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Ohio Peace Officer Training Commission Meeting

Thursday, March 11, 2021, 10:00 a.m.

held via WebEx

<https://ohioago.webex.com/ohioago/onstage/g.php?MTID=e0b784baee763b09703de9817d162d390>

(Register only on March 11, 2021 by holding the control key and click on link above)

Minutes – March 11, 2021

A. Opening

Call to Order

Chair Stanforth called the meeting to order at 10 a.m. Thanking everybody in attendance and asking that they stand as Sheriff Heldman lead the Pledge of Allegiance. Ms. Long took the roll call. There were 9 present and 1 was absent. There was a quorum.

Commission members present

Sheriff Vernon Stanforth, Chair
Chief Clayton Harris, Vice-Chair
Ms. Leah Amstutz
Colonel Richard Fambro
Lieutenant James Fitsko
Sheriff Michael Heldman
Chief George Kral
Ms. Carol O'Brien
SAC Eric Smith

Commission members absent

Ms. Wynette Carter-Smith

Guest Attendees

Attorney General's Office Staff -present. Due to technical issues a log of those linked in was not available. Only those whom were pictured on the screen and those in the control room are listed.

Ms. Savannah Brock- OPOTC Staff
Mr. Richard Hardy-Director of Professional Standards and Education-OPOTC
Mr. Dwight Holcomb-Executive Director-OPOTC/A, referred to as (Director) forward.
Mr. Zachary Holscher-Assistant Attorney/AGO
Ms. Donna Long-OPOTC Staff / Secretary to Commission
Mr. Michael Walton-Associate Assistant Attorney/AGO

B. Chairperson Report

Chair Vernon Stanforth

Chair Stanforth stated welcome to the March 11th, Ohio Peace Officer Training Commission meeting. With the continuing challenges and opportunities COVID has presented to us, we are once again watching virtually, for the executive business for the State, and I believe in an efficient manner. I'm sure we've all had virtual meetings and know to use the site chat for any questions, which Executive Director Holcomb will provide a response when appropriate.

Chair Stanforth welcomed all the guests who joined and participated as appropriate. The first line of business was approving the minutes that had been electronically presented to all the commission members prior to this meeting. There were two sets of minutes presented, November 23, 2020 and January 14, 2021.

MOTION: Chief Harris, made a motion to accept the minutes for November 23, 2020, the minutes were seconded by Sheriff Heldman. With no discussion on the matter, a vote was taken and passed unanimously. 9-Yes, 0-No and 1-Absent.

MOTION: Chief Harris, made a motion to accept the minutes for January 14, 2021, the minutes were seconded by Sheriff Heldman. With no discussion on the matter, a vote was taken and was passed unanimously. 9-Yes, 0-No and 1-Absent.

Chair Stanforth reported the motions were signed and sent via email to Ms. Long for processing. Chair Stanforth had nothing further to report, concluding the Chairperson Report.

C. Continuing Professional Training Committee Report

Sheriff Michael Heldman, Committee Chair

Sheriff Heldman stated there was nothing to report for the CPT at this time. That concluded the Continuing Professional Training Committee Report.

D. Curriculum Committee Report

Sheriff Michael Heldman, Committee Chair

Sheriff Heldman stated the Curriculum Committee met at 9 a.m. prior to this meeting. Director Hardy gave an update on the emergency updates. At that time Curriculum Chair Heldman turned the meeting over to Mr. Hardy who presented the changes.

Director Hardy reported multiple pieces of legislation enacted at the end of 2020, which prompted the review of several basic training lesson plans. The basic peace officer lesson plan had 10 individual lessons that required updates. The majority to enact the legislative number into the new curriculum. Zero hours were added. Zero student

performance objectives were changed. If this passes through the Commission, the new code would be BAS041a for the Basic Peace Officer Training.

- 1-5 Ethics & Professionalism – Emergency update; number of SPOs unchanged; Worksheets updated.
- 2-2A Crimes Against Persons – Emergency update; number of SPOs unchanged; Worksheets updated (SPOs); Appendices added.
- 2-2E Crimes Against Property – Emergency Update; number of SPOs changed
- 2-2K Crimes Against the Administration of Safety and Justice – Emergency update; number of SPOs unchanged.
- 2-2O Other Offenses – Emergency update; number of SPOs unchanged; Worksheets updated (SPOs); Appendices added; Handout #3 replaced.
- 3-6 Missing Persons & Human Trafficking – Emergency update; number of SPOs unchanged.
- 3-8 Responding to Victims’ Needs & Rights – Emergency update; number of SPOs unchanged.
- 8-2 Companion Animal Encounter – Emergency update; number of SPOs unchanged.

If the Curriculum is passed by the Commission the Peace Officer Basic Training – Curriculum Code will be BAS041a.

There were 2 lesson plans updated for the Corrections Basic Training Curriculum due to recently passed House Bills. No hours were added and no SPOs were changed. That code if passed by the Commission will become CBT036b.

- 1-2 Ethics & Professionalism – Emergency update; number of SPOs unchanged
 - 3-9 Transportation of Inmates – Emergency update; number of SPOs unchanged
- There were also 3 lesson plans for the Humane Agent Training program. No hours were added and no SPOs were changed. If approved by the Commission, the changes were ready to go out and would become effective on March 15th. That concluded the update details by Director Hardy.

Curriculum Chair Heldman thanked Director Hardy and the Curriculum Committee moved to adapt and accept the changes made under the emergency update.

MOTION:

Sheriff Heldman recommended to approve the changes made in the emergency curriculum update. The motion was seconded by Chief Kral. Hearing no discussion, a vote was taken and passed unanimously. Yes-9, No-0 and Absent-1.

Sheriff Heldman asked for an update of the New Chief’s Training.

Executive Director Holcomb and Chief Michael Harnishfeger from Ada, Ohio, provided an update on the New Chiefs Training.

Executive Director Holcomb stated back in 2018 under Ohio Revised Code 109.804, New Chiefs Training was started requiring 40 hours of training for newly appointed Chiefs of the State of Ohio. Executive Director Holcomb credited Chief Harnishfeger who was the President of the Ohio Chiefs Association, for looking to bring those who became chiefs in the last couple years to the next realm of training they needed to accomplish. Throughout the last couple years, they looked at the curriculum and in the last year, especially during the time when Association of Chiefs teamed up with our trainers here at OPOTA to really energize this whole program. We're getting into record keeping, public records, procedural justice, complicit bias, de-escalation, crisis intervention, officer wellness, recruitment, retention, budgeting, things that are extremely important to a new chief. There's also an allowance within the law for some equivalency exemptions for chiefs and working with OACP, that we've identified some topics held on the last Friday of training. If you have been and are a graduate of several big schools, that being the FLEE program, the FBI National Academy, Southern Police Institute and Northwestern School of Police Staff and Command, the OSU John Glenn School of Public Policy for Public Safety Leadership, and/or if you have a master's degree in police administration, you can be exempt from eight hours of this training, which has all been moved to the last day on a Friday. It's been an exceptionally good program. Executive Director Holcomb asked Chief Harnishfeger if he'd like to make a few comments.

Chief Harnishfeger thanked Executive Director Holcomb, stating that as well as the topics that Executive Director Holcomb has mentioned, he just wants to point out that many of you know, Jonathan Downs, an attorney in the Columbus area. Mr. Downs joined our process on a Wednesday giving legal requirements and legal updates to our new chiefs. There's also a topic called, "The First Year Success Tips". We talked about recruitment and retention. We've established a chief's panel consisting of four chiefs from around the state. We try to have large agency chiefs and small agency chiefs to answer questions and to give advice to the participants. Over the last two sessions the OACP has been involved, we've had 35 students for each session. Also, something very important, at least to us, is that we're using police chiefs to teach this course, which in my estimation, is really beneficial. At this last session, we also brought in Ms. Susan Willeke with the Ohio Ethics Commission to speak for a couple of hours to the new chiefs. So, to date, with the inclusion of the OACP, I'd have to say it's gone very well and they look forward to continuing to work with OPOTA on teaching this course.

Executive Director Holcomb thanked Chief Harnishfeger, stating we appreciate that. Since the implementation of this program back in 2018, we've had over 230 police chiefs who have gone through this program. Back in November, we had a class and I point this out because it doesn't matter where you are as a new chief in the State of Ohio, if you are a new chief, you can take the training. Sitting in the back row of that particular class, there was a chief from a

major city in the State of Ohio, and sitting right next to that chief was a new chief from a very small part time township. We had quite the diversity from the big city chief to a small township chief, going through it, exchanging information, so it was an exceptionally good class and continues to be. The Commission hadn't received an update on this particular training since its implementation back in 2018. I just wanted to take a moment to update the Commission and let you know the program is doing exceptionally well. We really appreciate all the input and the partnership we've had with the OACP to the work on making sure the chiefs get all the training they really need. Executive Director thanked Chief Harnishfeger for taking part in the update and turned the report back to Sheriff Heldman.

Committee Chair Heldman thanked the gentlemen for the update. That concluded the Curriculum Report.

E. House Committee Report

Colonel Fambro, Committee Chair

Colonel Fambro stated the House Committee had nothing to report. That concluded the House Committee Report.

F. Legislative Committee Report

Lt. James Fitsko, Committee Chair

Committee Chair Lt. Fitsko stated that there's certainly some bills we're watching. I don't think they're important at this time. I guess the biggest thing that's probably on the horizon is looking at Resolution 1 on the National level and doing away with qualified immunity. It's happening in other states. I think it's something we need to keep an eye on. My agency is a small agency and they are worried. They're having a hard time recruiting people, and this certainly isn't going to help recruitment at all. I think we need to keep this on the horizon. With that he asked if there were any questions, and with none forthcoming that concluded the Legislative Report.

Staff Reports

G. Commission and Academy Updates

Dwight Holcomb, Executive Director

Executive Director Holcomb gave a follow up with the new chiefs training and from the standpoint that the next class is already full. We're working to put a third class on later in the fall. But, beyond the chiefs, we just finished up the newly elected sheriffs training course with the graduation on Friday, February 19th. This, course, is a three-week course, which started back in November. We had a short delay on the second week of class due to a case of COVID. We have now completed the second week and the third week was in February. There were 20 new sheriff's or total 23 sheriff's that were in this particular class. I thank BSSA Executive Director Cornwell, for the assistance and hospitality that he provides at the BSSA headquarters and hosting and making sure the sheriffs are all taken care of. Another

wonderful opportune time for the sheriffs to get the training that went exceptionally well. We're very pleased that on the final day on Friday, the 19th, Attorney General Yost was able to join the class for a moment and hand out their certificates and classroom stuff. So, that is another great program that is put on. We'll move forward and look forward to 4 years from now, when new sheriffs come aboard.

Executive Director Holcomb gave a couple advanced training updates. Here at the academy; just this week alone, we've got 11 courses we're undertaking, 7 here in the main academy, 2 at the TTC, and we have 2 regional courses; one down at the Cincinnati Police Academy, and another at the Sinclair Community College. We have a little over 220 students going through OPOTA training just this week. Things are moving along very nicely. The semi-automatic pistol classes continue to fill up. We've added 2 more of those classes throughout the rest of this year. The demand is up and we want to make sure we meet that demand. Dan Ozbolt and his team are working to put training on at London, but also to put courses on at regional locations.

Executive Director Holcomb stated one of the things that we run into for our weapons training is the cold weather. We've got some great ranges at the TTC, but basically, they're summertime ranges. They're fair-weather ranges, which we run into problems of not being able to schedule firearms training, basically November, December, January, and February. I thank Colonel Richard Fambro and the State Highway Patrol for their partnership. We worked with OSP, they needed to have some of their troopers trained and firearms instructors. So, we did a little bartering, we went over and worked on updating and training the troopers they needed, in exchange we're going to be able to utilize the OSP's indoor range for some classes, which we will be reserving for next winters cold months. We need to provide weapons training in an indoor climate-controlled environment, so we don't miss those weapon trainings during those extended winter months. We're looking very forward to that and working with our partnership with OSP.

Executive Director Holcomb talked about another high demand course, which is instructional skills and those classes are continuing to fill up. We are already expanding out to provide more instructional skills courses. We've got one course coming up in April at the Akron University, another one in May up in Cleveland, in June one will be at Butler Tech, and in December, we're back in the Cleveland area. We're working diligently to make sure if the demand is there, we're filling the demand and working, anticipating where the demand may be going. Another thing we're looking at is trying to get training into the southeast part of Ohio. We're already working with a class for ARIDE down at Hocking College. That's going to be on June 7-8, 2021 and some other classes potentially down in Marietta at the Washington State Community College. So, we're looking to expand once again regionally and get some of that training out to those areas.

Executive Director Holcomb advised the Commission that Subject Control had to be postponed for a while due to COVID. As you can imagine subject control is a close encounter, physical contact type of course. We're waiting to put those courses on a little later this year, hoping the COVID numbers come down, and individuals continue to get their

vaccinations, so we can put the courses on in a much safer environment.

Executive Director Holcomb updated the Commission on the commission side of the house. We have 34 cadets going through testing this month. We had 174 cadets who went through state certification testing in February and we had 190 cadets who went through state certification testing in January. We look forward to Pearson Vue and the electronic testing that is marching on. We've had Richard Hardy and his team meeting with Pearson Vue and commanders and paper and pencil testing is phasing out. As of April 1st, of this year, which is just coming up in a few weeks, peace officer refresher and corrections courses will be going through Pearson Vue, with the transition any time after May 1st. Private security academies will have to go to Pearson for the state certification testing. Then after July 1st of 2021, all basic peace officer academies will be going through Pearson Vue. A lot of people have worked on this for a number of years and are very happy to see it implemented fully by the middle of this year.

Chair Stanforth asked before you move away from Pearson Vue, just to be cognitive to the fact that we received an email request from a member of the BSSA questioning Pearson Vue, I think you responded to that. To have it on record that we've been discussing this for a very long time, but there's still some that are not aware of that or apparently aren't aware of the fact that we are migrating to Pearson Vue. If you would, give us an overview of the progress of the program and the costs associated with Pearson Vue for the record. Once again, for anybody that sees the minutes will know this is something that's well established and the direction we're taking.

Director Hardy responded, there is a cost per student to complete testing through Pearson Vue. It's \$95 per test. This was approved by the Commission over a year ago. We continued to promote this fee schedule, so that people are aware of it. With Pearson Vue, we provided some options of vouchers, where academies could buy a number of vouchers for their students. Parents, spouses, or anyone could buy a voucher for a cadet. They are phasing in the process and testing will become mandatory at Pearson Vue. So, if an academy begins or ends on or after April 1st, and this is specific to refresher courses, and correction basic training academies, if you begin or end on April 1st, you will test with Pearson Vue. For private security academies, that date is May 1st. For the Basic Peace Officer Academy, that date is July 1st. So again, if your academy begins or ends on or after those specific dates you will test at Pearson Vue. Earlier this month, a letter was sent to all commanders regarding this so they would have all this information, which includes links to the Pearson Vue Web Page. Again, I keep reiterating it is \$95 per test. Students have the opportunity to take two tests. If they fail the first one, they get another opportunity to test, but it's \$95 for each test, second attempt also.

Director Hardy went on to explain a portion of that does come back to the commission to help fund, again, the development of our curriculum that we continue to offer at no charge to the academies, to continue to provide the compliance services, the spot inspections, the paperwork assistance with our certification and our compliance staff that we currently do not charge for. So, it's a small revenue generating strength.

Executive Director Holcomb replied in looking back through the minutes, this would appear to be something that the Commission has been discussing for probably five years. The Commission did move forward and voted on this, and that was just about a year ago. Now that the contracts with Pearson Vue have been signed we are moving forward to begin this process. So, there's been a lot of testing that's been going on between our staff and Pearson Vue for transferring some files and all of the information that needs to be done. I thank the staff of Pearson Vue. Mr. Hardy tells me they've been great to work with and understand the complex nature of what we have going on. We're very excited by this. We think it's going to be a lot of assistance to those academies that are in the far reaches of the state. They no longer have to bring their people here to London to be tested. So, it's going to be a very good program. We're hoping for great success.

Director Hardy shared that we actually received a comment from one of our southeast Ohio classes. They're excited about going through Pearson Vue and they're actually going to do it prior to their mandatory date because they recognize that it will save them a tremendous amount of money, they won't need to put people on over-time to come up to London and take their test. The Executive Director has already got some information on those that have tested already. The majority of the people have found the system, the registration and the process, to be fairly easy. We're getting a lot of people wanting to take the test through Pearson Vue, because it's closer to their location and we're excited.

Executive Director Holcomb stated it's a change and we're getting through it. And, I think it's going to be a great part of our services to peace officers as well as all the different academies that we serve.

Executive Director Holcomb reminded all the commission members that their ethics and financial disclosure statements need to be filed, the deadline is Monday, May 17th. Those 2020 statements would need to be on record by then. We continue to talk about and remind you that Thursday, May 6, 2021 will be the Fallen Peace Officers Memorial Ceremony here in London. We are scaling back this year on the event recognition, COVID and safety for all. This year, we will be honoring the 2019 and the 2020, fallen officers, their families, and their agencies. We are working with our I.T. department and others to be able to streamline the event. Because, we really want fewer people here for this year's event, we want to ensure that all of those individuals that cannot be here and probably should not be here because of COVID are still able to see the event live streamed. We met here yesterday with some technical individuals that were checking our PR Connectivity rates and flow rates. We are very positive, we'll be able to live stream the event. We're also going to record it in a different format, and that'll be edited with all the fallen officers and spliced together for production later the next week. We're looking to put the event on this year, while still maintaining safety for all those individuals that are here.

Executive Director Holcomb announced a couple personnel changes since our last update. Ms. Kim Eggerton has joined us. Ms. Eggerton is the eOPOTA Online Curriculum Design person. Ms. Eggerton comes to us with great knowledge on online training and editing and is bringing a whole era of where we're going to be taking our online training into the future. We welcome her on board. Mr. Joshua Grusendorf had been one of our training coordinators, he has resigned for a job opportunity in Southern Florida, where he has family. We welcome back Mr. Dereck Foote, who took over the position of training coordinator, and we are happy to have him on board. Ms. Toni DiSalvo who has been one of our compliance officers for a very long time, worked for the state for 30 plus years. Ms. DiSalvo has retired and taking over her position is Mr. Sean Smith. We welcome Mr. Smith as our new compliance officer in the northeast part of the state. Ms. Savannah Brock will be leaving us tomorrow, she will be taking a position at BCI. We are thankful she was here today to run the WebEx. We thank her for her services here to us.

Executive Director Holcomb received this card just recently, from Shelby County. Mrs. Haley is in her 80s and she wanted us to know that her husband, Keith Haley, passed away. Mr. Haley had served as our executive director for the Ohio Peace Officer Training Academy Commission for 5 years, from 1986 through 1991. I have his obituary, which tells a wonderful story of law enforcement training and education and everything he did in his life to promote law enforcement, upper education and everything else. But it was so sweet of her to reach out to us to let us know of his passing. I plan to reach out to her tomorrow and talk to her personally. I'm going to be giving the obituary to Ms. Long, because I'd like to include it in minutes to memorialize Mr. Haley for his service to OPOTC as the executive director. This document is located on the last page of these minutes.

Executive Director Holcomb responded that concluded the Commission and Staff Updates Report.

H. New Business

Chair Vernon Stanforth

The Chair asked if there was any new business to discuss, hearing none, that concluded the New Business report.

I. Old Business

Chair Vernon Stanforth

The Chair asked if there was any old business to discuss, hearing none, Chair Stanforth asked for an update of the 119 hearing.

Executive Director Holcomb turned that over to the commission attorneys to further their discussion. Just as a refresher, we do have three 119 hearings pending, waiting for direction.

Mr. William Walton responded that the Commissioners should have received the memorandum which Attorney Holsher and he provided last week. If anyone has any

questions regarding that memorandum, we're happy to discuss it. Other than that, the decision on how to proceed is in the Commission's court here on what they want to do.

Chair Stanforth restated for all the commission members who weren't aware, we have hearings that are to be conducted. Typically, the Commission has conducted hearings following a commission meeting in front of the entire commission. Due to the virtual challenges that we have, getting everybody together and still having a timely hearing is difficult. We've asked the council to come up with a proposal to address that. So, is there a recommended path Mr. Walton, that you would like us to consider for this issue?

William Walton, Commission Legal Representative replied he would again say that any legal advice we give you would be privileged and confidential. But if we did it in the open meeting, that privilege would be waived. So, I don't know how much more you want me to talk about that.

Chair Stanforth stated he supposed that needs to be with the commission members. So, if we would like to have a hearing all of us are appointed and that appointment would be through the AG's office. It would be anybody directly affiliated with the OPOTC, they would actually be appointed as a hearing officer. And that way we could expedite these hearings. So, do we have any direction from the Commissioners, any questions?

Carol O'Brien thought she was the one who spoke about this at the last or the meeting before last. I'm not sure which it was in terms of appointing a hearing officer is going to involve the expense of the hearing officer's time. But they will also be writing the report and the other information. Then we still have to ask Commissioners to get that report and come up with our final finding. Another question we asked Mr. Walton was to look at whether or not this could be held virtually. He did respond to that. So, I guess what we need to know is what the Commissioners as a whole want to do or how we want to handle it. I think it's a good idea, we go into executive session and discuss this so we're not waiving our privilege. What are your thoughts?

Commission Legal Representatives stated he thought that'd be fine to go to Executive session for that.

MOTION: Carol O'Brien made the motion to go into Executive session to discuss the legal advice provided to the Commission by counsel.

MOTION: Colonel Fambro 2nd the Motion to go into Executive session.

Chair Stanforth Adjourned for Executive Session at 10:39 a.m.

Chair Stanforth the chair called the meeting back from executive session at 11:02 a.m.

Carol O'Brien stated Chair, I just wanted to put it on the official record, my recommendation is that we have the commission rather than a hearing officer conduct the 119 hearings, that will be going on. We're allowed to do it virtually, which takes care of the issue during COVID. Once we get out of it, then we can do it in person or we can do it in person or virtually. So, some folks can be in person, some members can be virtual. Others can actually see that way. So, thank you.

Chair Stanforth for clarification, was that your thoughts or is that a motion?

Carol O'Brien replied my thoughts.

Chair Stanforth asked if the commission has a motion they would like to make on the issue or is it without a motion who just says as is? Seeing no motion, the Commission will continue conducting our hearings, as we have done in the past before the full Commission, with the options available to us at that particular time. Executive Director, you can schedule your 119 hearings accordingly.

Executive Director Holcomb thanked the Commissioners. He questioned the Commission, with three 119 hearings pending, would you like to try to schedule something specifically for this? We could look at April and try to set a date, or would you like to try to do this in conjunction with the Commission Meeting? I would anticipate with three of these of the limitations on presentation, we could be talking at least a half a day. That might be best to have an individual day to try to accomplish these.

Chair Stanforth asked when's the next commission meeting was?

Executive Director Holcomb responded May 13th. These hearing have been pushed back a considerable amount of time. Chair Stanforth left it up to the Commission, but encouraged getting them scheduled. A scheduled day for just the hearings would be appropriate, that's at the pleasure of the Commission.

Executive Director Holcomb after discussing the availability of the Commissioners, it was decided for each Commissioner to send in dates they were available in April and a calendar invite would go out for the best date for attendance.

Chair Stanforth stated he had one item under old business, does anyone else have anything under old business? The issue I have and I bring this to the commission and I alluded to this, I had an opportunity to have a conversation with a White House staffer the other day, and Lt. Fitsko was talking about some of the activity at the national level. But one of the issues I talked about was recruitment. We are having a difficult time and this is occurring not only in county sheriffs, police departments, small and large, regardless across the country, hiring and finding recruits that are eligible, that meets the criteria, not only locally, but on a state level. We're going to have a lot of issues coming up in the near future on recruitment. But one of the issues that I'd like to have addressed at this point, or at least put on the record as thoughts, is physical fitness. I've been on the commission now a number of years, so I've been here

prior to physical fitness. I was here during the debate on physical fitness. I was and I kind of alluded to this during our discussion 20 years ago in mandating physical fitness, that this may eliminate numerous eligible candidates, police officer appointments. You all know that I'm a strong advocate of home rule, that our local agencies should dictate who polices their communities, the mayors, the chiefs, city councils, the commissioners, the sheriffs, whatever those entities may be set the standard, civil service versus of whatever you may have in guiding your hiring process. By physical fitness standards, we have eliminated numerous potential candidates who just couldn't run a mile and a half and do 30 pushups. I think we need to address this issue or at least bring the issue back up for discussion that we've imposed this stipulation in this standard upon our local communities, and we are now seeing some of the residual effects of that and those that may be potentially good officers, but because they cannot complete the physical fitness portion or are immediately eliminated as candidates, even though they could pass it academically, they may not be able to run on half and therefore they are eliminated. I think that's a standard that is limiting our pool of candidates. I'm a graduate of the FBI National Academy, I am a firm believer in physical fitness. But at the same time that should be up to the agency to decide what their standards may be, I think the commission needs to look at this. I recall when I first became sheriff almost twenty-five years ago, I had a four-door filing cabinet full of applicants waiting to be recruited or waiting to be vetted. And then one day, my chief deputy came in and said, we only have 200 applicants to pick from. Today, I have one or two at any given time to pick from, we've limited it, we've narrowed down and made it so difficult to find applicants. And I can't say I'm not alone in this. This is across the country. Everybody's finding difficulty. But I think the Commission needs to take into consideration at least this one standard of physical fitness and put this burden back onto the local agencies to address, not the state imposed. But I don't know where the commission members may feel on this, whether we need to put this off into another discussion, another day. But I think this is something that we can ease the burden on local recruitments by eliminating this one standard that we've imposed.

Chief Harris stated to Chair Stanforth, I'd just like to add, I truly agree and feel the issues are honorable for what barriers come in, it makes it difficult. I remember so much in my career about how many of the individuals that advocated for fitness, especially those that have come into the entry level of this field. And how much of the debate and how much went on to getting certain levels of fitness brought into this and looking at so many issues that were happening down the line because individuals were not fit physically as what we call the standard at that time. So, for me it would take a lot more discussion, a lot more time, because there are so many people that are invested into getting us to where we are now in the state of Ohio with the fitness for those candidates coming into the police academy. So, it is going to take a lot more discussion to talk about this.

Colonel Fambro stated he thinks it's always important to talk about fitness and local rule. But, there are so many downstream consequences associated with physical fitness or lack thereof, and we need to add mental health to that discussion as well. It's something that's really important. We see the fruits of that, they're out and there's confrontations and the response of resistance; and that is daily. It has a huge factor, and it plays a factor in much of what officers do. I'll just speak on behalf of the troopers on what they do day in and day out.

I think it's a really important discussion.

Colonel Fambro we changed our fitness for the entry level cadet coming in the doors and we lowered it because of the lack of athletes. But we're seeing the fruits of the downstream consequences associated with that. It's a tough job and stress and the rigors of doing the job daily play a role in the wellbeing of the troopers we employ daily and we are watching those classes closely. It is definitely something that I think is a huge discussion point. And I do quote a portion of it and I appreciate and respect that there is a lot more to it, that we, at least in the patrol, to be quite honest, ensure that it's a huge part of what we do.

SAC Smith commented, Sheriff, as the federal guy who has to weigh in on this, one of the things that we've been arguing strenuously against with our headquarters is they're dictating the lowering of the physical fitness standards for agents. And what we have found is that to get more people at the top end of that funnel, we are sending candidates that aren't really ready for physical fitness rigors at Quantico. You probably witnessed it while you were at the National Academy. And what we're seeing is that it's causing us more work on the back end, because it's getting pushed to the academy. So, the money to spend on background clearances and medical evaluations, all of that is being pushed, all that is going to waste because these folks are not going to be able to the past test for getting through the academy. So, we do see lowering standards, causing us having more people get into the academy. But the downstream effects Colonel Fambro mentioned, I get a struggle, but I just think that is because that's something we're really struggling with right now here in the real.

Colonel Fambro SAC Smith you said that much better than I articulated. Thank you.

Chair Stanforth said the yellow brick road is not easy. But, then it's just not designed to be easy. I know it's part of the program. But, I think we need to have a more robust discussion. I may off base with this, but I think there's some issues that's one of the issues that I think we can address and leaving it to home rule, leaving it to local agencies to decide their physical fitness standards. But, if you bring it up, and it is a future discussion or lack of discussion, at least I brought it to the table.

Colonel Fambro stated he respected that point, Mr. Chairman. I agree that it's really critically important. I just don't want to see us move to a lack of fitness understanding or a lack of stressing what is really important. It's a lifestyle. It's a belief in that being a huge part of your toolbelt when you're doing the job and it makes a difference.

Carol O'Brien, so I'm not weighing in as law enforcement. But, if we want to have a further discussion, does it make sense to ask for some research to be done on these issues and look and see where we are across the country? Have any studies shown that type of information, rather than just talk about it. Because I can say something, but it's based just on my knowledge of working with law enforcement and all the folks on here who were in law enforcement have their own personal experiences that they could add. Does it make sense to put something together that is more than just us, the individual commissioners, and Leah I don't know what basis you would have in terms of this suggestion. So, I don't think it's a bad

idea to look at, but I think we need to look at it with a lot of input coming in.

SAC Smith added that's a great idea, I think more research needs to be done. I think looking at the survivor rates of injured officers, for those officers that are suffering with mental health issues and the impact this whole business has on the well-being, of course, all those things go into it, too, including the recent reasons to the local agencies and the fact that I think it actually would be a very good product, not only for the state of Ohio, but for other brother states out there. So, I would welcome participating in adequate research.

Leah Amstutz stated she would just add from an educational standpoint, I mean, we've done a lot of work within our agency looking at the social well-being of just students. And when you look at the well-being of students and about mental health and physical fitness and those pieces come into that conversation in terms of the ultimate place where you want to get a student with mental health. So, the other thing, too, is I could also look for an educational standpoint where we are local control and how we work with our districts, that we do set some standards from a state perspective in terms of an expectation of, this is the minimum and then a school district can choose to go higher from that standpoint, but they can't go lower. So that might be something to think about that to you that fitness is important. But, you know, is there a level that is minimum and is the level we have now that minimum, which maybe research will help us show that from that standpoint? So, I do think like having a standard across the state when I think of education, but still providing flexibility at the local level, I think is something that is important to look at.

Chair Stanforth stated he would talk with the Executive Director and maybe formulate some kind of an idea of how this may look and then if we come back, we're ready to review it, maybe look at some things. Eric, you have the vast amount of resources at your disposal on this topic, I'm sure, because it can't be a new topic, whether to have it or not. I think we also need to look at other states, how they're doing physical fitness and even our physical fitness standards have been around for 15 years, I suppose. And maybe it's time we look nationwide to see where we're at. We've got plenty of time to see how that has impacted our recruitment, the impact of our success in our academies. So, maybe it may be a timely thing to look at the entire issue overall. And I know the players at that time are gone, but there are new players, with new perspectives. So, I'll get with Executive Director Holcomb and we will take steps from there. They just came up on the chat about the commanders. I think they are living the front line just as well during the training, and how that's impacting the academy. So, we're certain we're bringing them into the discussion, if we get to that. We get to actually review that. We'll bring in the academy commanders, chiefs, sheriffs from different parts of the community. Is there any other old business?

J. Guest Forum

Chair Vernon Stanforth

Chair Stanforth asked if there were any guests that may be interested in participating in the discussion. Hearing nothing, Chair Stanforth asked if there was anything for the good of the

order? Hearing none, the Chair entertained to adjourn. That concluded the old business report.

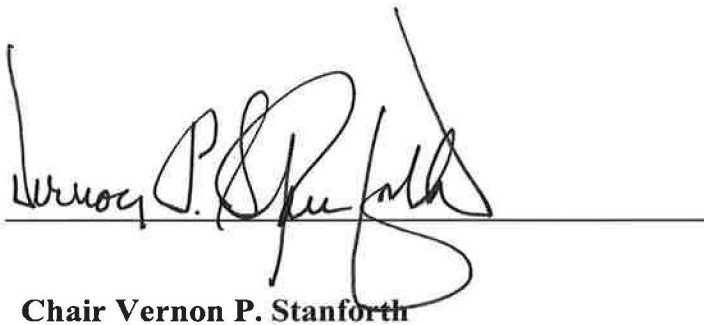
K. Adjournment

Chair Vernon Stanforth

Hearing nothing further the Chair entertained a motion to adjourn.

MOTION: Chief Harris made the motion to adjourn. Chief Kral seconded the motion. The meeting was adjourned. Yes-8, No-0, Absent-1, Unable to vote-1.

Time:11:13 a.m.



A handwritten signature in black ink, appearing to read "Vernon P. Stanforth", is written over a horizontal line. The signature is stylized and cursive.

Chair Vernon P. Stanforth

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

KEITH N. HALEY

Keith N. Haley, 80, of Tiffin, passed away Wednesday, Jan. 6, 2021, at a hospital in Lima.

Keith was born Aug. 13, 1940, in Springfield, the son of Rodgers and Effie (Neal) Haley. He married Shelby Moon on April 28, 1961, in Springfield.

Keith is survived by his wife of 59 years, Shelby; daughter, Jill (Tom) Probaska; two grandsons, Michael and Trey Probaska; two great-grandchildren; and numerous nieces and nephews.

He was preceded in death by his parents and two sisters, Jeannine Monchilovich and Marcia McVicar.

Keith was designated as professor emeritus at Tiffin University for his stellar achievements and contributions in the field of criminal justice. He served as dean and chairman of the University's Criminal Justice Department and helped establish a graduate school of criminal justice administration in Bucharest, Romania. Keith was also instrumental in launching Tiffin University's online education.

In London, Ohio, Keith served as executive director of the Ohio Peace Officer Training Academy and for 15 years taught and provided leadership as chairman of Criminal Justice Department at University of Cincinnati. He also served as coordinator of the criminal justice programs at Collin County Community College, Texas. As an academic and scholar, Keith has authored, co-authored and edited more than 50 books and publications, always exploring and expanding the



reach of criminal justice issues in contemporary culture. He is co-author of "Introduction to Criminal Justice," published by McGraw-Hill, a textbook used in colleges and universities across America.

For years Keith also hosted a weekly radio show called "Jumbled Justice." When it came to building and innovating programs a colleague once quipped, Keith is a "ball of fire." Keith earned a bachelor's of science degree in education from Wright State University and a master's degree in criminal justice from Michigan State University. Keith served as an electronics repairman and NCO in the U.S. Marine Corps following his graduation from Springfield High School in 1958. Soon thereafter he served as a police officer in Dayton after graduating first of his class at the academy.

When not teaching or writing vocationally, Keith enjoyed running marathons, biking, writing poetry, listening and playing both classical and country music. One of his proudest most joyful experiences was carrying the Olympic Torch preceding the 2002 Olympics in Salt Lake City.

A private service for the family will take place with burial at Rose Hill Burial Park, Springfield.

Memorial contributions may be made to www.prisonfellowship.org.

Arrangements have been entrusted to Richards, Raff & Dunbar Memorial Home. Expressions of sympathy may be made at www.richardsraffanddunbar.com.