paying overtime for travel and training instruction?



**Answer:** Mr. Burke responded, watching the webcast at your agency would alleviate the drive time, and it allows for your agency to ask questions and hear the responses through live stream and they can also type individual questions directly to the instructor and their questions can be answered over the air live.

**Question:** Chief Jacobs asked if the course was actually 8 hours?



**Answer:** Mr. Hykes responded 4 hours in the morning then break for a 1 hour lunch and return for 4 hours after lunch, plus there are 10 minutes breaks on every hour.

**Question:** What is the availability of the webcast?



**Answer:** Mr. Burke responded it would be offered every single month, on different days, there will be certain dates where there will be different shifts available. We have the ability to have up to 3000 users on-line for each webcast. Agencies are allowed to have a group of people watch the webcast together, signed in under one person. We ask that all attendees sign-in, that sign-in sheet is sent to us and the training will be recorded on their advanced training records at OPOTA.

**Question:** Mr. Schumaker asked as far as having the instructors going to the agencies, are those instructors already contracted and free of charge to the agencies?



**Answer:** Mr. Burke responded we have contracted with the ODMHAS for the courses we are offering at those locations. Anything outside the scope of our MOU would be between the agency and ODMHAS as to availability, cost, etc. The reimbursement monies can be used for offsetting the cost of the CPT program whether it's contracting with ODMHAS or paying for additional personnel cost.



**Question:** Chief Jacobs asked how it was determined to be an 8-hour course?

**Answer:** Mr. Burke answered it was based on the SME group, the available information, and looking at the training previously given by the ODMHAS and national models such as SAMHSA (Substance Abuse and Mental Health Services Administration). The SMEs developed the curriculum and determined it would be an entire day.



**Question:** Chief Jacobs asked on the officer community wellness is it either Blue Courage or a mandated lesson prepared by OPOTA? The agency won't have the ability to create and use their lesson plan?

**Answer:** Mr. Burke responded that Blue Courage, Procedural Justice & Police Legitimacy or a mandated lesson by OPOTA. Agencies can add anything they want to the lesson plan. We are setting the minimum, we encourage agencies to add the things that our unique to their agencies. That also applies to the practical application of force course. As long as the minimum is covered, the agency can add extra without approval. The goes for the general 4 hours as well.



Chief Jacobs stated her concern is the availability of getting these 8 hours of training done for 1850 people, on all shifts without accruing a lot of overtime. She would rather add an hour to the general and take an hour away from the Trauma Informed Policing to assure the ability to get people trained, especially those who have to travel. Especially for those who don't have the resources to prepare for it to be a webcast or something else. Mr. Hykes responded the beauty of the webcast, you don't need special equipment; any computer, smartphone, or tablet can access to the training.

There was a brief discussion regenerating earlier comments about need for more input and flexibility submitting an agencies lesson plan in all 20 hours mandated training. There were also concerns regarding training that is not interactive. OPOTC/A are listening to the students, they are constantly trying to update training.



**Question:** Chief Jacobs stated in the past, a lot of the CPT topics have been dictated, and then agencies prepare lesson plans and submit for approval. Why are we moving further away from that model?

**Answer:** Ms. Davis responded one of the things the Attorney General wants to do is increase quality control of training, knowing that not every training entity or organization across the state as the same standards or abilities.



The preapprovals for this year have not only taxed our staff, but it has put agencies in a bad spot with longer turn around times; staff actually look through and vet the lesson plans instead of just saying they submitted it and we approved it. The lesson plans actually go to SMEs, we assure the instructors meet the administrative codes which all takes time. To date there have been over 500 different courses submitted for pre-approval; with the concern that it will increase as the year comes to a close. We have vetted over 2100 hours training, and that is with the 11 hour requirement. It's not feasible to do that quality control in the way of preapprovals; we don't have the resources to put more staff on it. The 8 hours of Trauma Informed Policing is the most directed that CPT has ever been, but with the remaining hours we tried to provide more leniency and availability where agencies could do it themselves, but still maintain the quality control.





**Question:** Mr. Schumaker asked about the ability to have a working group with the departments and ODMHAS as far as input. For instance, if an agency wanting to cover specific things; is there any way for the agencies to get with ODMHAS to air their concerns and possibility come up with a solution?

**Comment:** Chief Jacobs stated as far as content, it's all good; and needs to be talked about. But, she has an entire training staff to teach personnel around the clock, in person, with questions and answers. Some type of flexibility is needed.

**Answer:** Ms. Davis stated there were discussions with the Attorney General regarding that, but it goes back to it being such a specialized content. We have heard at commission meetings, especially with Blue Courage, it's not just the content, the content can be great, but depending on who teaches it, is how effective it is and how well it gets across and who has the knowledge to answer the questions that will come up during the training. It was decided there would be a set group of people who would be the best to provide the specialized content.



**Question:** Chief Jacobs questioned without someone who represents the police, talking about trauma inform policing, how is there balance? You have a mental health specialist speaking about PTSD of police officers. But, without some balance from our agency personnel who have experienced it or understand the policing side of it, how can it be the best information.

**Answer:** Ms. Davis responded the focus is trauma experienced by our citizens, helping, and interacting with them. This is where the ODMHAS expertise comes into play. There is a small piece on the trauma to the officer, but that is not the focus of the course.



Chief Jacobs replied, she understands the need for quality control, but she also thinks that one size does not necessary fit all for how it is shared; that is her biggest concern. Many people need the training on different shifts and days of the week; she would like more options in regards to the flexibility of the presentation. Why can't their agency get their instructors qualified to do the training? Ms. Davis stated it's not that it's impossible; it's the time frame which we work in with the continuing professional training (CPT) for the next calendar year. When you look at an option we would provide for one agency, then we have to provide it for all the agencies.

Chairperson Stanforth clarified, you won't have 8, 1-hour courses within the 8 hour mandated block of trauma informed policing; it will be one 8-hour block. Ms. Davis confirmed, yes.

Chairperson Stanforth responded there was more to be discussed, and it needs discussed before January 2, 2017. Chief Jacobs responded she understood the difficulty in reviewing all the lesson plans and that there is a tight timeline. Their agency wants to start training early in the year. There is urgency, but is that urgency driving the way we are behaving? Maybe we should slow down the process and if this is such a big deal we put it off until next year and come up with something else for this year or have the topics this year with more flexibility and then mandate something the next year. She believes webcasting is not the best way to learn an important subject.



Lee Graf stated Springfield Police had a lot of the same issues. They work very closely with their local Mental Health Recovery Board. Mr. Graf is part of a trauma informed steering committee who works with those professionals. He couldn't even say if any of them were going to qualify as an instructor. They set aside 40 hours of training for every person on staff during a 6 week period at the beginning of the year, when they have the time to do the training and get everyone through the training. If they have to break in someone the cost creates a burden. He

doesn't want to set officers in front of a video, plus that is adding additional hours. Mr. Graf stated they are being asked to fit into templates that practically don't fit just for larger departments, but even the smaller departments. Mr. Schumaker asked if he could meet with Columbus, Springfield, and Dayton agencies after the meeting to see if these issues can be worked out.

Mr. Schumaker hasn't been privy to all the conversations to ODMHAS, but he wondered if we needed to have conversations with them to address the Springfield's and the Columbus' and other departments in what they may be able to provide as far as the delivery with local mental health. Can these problems be worked through, can they be worked through on an economical bases. He is not sure anyone here knows that at this point. It would seem that departments would try to work these issues out and assist the local departments to deliver this training. The mental health staff may welcome the integration of local instructors into the courses. These are questions worth asking along with the financial constraints.

Ms. Davis stated in conversations with ODMHAS they have been very open to saying they would contract separately as much as their resources would allow. They will contract with OPOTA to offer this statewide to anyone who is available during set times. But they are available to contract with individual agencies too. We could speak with them regarding their thoughts on training local mental health professionals; if it could work into good delivery. Currently they have 40 certified instructors across the state to teach this program. We can see if they are willing to expand their instructor pool. Ms. Davis believes Springfield working with their local mental health board is a good idea and it doesn't change the focus of the program as it was presented. It would be another option for agencies to utilize. Mr. Schumaker responded they may very well be open to integrating peace officer instructors along with their own instructors into the presentation of this. You may be able to get the best of both worlds.

Chief Jacobs stated it's a matter of availability. The mandate to use specific trainers is really difficult part she is struggling with. We need to find a way to get the instructors trained up to the desired level.



Colonel Pride asked if on the Trauma Informed Policing there was a draft lesson plan they could review. He can't imagine having 8 hours' worth of material that the officers who have been on the streets working, especially the seasoned professionals for 8 hours for the things they deal with every day. He would rather see 1-2 hour blocks of things that would actually apply to the office, chief, etc. Colonel Pride spoke of all the training going to the officer, trauma informed policing, practical application of force, and officer and community wellness; that doesn't necessary spend all 8 hours speaking about the trauma that officers receive, that is inflicted upon our officers on a day to day basis, where's the training for the officers out there dealing with others? Who is speaking with these people about these things? This is all on law enforcement; but there is not a lot here that speaks about the mental health of our own people. He gets de-escalation, and dealing with mental illness. We are talking about 8 hour blocks of training on trouble which we already know about. We do need to be refreshed, but 8 hours? There are a lot of things that could be done in 8 hours at the training academy that would give more of a chance to do the right thing and be a better, well rounded police officer on the street then trauma informed policing for 8 hours. Maybe reviewing the lesson plan would help them to understand. We are going to send 34,000 officers through 8 hours of training on a topic they deal with every single day on the street. Chief Jacobs added the credibility of those trainers is not necessarily

going to be well received. As said, if you come in there and can't talk to the officer like they know something, the officers are going to turn off and will be off for 8 hours.

LETO Sarah Shendy stated she was in police work for 9 years and she completely understands the concerns voiced from the commissioners. She has met a lot of seasoned officers who are very educated and very professional. But, Ms. Shendy has also met a lot of officers she doesn't even want to interact with her family; because her family doesn't look like everyone in this room, and they don't have cultural sensitivity, they don't know about dealing with people in trauma. Whether you are speaking about rape; trauma from dealing with police officers or trauma because of something they have experienced in another country is different.

She would like to assume, and her standards aren't very high, when it comes to law enforcement in Ohio, or the United States in general, the police officers are well educated and extremely professional and have all the sensitively training and all the training they need to go out and do their jobs efficiently with the community they service. But, in today's time, she doesn't think that is a reality. She thinks that we have to error on the side of caution and assume many police officers don't know how to deal with people in trauma or could do it better.

The department she came from was very well versed in a lot of topics; they never turned down our trainings. But, then again she worked with officers who didn't want to go to trainings until it was mandated. For an 8 hour course on trauma, that's important, it could be the difference between you having a positive impact on a family or you messing something up because you don't know what you are doing or because you said the wrong thing. She went on a call to check on a rape victim, and had 4 male police officers within 2 inches of the lady who had just been raped 24 hours earlier. Were they trying to do anything to hurt her or re-traumatize her, absolutely not. But were they thinking from the aspect of this female was just raped by a male? As a male in uniform did they think I probably should let a female officer go in first and speak with the victim?

She does understand and agree with a lot of things that were said, but her personal experience with 9 years of law enforcement, which is nothing compared to some of the officers in the room. She thinks we should error on the side of caution and make these trainings mandatory because a lot of people don't know.

Not every officer watches training videos that are going to be beneficial to their job and not every officer out there buys and read books on leadership. A lot of officers love the job, love the uniform, love the money, and love the name and the label, but they aren't willing to go above and beyond.

We should be better at policing, as law enforcement we should be setting that high standard and be an example for all the other states in the country. Unfortunately, she doesn't feel that is the way it is these days.

The State Highway Patrol is on a different level, they are the gold standard she believes of law enforcement. But a lot of other departments don't have that desire to be the best cop out there for all the right reasons, and to serve every single group of their community.



Mr. Schumaker asked if a group from the departments together with ODMHAS could discuss the problems and see if there's a better resolution. As far as the instructors, perhaps the idea of co-instructing is something that needs discussed. The idea of an officer next to a mental health professional if they can actually integrate together as a team could bring different perspectives to the training. Mr. Schumaker agrees live instruction is probably better than a webcast or eOPOTA, even though we have to use those tools. SAC Anthony suggested looking at the hours more, and discussing how the SMEs came up with the hours. Is 4 hours of intense joint training more effective than 8 hours of whatever training, is there going to be more bang for the buck and more attention paid by the officer with more value added by the shorter time period with a different delivery or options?

Ms. Davis replied with two thoughts, first it's very possible to put together a working group, but she is not sure how you represent everyone that wants to have a seat at the table. We have a drop in the bucket as far as agencies in the state that are represented here today. They all have different opinions and needs; even if opinions are the same their needs are going to be different. How do we get 960 chiefs and sheriffs involved who need representation? It can be done, but how? Ms. Davis responded to the question regarding changing the hours; stating it would totally change what the program would be. Although the Attorney General has approved the release of the program as early as today, any changes to the program would push the approved release back to the October date when statute says it has to be announced. This then gives agencies more of a hardship for planning their 2017 training schedule. Please keep that in mind if we start changing the program or reworking the program.

Commander Meader responded not only on this training, but going forward, 8 hours is unworkable for the FLSA's from a practical standpoint. It's a grotesque amount of money for the state. It's now a 9 hour day. He would rather have a shorter amount of time to prepare for this so that it's done the right way.

Mr. Schumaker stated this can't be a large group or it won't be workable. Chairperson Stanforth asked Sheriff Heldman as CPT committee chair to work with Chief Jacobs and the OPOTC/A staff along with their partners in the mental health profession. Chairperson Stanforth would like to see this pushed out rapidly.

Sheriff Heldman continued, stating House Bill 64 provided a formula for reimbursement of officers who complete training in the critical subjects. "...each public appointing authority entitled to reimbursement for the cost of continuing professional training shall receive one hundred per cent reimbursement from the state for eleven of the required twenty hours of training. Of the remaining nine hours of required training, each eligible public appointing authority shall receive state reimbursement at the rate of: (a) one hundred per cent for the first fifty full-time officers or troopers trained, and (b) eighty per cent for any full-time officers or troopers trained after the first fifty full-time officers or troopers are trained.

Mr. Hykes provided a copy of "2017 CPT Program Reimbursement" (**Handout 4**) to the commissioners. The handout provided a breakdown of 2017 reimbursements examples. Slides showing examples were provided for several of the commissioner's agencies including Akron, Columbus, Tri C, Fayette County, and Hancock County. We didn't have one for the OSP because not all the troopers are in our data base and it wouldn't be accurate.

Mr. Hykes stated the reimbursement is based on full time officers; we don't actually have a definition for full time officer in our administrative code. Mr. Hykes referred to 109:2-18-01 Definitions (**Addendum A**) which was included in each commissioner's packet. The following was to be added as (**J**) "**Full-time officers or troopers**" mean officers or troopers who are assigned to work a standard forty hour work week. There was a brief discussion on what makes up a 40 hour work week or an 80 hour two week period. Also to be considered are full-time, part-time and auxiliary officers. Chairperson Stanforth stated he doesn't want to create more problems because this isn't just an Ohio issue, nobody has defined full-time, they all rely on someone else to define full-time and therefore everyone has a different definition of full-time. What we are proposing is to solidify our definition of full-time, we need to do it right. Chairperson Stanforth asked that Mr. Hykes to come up with the language before they move forward. The discussion was tabled for a few minutes.

Mr. Hykes came back with (**Addendum B**) which would be added to 109:2-18-01 as (**J**) **Full time officers or troopers means officers or troopers who are in active pay status receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period. For purposes of this section active pay status has the same meaning as 123:1-47-01.**

**MOTION:**

**Sheriff Heldman made the motion for the new language to be accepted as the definition of full-time officers or troopers for the purpose of CPT. The motion was seconded by SAC Anthony. With no discussion presented a vote was taken and passed unanimously. Y-8/N-0**

Chairperson Stanforth asked if any guest had anything to add to the discussion.

Chairperson Stanforth asked if there was any other discussion. Hearing none, that concluded the Continuing Professional Training Report.

**Staff Reports**

**VII. Commission And Academy Updates**

**Mary Davis  
Executive Director**

Ms. Davis announced that OPOTA was reaccredited as a Gold Standard Training Academy at the July CALEA conference. They were put in the committee hearing room with a number of Ohio agencies, and it touched her to be able to see how many high level agencies we have in the state.

Ms. Davis reminded the commissioners of the 2016 Ohio Attorney General's Law Enforcement Conference coming up October 4-5, 2016. We have some great speakers lined up, Gordon Graham, from Lexipol, Chuck Rosenberg, the Acting DEA Director is the keynote speaker, and Retired Colonel Danny R. McKnight who was involved with the Somalia conflict will also be there. There will be a special Drug Symposium that attendees can attend and the LEC Awards Luncheon on October 5<sup>th</sup>.

Ms. Davis introduced the new Deputy Director, Ms. Lucinda Lee at the OPOTA/Richfield Campus. Ms. Lee has been with OPOTA for a few years as a legal LETO. Also introduced were Ms. Sarah Shendy and Mr. Michael Torres, new LETO's at the OPOTA/Richfield Campus.

OHIO PEACE OFFICER TRAINING COMMISSION

That concluded the commission and academy updates report.

### VIII. Old Business

**Sheriff Vernon Stanforth  
Chairperson**

Chairperson Stanforth asked Mr. Schaefer to discuss the Pre-entrance Certification Standards. Mr. Schaefer referred to **(Handout 5A)** which was a group of pre-entrance test and recommendations. We have been working on implementing the recommendation for the advisory group for law enforcement training. The advisory group asked that we look into providing truth verification testing and psychological examination.

If you recall at the May 12, 2016, OPOTC meeting it was requested that research be completed from the legal team and that other states be looked at for fact gathering purposes. There are 4 pre-entrance exams that have been legally vetted as pre-offers of employment examinations. Additional input was received from commanders to see if any of those tests could be implemented. The main point that came out of the truth verification and psychological evaluations was overwhelming that the commanders are not necessarily for that type of pre-entrance examination. That led to looking at what the governor's collaborative is working on and part of their recommendations also dealt with pre-employment standards. The result of the commanders' discussion was to defer to the governor's collaborative to fulfill the recommendation for the advisory group. They have a standard in place that deals with pre-employment testing. **(Handout 5B)**

Ms. Davis stated we are recommending two options to fulfill the advisory group's recommendations. The first one is to defer to the Ohio Collaborative, which would meet one of their recommendations for the hiring standard to include an emotional and psychological examination and background check as part of their pre-employment. The second option is to further explore doing a pre-entrance assessment at the academy level.

Mr. Schaefer stated they did identify one of the exams that would need further information on how it would be implemented into the pre-academy process; would the school do it or would it be administrated by the commission? Mr. Schaefer referred to number 2 on handout 5B. In speaking with the commanders, they have agreed upon one test from those they explored. If the commission chooses the second option, they would need to do more research on how to implement it into the peace officer basic training model.

Chief Jacobs clarified the collaborative commission on this is that we hire people who have had psychological examinations. It is not so much about who we train as it is who we hire. With the standard in place it takes care of the concerns on both parts; the commander who have students who may never become police officers and the agencies who will be hiring those people will be required to follow the standard. The goal of the collaborative is to make sure peace officers in the state have had a background check and the psychological testing. Ms. Davis agreed.

Chairperson Stanforth asked if any action was needed from the commission. Ms. Davis responded if it was the commission's desire to fulfill the attorney general's advisory group recommendation of having a pre-entrance polygraph and truth verification testing met through the collaborative; you could vote on that. If you would rather explore the pre-academy assessment testing, no action needed.



**MOTION:**

**Chief Harris made the motion for option 1, “Defer to the Ohio Collaborative’s Agency Employee Recruitment and Hiring standard related to the application process”. The motion was seconded by Chief Jacobs. With no discussion presented a vote was taken and passed unanimously. Y-8 / N-0**

Chairperson Stanforth asked Mr. Hykes to address the next item on the agenda “Criminal Disqualifiers”. Mr. Hykes stated we have talked about the criminal disqualifiers for the past couple commission meeting; the commission wanted to see it in actual form which could be voted on. Mr. Hykes referred to rule 109:2-1-03 Ohio Peace Officer Basic Training Program Course (**Handout 6**) which includes all the things discussed. Mr. Hykes went through the recommended changes. The following explanations were given for the following sections:

- (C)(1) A person can’t get into an academy with weapons disability; they can’t take firearms which are required to past the course.
- (C)(4) Comes from the CCW Statute regarding drug offenses, misdemeanor offenses of violence or violation of section 2903.14 of the Revised Code. If they are currently under indictment for one of those offenses they can attend basic training.
- (C)(5) List out time frames, which the commission can decide on the time frame. If they have been convicted, we can pick a time frame which says they can’t go through basic training.
- (C)(6) Is theft offense, we can pick a time frame or not include in the rule.

Chief Jacobs stated in (C)(4) and (C)(5) you talk about illegal possession of a drug of abuse, so if someone is convicted of possession of marijuana in whatever amount you are disqualified. Mr. Hykes stated we could set a time frame for that (example 3, 5 or 10 years). In the Carrying Concealed Weapon Statute (CCW) it is actually a disqualifier, unless filed under city code or if sealed. Chief Jacobs asked if a minor misdemeanor of possession of marijuana, with a citation that is paid would keep you out of the academy? Mr. Hykes responded it could, if we decide to go that route. Ms. Davis stated that is currently what CCW requires. Mr. Hykes responded that (4) and (5) are basically from the CCW statutes.

The commission discussed the impact of the time frames on misdemeanors, possibility of law changes, and changes in the language on (C)(6). Ms. Davis agreed, and asked what the thoughts were to adding the exception of the minor misdemeanor of marijuana. Do we need to move forward and pin this down to approve it? Chairperson Stanforth stated they need to move forward. Mr. Schumaker clarified with the exception we wouldn’t be as strict as the CCW law. Mr. Hykes responded yes. Both Sheriff Heldman and Mr. Schumaker questioned letting people go through peace officer training who weren’t able to qualify for a CCW permit; who would be carrying a weapon as a peace officer. Chief Jacobs responded carrying a weapon with permission of the state for the purpose of self-defense is far different then carrying a weapon after receiving all the basic training. There are a lot of college students who could get a minor misdemeanor offense.

Ms. Davis questioned adding it to (C)(5), where if you assign for all the offenses in (C)(4) a 3, 5 or 10 year time limit you add the exception of 12 months for minor misdemeanor marijuana.

Chairperson Stanforth asked if anyone had anything to add to the discussion, there was none. Chairperson Stanforth agrees with Mr. Schumaker, he has a problem when to be a peace officer is a lesser standard than to be a CCW carrier. Chief Jacobs asked if there was a time line on the CCW. Mr. Hykes stated there were 3 different time frames, some are 3, 5 and 10 years. Chief Jacobs suggest they put a time line on the minor misdemeanor marijuana as an exception. After a brief discussion, the commission agreed on a 3 year look back for minor misdemeanor marijuana (C)(5) and misdemeanor theft (C)(6) and add "on similar city/village code."  
**(Addendum C)**

**MOTION:**

**Chief Jacobs made the motion to accept the changes, with the change for similar offenses, a 3 year look back on 109:2-1-03 (C)(5) and (C)(6). The motion was seconded by Sgt. Mineard. With no discussion presented a vote was taken and passed unanimously. Y-8/N-0**

At this time Mr. Hykes presented **(Addendum B)** the new language for full-time officer. Please see page 11 for the motion and vote.

Chairperson Stanforth asked Deputy Director Robinson-Bond to discuss the next item on the agenda. Ms. Robinson-Bond moved from student standards to the academies themselves. Some of the recommendations from the working group were that these oversights be directed towards the academies; that performance standards of some sort needed developed and that perhaps the academy model should be changed. After talking about staffing issues and meeting with commanders, we came up with three proposals for discussion.

1. To have advanced training courses for new commanders.
  - o 40 hour course, which is in development now.
    - Would include how to run an academy under the Ohio Administrative Code
    - Covering forms
    - Leadership
    - Human Resources
    - Staff Development
    - Mock academies with opening and closing academies

Currently, new commanders will meet with a field agent for an hour or two in a one-on-one meeting and go over these items. This would be a more lengthy and developed curriculum for the new commanders. That would require a change in the Ohio Administrative Code.

2. We are also looking at an evaluation process.
  - o Students evaluating instructors, this will be in the future and will require a web based system.
  - o OPOTC staff evaluating commanders
    - A document that would capture not only the negative issues which need improvement be also the good things they are doing.
    - Have created a draft document which is a checklist of duties the commanders are responsible for.

- Checklist would be reviewed by field agents, certification officers, and testing staff. This would show if the commander was performing satisfactorily, unsatisfactorily, or in the middle area where they may need some technical assistance.
  - Goal is to provide technical assistance when needed.
  - It gives the commander the ability to respond and comment.
  - This would not require an Ohio Administrative Code change.
3. The third item is a commander renewal process.
- Currently private security commanders must renew every 3 years, the other programs have no renewal process.
  - The suggestion, which would require an Ohio Administrative Code change would be:
    - Put the commanders on a renewal cycle.
    - A 3-year cycle was suggested by staff, the commanders like the 5-year cycle.
    - During the time period prior to renewal the commander would have to conduct:
      - Academies
      - Be involved in continuing commander training
      - Each commander would:
        - If renewal was a 3-year cycle they would be required to run 1 academy and take 16 hours of training.
        - If renewal was a 5-year cycle they would be required to run 2 academies and take 24 hours of training.
        - The topics of training would include management, leadership, staff development, human relations, or related training.

We are here to let the commission know it is being explored and get your general input before we come back in a future meeting with more of a specific recommendation.

Chairperson Stanforth asked if the commission had any direction for the staff or do we let them continue with their homework and come back with proposed rule change? Chairperson Stanforth asked if they could come back in November with a proposal. Chief Jacobs stated this was focused on the academy commanders, as a former commander who relied on a lot of staff to get the job done. We need to figure out how to ensure the quality in addition to this, not just focusing on the commanders. Ms. Davis asked if Chief Jacobs was thinking more in terms of commission certified instructors or support staff of the commanders? Chief Jacobs stated there are a lot of moving parts to it; how do you keep up with that many instructors, and commanders? We need to address the whole issue. In monitoring the instructors what are we doing to evaluate their performance? Ms. Davis responded the commanders do the performance evaluations on the instructors. Mr. Hykes stated we have paper evaluations, which is hard to get data from them. Until we can work with our I.T. department to come up with an electronic version of the data, there is no way to compile the data needed. We have 1000's of instructors; it is easier to focus on the 100 commanders at this time. Ms. Davis stated we have met with some software vendors, to replace some of our systems to allow us to do on-line surveys.

That concluded the old business report.

**IX. New Business**

**Sheriff Vernon Stanforth  
Chairperson**

Chair Stanforth asked if there was any new business, with none forthcoming that concluded the new business report.

**X. Guest Forum**

**Sheriff Vernon Stanforth  
Chairperson**

Chair Stanforth asked if the guest had anything to discuss, with nothing forthcoming, he asked for a motion to adjourn.

**MOTION**

**Chief Jacobs moved to adjourn the meeting. Colonel Pride seconded the motion. A vote was taken and passed unanimously. Meeting adjourned. Y-8 / N-0**

Time: 12:12 p.m.

  
Chairperson, Vernon Stanforth

**These transcripts are not verbatim. Audio recordings are available upon request.**



# Ohio Peace Officer Training Commission

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## Basic Training Program Changes

January 1, 2017



**MIKE DEWINE**

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- PSA034 Private Security Basic Training Audit Sheet
- Humane Agent Training Audit Sheet





## Commission Meeting Curriculum Changes for January 1, 2017

September 8, 2016

- Includes 3 programs and 13 lesson plans

### **Peace Officer Basic Training – Curriculum Code BAS036**

- 9 lesson plans reviewed, revised, or added
- Total curriculum hours increased from 681 to 695

#### **2-2A Crimes Against Persons**

- Legal update regarding the phrasing of developmental disability

#### **2-2D Prostitution & Obscenity**

- Topic merged into the new 2-20 Other Offenses
- Topic deleted

#### **2-2I Liquor Control**

- Topic merged into the new 2-20 Other Offenses
- Topic deleted

#### **2-2K Crimes Against the Administration of Safety & Justice**

- Topic merged with 2-2M Offenses Against Justice & Public Administration
- New content and SPO(s)
- Name change
- New lesson plan format that is more interactive for the student
- Topic will increase from a merged total of 8 hours to 12 hours

#### **2-2M Offenses Against Justice & Public Administration**

- Topic merged into the new 2-2K Crimes Against the Administration of Safety & Justice
- Topic deleted

#### **2-20 Other Offenses**

- Topic merged with 2-2D Prostitution & Obscenity and 2-2I Liquor Control
- New content and SPO(s)
- Name change
- Topic will increase from a merged total of 6 hours to 16 hours



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## **8-2 Companion Animal Encounters**

- Legal update
- Updated definition of companion animal

## **10-2 Motor Vehicle Offenses**

- Legal update
- Changes to R.C. 4549.02 and 4549.021 regarding failure to stop after an accident

## **12-1 Physical Fitness & Conditioning**

- Removed SPO #1 regarding the Initial Physical Fitness Assessment
- The Initial Physical Fitness Assessment is now required pre-academy

## **Private Security Basic Training – Curriculum Code PSA034**

- 3 lesson plans reviewed; no change in program hours

### **1-2 Role of Private Security**

- Updated content and SPO(s)

### **3-1 Interacting with the Media**

- Updated content and SPO(s)
- Name change

### **3-3 Drug Awareness**

- Updated content and SPO(s)

## **Humane Agent Basic Training – HA**

- 1 legal update; no change in program hours

### **Topic 2 Legal Issues**

- Legal update
- Updated definition of companion animal



## Commander Manual Changes and Information

The following are items that indicate areas of change in the commander manuals across OPOTC programs. Please refer to the manual upon its publication date for the complete details.

- Courtney DeLong's (new Certification Officer) contact information was added to the Certification Officer information on PS/REQ/JBT/CBT manuals
- Certification Officer county assignments in POBT were changed slightly
- Commanders must seek approval and provide a reason for a need to substitute a different commander mid-school
- FERPA and Drug Screen Acknowledgment forms must now be submitted with the Enrollment Packet at the 3-day audit
- Clarified that the pre-entrance Physical Fitness Assessment must be administered by the Commander and a physical fitness instructor
- Watches of all types are prohibited during SCE testing



**Ohio Peace Officer Training Commission  
Peace Officer Basic Training Audit Sheet**

Curriculum Code: BAS-036  
All Topics & Hours are Mandatory

**1. Administration**

1. Introduction to Basic Training (1/1/16)	1	_____
2. Introduction to Policing (7/1/14)	6	_____
3. Fundamentals of the Criminal Justice System (7/1/14)	3	_____
4. Community Diversity & Procedural Justice (7/1/16)	16	_____
5. Ethics & Professionalism (7/1/16)	5	_____
6. INTENTIONALLY LEFT BLANK (7/1/14)	0	_____
7. Fundamentals of Report Writing (7/1/14)	8	_____
	<b>39</b>	_____

**2. Legal**

1. Introduction to the Ohio Revised Code (1/1/16)	5	_____
2. Ohio Revised Code		
A. Crimes Against Persons (1/1/17)	20	_____
B. INTENTIONALLY LEFT BLANK (7/1/16)	0	_____
C. INTENTIONALLY LEFT BLANK (7/1/16)	0	_____
D. INTENTIONALLY LEFT BLANK (1/1/17)	0	_____
E. Crimes Against Property (1/1/16)	10	_____
F. INTENTIONALLY LEFT BLANK (1/1/16)	0	_____
G. INTENTIONALLY LEFT BLANK (1/1/16)	0	_____
H. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
I. INTENTIONALLY LEFT BLANK (1/1/17)	0	_____
J. INTENTIONALLY LEFT BLANK (7/1/15)	0	_____
K. Crimes Against the Adm. of Safety & Justice (1/1/17)	12	_____
L. INTENTIONALLY LEFT BLANK (7/1/16)	0	_____
M. INTENTIONALLY LEFT BLANK (1/1/17)	0	_____
N. INTENTIONALLY LEFT BLANK (1/1/16)	0	_____
O. Other Offenses (1/1/17)	16	_____
3. Arrest, Search, & Seizure (1/1/14)	24	_____
4. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
5. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
6. Civil Liability & Use of Force (7/1/16)	6	_____
7. Testifying in Court (7/1/14)	5	_____
	<b>98</b>	_____

**3. Human Relations**

1. Interacting with the Media (7/1/16)	3	_____
2. INTENTIONALLY LEFT BLANK (1/1/13)	0	_____
3. Domestic Violence (1/1/16)	12	_____
4. Crisis Intervention (7/1/16)	20	_____
5. Child Abuse & Neglect (7/1/16)	8	_____
6. The Missing & Human Trafficking (7/1/15)	12	_____
7. Juvenile Justice System (7/1/15)	3	_____
8. Responding to Victims' Needs & Rights (7/1/15)	3	_____
9. INTENTIONALLY LEFT BLANK (7/1/14)	0	_____
10. INTENTIONALLY LEFT BLANK (7/1/16)	0	_____
	<b>61</b>	_____

**4. Firearms**

1. Handgun (1/1/16) *	N/A	_____
2. Shotgun (1/1/16) *	N/A	_____
	<b>60</b>	_____

**5. Driving**

1. Driving (1/1/15) *	<b>24</b>	_____
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**6. Subject Control Techniques**

1. Subject Control Techniques (7/1/15) *	70	_____
2. Impact Weapons (7/1/14) *	8	_____
	<b>78</b>	_____

**7. First Aid/CPR/AED**

1. First Aid/CPR/AED (7/1/15) *	10	_____
2. Critical Injury First Aid (1/1/16) *	8	_____
	<b>18</b>	_____

**8. Patrol**

1. Patrol Aspects & Overview (7/1/16) *	12	_____
2. Companion Animal Encounters (1/1/17)	2	_____
3. INTENTIONALLY LEFT BLANK (7/1/13)	0	_____
4. Building Searches (7/1/16) *	12	_____
5. Stops & Approaches (7/1/16) *	30	_____
6. Vehicle Theft & Identification (7/1/16)	2	_____
7. Gang Awareness (7/1/16)	4	_____
8. LEADS (7/1/14)	2	_____
9. Booking & Handling (7/1/16)	4	_____
10. Ohio Law Enforcement Gateway (OHLEG) (7/1/15)	1	_____
	<b>69</b>	_____

**9. Civil Disorders**

1. Civil Disorders (7/1/16)	<b>8</b>	_____
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**10. Traffic**

1. Introduction to Traffic (1/1/16)	1	_____
2. Motor Vehicle Offenses (1/1/17)	8	_____
3. INTENTIONALLY LEFT BLANK (7/1/13)	0	_____
4. Traffic Crash Investigation (1/1/16)	32	_____
5. Uniform Traffic Ticket (1/1/16)	2	_____
6. NHTSA Speed Measuring Device (1/1/14) *	40	_____
7. Traffic Direction & Control (7/1/15)	2	_____
8. NHTSA SFST (3/1/16) *	40	_____
	<b>125</b>	_____

**11. Investigation**

1. Crime Scene (1/1/14)	24	_____
2. Electronic Evidence (7/1/14)	2	_____
3. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
4. Police Photography (1/1/16)	3	_____
5. Tracing Stolen Property (1/1/14)	1	_____
6. INTENTIONALLY LEFT BLANK (7/1/13)	0	_____
7. Drug Awareness (1/1/16)	8	_____
8. INTENTIONALLY LEFT BLANK (7/1/12)	0	_____
9. INTENTIONALLY LEFT BLANK (7/1/14)	0	_____
10. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
11. Lineups (1/1/14)	2	_____
12. Gambling (1/1/14)	1	_____
13. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
14. Surveillance (1/1/14)	2	_____
15. Interview & Interrogation (1/1/14)	6	_____
	<b>49</b>	_____

**12. Physical Conditioning**

1. Physical Fitness & Conditioning (1/1/17) *	40	_____
2. Critical Incident Stress Awareness (7/1/14)	4	_____
	<b>44</b>	_____

**13. Homeland Security**

1. HazMat & WMD Awareness for the First Responder (7/1/15) *	8	_____
2. Bombs & Explosives (7/1/14)	2	_____
3. Terrorism Awareness (7/1/15)	4	_____
4. Incident Command System (ICS) (7/1/15) *	4	_____
5. National Incident Management System (NIMS) (7/1/15) *	4	_____
	<b>22</b>	_____

**TOTAL HOURS 695**



## Ohio Peace Officer Training Commission Private Security Basic Training Audit Sheet Curriculum Code: PSA-034

### 1. Administration

1. Orientation (1/1/13)	1	_____
2. Role of Private Security (1/1/17)	2	_____
3. Ethics & Professionalism (1/1/15) *	2	_____
	<u>5</u>	_____

### 2. Legal

1. Overview of the Criminal Justice System (1/1/15)	2	_____
2. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
3. Liability (7/1/16) *	2	_____
4. INTENTIONALLY LEFT BLANK (1/1/15) *	0	_____
5. INTENTIONALLY LEFT BLANK (1/1/12)	0	_____
6. INTENTIONALLY LEFT BLANK (7/1/14)	0	_____
7. Testifying (7/1/14)	2	_____
	<u>6</u>	_____

### 3. Human Relations

1. Interacting with the Media (1/1/17)	1	_____
2. Crisis Intervention (7/1/16) *	6	_____
3. Drug Awareness (1/1/17)	4	_____
4. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
5. Juveniles (7/1/15)	2	_____
6. INTENTIONALLY LEFT BLANK (1/1/14)	0	_____
7. Community Diversity & Procedural Justice (7/1/16) *	6	_____
	<u>19</u>	_____

### 4. Communications

1. INTENTIONALLY LEFT BLANK (1/1/15)	0	_____
2. Report Writing (1/1/15)	8	_____
3. Interviews (7/1/14)	2	_____
	<u>10</u>	_____

### 5. Loss Prevention

1. Loss Prevention (7/1/14) *	6	_____
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### 6. Safety and Protective Services

1. Fire Safety (7/1/16)	4	_____
2. Occupational Safety (7/1/16)	2	_____
3. Patrol Techniques (1/1/15)	8	_____
4. Crowd Control (7/1/16)	2	_____
	<u>16</u>	_____

### 7. Subject Control Techniques

1. Subject Control Techniques (7/1/15) ***	<u>40</u>	_____
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### 8. First Aid/CPR/AED

1. First Aid/CPR/AED (7/1/15) ***	<u>10</u>	_____
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### 9. Firearms (Optional)

1. Revolver (7/1/16) ***	20	_____
2. Semi-Auto (7/1/16) ***	20	_____
3. Shotgun (7/1/16) ***	5	_____
	<u>45</u>	_____

### 10. Homeland Security

1. Terrorism Awareness (7/1/15)	4	_____
2. Incident Command System (ICS) (7/1/15) ***	4	_____
3. National Incident Management System (NIMS) (7/1/15) ***	4	_____
	<u>12</u>	_____

Total Hours *without* Firearms

**124**

\* Mandatory Attendance

\*\* Mandatory Skill

\*\*\* Mandatory Attendance & Skill



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**Ohio Peace Officer Training Commission**  
**Ohio Humane Agent Training Audit Sheet**

(All Topics and Hours are Mandatory)

<b>Topic 1</b>	<b>Ethics &amp; Professionalism (7/1/16)</b>	<b>2</b> _____
<b>Topic 2</b>	<b>Legal Issues (1/1/17)</b>	<b>9</b> _____
<b>Topic 3</b>	<b>Investigations (7/1/16)</b>	<b>7</b> _____
<b>Topic 4</b>	<b>Animal Husbandry, Health, &amp; Wellness (7/1/16)</b>	<b>5</b> _____
<b>Topic 5</b>	<b>Report Writing (7/1/16)</b>	<b>3</b> _____

**Total Hours**      **26**

Effective: 01/01/2017





# MIKE DEWINE

★ OHIO ATTORNEY GENERAL ★

## An Introduction of the Below 100 Program and a Comparative Analysis of its Tenets to the Peace Officer Basic Training Curriculum

Prepared for the OPOTC Curriculum Committee

by

Eric Schaefer, Deputy Director of Education & Policy

July 2016



Curriculum Committee Members:

This document is designed to give a basic comparative analysis of the Below 100 curriculum and the current (July 1, 2016) peace officer basic training (POBT) curriculum. As you might recall from the May 2016 OPOTC meeting, there was a brief presentation of the Below 100 program along with a request to consider placing the curriculum (or some form of it) in peace officer basic training.

Below 100 is based on 5 tenets: **Wear Your Belt, Wear Your Vest, Watch Your Speed, Remember: Complacency Kills, and WIN – What’s Important Now?** Below is a breakdown of how the Below 100 tenets are currently in the POBT curriculum.

1. **Wear Your Belt** – this tenet is discussed in **three** lesson plans with at least five teaching points, one Student Performance Objective, and mentioned in a Handout for Practical Event Instructions (see Appendix 1)
2. **Wear Your Vest**
  - a. This tenet is discussed in **three** lesson plans with at least six teaching points and mentioned on a Handout (see Appendix 1)
  - b. This tenet includes both ballistic and reflective vests
3. **Watch Your Speed** – this tenet is discussed in **three** lesson plans with at least 30 teaching points (see Appendix 2)
4. **Remember: Complacency Kills**
  - a. Maintaining focus at all times, maintaining situational awareness, and always being mentally and physically prepared for a given situation (as simple as being prepared for duty and as severe as preparing to be attacked)
  - b. This tenet is discussed in **11** lesson plans with at least 34 teaching points (see Appendix 3)
5. **WIN – What’s Important Now** – instills the drive in the officer to focus on what is important at a particular moment in time, which enables the officer to prioritize the mission, observe threats, and act or react accordingly.
  - a. As this is more of an abstract tenet of Below 100, it isn’t as simple as pulling teaching points from various lesson plans to consider in this comparative analysis
  - b. However, there are certain lesson plans that absolutely demonstrate and/or address this tenet

- i. Unit 8-5 Stops & Approaches instructs the students to continually assess the situation during an officer initiated contact or traffic stop as the situation may rapidly change without notice. It refers to watching the behavior of the subject(s) as well as observing environmental factors (e.g., traffic, weather, landscape)
- ii. Unit 6-1 Subject Control Techniques and Unit 6-2 Impact Weapons instruct the students in pre-attack indicators and how to best situate oneself to survive an attack. The student is introduced to the “winning” mindset
- iii. Unit 7-2 Critical Incident First Aid definitely addresses this tenet. In an event in which a critical medical emergency exists (which is often during an ongoing threatening situation), the officer must be able to assess and act simultaneously to save their own life, as well as lives of others.

**Recommendations/Additional Information from the Ohio Below 100 Staff**

In following up with those who presented at the May OPOTC meeting, it was clarified that their goal is to get the **full 4 hour Below 100 course into POBT as its own topic**. The Ohio-based Below 100 staff is willing to conduct the instructor courses necessary in order to have enough instructors to meet the needs of each academy. At the time of this report, the instructor course and all training materials *should* be available free of charge (minus travel to/from the training site). *(This will need to be confirmed by the national Below 100 organization)*. The instructor course is an 8 hour course.

**Pros and Cons (as viewed by the OPOTC Education & Policy staff)**

**Pro:** The tenets of the Below 100 curriculum should be on the mind of every officer and every opportunity should be taken to remind the officer of those tenets.

**Con:** The preceding pages detail instances where the Below 100 tenets appear in the POBT curriculum. Having Below 100 as its own topic could be viewed by the field as repetitive and unnecessary.

\*\*\*\*\*

**Pro:** The curriculum is a national program and should not be difficult for OPOTC staff to place into POBT. It would most likely be similar to how the First Aid/CPR/AED topic is currently formatted.

**Con:** Depending on how it is implemented in POBT, OPOTC staff would have to monitor updates to the Below 100 curriculum and attempt to align any updates with the curriculum release cycle (currently January 1 and July 1). Oftentimes, as we've seen with other national "canned" programs, those dates do not typically align.

\*\*\*\*\*

**Pro:** The Below 100 program seems to be resonating at a national level. As of this writing, the country is on pace to see 2016 line of duty deaths fall below 100 for the first time since 1943.

\*\*\*\*\*

**Pro:** One of Below 100's core trainers is a sergeant with OSHP. He will be available to EPS staff to help with the implementation and keep us informed of changes to the program.

**Con:** That same sergeant maintains a busy schedule. As of now, we would have to rely on him to train all new instructors as he is currently the only local person who can teach the instructor course.

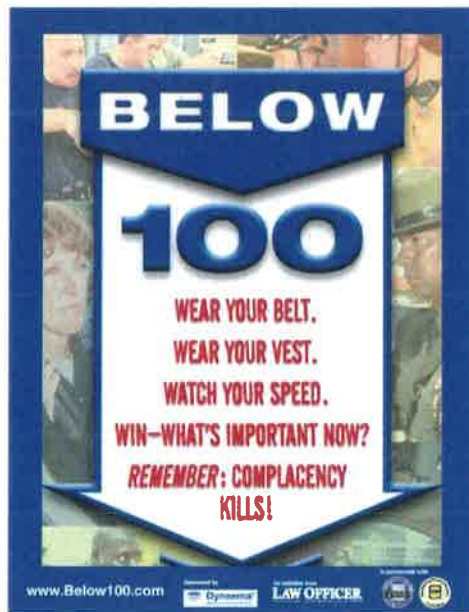
\*\*\*\*\*

**Pro:** As of this writing, the instructor course and materials should be provided at no charge.

**Con:** We will need to allow several months to get enough instructors trained, and those instructors will need to be already OPOTC certified instructors (barring some type of exemption).

### Conclusion

The Education & Policy staff has worked diligently since 2011 to transform the POBT curriculum into its present state, one that we are very proud of. In doing so, one of the tasks we strove for was the elimination of unnecessary repetition. That being said, there are some areas where repetition is vitally important, and officer safety is one of them. Assuming there are no significant costs and/or other implementation issues, it is the opinion of the EPS staff to include the full, 4 hour Below 100 program in POBT with the stipulation that the topic must be taught within the final three calendar days of the academy in order to most achieve its lasting, desired effect.



## Appendix 1

### Lesson Plan Specifics

#### Wear Your Belt

- a. Importance of safety belts and other occupant protection devices (Unit 5-1, Driving – **SPO #2**)
- b. *Seatbelts shall be worn properly by all occupants of the vehicle at all times, when in motion* (Unit 5-1, Driving – **Handout for Practical Event Instructions**)
- c. *Remove your seatbelt if sitting stationary for any time* (Unit 8-1, Patrol Aspects & Overview)
- d. *Prior to the vehicle coming to a complete rest, the officer should have already removed the seatbelt (in the last moment before complete rest)* (Unit 8-5, Stops & Approaches)

#### Wear Your Vest

- a. *Using the casualty's clothing, web gear, tactical vest, drag-line, or poncho as handles makes this easier* (Unit 7-2, Critical Injury First Aid)
- b. *Wear your bullet resistant vest* (Unit 8-1, Patrol Aspects & Overview, page 14)
- c. *Wear your bullet resistant vest!* (Unit 8-1, Patrol Aspects & Overview, page 61 – **Handout**)
- d. *Check department issued weapons and equipment (e.g., reflective vest, traffic cones, flares)* (Unit 8-1, Patrol Aspects & Overview)
- e. *Consider officer safety (e.g., situational awareness, reflective vest, deploy flares)* (Unit 8-1, Patrol Aspects & Overview)
- f. *[Safety and visibility] – The retro-reflective material shall be orange, yellow, white, silver, yellow-green, or a fluorescent version of these colors* (Unit 10-7, Traffic Direction & Control)
- g. *Reflective clothing will improve visibility even more* (Unit 10-7, Traffic Direction & Control)

## Appendix 2

### Lesson Plan Specifics

#### Watch Your Speed

- a. *In 2012, 82% of all at-fault police vehicle crashes occurred during a non-emergency response (Unit 5-1 Driving)*
- b. *A pursuit that starts under reasonably safe conditions can become reckless if speeds are too high (Unit 5-1 Driving)*
- c. *Reduce speed so you can stop within the visible distance (Unit 5-1 Driving)*
- d. *Momentum – the product of the vehicles mass and speed. As a vehicle’s momentum increases, its stopping distance and kinetic energy increases (Unit 5-1 Driving)*
- e. *Understeering – usually caused by excessive speed (Unit 5-1 Driving)*
- f. *[Oversteering] Is the result of excessive speed...(Unit 5-1 Driving)*
- g. *Speed – the greater the speed, the greater the distance required to stop (Unit 5-1 Driving)*
- h. *Speed control – by practicing speed control habits during non-emergency driving, a driver is able to develop a better sense of risk assessment for emergency response driving (Unit 5-1 Driving)*
- i. *[Speed control] Increases awareness to speed and speed changes. The difference between a skidding and non-skidding situation may only be two to three mph (Unit 5-1 Driving)*
- j. *If turning is necessary, the safe completion of the maneuver is more important than the speed of the maneuver (Unit 5-1 Driving)*
- k. *Minimize weight transfer and steering input, achieve smooth control, and attain safe speed throughout turn (Unit 5-1 Driving)*
- l. *Establish an effective speed control before going into the curve (Unit 5-1 Driving)*
- m. *Have speed under control before entering the corner to avoid heavy braking while steering (Unit 5-1 Driving)*

## Appendix 2 (cont.)

### Lesson Plan Specifics

#### Watch Your Speed (cont.)

- n. *As the officer's speed increases, the chances of having a collision increase and the time for processing information and decision making decreases (Unit 5-1 Driving)*
- o. *Speed control is the preferred response in areas where pedestrian traffic is present (Unit 5-1 Driving)*
- p. *Tunnel vision develops at high speed and the officer tends to forget that the emergency warning devices are operating (Unit 5-1 Driving)*
- q. *Speed reference is lost due to the elimination of the sounds of speed, such as wind and engine noise (Unit 5-1 Driving)*
- r. *Officers need to recognize that steering inputs at high speeds have a magnified impact on vehicle's reaction (Unit 5-1 Driving)*
- s. *While responding to an emergency, the urgency for response, increased speeds, and emotional involvement tend to distract the officer from the perceptual demands of driving (Unit 5-1 Driving)*
- t. *Adjust your speed so that others see and hear the emergency warning devices (Unit 5-1 Driving)*
- u. *An increase in the speed of the pursuit may reduce the officer's peripheral field of vision (Unit 5-1 Driving)*
- v. *At high speeds, peripheral vision narrows and depth perception is less accurate (Unit 5-1 Driving)*
- w. *Although the speed of the suspect's vehicle will greatly influence the pursuit speed, the pursuing officers must remember that the pursuit is not a race (Unit 5-1 Driving)*
- x. *Pursuing officers must be familiar with their patrol areas, think ahead of the pursuit, and be prepared to adjust their speed in advance to enable maneuvering through intersections, curves, and other obstacles (Unit 5-1 Driving)*
- y. *Officers should be aware of the vehicle's speed prior to any curves; avoid crossing the center line, applying the brakes in curves, and approaching intersections at high speeds (Unit 5-1 Driving)*
- z. *At no time should an officer allow his/her desire to capture the suspect exceed the officer's ability to safely conduct the pursuit. Police pursuits, at best, involve several*



## Appendix 2 (cont.)

### Lesson Plan Specifics

- aa. *speeding vehicles upon a highway with unsuspecting motorists who could be easily injured or killed. Safety must take precedence over all else (Unit 5-1 Driving)*
- bb. *Adjust the speed at which you drive in your patrol area (Unit 8-1 Patrol Aspects & Overview)*
- cc. *Travel at a speed which will not create a hazard to you or other traffic (Unit 8-1 Patrol Aspects & Overview)*
- dd. ***Small Group Discussion – Watch Your Speed, see Appendix 4***
- ee. *If you are in a pursuit or responding at a high rate of speed to a call to duty, you must slow down before entering intersections with lights or stop signs. If you enter an intersection against a red-light while driving at a rate of speed that doesn't allow you to react to another vehicle entering the intersection, your actions could be deemed wanton misconduct under the law (Unit 2-6 Civil Liability & Use of Force)*

## Appendix 3

### Lesson Plan Specifics

#### Remember: Complacency Kills

- a. *Pursue education and professional development that will help you maintain your focus and reduce complacency (Unit 1-2 Introduction to Policing)*
- b. *Complacency and thoughtless urgency kills (Unit 5-1 Driving)*
- c. *When you get into that mindset of "It can't happen to me" is often when you get nailed by fate (Unit 5-1 Driving)*
- d. *Complacency – having taken the same calls for service or performed numerous traffic stops when nothing of consequence occurs can lead to a false sense of security in you (Unit 8-1 Patrol Aspects & Overview)*
- e. *Do not get complacent because you perceive the scene is secure (Unit 8-1 Patrol Aspects & Overview)*
- f. *Due to the frequency of suspicious person calls, they can cause complacency in the officer and should be approached like a crime in progress (Unit 8-4 Building Searches)*
- g. *Do not become complacent (Unit 8-1 Patrol Aspects & Overview)*
- h. *During a building search, you should always expect to find someone; assuming this will help avoid complacency (Unit 8-1 Patrol Aspects & Overview)*
- i. *An officer should make every effort to remain alert even when not working (Unit 1-2 Introduction to Policing)*
- j. *Maintaining situational awareness, control of scenes and persons, and remaining vigilant during approach are fundamental survival practices for every call (Unit 3-3 Domestic Violence)*
- k. *Maintain situational awareness (Unit 4-1 Handgun)*
- l. *Situational awareness – pay attention to your environment and recognize pre-attack indicators (Unit 6-1 Subject Control)*
- m. *Maintain situational awareness (Unit 6-1 Subject Control, pages 17 and 21)*
- n. *[Maintain] situational awareness (Unit 6-2 Impact Weapons)*

### Appendix 3 (cont.)

#### Lesson Plan Specifics

- o. *Officers should maintain situational awareness at all times and, if possible, have a cover officer (Unit 7-2 Critical Injury First Aid)*
- p. *Situational awareness – the process of recognizing a threat at an early stage and taking measures to avoid it (Unit 8-1 Patrol Aspects & Overview)*
- q. *Situational awareness combined with assessment of any approaching person will dictate officer reaction (Unit 8-1 Patrol Aspects & Overview)*
- r. *Maintain situational awareness (Unit 8-1 Patrol Aspects & Overview)*
- s. *Be aware of the distraction your electronic devices can cause during down time, causing poor situational awareness (Unit 8-1 Patrol Aspects & Overview)*
- t. *Maintain officer safety and situational awareness when taking someone into custody (Unit 8-1 Patrol Aspects & Overview)*
- u. *Maintain situational awareness while conducting searches (Unit 8-1 Patrol Aspects & Overview)*
- v. *The officer should always maintain situational awareness as unanticipated threats may appear (Unit 8-4 Building Searches)*
- w. *If it is a high risk search and the officer hears stimulus, he/she should proceed to the area of the stimulus using proficient tactics and situational awareness (Unit 8-4 Building Searches)*
- x. *[suspect walk-back] Discuss situational awareness (Unit 8-5 Stops & Approaches)*
- y. *[Control of a suspect] – Situational awareness – at any time during an officer initiated contact, assessment may indicate that an offender must be taken into custody (Unit 8-5 Stops & Approaches)*
- z. *[Vehicle extraction] – Assessment and situational awareness (Unit 8-5 Stops & Approaches)*
- aa. *[Officer safety concerns during field contacts] – Situational awareness (Unit 13-3 Terrorism Awareness)*
- bb. *Practice mental preparation for calls for service that could happen (Unit 8-1 Patrol Aspects & Overview)*

**Appendix 3 (cont.)**

**Lesson Plan Specifics**

- cc. *Equipment and vehicle preparation for duty, see Appendix 5 (Unit 8-1 Patrol Aspects & Overview)*
- dd. *The officer should be prepared for sudden activity from the interior and in a stance conducive to accessing weapons and/or retreating to cover (Unit 8-5 Stops & Approaches)*
- ee. *Preparation – always in the mindset of being prepared for anything (Unit 8-5 Stops & Approaches)*
- ff. *The officers should make sure, prior to duty, that they are in possession of all necessary equipment to effect an arrest. Make sure equipment is in good working order and prepared for use. The officer should have practiced accessing his/her equipment from a variety of positions with the dominant and non-dominant hands (Unit 8-5 Stops & Approaches)*
- gg. *Mentally prepare each day (Unit 8-5 Stops & Approaches)*

## Appendix 4

### Small Group Discussion – Watch Your Speed

#### 1. Statutory Elements

- a. The driver of any emergency vehicle or public safety vehicle, when responding to an emergency call, upon approaching a red or stop signal or any stop sign, shall slow down as necessary for safety to traffic, but may proceed cautiously past such red or stop sign or signal with due regard for the safety of all persons using the street or highway

*Small Group Discussion – Divide the class into small groups and give them the following fact pattern. (Based on Alliance v. Bush 2008) Ask each group to, based on the fact pattern, decide if Officer Jones was justified in his actions or not. Either way, groups must explain their conclusions to the class.*

*Officer Jones, driving a marked police cruiser, heard a dispatch of a person with a gun. The location of the incident was on the other side of town and it was apparent multiple units close to the location were responding. Officer Jones notified dispatch, activated lights, sirens, and proceeded on the run travelling on East street. As officer Jones approached the intersection of East and West street, he observed a vehicle approaching the intersection on West street emerge from behind a building that is considered a blind spot at that intersection and was known to Jones and other officers on the department. Officer Jones thought the driver saw his cruiser. Officer Jones entered the intersection on a red light and struck the vehicle injuring the driver.*

*His cruiser camera data showed Officer Jones' speed between 75 mph and 99 mph in residential areas. At impact, Officer Jones' speed was 54 mph. The legal speed limits in the residential areas were 25 mph minimum and 35 mph maximum contingent on the area.*

*Anticipated Answer – Because so many officers were responding to the run and Jones was located at such a far distance from the run, a reasonable prudent police officer should have (1) evaluated the need to use excessive speed in a residential area and (2) considered the blind spot at the intersection when ascertaining due regard for the safety of other vehicles. He could be charged with R.C. 4511.12 Obedience to Traffic Control Devices and/or R.C. 4511.20 Operation in Willful or Wanton Disregard of the Safety of Persons or Property.*

**Alliance v. Bush  
(2008)**

**Instructor should  
emphasize the  
importance of  
understanding due  
regard**

## Appendix 5

### Preparing Equipment for Patrol

#### HANDOUT #1 – PREPARING EQUIPMENT FOR PATROL

##### General considerations for duty gear

- Should receive regular maintenance and attention
- Majority of equipment should be accessible with both hands
- Personal ergonomics and flexibility should be considered when setting up equipment
- Secure duty belt to trouser belt (e.g., belt keepers, Velcro lining)
- To avoid injury, keep the small of the back free of any equipment
- **Wear your bullet resistant vest!**

##### Firearms

- Make sure they are clean
- Loaded as prescribed by policy
- Properly secured

##### Holster

- Must be designed for specific weapon that is being carried
- Be familiar with retention levels (i.e., Level I, II, III, IV)
- Should be securely affixed to the dominant side

##### Ammunition pouch

- Should be accessible with both hands
- Generally speaking, pouches should be located in the front of the duty belt on either weapon or non-weapon side

##### Chemical weapons

- Should be accessible with both hands
- Usually located in front

##### Impact weapons

- Should be accessible with both hands
- If carrying an expandable baton, holder should be able to securely hold the baton in open and closed conditions

## Appendix 5 (cont.)

### Preparing Equipment for Patrol

#### **HANDOUT #1 – PREPARING EQUIPMENT FOR PATROL (cont.)**

##### Electronic weapons

- Check function per policy
- Inspect associated equipment (i.e., cartridges/holster)

##### Handcuffs & case

- If carrying one set, they should be accessible with both hands
- If carrying two sets, one should be accessible to each hand
- Check amount of flexcuffs, if carried

##### Flashlight & holder

- Generally, it is most accessible to the non-dominant hand
- Usually located on non-dominant side or smaller lights can be carried in the front

##### Radio

- Usually most accessible to non-dominant hand
- If radio is equipped with a microphone, it should be affixed to the non-dominant side or center line of the officer
- It should be placed where it is easily accessible to the non-dominant hand or dominant hand if non-dominant positioning isn't an option

##### Medical equipment

- Gloves should always be available to protect the officer
- CPR mask and AED
- May be placed anywhere on the belt that allows for comfort

##### Evidence kit

- Check all contents and replace items as needed
- Fingerprint kit, DNA kit, drug ID kit, crime scene tape, camera w/batteries, paperwork

##### Clothing

- Proper footwear for assignment
- Proper coat or outerwear for condition

HANDOUT 3

# 2017 CPT Program

Ohio Peace Officer Training Commission  
September 8, 2016



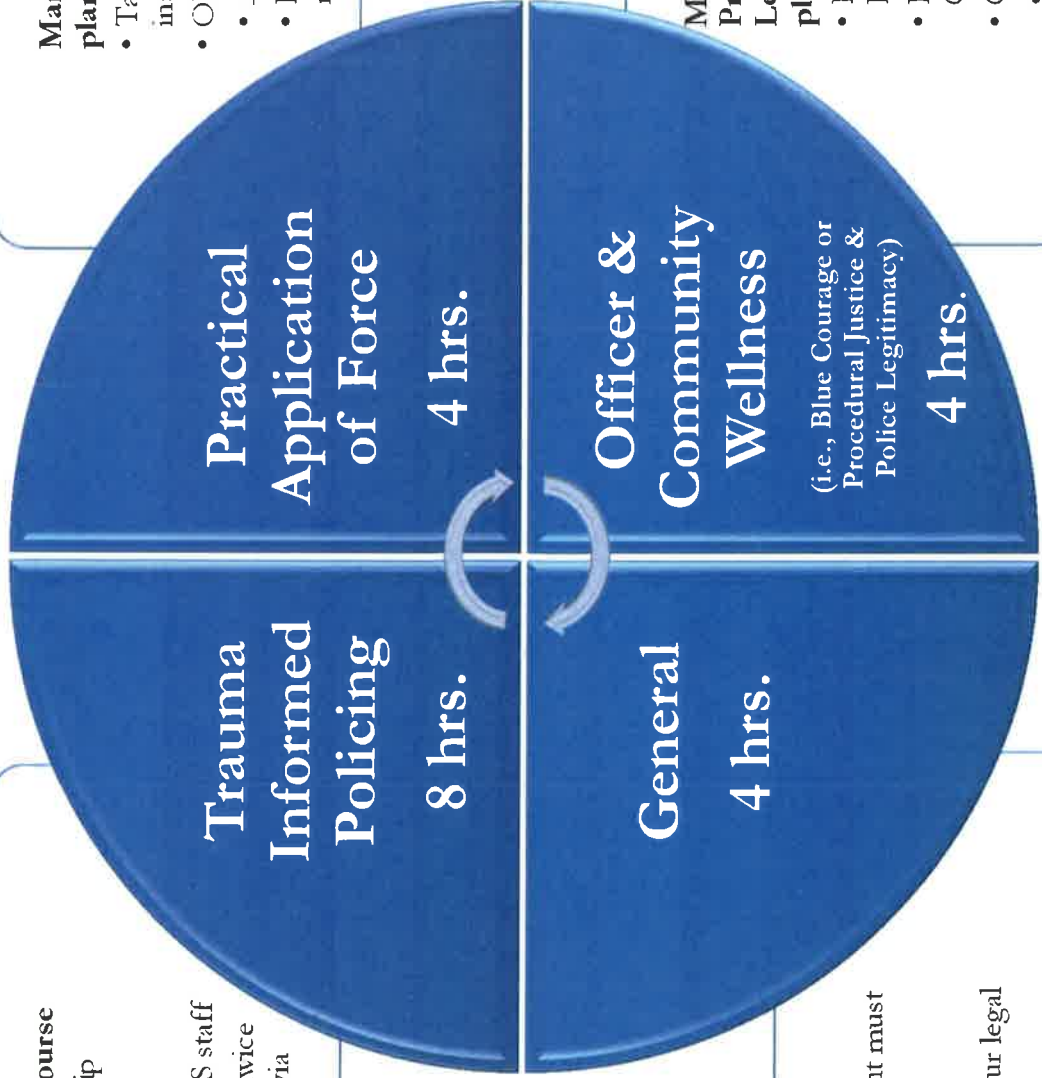
MIKE DEWINE  
OHIO ATTORNEY GENERAL





**Mandatory OPOTA Course**

- Created in partnership with ODMHAS
- OPOTA Options:
- Taught by ODMHAS staff
- Provided monthly: twice regionally and once via live/webcast



**Mandatory OPOTA lesson plan or OPOTA "force" course**

- Taught by subject control instructor
- OPOTA options:
- Any "force" course
- Provided monthly: 4, 4-hr regionals

**Mandatory Blue Courage or Procedural Justice & Police Legitimacy OPOTA lesson plan**

- BC must be taught by trained Blue Courage instructor
- PJ & PL instructor must meet OAC criteria
- OPOTA options:
  - eOPOTA – 4, 1-hr Blue Courage courses
  - PJ&PL provided monthly: once live/webcast

**Agency choice**

- Instructor and content must meet OAC criteria
- OPOTA options:
  - eOPOTA – 4, 1-hour legal update series
  - Any traditional, webcast, or regional courses

# Mental Health

## 2015 Advisory Group Recommendation

...a portion of the annual advanced training mandates contain training on mental health and de-escalation

## 2016 CPT

- De-Escalation with a Focus on Mental Illness (2 hrs.)

## 2017 CPT

- **Trauma Informed Policing (8 hrs.)**
  - Will include mental health, substance abuse, human trafficking victims, PTSD, secondary trauma, and how to effectively communicate with these populations
- Mandatory course taught by ODMHAS experts twice regionally and via webcast each month

# Use of Force

## 2015 Advisory Group Recommendation

...a portion of the mandated hours of advanced training consist of refresher training for perishable skills

## 2016 CPT

- Constitutional Use of Force (2 hrs.)

## 2017 CPT

- **Practical Application of Force (4 hrs.)**
  - Will include a constitutional use of force review, practical applications, and scenarios
  - Mandatory lesson plan can be provided to agencies taught by subject control instructors, or
  - OPOTA has numerous courses which could be taken

# Community-Police Relations

## 2015 Advisory Group Recommendation

... a portion of the annual advanced training mandate focus on concepts related to community-police relationships

## 2016 CPT

- Community – Police Relations (4 hrs.)

## 2017 CPT

- **Officer & Community Wellness (4 hrs.)**
- **Blue Courage**
  - Mandatory lesson plan can be provided to and taught by Blue Courage Instructors, or
  - Blue Courage 4-hour course series will be available on eOPOTA
- **Procedural Justice & Police Legitimacy**
  - Mandatory lesson plan can be provided to agencies taught by individuals meeting OAC criteria, or
  - OPOTA will provide monthly live and via webcast

# Legal Update

## 2015 Advisory Group Recommendation

... a portion of the annual advanced training mandate consist of relevant legal updates

## 2016 CPT

- Constitutional Use of Force (2 hrs.)

## 2017 CPT

- **Legal Update (4 hrs.)**
  - Will include Civil Liability, Confession & Interrogation, Legal Update, and Domestic Violence Refresher
- 2017 legal update, 4-hour course series will be available on eOPOTA
- Option for 4 hours of general, agency directed training

HANDOUT 4

# 2017 CPT Program Reimbursement

Ohio Peace Officer Training Commission  
September 8, 2016



MIKE DEWINE  
OHIO ATTORNEY GENERAL



# Reimbursement Model

- 2016
  - 11 hours
  - All officers reimbursed at 100%
- 2017
  - 20 hours
  - All officers reimbursed 100% for 11 hours
  - First 50 FT officers in an agency reimbursed 100% for 9 hours
  - All other FT officers reimbursed at 80% for 9 hours
  - No reimbursement for non-FT officers for 9 hours

# Akron

## 2016 CPT formula

- 20 hours
- 496 officers
- Total possible reimbursement  
– \$198,400

## 2017 CPT formula

- 11 hours
- 496 officers
- \$109,120
- 9 hours
- 50 FT 100% - \$9,000
- 392 FT 80% - %56,448
- 54 non-FT - \$0
- Total
- **\$174,568**





# Columbus

## 2016 CPT formula

- 20 hours
- 1907 officers
- Total possible reimbursement  
– \$762,800

## 2017 CPT formula

- 11 hours
- 1907 officers
- \$419,540
- 9 hours
- 50 FT 100% - \$9,000
- 1806 FT 80% - \$260,064
- 51 non-FT - \$0
- Total
- **\$688,604**



# Tri C

## 2016 CPT formula

- 20 hours
- 68 officers
- Total possible reimbursement  
– \$27,200

## 2017 CPT formula

- 11 hours
- 68 officers
- \$14,960
- 9 hours
- 29 FT 100% - \$5,220
- 39 non-FT - \$0
- Total
- **\$20,180**



# Fayette County

## 2016 CPT formula

- 20 hours
- 54 officers
- Total possible reimbursement  
– \$21,600

## 2017 CPT formula

- 11 hours
- 54 officers
- \$11,880
- 9 hours
- 25 FT 100% - \$4,500
- 29 non-FT - \$0
- Total
- **\$16,380**



# Hancock County

## 2016 CPT formula

- 20 hours
- 76 officers
- Total possible reimbursement  
– \$30,400

## 2017 CPT formula

- 11 hours
- 76 officers
- \$16,720
- 9 hours
- 39 FT 100% - \$7,020
- 37 non-FT - \$0
- Total
- \$23,740



109:2-18-01 Definitions.

- (A) As used in rules 109:2-18-01 to 109:2-18-07 of the Administrative Code, "Peace Officer" has the same meaning as in section 109.71 of the Revised Code.
- (B) "Trooper" means an individual appointed as a state highway patrol trooper under section 5503.01 of the Revised Code.
- (C) "Appointing Authority" means any agency or entity that appoints a peace officer or trooper.
- (D) "Public Appointing Authority" means any agency that appoints a peace officer as defined in divisions (A)(1), (A)(3) to (A)(8), (A)(10), (A)(12), (A)(13), (A)(15) to (A)(18), and (A)(19) of section 109.71 of the Revised Code and the Ohio state highway patrol.
- (E) "Responsible Agency" means the appointing authority charged with the responsibility for documenting the peace officer or trooper's training.
- (F) "Commission" means the Ohio peace officer training commission.
- (G) "Executive Director" means the executive director of the Ohio peace officer training commission.
- (H) "Continuing Professional Training" means the training prescribed by sections 109.802 and 109.803 of the Revised Code.
- (I) "OHLEG" means the Ohio law enforcement gateway.
- (J) "Full-time officers or troopers" means officers or troopers are assigned to work a standard forty hour work week.

109:2-18-01 Definitions.

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- (H) "Continuing Professional Training" means the training prescribed by sections 109.802 and 109.803 of the Revised Code.
- (I) "OHLEG" means the Ohio law enforcement gateway.
- (J) "Full-time" means officers or troopers who are in active pay status receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period. For purposes of this chapter, active pay status has the same meaning as in rule 123:1-47-01 of the Administrative Code.

# HANDOUT 5A

Test	Provider	Delivery Method	Dimensions	Approx Time	Scoring	Notes
The Reid Report Risk Assessment	General Dynamics Information Technology	Web; any PC	Business Ethics, Integrity Attitudes, Social Behavior, Substance Use, and Work Background	30 minutes	Recommend, Qualified Recommend, Not Recommended	Can be used to identify high moral standards and work ethic; identifies high-risk applicants; suitable for applicants without a conditional offer of employment
Law Enforcement Applicant Inventory	General Dynamics Information Technology	Web; any PC	Honesty, Risk Avoidance, Safety, Stress Tolerance, Criminal Justice Orientation, Drug Avoidance	1 hour	Recommend, Not Recommended	Validity for Candidness and Accuracy built in the questions; test score breakdown includes Significant Behavioral Indicators and a narrative evaluation of strengths and weaknesses; suitable for applicants without a conditional offer of employment
16 PF Security Selection Report	IPAT	Web; any PC	Emotional Adjustment, Integrity/Control, Intellectual Efficiency, Interpersonal Relations	35 minutes	No failing score but lower scores could indicate areas of concern (sample test results are available)	Designed as a pre-offer of employment selection tool
16PF Protective Services Report	IPAT	Web; any PC	Emotional Adjustment, Integrity/Control, Intellectual Efficiency, Interpersonal Relations	up to 90 minutes	No failing score but lower scores could indicate areas of concern (sample test results are available)	Designed as a pre-offer of employment selection tool; Can only be sold to a PsyD or PhD, or Masters level clinician, but that person can authorize others to view the results; more thorough than the 16 PF SSR



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## ADVISORY GROUP ON LAW ENFORCEMENT TRAINING PRE CERTIFICATION RECOMMENDATIONS

### RECOMMENDATION 3

Psychological Exam – In addition to a drug screening (completed and effective July 1, 2016), the Advisory Group recommends that each applicant undergo a psychological exam to confirm that applicants have the right psychological makeup to serve as a peace officer.

### RECOMMENDATION 4

Truth Verification Test – The Advisory Group recommends that each applicant pass a truth verification test, such as a polygraph test.

Suggested ways to meet these recommendations (as previous discussion and research deemed it may not be legally feasible to administer psychological and truth verification exams to pre-employment applicants):

- 1) Defer to the Ohio Collaborative's Agency Employee Recruitment and Hiring standard related to the application process
  - A directive establishes the agency's sworn application process including but not limited to physical examinations, emotional/psychological examinations, and background checks
  - Agencies should utilize due diligence in ensuring that their prospective employees have the proper temperament, knowledge, and attitude to handle this very difficult job
  - Agencies should have appropriate mechanisms in place in order to achieve this mission
  - Agencies should ensure their employment requirements are related to the skills that are necessary to be a successful employee
  
- 2) Have each prospective basic training student complete a pre-academy exam designed to assess traits relating to personality, truthfulness, and judgment
  - Law Enforcement Applicant Inventory
  - Comes with logistical concerns, expressed by current commanders
  - More research needed as to how this could be implemented in Ohio's POBT model



109:2-1-03 Ohio peace officer basic training program course.

(A) Who is required to complete the basic course:

- (1) Those persons set out in division (A) of section 109.71 of the Revised Code;
- (2) A training recruit as defined in paragraph (H) of rule 109:2-1-02 of the Administrative Code;
- (3) Any person employed in a position statutorily required to complete the basic training course.

(B) Who may attend the basic course

(1) An open enrollment student as defined in paragraph (I) of rule 109:2-1-02 of the Administrative Code.

(C) No person ~~who has been convicted of a felony or other disqualifying offense~~ shall attend the basic course ~~if any of the following apply:~~

- ~~(1) The person is subject to a weapons disability pursuant to section 2923.13 of the Revised Code;~~
- ~~(2) The person is under indictment, has pleaded guilty to or been convicted of a felony;~~
- ~~(3) The person is currently registering as a sex offender, child-victim offender, or arson offender;~~
- ~~(4) The person is under indictment or otherwise charged with an offense under Chapter 2925, 3719, or 4729 of the Revised Code that involves the illegal possession, use, sale, administration, or distribution of or trafficking in a drug of abuse; a misdemeanor offense of violence; or a violation of section 2903.14 of the Revised Code.~~
- ~~(5) Except as otherwise provided in divisions (C)(1), (2), or (3) of this section, the person, within three/five/ten (we'll pick one at the meeting) of applying to attend the basic course, has been convicted of or pleaded guilty to an offense under Chapter 2925, 3719, or 4729 of the Revised Code that involves the illegal possession, use, sale, administration, or distribution of or trafficking in a drug of abuse; or has been convicted of or pleaded guilty to a misdemeanor offense of violence;~~
- ~~(6) Except as otherwise provided in divisions (C)(1), (2), or (3) of this section, the person, within three/five/ten (we'll pick one at the meeting) of applying to attend the basic course, has been convicted of or pleaded guilty to an offense under Chapter 2913 of the Revised Code.~~

Field Code Changed

~~(DE)~~ All persons attending the basic course shall possess a high school diploma or certificate of high school equivalency.

~~(EE)~~ Statement of purpose.

(1) It shall be clearly understood that the basic course described is designed as an absolute minimum program. Commanders are encouraged to exceed this minimum program wherever possible.

(2) Nothing in this chapter shall limit or be construed as limiting the authority of a commander, the civil service commission, or other appointing authority, to enact rules and regulations which establish a higher standard of training above the minimum required by the rules of this chapter.

(FG) Local matters

Instruction in such matters as department rules and regulations, local ordinances, personnel policies and procedures may be given entirely upon local initiative. No portion of the instructional time devoted to this training or other non-commission required topics shall be credited against the hours of instruction required under rule 109:2-1-16 of the Administrative Code.

109:2-1-03 Ohio peace officer basic training program course.

(A) Who is required to complete the basic course:

- (1) Those persons set out in division (A) of section 109.71 of the Revised Code;
- (2) A training recruit as defined in paragraph (H) of rule 109:2-1-02 of the Administrative Code;
- (3) Any person employed in a position statutorily required to complete the basic training course.

(B) Who may attend the basic course

(1) An open enrollment student as defined in paragraph (I) of rule 109:2-1-02 of the Administrative Code.

(C) No person ~~who has been convicted of a felony or other disqualifying offense~~ shall attend the basic course ~~if any of the following apply:~~

~~(1) The person is subject to a weapons disability pursuant to section 2923.13 of the Revised Code;~~

~~(2) The person is under indictment, has pleaded guilty to or been convicted of a felony;~~

~~(3) The person is currently registering as a sex offender, child-victim offender, or arson offender;~~

~~(4) The person is under indictment or otherwise charged with an offense under Chapter 2925, 3719, or 4729 of the Revised Code that involves the illegal possession, use, sale, administration, or distribution of or trafficking in a drug of abuse; a misdemeanor offense of violence; or a violation of section 2903.14 of the Revised Code.~~

~~(5) Except as otherwise provided in divisions (C)(1), (2), or (3) of this section, the person, within three years of applying to attend the basic course, has been convicted of or pleaded guilty to an offense under Chapter 2925, 3719, or 4729 of the Revised Code that involves the illegal possession, use, sale, administration, or distribution of or trafficking in a drug of abuse; or has been convicted of or pleaded guilty to a misdemeanor offense of violence;~~

~~(6) Except as otherwise provided in divisions (C)(1), (2), or (3) of this section, the person, within three years of applying to attend the basic course, has been convicted of or pleaded guilty to an offense under Chapter 2913 of the Revised Code or a municipal ordinance that is substantially similar to an offense under Chapter 2913 of the Revised Code.~~

~~(DDE)~~ All persons attending the basic course shall possess a high school diploma or certificate of high school equivalency.

~~(EEE)~~ Statement of purpose.

(1) It shall be clearly understood that the basic course described is designed as an absolute minimum program. Commanders are encouraged to exceed this minimum program wherever possible.

(2) Nothing in this chapter shall limit or be construed as limiting the authority of a commander, the civil service commission, or other appointing authority, to enact rules and regulations which establish a higher standard of training above the minimum required by the rules of this chapter.

~~(FFG)~~ Local matters

Instruction in such matters as department rules and regulations, local ordinances, personnel policies and procedures may be given entirely upon local initiative. No portion of the instructional time devoted to this training or other non-commission required topics shall be credited against the hours of instruction required under rule 109:2-1-16 of the Administrative Code.

Field Code Changed



HANDOUT 7

**ADVISORY GROUP ON LAW ENFORCEMENT TRAINING**

**RECOMMENDATION 7**

Increased Oversight – The Advisory Group recommends the Ohio Peace Officer Training Commission (OPOTC) hire additional field staff in order to properly evaluate basic training academies and their instructors.

**RECOMMENDATION 8**

Performance Standards – The Advisory Group recommends that the OPOTC establish minimum performance standards for basic peace officer academies to ensure quality instruction.

**RECOMMENDATION 9**

Changes to Basic Academy Model – The Advisory Group recommends the Commission conduct a review of the basic training academies to ensure the quality of basic training.....

Alternative to meeting basic quality control measures recommended by the advisory group:

- 1) advanced training course for new commanders;
  - 40-hour course required after approval but before certification
  - Includes administrative requirements, leadership, and mock academy
  
- 2) commander evaluation process; and
  - Completed throughout each school
  - Highlights positive and negative aspects
  - Includes process for remediation and support, where needed
  
- 3) commander renewal process
  - Renewal every three years, like instructors; or every five years
  - Requires running minimum number of schools and ongoing professional training