



Ohio Peace Officer Training Commission
P.O. Box 309
London, OH 43140

Office 800-346-7682
www.OhioAttorneyGeneral.Gov/

Ohio Peace Officer Training Commission
Thursday, September 13, 2018
held at the
Ohio Peace Officer Training Academy
1650 State Route 56 SW
London, Ohio 43140

Minutes

I. Opening

Call to Order

Chair Vernon Stanforth called the meeting to order at 10:02 a.m.
Chief Harris led the Pledge of Allegiance.
Ms. Donna Long called the Roll Call.

Commission members present

Sheriff Vernon Stanforth
SAC Stephen Anthony
Lt. James Fitsko
Chief Clayton Harris
Sheriff Michael Heldman
Chief Kimberley Jacobs
Dr. Emily Passias
Colonel Paul Pride
Mr. Stephen Schumaker

Commission members absent

Dr. Reginald Wilkinson

Guests and Staff

Attorney General's Office

Ms. Mary Davis, Executive Director	OPOTC Staff
Mr. James Burke, Director Advanced Training	OPOTA Staff
Mr. David Henry, Deputy Director	OPOTC Staff
Mr. Justin Hykes, Deputy Director	OPOTC Staff
Ms. Donna Long, OPOTC Secretary	OPOTC Staff
Ms. Brittany Brashears	OPOTC Staff
Ms. Julia Brinksneider	Ohio Attorney General's Office
Ms. Kim Buehler	OPOTC Staff
Ms. Jill Cury	OPOTC Staff
Ms. Courtney DeLong	OPOTC Staff
Ms. Arienne Fauber	OPOTC Staff
Mr. Tony Ortiz	OPOTC Staff
Ms. Sarah Pierce	Ohio Attorney General's Office
Mr. Eric Schaefer, LETO	OPOTC Staff

Guests

Ms. Allison Bennett	Springfield Police Department
Captain Jeffrey Butler	Cincinnati Police Department Academy
Chief Lee Graf	Springfield Police Department
Lt. Bruce Hoffbauer	Cincinnati Police Department Academy
Captain Chuck Jones	Ohio State Highway Patrol
Ms. Sharon Montgomery	Ohio State University
Ms. Lisa Murray	Columbus Division of Police
Mr. Jeremy Novelli	Stark County Sheriff's Office
Mr. Kevin Reardon	Central Ohio Technical College
Lt. Joe Richardson	Cincinnati Police Department Academy
Ms. Amber Rose	Columbus Division of Police
Mr. Jerry Snay	Stark State College Academy
Mr. Ronald Springer	Stark County Sheriff's Office
Paul R. Weber	Cleveland State
Mr. Ellis Pete Willis	Sinclair College, Dayton

II. Chair Report

**Sheriff Vernon Stanforth
Chair**

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

MOTION

Sheriff Heldman moved to approve the minutes of the July 12, 2018, meeting. The motion was seconded by Colonel Pride. No discussion was forthcoming; a vote was taken and passed unanimously. Yes-9 / No-0/Absent-1

Chair Stanforth advised there was nothing to report at this time. That concluded the Chair report.

III. Curriculum Committee

**Chief Kimberley Jacobs
Committee Chair**

Committee Chair Jacobs advised there was nothing to report at this time. That concluded the Curriculum report.

IV. Legislative Committee

**Chief Clayton Harris
Committee Chair**

Committee Chair Harris advised there was nothing to report at this time. That concluded the Curriculum report.

V. House Committee

**Colonel Paul Pride
Committee Chair**

Committee Chair Pride advised there was nothing to report at this time. That concluded the House Committee report.

VI. Continuing Professional Training Committee

Sheriff Michael Heldman
Committee Chair

Committee Chair Heldman stated this is the time we usually discuss CPT; reconfirming once again there's no funding available for CPT 2019. Like last year, he recommended to the Commission that agencies continuing doing CPT within their own agency, continuing to have some hours as in the past without reimbursement.

Ms. Davis referenced (**Handout 1**) which provides the motion on CPT from last year along with the notice sent out to agencies where the Commission did not mandate CPT, but recommended training. Chair Stanforth stated in 2018 the Commission had topic recommendations; are we recommending any topics for 2019 or continuing with the same recommendations. Committee Chair Heldman felt many of the same topics were very useful and could carry over to 2019 or each agency head could select what their own agency needed for their own area.

Chair Stanforth questioned if no training was mandated by the Commission in 2018, are the agencies required to report the training they've completed on their roster? Ms. Davis stated the roster letters went out yesterday, September 12th. Since there was no mandated CPT the agencies aren't required to report their CPT trainings. A few years ago the Commission put a time limit on the legislatively mandated training topics to be completed by the end of this year; which is what will be reported on the 2018 rosters. But, the recommended CPT won't be reported. The Chair asked when the deadline for the mandated training was? Ms. Davis responded January 1, 2019. The rosters that went out yesterday included the statutory mandates and will show the mandated topics that we don't have a record of. Chair Stanforth responded it falls on the agency to get this finished within the next 2-3 months. He feels the Commission has done all it could to get the message out to agencies.

Ms. Davis stated in regards to the statutorily mandated training, last year rosters were sent out preemptively showing our records for every officer, so they would know which topics were still needed. The agencies reported the mandated training back to us and we updated the data. This year the rosters will already have "yes" for the mandated topics the officers have already completed. Ms. Davis feels this will take a lot of work off the agencies and us. All the mandates can be completed through eOPOTA courses, making it very easy to complete.

MOTION:

Colonel Pride made a motion that due to lack of reimbursement funding, there would be no mandated CPT for 2019. However, the Commission does recommend that each agency continue to build towards the 40 hours of annual advanced training for each of its officers and focus on specific topics, as recommended in the report issued by the Attorney General's Advisory Group on Law Enforcement Training. Chief Jacobs seconded the motion. After a brief discussion a vote was taken and passed unanimously. Y-9 / N-0 / Absent-1

DISCUSSION:

Chief Jacobs would like to see added to the recommended topics a course which continues to give officers information and resources to understand how to take care of themselves. She believes they are under a lot of stress, a lot of scrutiny and we need to give them some resilience training. She realizes we have done that before with Trauma Informed Policing and a section in Blue Courage, but she feels we need to continue to recommend officers get training on how to deal with the stress they face and how to cope with some of the challenges they meet to keep them from going into a condition where they're operating out of reaction rather than thought. It could be called resilience training or officer wellness. We need to show we are looking out for them as well as their ability to do their jobs effectively.

Chief Jacobs also feels if communication skills are part of the crisis de-escalation course then that is good enough, or we could delineate communication skills as part of the de-escalation.

Chair Stanforth stated the resilience training or officer wellness wouldn't need to be added to the motion, it's something that agencies can do.

With nothing further to discuss, that concluded the Continuing Professional Training Committee report.

Staff Reports

VII. Commission And Academy Updates

Mary Davis
Executive Director

SRO bill update: Ms. Davis stated at the July 12th Commission meeting School Resource Officer training was discussed and staff was to bring rules back to the Commission during this meeting or the November meeting.

Since the last meeting there have been several discussions with individuals and also with representatives of associations such as the Buckeye State Sheriffs Association (BSSA). We are pursuing a legislative amendment to the passed bill, which would make it easier for both the Commission to fulfill its obligations and meet the needs of the sheriffs and chiefs who have School Resource Officers to get them training locally. We are seeking an amendment which will take out the Commission training program, where the Commission approves the curriculum and changing the language to an OPOTA Advanced Training course, which would be a 40 hour course which could be offered regionally.

For that reason no rules were brought today. If changes are approved, rules would be brought back to the Commission at the November meeting. Law Enforcement seems to be in favor of the amendments and we are pursuing them as a unified front.

Chair Stanforth asked if the date of current legislation was still scheduled. Ms. Davis stated yes, she believes it is scheduled for some time the first week of November. Suggested amendments have been provided to the Attorney General's Legislative Team and the BSSA.

Lt. Fitsko asked if the amendment had already been filed? Ms. Davis stated to her knowledge the amendment has not been introduced. Lt. Fitsko asked if wording could be sent to the Commissioners; which Ms. Davis responded she would email it to the Commissioners.

Law Enforcement Recruiting Fair: The second Recruitment Fair (**Addendum 1**) will be held on October 31st at Sinclair Community College in Southwest Ohio. The first one hosted by Tri-C provided information and allowed us to make some adjustments to meet the needs of those attending. Dr. Passias asked for an electronic version. Mr. Ortiz or Ms. Long will email it to the Commissioners.

Scoped-sighted rifle course of fire and target revisions: Ms. Davis stated curriculum and requalification courses of fire have been looked at and updated, with exception of the scope-sighted rifle which hasn't been reviewed for several years. OPOTA is pulling together a group to look at recommendations on a new course of fire and a new target. Any individuals who are experts in the precision rifle field and would like input whether it is with the curriculum or with the piloting are asked to contact Ms. Davis who will put them in contact with the right people.

CALEA- Ms. Davis reported OPOTA had a successful 2-year filing review.

That concluded the Executive Director's report.

VIII. Old Business

**Sheriff Vernon Stanforth
Chair**

Chair Stanforth asked Mr. Hykes to give the report for the Peace Officer Basic Entrance Fitness Assessment. Mr. Hykes gave a background stating that during the Attorney General's Advisory Group on Law Enforcement they came out with about 25 recommendations. One of the recommendations was instituting a Pre-entrance Physical Fitness Standard for all peace officer basic training academies. The reason for this is presented in **(Handout 2)** an 18 month data report. Basically, out of 7,488 open enrollment students that went through basic training, 704 failed the final physical fitness assessment failing the academy. Out of all students in the same time frame and all the other skill topics we have such as driving, firearms, subject control or first aid only 91 total students failed out of the academy because of those skill topics.

The group was worried about the high rate of failures for the fitness standard and recommended PFA or pre-entrance fitness standard as well. The Commission agreed with that recommendation and starting in 2017 we instituted a pre-entrance fitness standard at the 15th percentile of the Cooper Institute fitness standards. To get into an academy, students were required to pass at the 15th percentile; to finish they must pass at the 50th percentile at the end of the academy.

On page 3 of **(Handout 2)** the Basic Training Physical Fitness Assessment Form it list what those standards are for the 15th percentile and the 50th percentile for incoming recruits. After 18 months of data collections we found that the failure rate for open enrollment academy students went from 9.4% before instituting the pre-entrance standard down to just under 5.3%. It has had a significant decrease in the number of students that are failing out of the academy. We respectfully recommend the Commission continue the pre-entrance assessment requirement at the 15th percentile.

Chair Stanforth asked if the Commission had to do anything with the recommendation? Mr. Hykes responded since it is already in basic training he didn't believe a motion would be required. If they wanted to change it from the 15th percentile, then that would require a motion; but to continue what we are already doing wouldn't require a motion.

Ms. Davis stated we brought the data to the Commission because when it was instituted the Commission asked that we look at it for about a year and a half to see how things were going.

Chief Harris stated he thought the numbers was nice, but would like to have seen it broken down by each year to have a clearer vision of the changes from one year to another. Not that he would want to do anything to change the 15th percentile that is absolutely correct. But, just as a cleaner way to look at the data which is combined from 2012-2015 and then 2017. Mr. Hykes responded the number changes were from 8 to 10 percent each year; he didn't break in down by year because the numbers didn't really show fluctuation. Chief Harris was satisfied with the explanation. Mr. Schumaker asked if the 71 that passed the initial pre-entrance assessment but failed the final have an additional chance at passing? Mr. Hykes explained the numbers reflect on those who failed the retest as well, which would require them going through an entire new academy.

Chair Stanforth asked if there were any other questions for Mr. Hykes on this issue. Hearing done, he moved to the Entrance Fitness Assessment. Chair Stanforth asked Ms. Davis to present this item to the Commission.

Ms. Davis responded we had an request at the July 12, 2018 Commission meeting to increase the time permitted to get the pre-entrance assessment done from 120 days to 150 days. That was originally implemented at 90 days and then was extended to 120 days. After speaking with our internal fitness specialist they don't see a problem with extended it an additional month, but did feel any time over that would start having a negative impact on the success. But they are comfortable if the Commission wanted to extend it to 150 days.

Ms. Davis stated last time they also extended the drug screening so that they mirrored each other for the same time permitted.

MOTION:

Chief Jacobs motioned that the timeframe be extended from 120 days to 150 days for the pre-entrance assessment and the drug screening. The motion was seconded by Sheriff Heldman. After a brief discussion a vote was taken and passes unanimously. Y-9 / N-0 / Absent-1

DISCUSSION:

Mr. Schumaker asked if there was any thought to the further out we get, that we may be increasing the possibility that the students are going to decondition before start the academy? Ms. Davis responded that is a concern, which is why our fitness specialist stated they wouldn't recommend going any further out then the 150 days. Mr. Schumaker verified they were alright with the 150 days, Ms. Davis confirmed.

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

IX. New Business

**Sheriff Vernon Stanforth
Chair**

Chair Stanforth asked if there was any other new business?

Dr. Passias asked if from a state budget prospective we are all in the process of making budget request for the next biennium budget are we making the request to reinstate CPT funding in the next biennium budget? Ms. Davis responded our budget is connected with the Attorney General's Office, so that would be something for them. With a new Attorney General coming in, she referred to Mr. Schumaker on how active the office was being on budgeting knowing there is going to be an administration change. Mr. Schumaker stated he doesn't know the specifics to that, but in the last budget cycle the Attorney General testified in favor, asked committees and so forth to look at this issue and determine a funding source and that didn't occur. Chair Stanforth asked if there was any further for the new business, with nothing forthcoming that concluded the New Business report.

X. Guest Forum

**Sheriff Vernon Stanforth
Chair**

The Chair asked if any guest had any concerns they'd like to bring before the Commission?

The Chair welcomed Cincinnati Police Captain Jeffrey L. Butler Jr. asking if things were going well down there? Chief Jacobs stated they did well training their personnel to deal with an active threat. Captain Butler stated they have an unedited incident recording of officers in the bank shooting that is being used as a good training video. Anyone interested in receiving the video for training can contact him at jeff.butler@cincinnati-oh.gov. Chair Stanforth gave appreciation and stated it reflects the training.

The Chair welcomed Springfield Police Chief Lee Graf, stating he'd met recently with the sheriff discussing a lot of the issues affecting Clark Co, and Springfield. It's a unique transition going on, but thinks it's indicative to what we are seeing across the country.

The Chair also welcomed Stark County, who travel a good distance for the meeting.

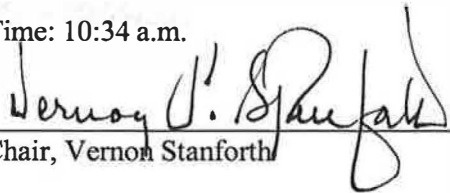
Commander Pete Willis asked if it was possible with the increase in the Pre-entrance assessment and drug screening if there was a chance to also increase the physical and web background check to 150 days as well? It would make it a lot easier on them having 150 days to get everything done. Ms. Davis replied she would check with staff.

The Chair asked if there were any further concerns from the guest; with none forthcoming the Chair entertained the motion to adjourn.

MOTION

Colonel Pride moved to adjourn the meeting. Chief Jacobs seconded the motion. A vote was taken and passed unanimously. Y-9 / N-0 / Absent 1

Time: 10:34 a.m.


Chair, Vernon Stanforth

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



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November 2018 – 2019 CPT Discussion

2018 CPT Motion - passed

Colonel Pride made a motion that due to lack of reimbursement funding, there would be no mandated CPT for 2018. However, the Commission does recommend that each agency continue to build towards the 40 hours of annual advanced training for each of its officers and focus on specific topics, as recommended in the report issued by the Attorney General's Advisory Group on Law Enforcement Training.

2018 CPT Notice - Oct, 6, 2018

Agency Administrator,

Pursuant to Ohio Revised Code section 109.803, the Ohio Peace Officer Training Commission is required to set a minimum number of hours for continuing professional training (CPT). The minimum number of hours is based upon funding available for reimbursement. No funding is available for 2018. Therefore, the commission is not mandating any CPT hours for 2018. However, the commission does recommend each agency continue to build towards the 40 hours of annual advanced training for each of its officers and focus on specific topics, as recommended in the [report](#) issued by the Attorney General's Advisory Group on Law Enforcement Training (see recommendations, 21-23).

Topic recommendations from the advisory group include:

- legal updates (i.e., case law, legislative changes)
- community-police relationships (e.g., implicit bias, procedural justice, community diversity, agency transparency, generational issues)
- mental health and crisis de-escalation
- refresher training for perishable skills in a reality-based training environment
- use of force policy review

Regards,

2018 CPT Reimbursement Clarification – Nov. 27, 2017

Agency Administrator,

At the September 14, 2017 OPOTC meeting, the question was raised about the permissibility of agencies using reimbursement monies from past years' CPT to pay for 2018 recommended training. The matter was researched and discussed at the November 9th OPOTC meeting. It is the interpretation of the Commission that CPT reimbursement monies can be used to defray the costs of the 2018 recommended training.

Although the Commission has provided its interpretation on permissible reimbursement money usage, you should seek advice from your agency's legal counsel.

Regards,



MIKE DEWINE
★ OHIO ATTORNEY GENERAL ★



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MEMORANDUM

To: OPOTC COMMISSIONERS

FROM: JUSTIN HYKES
DEPUTY DIRECTOR, OPOTC

DATE: 9/13/2018

SUBJECT: PRE-ENTRANCE PHYSICAL FITNESS ASSESSMENT FOR PEACE OFFICER BASIC TRAINING

The following report describes the data collection process and results from the Commission's implementation of a pre-entrance physical fitness standard for peace officer basic training in Ohio. The results show that, post-implementation, the number of students failing out of the academy because of the final fitness test decreased by almost half.

I. Background

In 2014, Attorney General Mike DeWine put together an advisory group to review law enforcement training in Ohio. Their final report, released in April, 2015, contained 25 recommendations. One of its recommendations for basic training was the implementation of a pre-entrance physical fitness standard. This recommendation was based in part on a comparison of how many students failed the final physical fitness assessment versus how many failed other skill topics. From 2012 through 2015, 704 open enrollment students out of 7,488 failed the final physical fitness assessment (meaning they failed the academy). Within the same timeframe, only 91 total students failed all the other skill topics (such as driving, firearms, or first aid) combined.

This Commission reviewed the report and started implementing as many recommendations as feasible. For the pre-entrance fitness standard, we began collecting data on how students performed in pushups, sit ups, and a 1.5 mile run at the beginning and end of an academy. After reviewing the data, the Commission voted to set the entrance standard at the 15th percentile of the Cooper Institute fitness standards. Students are required to meet the 50th percentile at the end of the academy.

II. Process

The 15th percentile requirement went into effect for all POBT academies starting on or after January 1, 2017. In the following 18 months, academies were required to submit forms, the SF195 Basic Training Physical Fitness Assessment, for each student. These forms listed the students' scores on the pre-entrance test as well as the final assessment. The data was then reviewed and compiled into a spreadsheet by Education and Policy staff. The data collected was compared against the data from 2012 to 2015 (previously provided to the Advisory Group and Commission). We excluded 2016 from our evaluation because, while the pre-entrance test did not become a requirement until 2017, enough academies had already started implementing it in 2016 that we couldn't easily separate the academies for 2016.

III. Results

As mentioned above, from 2012 through 2015, 704 open enrollment students out of 7,488 (9.4%) failed the final physical fitness assessment. Since the pre-entrance assessment became a requirement, 1,340 open enrollment students have attended basic training. Of those, 71 passed the initial assessment but failed the final, which is a failure rate of just under 5.3%.

Closed academies did not have any significant changes to their numbers, which may be attributable to the small sample sizes we have, or due to the fact that they already had fitness standards for their recruits at or above what the Commission requires. From 2012 to 2015, only 17 closed academy students failed the final physical fitness assessment; three have failed since the pre-entrance assessment requirement.

While we don't have sex-specific data from 2012 and 2013, we did have that information from the research we conducted prior to setting the entrance standard at the 15th percentile. For women, the failure rate fell from 9.2% to 7% (from 15 failures out of 162 students to 18 failures out of 254 post-entrance exam). The failure rate for men went from 11.4% (116 out of 1,010) to 4.4% (58 out of 1,330).

IV. Conclusion

Based on the data, the Commission's implementation of the pre-entrance assessment has successfully and significantly reduced the number of students failing the final assessment, so we respectfully recommend the Commission continue the pre-entrance assessment requirement at the 15th percentile of the Cooper standard.



MIKE DeWINE

★ OHIO ATTORNEY GENERAL ★



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BASIC TRAINING PHYSICAL FITNESS ASSESSMENT FORM

School Name: _____ School #: _____

Student's Name: _____
(Last) (First) (Middle)

Previous Name(s) or Alias: _____

Sex: _____ M _____ F DOB: _____ Age: _____

Pre-entrance Assessment Date: _____ Final Assessment Date: _____ Retest Date: _____

Status at Final Assessment: _____ Appointed _____ Open Enrollment

Age and Sex Minimum Scores					Pre-entrance Assessment 15 th percentile	Final Assessment (Score/P-F) 50 th percentile	Retest (Score/P-F) 50 th percentile			
	Males (<29)		Females (<29)							
	15 th %	50 th %	15 th %	50 th %						
Sit-ups (1 min.)	32	40	23	35				# Sit-ups Completed	# Sit-ups Completed	# Sit-ups Completed
Push-ups (1 min.)	19	33	9	18						
1.5 Mile Run	14:34	11:58	17:49	14:07						
	Males (30-39)		Females (30-39)							
	15 th %	50 th %	15 th %	50 th %						
Sit-ups (1 min.)	28	36	18	27	# Push-ups Completed	# Push-ups Completed	# Push-ups Completed			
Push-ups (1 min.)	15	27	7	14						
1.5 Mile Run	15:13	12:25	18:37	14:34						
	Males (40-49)		Females (40-49)							
	15 th %	50 th %	15 th %	50 th %						
Sit-ups (1 min.)	22	31	13	22	1.5 Mile Time	1.5 Mile Time	1.5 Mile Time			
Push-ups (1 min.)	10	21	5	11						
1.5 Mile Run	15:58	13:11	19:32	15:24						
	Males (50-59)		Females (50-59)							
	15 th %	50 th %	15 th %	50 th %						
Sit-ups (1 min.)	17	26	7	17	OVERALL (P/F)	OVERALL (P/F)	OVERALL (P/F)			
Push-ups (1 min.)	7	15	4 (modified)	13 (modified)						
1.5 Mile Run	17:38	14:16	21:31	17:13						
	Males (60+)		Females (60+)							
	15 th %	50 th %	15 th %	50 th %						
Sit-ups (1 min.)	13	20	2	8						
Push-ups (1 min.)	5	15	1 (modified)	8 (modified)						
1.5 Mile Run	20:12	15:56	23:32	18:52						

Students must pass each event, at the minimum 50th percentile of the above standards, in order to be eligible for the state certification exam.

Fitness Specialist Signature Date

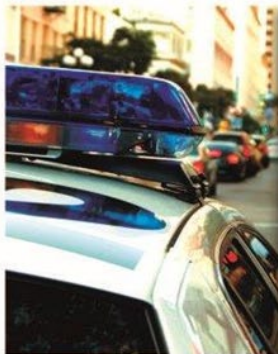
Commander Signature Date

Fitness Specialist Signature Date

Commander Signature Date

Fitness Specialist Signature Date

Commander Signature Date



Protecting Ohio's Families

Law Enforcement Recruiting Fair

Presented by Ohio Attorney General Mike DeWine and the Ohio Peace Officer Training Commission in partnership with Sinclair Community College

Date: Oct. 31, 2018
Time: 3 to 6 p.m.
Location: Sinclair Community College
Building 12 – Ponitz Conference Center
301 W. Fourth St.
Dayton, OH 45402

The recruiting fair is for:

- Those interested in becoming peace officers.
- Peace officers who would like to work as Ohio Peace Officer Training Academy (OPOTA) instructors.
- Anyone who wishes to seek employment opportunities in the Ohio Attorney General's Office.
- Basic training commanders and agency recruiters.

Recruiters representing police academies, law enforcement agencies, and the Ohio Attorney General's Office will be in attendance.

To sign up for the event, visit www.OhioAttorneyGeneral.gov/Law-Enforcement.
For more information, email Tony Ortiz at Luis.Ortiz@OhioAttorneyGeneral.gov.

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