



DAVE YOST
OHIO ATTORNEY GENERAL



Ohio Peace Officer Training Commission
Office 800-346-7682
Fax 740-845-0362

Signed minutes submitted on April 20, 2021

**Ohio Peace Officer Training Commission Meeting
Thursday, November 23, 2020, 10:00 a.m.
held at the WebEx**

<https://ohioago.webex.com/ohioago/onstage/g.php?MTID=e6d1a8dda03069c3ee84fe9e8081f1881>

Event number: 173 606 7368 / Event password: OPOTCNOV2020

Minutes – November 23, 2020

A. Opening

Call to Order

Chair Stanforth called the meeting to order at 10:34 a.m.

Chief Harris led the Pledge of Allegiance.

Ms. Donna Long called the Roll Call.

Commission members present

Sheriff Vernon Stanforth, Chair

Chief Clayton Harris, Vice-Chair

Ms. Leah Amstutz

Lieutenant James Fitsko

Sheriff Michael Heldman

Chief George Kral

Ms. Carol O'Brien

SAC Eric Smith

Commission members absent

Ms. Wynette Carter-Smith

Colonel Richard Fambro

The Chair welcomed everyone attending the Commission meeting. Chair Stanforth stated, we have faced and continue to face extraordinary times which caused a delay and difficulty in many different facets within our lives and within how we are functioning as a society, including how we are functioning as a Commission.

Due to the need to reschedule this meeting, pushing it back until November 23rd has brought with it a set of problems with the reappointments of commission members over the last few months. These commissioners expired on September 20th and by statute, they are given a 60-day window in which to operate after the expiration of their term. However, today's meeting puts us past that 60-day window in which those commissioners could operate after the

expiration of their term. We received 2 finalized reappointments last week and as of 9:00 a.m. this morning, the remaining finalized paperwork had not been received for the other 2 commissioners, which is the final phase of this appointment process.

Lt. Fitsko and SAC Smith have been acknowledged by the Boards and Commission that they will be reappointed, but unfortunately, we do not have their reappointment paperwork in hand and to eliminate the possibility later of any legalities if it was questioned that our actions were inappropriate or improper because we didn't have their official paperwork in hand, the Chair is asking that Lt. Fitsko and SAC Smith not cast votes in today's proceedings, and according to our legal counsel, who suggest they not participate in any of the discussions. You can be here for the discussions, but can't take part in them. Chair Stanforth asked if there were any questions on the issue before we proceed, stating the minutes would reflect that no votes were cast by Lt. Fitsko and SAC Smith.

The staff has been working diligently to get all the commission members that were up for reappointment, reappointed. The Commissioners who were up for reappointment all reapplied and are all interested in being reappointed. Mr. Holscher confirmed the 2 members would not be able to vote. The Commission still had 6 voting members, which made a quorum.

Chair Stanforth stated that Sheriff Heldman is having issues getting connected and asked if someone from staff could reach out to assist him.

The Chair asked for any other participants in attendance to introduce themselves.

Attorney General's Office Staff

Mr. Gregory Brillhart-OPOTC Staff

Ms. Savannah Brock-Backup OPOTC Secretary-OPOTC Staff

Ms. Kimberly Buehler-OPOTC Staff

Ms. Brittany Brashears-OPOTC Staff

Ms. Jill Cury-OPOTC Staff

Ms. Courtney DeLong-OPOTC Staff

Ms. Toni DiSalvo-OPOTC Staff

Ms. Kim Hahn-OPOTC Staff

Mr. Richard Hardy-Director of Professional Standards and Education-OPOTC

Mr. Dwight Holcomb-Executive Director-OPOTC/A, referred to as (Director) forward.

Ms. Anne Laux-OPOTC Staff

Mr. Dan Ozbolt-Director of Advanced Training-OPOTA

Ms. Cyndy Peterson-OPOTC Senior Asst Associate Attorney General

Ms. Lori Rinehart-OPOTC Staff

Mr. Zachary Holscher-Associate Assistant Attorney/AGO

Guests – Names that were inaudible and not on sign-in will not be listed.

Mr. Elijah K. Baisden, III-Tri-C Academy
Ms. Deena Baker-Elyria Police Department
Capt. Geoffrey Barnard-Cleveland Heights Police Department
Ms. Jenn Bersch-Pearson Vue
Cmdr. Jacqueline Bowman-Tri-C Academy
Sgt. Lisa Crisafi-Cincinnati Division of Police
Mr. Chuck Crosby-Sinclair Community College
Ms. Mary Davis-Ohio Department of Rehabilitation and Corrections
Mr. Chris Giannini
Ms. Tina Hundley-Columbus Division of Police
Major Chuck Jones-Ohio State Highway Patrol
Ms. Sallie Kurilchick
Mr. David Lam
Cmdr. Mark Lang-Columbus Division of Police
Lt. Greg Lattanzi- Dublin Police Department
Mr. Tom Magallanes-Pearson Vue
Mr. William McGee
Mr. Rick Meadows-Stark State College
Ms. Sharon Montgomery-OSU Risk Institute Distracted Driving Initiative
Cmdr. Ron Morenz-Lakeland Community College
Cmdr. Ernie Oergel-Polaris Career Center
Lt. Joe Richardson-Cincinnati Division of Police
Cmdr. Jerry Snay-Stark State College
Cmdr. Jeff Sowards-Central Ohio Technical College
Mr. Jamie Tavano
Mr. Edward Villone-Mahoning County Sheriff's Office
Mr. Jim Willock-Mahoning County Sheriff's Office
Cmdr David Wiseman-Delaware County Sheriff's Office

B. Chair Report

Sheriff Vernon Stanforth, Committee Chair

The first order of business was the September 10, 2020 minutes, which are still in the proofing stage will be voted on at the January 2021 meeting.

Chair Stanforth asked Mr. Hardy to proceed with the update on Pearson Vue. Mr. Hardy thanked the Commission. Ms. Jenn Bersch and Mr. Tom Magallanes from Pearson Vue gave a short presentation of what Pearson Vue is going to be offering and presenting for our basic Academy state certification exam candidates. Ms. Bersch is our Program Manager and has been our guide through the process. Mr. Magallanes is the Director of Business Development for Pearson Vue.

Back in July of 2019, the commission made a unanimous vote to move forward with Pearson Vue providing our electronic state certification exam testing. One of the tremendous benefits of the Pearson Vue program is having students test in their regional area, no longer will they have to come to London for testing. There were some questions about integrity, we are fully confident in the parameters set up for the testing that there are no issues of that. Pearson Vue does a tremendous job of checking students in and maintaining the integrity of our test materials. So, we're very confident. So, if somebody's attending the academy at the University of Toledo, they could probably test at the University of Toledo; just a matter of registering.

Mr. Magallanes thanked everyone for allowing them to participate in this morning's commission meeting. It's been quite a while for them to launch the program. Just to give you some sort of background, Mr. Magallanes started working with the commission staff back in 2015 on trying to develop a solution for the commission. So, we were quite excited last year when we got the green light to move forward as your partner and providing computer-based testing services for the commission. Ms. Bersch has been the front person for staff and getting the program configured for launch, which they believe is probably a week or so out from providing reservations for test scheduling and eventually test administration at the computer-based testing network in the state of Ohio, they are really excited about the opportunity and as mentioned its been a long time coming.

A short presentation was presented to give as much information as possible. **(Handout 1)**
The following items were covered briefly.

- An overview of the program without going into the finite details.
- A brief overview was given explaining how Pearson Vue got into the public safety sector, specifically law enforcement.
- A solution overview and a look at the registration scheduling.
- Reporting benefits for the commission, etc.
- Safety protocols with testing centers considering COVID-19
- Pearson Vue delivers 16 million exams each year in more than 20,000 test centers in 180 countries, that is one test delivered globally every 2.2 seconds.
- Markets in which Pearson Vue operate are state occupational licensing, federal, public safety, academic/educators, health and medical, transportation, construction and engineering, military and information technology.
- They got into the public safety sector back in 2012-2013 and were doing a lot of testing with the national registry of emergency medical technicians, which is actually based in Columbus, Ohio.
- Back in 2012, 2013, the Florida Department of Law Enforcement reached out to us about doing their SOC Examination, their State Officer Certification examination once cadets complete their training.

- When the 5-year contract expired in late 2018, they decided at that point to go for state bid, which was required by state law. They added their basic abilities test into that program. We were awarded that contract as well as retained the SOC examination. We're now doing both components of their examination, we are doing the BAT exam to get into an academy and we are also doing the SOC examinations.
- That's the depth and scope of the law enforcement piece that was really our foundation into law enforcement. And then a few years ago, we started doing testing in Minnesota for Minnesota posts.
- That branched out in the firefighting sector. They saw the public safety market as 1 of the few remaining markets that were still doing paper and pencil testing.
- Computer based testing in multiple states with regards to moving away from paper and pencil to a computer-based testing.
- They serve multiple Ohio State Board partners that are in conjunction with the National Business Partner.
- Entrusted by state and national partners.
- Solution Overview
 - OPOTC develops and maintains content
 - OPOTC submits candidate eligibility
 - Candidate schedules exam (Business rules enforcement)
 - Test administered at testing center
 - Results transmitted to OPOTC
 - OPOTC issues score report to training programs

The test eligibility is really driven by your OPOTC team. Basically, 2 files are electronically transmitted to us at Pearson Vue. We then create a record in our database and an eligibility authorization to test file. From our database the cadets will receive a confirmation email, which is called an authorization to test email; letting them know they've been approved. The cadet goes to the Pearson Vue website, creates an account and schedules exam.

So, once they have scheduled an exam at one of the local test centers, that is convenient for them, they will sit there, log-in, go through the check-in process and meet with the test administrator at that location, be admitted to take the exam. They will then sit at the actual computer station, take their exam, and then after their exam, they will receive a printed-out exam receipt that just says exam taken.

From there, on a daily basis the exam results are then electronically transferred back to OPOTC through a secure file transfer portal. Mr. Hardy and his team will be able to see that data daily, results delivered at 5 a.m. eastern standard time, so they are available first thing in the morning. We also have reports set-up in our reporting database, which is called IntelliVUE. This database will start collecting data once the exams start. They will establish a daily or weekly subscription of reports that will be emailed directly to the OPOTC testing coordinator as well as direct emails to each training program commander. They will be able to see who tested when, and who passed and all the other details.

Once a cadet has registered and received their actual authorization to test email, they can then move forward and proceed with their registration; which can be done on the website or mobile device. If someone needs help they can have live online chat or if wanted to call with phone to make an exam reservation they can do that also. It's easy and user friendly.

In regards to registration and paying for the exam, there are exam vouchers established with your program. Anyone can purchase an exam voucher for a cadet by going to the Pearson Vue website. They will complete a form and pay for the voucher. They will then work directly with our voucher team, once the transaction takes place the training program will receive a voucher number which will be passed on to the cadet, who will use that voucher number at the time of exam registration.

Pearson Vue has 11 owned and operated test centers located across the state. We also have 59 partner test center locations and some are at educational institutions like a community college. It could also be an adult training institution.

Pearson Vue has worked with OPOTC staff identifying areas in the state where test sites would be needed. Some they already had established a network of partner test center locations and it showed where they needed to add additional sites to make it convenient to go to a close test center for the individuals.

A slide showing the on-site testing receipt and a list of the IntelliVUE Standard Client Reports as discussed earlier and shown in **Handout 1**: The receipt will have their personal picture and the examination name and says exam taken. This was set up for our program specifically, so that way the results will go back to our training programs to then disseminated to the cadets. That was something that was important to OPOTC and we wanted to keep.

Handout 1 also covers information on COVID-19 protocol for testing centers, Pearson Vue's continued support for OPOTC and our standards, a landing page with resources available regarding the testing program and process. Mr. Magallanes and the Pearson Vue team will continue working with OPOTC and return with future updates as testing process moves forward.

There are several components with security, one is a Secure Testing Framework, which is a layered approach to test security. It's a multi-layer of several firewalls to protect all elements of the delivery of the content as well as the candidate information. It's made up of 3 components; security, privacy, and quality standards which make up the 4 components of Delivery, Candidate data, Test, and Risk Management. They continue to apply for and maintain various certifications to ensure the security of those 4 elements we touched on.

Chair Stanforth asked if there was a need for more testing centers? Is there a cost for those interested in being a testing center? There is no cost for the testing centers. Everything is funded through the candidate fee. They do have to meet the requirements of certain hardware, software, technical requirements, they do need to adhere to spacing, and test center setup.

Chief Harris had a question based on what had been discussed at several meetings regarding the costs to the candidate. Chief Harris thought there was supposed to be some information brought back to the Commission on what we are doing as far as our pricing, and he doesn't recall getting this information back. He doesn't know if this is for this group or for a separate conversation.

Chief Harris stated he is aware of the pricing, he questions what is being charged and what it actually cost. His concern is for the candidates bearing that extra cost. Director Holcomb clarified that Chief Harris was concerned over the cost of the \$95. Chief Harris responded correct, for a student I believe it was the difference between the actual cost that was paid to Pearson Vue. The discussion was on it being although inflated and was there a way that didn't have to occur? Director Holcomb responded confirming the \$95 fee, which \$40 does come back to the commission side of the house at OPOTA to once again help offset some of our expenses that we incur for the work we will have to do, we are functioning here for the work we put into these things. Chief Harris recalled having that discussion, but he wasn't convinced it was absolutely necessary on our end. He thought staff was supposed to get back to him and explain why that had to be. And if there's any other way that we could not have each candidate bear the full cost of that based on being a profit center for guest, as opposed to just meeting the cost when there was no cost before.

Director Holcomb stated there was no cost before, because it was borne by the budget of the Ohio Peace Officer Training Commission; trying to find ways to offset those costs we do have and on a business model here. Coming down to it, it's a Commission decision. But, the \$40 is believed to be reasonable to help offset all of the activities and the costs we incur here on the commission side.

Director Holcomb asked Mr. Hardy to introduce his team who have been working diligently for almost 10 months to get to this point. Mr. Hardy introduced Ms. Kim Buehler as our state certification coordinator and Ms. Kim Hahn who were both tremendous in everything that has been done. Also, Ms. Paula Boggs, with our IT Section. We had to upgrade some of our systems in the RMS system, so every student gets entered into the system right from the start. When we receive an academy enrollment form, the student is entered and we are tracking their career; which required us to develop a unique identifier for that student, because they haven't received a certificate yet. That unique identifier is how they will register some of the documentation that we need to provide to Pearson Vue. Those are some of the additional costs that traditionally were hidden or unviewed, the personnel, and the software development which all go into covering some of the cost just for small aspect of the wide variety of services that the commission provides.

Ms. O'Brien recalled a discussion that Chief Kral brought up the cost of \$5000 at least to have his cadets tested, because they had to get them all down to London and so this decreased his cost. There are going to be increases in some areas and decreases in other areas. But for the most part, it appears to decrease the cost for a number of academies.

Director Holcomb stated due to COVID-19 all testing was done at London. Mr. Hardy stated since testing in London, over 1100 tests have been administered in a safe environment. We started out testing on Monday, Wednesday, and Friday, both in the morning and in the afternoon to get caught up on the backlog. The availability of Pearson Vue Testing Centers will be a tremendous asset to the academies. Ohio locations aren't the only ones available, if they wanted to cross into another state close to them, they could. There's a lot more opportunity and savings.

Director Holcomb addressed the Chair and Vice-Chair stating that staff researched and found on July 11, 2019 the fees were discussed, there was a motion and vote which passed for the \$95 fee. Also, for the record, Sheriff Heldman joined the meeting at 10:29 a.m. through Director Holcomb's phone. Chair Stanforth clarified that SAC Smith was present.

Chair Stanforth agrees with Chief Harris there's always a concern with pushing costs back onto the students. And there's no way for them to actually recover that cost, we know if we just charge the entities, they will push that cost back up to the students as well, so either way the students are going to pay this and I agree that we need to be as conscientious as we can.

This is a step forward, we have gone many decades without charging for testing. But we're also cognizant of the fact that we are one of the few certifications, where we don't make money once we become certified. We can't recoup that ourselves, because we are appointed by a government entity and our commissions are based on that. Keeping that cost in mind, especially for the Commission portion is something we need to be cognitive of as we move forward.

Chair Stanforth asked if there was any other discussion on Pearson Vue. We appreciated the presentation. Was any action needed at this point or is everything set in stone moving forward? Mr. Hardy replied, everything is moving forward. We'll finalize a few things and put a link for easy access. We're looking at where to put the link on the OPOTC web page, along with some of the candidate handbook and the Pearson Vue link.

Mr. Hardy told the commanders to save the date for December 8th from 9 a.m. – 10:30 a.m., there will be a more in depth in the weeds discussion, registration, testing results, things along those lines and hopefully we'll get everybody moving forward into the future. Please contact Mr. Hardy with any questions. Mr. Hardy thanked Mr. Magallanes and Ms. Bersch for all their provided support.

Chair Stanforth stated he appreciated the effort by staff, in making this happen. It has been a long process. Director Holcomb also thanked Mr. Hardy and his team who have worked diligently to come up with a great process that will be great for all the cadets in Ohio. That concluded the Chairpersons report.

There haven't been any committee meetings, so we won't be going to any committee reports, at this juncture, we don't need to go that route. But, we do have issues with continued professional training, which we are obligated by law to set for the next calendar year.

C. Continuing Professional Training Committee Report Sheriff Michael Heldman, Chair

Director Holcomb stated there's been nothing coming out of legislature that is going to mandate any CPT for 2021. At this particular time, there's nothing on the books that we can definitively say it's going to happen at this point for next year.

Ms. O'Brien stated they have been working with a number of interested parties in terms of whether or not, we can get legislation out in lame duck. We have been working with the Legislative Services Commission in getting legislation drafted mainly in the area of a standards professionals. A board similar to what attorneys have, which we discussed before. It is still going back and forth. She suggested keeping an eye out on what legislation is dropping in the next couple weeks.

The House Bill, that was the place holder for this with HB703, if you read anything on this it has gone from a very bare bones outline presented by Representatives Plummer and Abrams to statutory language. So, if you see that draft, please take the time to read it, because it will have an impact on the Commission.

Director Holcomb suggested to Chair Stanforth that the Commission put out the standard letter that's been put out for the last several years indicating that there is no funding available for 2021 and no hours yet with the caveat that should things change, we will obviously notify the law enforcement agencies around the state.

Chair Stanforth asked if an action needed to be taken on that particular. Director Holcomb stated he believes it does.

MOTION:

Sheriff Heldman made the motion for the standard letter indicating there is no funding available for 2021 and no hours, with the caveat that agencies be notified if there are any changes. Chief Kral seconded the motion. The Chair asked if there was any discussion? Hearing none, a vote was taken and passed unanimously. Yes-6, No-0, Absent-2, No Vote Status-2.

Director Holcomb will get the letter out in the next couple days.

Sheriff Heldman stated there was nothing further to report, concluding the Continuing Professional Training Committee report. Chair Stanforth stated that the House Committee will meet at the January meeting for the traditional recommendations for chair, vice-chair and the 2021 calendar meeting dates. Since there is no Curriculum,

House or Legislative Committee Reports we will move to the Staff Reports with Executive Director Holcomb.

D. Curriculum Committee Report

Sheriff Michael Heldman, Committee Chair

Sheriff Heldman stated there was nothing to report, concluding the Curriculum Committee report.

E. House Committee Report

Colonel Richard Fambro, Committee Chair

No house report was given. That concluded the House Committee report.

F. Legislative Committee Report

Lt. James Fitsko, Committee Chair

No legislative report was given. That concluded the Legislative Committee report.

Staff Reports

G. Commission and Academy Updates

Dwight Holcomb, Executive Director

Director Holcomb stated in October there were 101 new certification exams given at OPOTA and in November there is another 135 scheduled to test. In fact, we have a test going on today in the gymnasium with about 35 cadets. Things are working out very well as we continue to maintain a high level of COVID safety.

Director Holcomb advised the Commission that on November 2nd, we had a 5-day course on death investigations. At the end of day 1, we became aware of a potential student who may have been exposed to COVID. The student was excused from the class and then came back late Tuesday night of that week to confirm he had tested positive. On Wednesday morning, we canceled the class and everybody was sent home to follow their departments safety protocols and to his knowledge no other students developed any symptoms.

We are taking this very, very seriously to continue to keep our doors open. As students are arriving at the academy, their temperatures are taken and we are talking with the students to find out if they've been out of the state, or out of the country. All students are required to wear a mask while in the academy, there are yellow X's on the floors to help as a visualization to maintain the 6 feet apart. Director Holcomb is pleased with everything our staff is doing to maintain the safety protocols and continue to provide advanced law enforcement training to officers in the state of Ohio.

Director Holcomb stated that public record requests have been exceptionally high. This is a busy time for us as well as most agencies across the state. Our staff have been working diligently to continue to review and respond to the public record requests that are coming into OPOTC for training records, which has been quite the process. Director Holcomb thanked Ms. Cyndy Peterson, Mr. Richard Hardy who is helping out and staff attorney Mr. Mark Altier, whose office has been helping us continue to respond to public record requests. My thanks to them all as they continue down that road.

The 2021 catalog for the first 6 months of training is on-line. Our ITS section is working to locate it where officers don't have to go through OHLEG to get to the training. We are working to get it on a public site, making it easier for agencies that have trouble getting into OHLEG for some reason.

Unless Chair Stanforth or any Commissioners have any questions, that concludes the Commission and Academy Report. We will introduce our next presenter at this time.

Director Holcomb introduced the next presenter, Mr. Christopher Giannini.

Mr. Giannini stated he has been an OPOTA Certified Instructor since 1986 and has been teaching at Cuyahoga Community College since 1989. Mr. Giannini stated the reason he wanted to present today; actually, he wanted to present some time ago was when Attorney General Yost, let's just say devastated OPOTA and classes and everything else; and he wants to take a look at education and training. Don't anybody take this the wrong way, I am not saying completely devastated, but he's obviously not happy with what's going on with training.

This goes back years, there's been issues for a long time. In December 2014, he presented right after Attorney General Mike DeWine, a whole idea on how to change police academy training, to make it better for all of us and this year seems to be really the crux that and maybe the apogee of what we really need to take a look at on where we're going with training and stuff for basic academies. You have heard now Governor DeWine, mention a couple of times that we have to take a look at why barbers have 1800 hours of training before they can cut hair and police officers only need 700 hours of training. That was a line that I used back in December of 2014.

As a matter of fact, I also outlined in my presentation at that time a number of other jobs that required a lot of education and training. A private investigator in the state of Ohio to become a licensed private investigator, needs a college degree and 2000 hours of on the job training, that's a full year. If they don't have a college degree, they require 4000 hours of doing that training. To be a nurse, you have to have thousands of hours of training and every year you have to go through some continuing education. School teachers have to have a 4-year college degree, and then are tested and stuff and then they have to go through their continuing education requirements, and in a lot of cases, it seems like we're at a standstill. We've been at a standstill for a long time, as far as training goes.

Mr. Giannini stated his presentation back in 2014 included numerous articles and recommendations from commissions. For instance, in the police chief magazine in 2006, they talked about making a college degree a requirement. But that article was really based on some commissions in 1967 talking about the quality of policing will not improve significantly until higher education requirements are established for its personnel. In 1973, the National Advisory Commission on criminal justice standards and goals wanted to do the establishment of a national minimum level of a 4-year college degree. And he thinks if we remember the Omnibus Crime Control and Safe Streets Act, he wouldn't say a requirement, but a mandate that came out that said by 1980 every police officer should have a 2-year degree, and by 1985, everyone should have a 4-year degree. And here we are today in November 2020, we've had all kinds of instances here. We've got community, he didn't want to say wholesale because it's not, but we have an outspoken group of people throughout this country, and in the state of Ohio that believe we should defund the police department, and we should take away policing and stuff from us because they're not satisfied. Again, it's not a majority, the majority of the people in this state, in this country and stuff believe that we need to keep policing and not defund it, but actually make it better.

Mr. Giannini's question and his presentation goes to this mode. Why if OPOTA is running out of money and has ran out of money and if the Attorney General and Governor DeWine have said that they aren't satisfied with what's going on and stuff, why do we keep doing the same thing? Some of the questions that at the time Attorney General DeWine had asked was is the basic curriculum and the current advanced curriculum the best it can be? He also asked if the instruction and delivery of the basic curriculum also the best it can be? Is the training uniform and consistent across the state? Should there be some administrative rule or statute changes to address the quality and control issues? One of the last things he talked about was are we, are the officers that we're training, are they employing the techniques learned and following the guidelines of their training. And we've seen that's what causes most of the community outrage.

It seems like that, although we train police officers and we don't know what kind of on the job training they're really getting. How do we control that? How do we make it better? And really what we need to do is we need to take more control of their training. We need to make it a lot longer than it currently is at 700 hours.

Civil suits that come out, and we've seen just a slew of civil suits year after year and stuff, but the two main issues that always come up are excessive force and lack of training, so I don't come to you and I, I'm not bringing you things that you already know. I mean, we've all heard all of this stuff over and over again. But what's the solution to this? And I know that we have a limited amount of time here today and stuff like that.

Well, there's 4 basic areas that we need to look at. Number 1 is we really have to have a formal education requirement for police officers, for instance, we don't allow the lab

technicians and BCI to just go in there with a couple 100 hours of training because they used a microscope. Matter of fact, BCI agents that are in there, or the lab assistants and lab technicians and staff have gone through a 4-year college degree at a minimum, and most have gone on to get their master's degree.

OPOTA didn't pay for that, BCI didn't pay for that, they paid for it themselves. We should also try, like California, we might want to try tiered levels of policing. To move on to the next level of being a police officer, or a sergeant, supervisor, or a homicide detective, you have to have an education, a formal education, and you have to have so many hours. I know there are police departments in the state of Ohio that you can't even take a sergeant's test or lieutenants test until you've had so many years on that particular department. So, we need to take a look at tiered levels of policing and certifications at those levels. The other thing is that we really need to have a state centralized pool of applicants. Um, you know, I've heard the Pearson Vue and stuff. We now know that there will be all kinds of applicants that will be taking the test through Pearson Vue more than likely beginning in January. As Director Holcomb just said we've got people that have just passed the test in November and in October I believe too.

But we have to take a look at a better pool of applicants. And then finally, we need to give the Ohio Peace Officer Training Commission, like the Florida Department of Law Enforcement the authority to suspend or revoke any police certification when a police officer comes under investigation. You know, Florida Department of Law Enforcement, they have their own team of investigators that will take a look to see what happened in a particular incident, whether it's an officer involved shooting, or whether it's a moral or ethical issue, maybe a domestic violence. So, they have their own, but right now we allow police departments to decide whether or not that police officer should continue to work or be on administrative leave or be suspended and brought back.

He understands that a lot of it has to do with unions and stuff. But we need to take a look at taking that particular certification away from somebody, or suspending it until we have cleared that person to go back to duty. One of the principles of Sir Robert Peel back in 1829, was that the duty of a police is really to prevent crime and disorder, and the power of the police to fulfill their duties is really dependent upon public approval and their ability to secure and maintain public respect, and we all know that the majority of this country and this state, well we respect police officers, but we are having civil unrest in this state and cities and stuff due to police actions and activities.

So, we've got to take a look at really revamping our entire training program, we have gone from just 290 hours in 1980 of OPOTA training to just 700 hours, that's 40 years and we've increased it by a few 100 hours. We have all kinds of community colleges and universities around the state and stuff that are teaching criminal justice programs and there's no reason why we can't start making a mandate that to be a police officer in this state, much like an embalmer, much like a private investigator or a barber, have some formal education, or at least as much training and stuff.

I know a lot of this falls on deaf ears, and I know that some of you were present when I gave this presentation back in 2014. I think it was overshadowed by then Attorney General DeWine appointing a committee of 15 people to look at the issues and stuff. Now, why was December 2014 important? Because Tamir Rice was shot and killed, and it started all kinds of problems. Obviously, we took a look at, you know what are police officers doing, what are departments doing? So, there's been numerous reports and stuff about applicant availability. Are we losing applicants? I teach at a community college, and I will tell you that my spring semester where I teach the capstone course, I had 29 students in that class and of those 29 only 1 wanted to be a police officer. They want to be in investigations, they want to take a look at crime scenes. They want to get into other areas, but any more we're really losing candidates to become police officers because of education, training and respect, you know, I'm not sure. But one of the problems that I see is that when you take a look at other countries and you take a look at their policing programs or basic training, they take their students, their cadets all the way through all of the aspects of policing.

If you take a look at our Academy curriculum, is there any requirement that any academy takes a person to the grand jury and shows them what the grand jury is? Do they take them to the medical examiner's office to understand how a homicide investigation or a suspicious death investigation transpires from the beginning, where they go to the crime scene all the way through the medical examiner's office? We don't do that.

Do we take them to the BCI lab so they can see how evidence is processed and why it's so important about chain of custody and control and stuff? Do we take them to jails or prisons or halfway houses so they understand what happens when a person is convicted of a crime after they've taken a look at a Common Pleas court case, or even a Municipal court case? Do they understand the difference between probation and parole?

If you take a look at our Academy training, they don't get any of that real-life experience. In the classes that we teach at TRI-C at Metro Campus, we do take our students on field trips. We take them to prisons. We take them to the court. We take them to the medical examiner's office, so they see this stuff and they understand what's going on.

But police officers or cadets and stuff don't get that exposure. So, they don't understand the whole aspect of it and what we do is we count on the police agencies to do that advanced training, to send them to OPOTA or wherever, to get that advanced training like the 5-day death investigation class that's going on right now. Why don't they just receive that while they're in the academy through the criminal justice program?

Now, I don't expect OPOTA to pay for that. I expect that like a barber or like a nurse or a teacher or anybody else, that they will go out and get student loans like the rest of us have done. They will go out and get scholarships and grants and stuff, and we'll take a look at that, and maybe OPOTA or maybe the State, can offer some grants in criminal justice, rather than allowing OPOTA to pay for a lot of the stuff. We're talking about a \$95 fee for testing and stuff and that's great and the folks will come up with that. Are we trying to preclude anybody because they cannot financially do it? No, because we've got hundreds of metro students in urban areas in the state of Ohio that are paying for their education one way or the other, because they want to go through the criminal justice programs, but they just don't want to be police officers.

So, the last thing I want to talk about and I'll open this up for questions, if anybody has any, is that we need to really, we just got done with this long, beautiful presentation by Pearson, by the way I use Pearson sometimes in my classes. But anyway, we need to change the testing procedure. I get contacted by attorneys all the time for prosecution and defense and they ask me about how was an investigation conducted? Was it appropriate? Was it proper? I get asked to look at OVI cases all the time and I see probable cause stops that are just horrible so I think we need to do it rather than counting on just multiple choice tests all the time to see whether or not someone has memorized the SPOs or not, why aren't we doing more critical and logical thinking at the end of the OPOTA academy or maybe during stages of the OPOTA academy, along with some multiple-choice testing. If you ask a cadet out of the academy what are the 2 elements of driving in marked lanes to be a violation? They'll say well, he's got to go out of the lane. What they don't know is that the 2nd part of that element is that they also have to do it unsafely, it has to almost cause a problem accident or whatever else, but we don't know that.

I have watched video after video of officers trying to do the horizontal gaze nystagmus test after they've come out of academy and they are horrible at it, they failed miserably, but they've passed it in the academy because it's done right then and there, but they're not tested at the end of the academy weeks later to see if they still remember that. We have lawyers, well, the bar exam requires a half a day of multiple-choice tests and 2 and a half days of critical and logical thinking, they have to write briefs and stuff like that in the bar exam.

I don't expect it to be that (inaudible) as far as on anybody that's going to the academy that we're going to drive people away, but right now we don't have applicants showing up for police jobs because we're losing respect in a lot of cases. I mean, if you were a young man today at 21 years old or a young woman today at 21 years old with the current climate, would you want to get into being a uniformed police officer? And, like I said earlier, many of my students just don't want to do that, so we don't want to count on OPOTA to be paying for all this, and we really want to provide some solutions.

I have a number of solutions and stuff, and I've got an outline of a program that I would put together to make this whole OPOTA basic academy training much better in the near future, not waiting for a long time. So, I apologize for my camera not popping up. I'm sorry about that, I've tried to click on it numerous times, I think Carol said it earlier, there's 5 different platforms that we use. I use zoom quite often and face time and some other stuff. But, anyway, if anybody's got any questions, I would be happy to entertain them.

Director Holcomb thanked Mr. Giannini for his presentation and for staying on time. Director Holcomb turned it back over to Chair Stanforth for any questions. Chair Stanforth asked if any of the Commissioners had any questions for Mr. Giannini?

Chair Stanforth stated the presentation was good and he recalled the 2014 presentation as well. Chair Stanforth asked if there have been any studies that relates the police incidents with higher education? Mr. Giannini responded yes, there's been a number of studies and he thought one of the most interesting ones was that he thought was out of Virginia and Florida as a matter of fact. Florida was an open records type state, so they're able to take a look at the number of incidents and again, that's why I go back to the Florida Department of Law Enforcement, pulling peoples certifications, or suspending them. They found that the number of use of force incidents increased with the lack of education and training. They found that people that had higher education were less likely to be involved in use of force incidents. And the same thing happened in Virginia, they took a look at that and the number of complaints made against police officers were drastically lower than those who had no formal education and stuff. Mr. Giannini will get all the articles together and resubmit them, he believed he had submitted them back in 2014 and he will add some updated items that have come up.

Chair Stanforth stated an attorney makes \$200 an hour for their services. A nurse, he wasn't sure, maybe \$75 an hour, they are the most in demand profession right now, and they can almost name their price where ever they go as they travel around in the community of nursing. Chair Stanforth could take you to an agency right now where a deputy sheriff starts off on the road at \$10 an hour. He wonders if they are going to put a stipulation on here. So, you see the disparity here we have in the professions that are able to generate a living to compensate for a degree they are looking for. How are you expecting police officers who are making \$10 an hour and supporting a family to be able to get a degree. Mr. Giannini stated he has students who are making \$8-\$9 dollars an hour and making it through the degree program. He would always recommend starting out at a community college where cost is much lower. You have to start somewhere. When phlebotomists first get their degrees, they aren't making top dollar either.

Mr. Giannini stated that Beachwood Police Department pays \$100,000 for a patrol officer, that certainly isn't going to happen in Milan, Ohio where I'm at, where they are paying maybe \$12-\$14 dollars an hour. Newburgh Heights Police Department and the

mayor's office have now generated through traffic ticket camera money enough money to pay for all of their officers training at Tri-C. He is not suggesting to any department to go out there and start throwing up traffic ticket cameras. He's not a fan of them, but it does help out to get those people to go through education. And I agree, I mean, but OPOTA has been paying for a lot of this. You've got to start out somewhere and I think having a formal education allows a person to transfer or to move to another department or move upward.

Mr. Giannini thinks rather than defunding police departments, he thinks we need to take a look at putting the funding back into police departments. I haven't heard of any police departments really talking about defunding here in Ohio, unless it's Columbus. I don't know. But, Cleveland certainly hasn't, the mayor has come out and said we aren't defunding a police department here. He agrees with Chair Stanforth, but the other aspect of that is we've got all these small agencies that can't afford to send their new police officers on to advanced training. So, they get it by on the job training. And a lot of that on the job training by senior officers is not very good. They've learned bad habits. We have no continuing education going on for the last couple of years or in the near future as we see it.

And so, we're counting on this on the job training to really resolve a lot of issues. And that is where our problem is, that we're having issues. We've got field training officers that are saying, don't listen to what they told you at the academy, here's how we really do it on the street. And that's been a huge problem. And I agree with you though, are we going to get Milan Police Department paying police officers \$60,000 to \$70,000 a year? Probably not, but at the same time, we've got a lot of people that love the job just for the job itself. And they volunteer, they do 8 hours a month as a special, or as a special police officer auxiliary, something like that. So, I think it has a lot to do with initiative, but we also have to make it so that the job is becoming respected again.

Chair Stanforth asked if he was proposing that a degree creates respect from the community? Mr. Giannini responded he thinks taking a look at the training and the education and stuff and the results of that, having more professionally trained police officers out in the streets helps a lot.

Chair Stanforth stated, we are under the statute, the Commission establishes basic training, not advanced training. We offer advanced training, but we are not legislatively required to mandate any advance training. But, what you're proposing is that a degree, or provide more advanced training within the basic training, which is going to require a legislative change to how we function. Mr. Giannini responded, absolutely. Chair Stanforth continued we are a creature of the legislature. We don't make those changes. I don't know how they did it in Florida, how they did it in Virginia or some of the other examples you gave and how their structure of government is, that may allow them to govern their police officers differently. I am sure there's a study out there for that as well.

Chair Stanforth continued if you look at how Ohio is structured, how would we have to change or what do you see as changes legislatively that we'd have to go through both the House of Representatives and the Senate who create? Mr. Giannini commented, I think at this time in our communities and stuff like that, I think change would be welcome. I think we have to take a look at what we are currently teaching, which is the very basics, and we have to take a look at what we could be teaching so that we have police officers that understand where their cases are going, what a probable cause really means.

Chair Stanforth asked is that a state responsibility, that from the basic to the advanced, if we are going to require advanced, how does the state come into play to dictate the advanced training of our police officers. Mr. Giannini doesn't even want to call it advanced anymore, he would rather call it part of the basic training. Chair Stanforth asked how do you merge that at that point to make that basic training so much broader and more inclusive, to take on the advanced training.

Mr. Giannini replied, we have to put together curriculum that the legislature will take a look at and say yes, this is what we should be doing. Chair Stanforth questioned funding. Our state legislature is not even willing to fund Continuing Professional Training (CPT). Mr. Giannini stated he understood that, but if we get officers to pay for their own formal education through grants and scholarships and everything else, then we start to lessen the burden on OPOTA and the state of Ohio. Then, we can start taking that money that we were using for OPOTA and the city governments and stuff. If we have the curriculum built into the formal education for becoming a basic peace officer, if we have it built in and they're paying for it through their grants; for instance, at TRI-C, Key Bank has provided \$2000 dollars per student for their associates degree. And, I am sure there are other entities that'll be out there that will help with scholarships and grants and stuff like that. But students can take out student loans just like everybody else does to get through that criminal justice degree. We shouldn't have to count on the state of Ohio to fund a police cadet's education, like we don't count on the state to fund a barber, or beautician, or a mortician.

Chair Stanforth went back to the same argument, and asked Ms. O'Brien to join in on this conversation, because we've had this conversation numerous times. Chair Stanforth stated peace officers do not own their certification. They don't own that piece of paper on the wall, whereas a doctor, a dentist, a nurse, a barber, they all own their own certifications, and they can make those profitable for themselves. So, they can get a return on their investments. Whereas police officers don't have that ability. We have no way of generating or recapturing the expense of the advanced training that you're proposing would incur upon the individual. We are a creature of legislation and we are indebted to our government entity to give us the authority to function.

Ms. O'Brien state she would agree with that to some extent, but I would also point out that law enforcement, not in all agencies because of the disparity in our agencies between our very big, our medium and then our tiny agencies. But, you have a lot of police officers out there who have converted their training as a police officer, that has

been paid for by the state of Ohio, or by their agency, and their taking it out and they're going nationwide and are experts in the area. So, they get paid for that.

You also have a lot of the detectives, and a lot of the police officers in Delaware county make more than I did as the elected prosecutor, because they get overtime. They would say oh you get all the big bucks, and then we compare and they go, oh. And I know this doesn't apply to most of them. But it is, it can be a very, very comfortable living in terms of finances, and in terms of respect most of the time. And you're right, Chris, there's not a whole lot of call for defunding and we know that Columbus started a process to divert some money into various types of policing, but it's not a defunding process.

And Chair Stanforth and I, on a regular basis, have this conversation that it shouldn't fall to the state to pay for it. I think when you see the House Bill 703 drop, you'll see some of the standards that the Attorney General is trying to initiate. So, I think that we have to be careful when we do things as a result of the least of the well off in policing. I think that does a disservice. It's tough for the small agencies, but at some point, in time, there has to be a responsibility given to both the police officers as well as the agencies, and not depending on the state for all their training; that's her position, briefly.

Mr. Giannini stated he knows many police officers when they want to go to advanced training, their departments will not fund them to go to advanced training and they have paid for it themselves. I'm one of those people, when I was going through and when I was a policeman and stuff, I paid for many of my classes at OPOTA. Now OPOTA has gotten expensive, they've doubled their cost just about and a lot of these guys are saying I can't afford to send myself and my department's not sending me for advanced training. So, what do I do now? How do I get the stuff? We're going different angles here and stuff on what to do.

And Sheriff I agree with you. I mean, a lot of departments are not paying that much money. Um, you know, we can take a look at the metro areas, like Cincinnati and Columbus and Cleveland, there's big disparity even between those departments. But if a person really wants to be a police officer, they will find a way to do it, and they will understand that they're going to have a budget. One of the final things that the Colonel usually tells the cadets in the Ohio State Highway Patrol is just because you graduated from this academy, don't go out and buy a Mercedes. He's telling them don't go out and buy a new car, because we don't know that you're going to make it through that first year, that beginning year.

So, but we've got a lot of people that just have a drive to want to be a police officer, and they even volunteer their time and stuff. But, we have got to, I'm sorry to say it that way, but we really need to take a look at increasing our formal education levels and stuff, so we get less complaints about police officers and we get a little bit more respect, I think. And look I am an old timer too, and I get it. It's difficult. It's hard. But some of the things we're doing is just 40 years old. We haven't changed much in our Academy,

but they added some hours to it and stuff, we've added some cultural diversity. We've added OVI hours. You know, we really need to take a look at doing something a whole lot different in the near future. Because, as I see it, and who knows what the next 4 years are going to bring us, I think police officers are going to have a harsher time in this country as time goes on with some of these cases and stuff, and some of the way that the cancel culture people are talking about police.

Chair Stanforth asked if any other commissioners had any questions or comments? Ms. Amstutz commented she listened to this from an education lens, and the work that we've been doing in technical education on the secondary and post-secondary side, I think that it seems like there's a lot of different moving parts to the conversation. One thing isn't going to solve the issue, because it seems like there's a need for an analysis of basic training, but then there's also this need for ongoing training and how do you continue to develop as you become a police officer? And then how is there, as I am listening, to think about some of the other training programs with having those types of things that have mentorship and finish audits. Where individuals have the ability to learn on the job from that standpoint. And so, I think there's a lot of things to unpack. I think that's just one component, but there's not one solution it seems like, just listening to the conversation.

Mr. Giannini commented if that was directed towards me, I agree with you, not one solution, he thinks he laid out 4 different primary areas and stuff like that. But to him in a basic academy something that every police officer should do while in the academy, is to visit the court system, visit their local municipal courts, visit their grand jury and understand what the grand jury is all about. How many members of a grand jury are needed to indict or true bill somebody? We need to show them what a real trial looks like, whether it's a sexual offense case or murder case, or even a drug possession case. But they're not exposed to that at all in the academy.

If you take a look at other training locations and other countries and stuff, that's all part of their basic training, in Germany they spend 5 and a half-years to become a police officer; in Costa Rica they spend 2400 hours in the basic academy before they become a police officer, and they're exposed to all of that. And we don't do that in our academies here in Ohio. And Ohio used to be where every other state looked at and said we want to be like Ohio as far as our training. And I think that's all changed, we are now looking at California and Florida and other states and stuff like that, that have surpassed us.

Chair Stanforth stated this is a much greater conversation than what we can have here. I don't know if we're on a timeframe and getting close to a limit here on the call or not. E.D. Holcomb stated we're at your disposal, we have nothing after this at all. Chair Stanforth stated he didn't want to cut Chris short on this conversation, because he thought it was a valuable conversation. SAC Eric Smith, asked if he was able to chime in, stating I know I am not yet reconfirmed. Chair Stanforth stated yes, I think your input will be valuable. We won't be taking any action on this, so it's not an actionable issue. SAC Smith commented its very interesting conversation, I think you're right, I think it's

a much bigger topic than anything that we can solve here today. And it's a bit of a self-perpetuating cycle, unfortunately, he thinks all the things that you said, I think need to happen. One, the training certifications, and the adherences to the standards all that needs to be a huge part of the way forward.

I think there also has to be recognition by our elected officials to recognize that turning a blind eye, or even appeasement to folks that might think that denigration of law enforcement is somehow acceptable or permissible. I mean, that has to change because that changes the entire tenor of our ability to hire in new talent and to retain the talent that we have, because folks don't see that as a good option moving forward either for a career to join, or for a career to stay in. And I think that becomes a sort of an M.C. Escher painting, a hand that draws the arm, that draws the hand, and you don't know where it starts and where it stops.

And I think there's some sideline discussions happening with the incoming administration, about concerns from a federal law enforcement perspective of how critical that discussion has to be with it from the new administration, to others in various points throughout the country that are perpetuating this cycle of denigrating law enforcement, so for one that has to stop, but two, we have to raise our game as you discussed as well.

Again, I don't know which comes first, the chicken or the egg, but it's a complex issue. It is a hard problem to solve as we say. Well, I know for us, we're going to miss our recruiting goal for the first time in a couple years. We are going to lose about 150 agents this year. We took in 35,000 applications as an organization for the special agent position, and we lose half of those at every phase of our hiring process, from our phase 1 testing to our phase 2 testing, which is our oral interviews to our background. We lose another half to our fitness test. So, we go from 35,000 applications and we won't even make our hiring goal this year because we whittle it down so aggressively over the course of the different phases. So, it's a tough issue and I don't know if this commission is going to be able to solve it, but I certainly recognize how difficult it is and appreciate your insights.

Mr. Giannini responded, thank you, I appreciate it. Chair Stanforth stated SAC Smith you mentioned that the D.O.J. and the fact that OPOTA has been recognized by the DOJ as the certifying agency for the state of Ohio, to certify that certifying agencies in the state of Ohio are complying with upcoming DOJ standards. I don't know if the new administration is going to revisit that or change that or have any idea where that may go. We will not know until after January 20th.

But what I'd like to see, Mr. Giannini, is I'm sure you've put a lot of thought into this, and if it can be put on paper. We need to have some type of thing that we can actually put our hands on and read, at least I do. I'm sure other commission members do as well. We just don't want to wait until we get the minutes to read what you said, but I think you

can formulate a report of some type of a document that we might be able to sit down and look at and start digesting as a Commission, I would appreciate that.

Mr. Giannini stated that he would be happy to do that, he actually was going to tweak his presentation then Mr. Holcomb sent me an email last week and said, hey, by the way we moved the meeting up from December to November, so I didn't get to finish my revisions and stuff. But, I will send that down to E.D. Holcomb and then he can, I guess pass it out to everybody. Chair Stanforth stated it doesn't necessarily need to be a rush job either, if you need to do the research.

Do what's necessary, especially in our changing atmosphere that we're having throughout Ohio and the rest of the Country. It may be time to take a step back and look at your 2014 proposal, that is eons ago and much have changed, and to prepare that for 2021, I would suggest, you take a step back and put new insights into it that may be applicable to what we're looking at now in our society and a template for how we can progress. Mr. Giannini absolutely, I agree, and he thanked the Commission for their time today, and everybody for listening.

I know it's sounds radical especially when we're in the state of Ohio, but in reality, there's a number of departments in Ohio that do require a 4-year degree before they can be hired. Not many, but there are some. We have many federal agencies that require four-year degrees. So, it's not that radical, it's just going to be a big change for Ohio, as far as all the other police departments that don't require it. But I will put something together and I appreciate everybody's time today. Chair Stanforth thanked Mr. Giannini for his time. Thank you.

H. New Business

Chair Vernon Stanforth

Hearing no new business, that concluded the New Business report.

I. Old Business

Chair Vernon Stanforth

The Chair ask if there was any other old business to discuss, hearing none, that concluded the Old Business report.

J. Guest Forum

Chair Vernon Stanforth

Chair Stanforth welcomed all the guests and asked if anyone had any questions or concerns they wished to approach the Commission.

Director Richard Hardy was asked by one of his staff to speak on this matter and he completely agrees with them. They wanted to bring up some of the challenges that people are going through, especially through the state of emergency under COVID. Officers are unfortunately, falling to suicide. I know in Ohio, we had a chief of police, take his life recently and whether it was related to COVID or what's going on in the world it's unsure of. But, it is a good time to remind our staff that our personnel are under a lot of pressure, that we should be reaching out to them. We here at OPOTA and OPOTC have experienced a lot of loss recently. But it's our responsibility as leaders to reach out to our members, to our staff, who move all this forward. We don't do this enough. We just want to recognize that mental health awareness at this time is not something to be overlooked.

Chief Harris thanked Director Hardy very much for recognizing the mental health issues, that are so important and we cannot put them on the back burner all the time. They really do need to be front and center based upon what so many of our people are experiencing right now with so many issues relative to what's happening with COVID and the economy. I wanted to mention that we may need to, and this is for the commanders out there, we may need to reassure, have some type of a continuing forum, to continue to ensure they are up to speed on issues relative to the virus, the spread of the virus, as well as the mental capacity of students and instructors to ensure that we've looked at all these things, so we don't leave things on the table while everybody is experiencing so many different issues today. All the academy instructors have to deal with all of their teachers and staff members, students, and other constituents, and we just need to make sure that they're okay and that the people that work for them are okay, and whatever forum you need to do to make sure that happens, we need to start looking at.

Chair Stanforth stated this is a very important topic. I agree. And it's often overlooked, or we just turn a blind eye, because we don't know how to deal with it, so we don't provide the help for our staff, we often fail to see the stress our staff members have on a daily basis. And it goes all the way to the top.

Chair Stanforth asked if there was anything else in the open forum? There was a question, Mr. Jim Willock stated he had a change here to an academic program, and I have an issue with my commanders, that I need to get some approved. I did submit them to be approved, they were approved through OPOTA, but there's no training available to get them certified. Is there a possibility of allowing field agents to do that again? Or can we get a class scheduled to get these folks certified. E.D. Holcomb asked if he was talking about the commanders training? Mr. Willock responded yes.

Mr. Hardy and his team have completely revamped the commander training, and that will be rolling out very soon, where the field compliance officers will be taking care of that. That is coming, we know there's an issue with the commanders and getting them up to speed. So, watch, Mr. Hardy will be getting stuff out. Mr. Willock said thank you, and he will be following up with Mr. Hardy.

The Chair reminded the Commission the next meeting would be on January 14, 2021.

K. Adjournment

Chair Vernon Stanforth

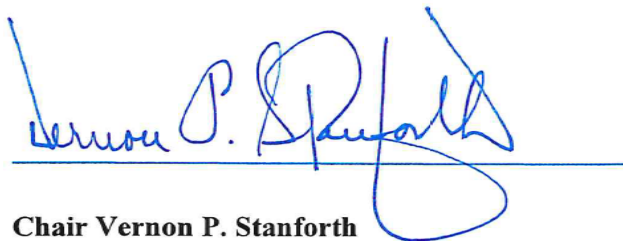
Hearing nothing further the Chair entertained a motion to adjourn.

MOTION:

Chief Harris made the motion to adjourn. Ms. O'Brien seconded the motion. The meeting was adjourned. Yes-6, No-0, Absent-2, Unable to vote-2.

Time: 12:06 p.m.

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Chair Vernon P. Stanforth

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